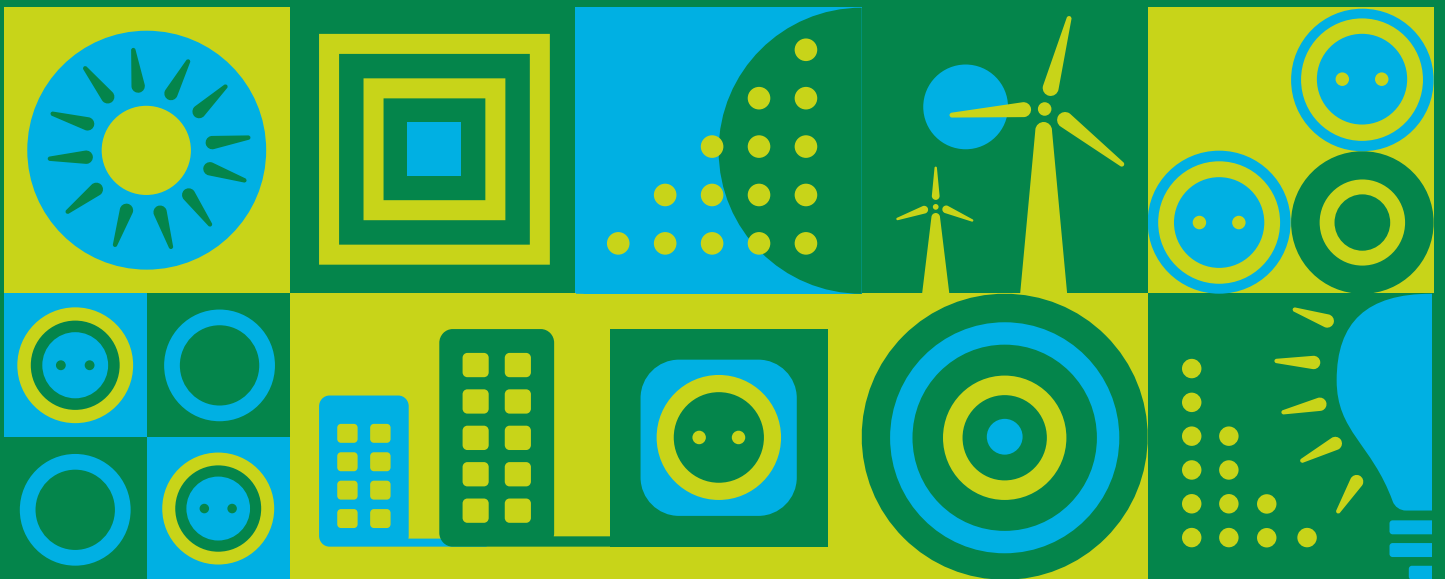


SOCOTEC

● **SOCOTEC GROUP**
● **SUSTAINABILITY**
● **REPORT**
● 2022





INTRODUCTION

GRI 2-1, 2-2, 2-3, 2-5, 2-6

The SOCOTEC group's sustainability report is independent of the SOCOTEC group's annual financial report, although it is related to it. The statutory auditors have validated the Group's financial report. The sustainability report has been sent to the Board of Directors and management committee. It will be sent to the Group's banks and financial partners, as well as to any client that requests a copy. It will also be published on the SOCOTEC website.

This report reviews the CSR performance of the SOCOTEC group, and particularly of the following platforms: France (excluding French overseas territories), UK, US, Germany and Italy (see full list of entities by platform in Section 4.4 "Reporting methodology"). These platforms account for more than 90% of the SOCOTEC group's business activity. Acquisitions made in 2022 are not included in the scope of the CSR report. The most recent geographical platforms - i.e. the Netherlands following the acquisition of Hanselman Groep in 2021, Inpijn Blokpoel, CAG Groep in 2022, and Spain following the acquisition of Bac Engineering in 2022 - are excluded from the scope of analysis pending their adoption of a CSR strategy, as are the Group's other regions and countries (Asia, Middle East, Morocco and Africa), where revenue remains unrepresentative.

The previous 2021 CSR report (published in April 2022) only related to business activities in France, which at the time accounted for 53% of the Group's revenue. This new 2022 CSR report therefore covers the Group's material business activities and the 2022 data are directly related to relevant environmental, social, governance and ethical matters.

This report was prepared in accordance with the GRI (Global Reporting Initiative) Universal Standards for 2023 (core option). The information has been sent to the GRI as required by the compliance procedure. The Group, which provides testing, inspection and certification (TIC) services for buildings and facilities for the construction, real estate, infrastructure and manufacturing sectors, has prepared this CSR report on a voluntary basis, since it is not subject to any non-financial reporting obligations. This shows the Group's desire to make preparations to adopt an externally validated CSRD approach, in order to achieve the best CSR performance in its sector. The Group offers clients services including ISO 26000, ISO 50001 and ISO 14001 certification, energy audits, pollution surveys, circular economy analysis and verification of renewable and low-carbon energy facilities. Accordingly, it started its CSR reporting process for its largest geographical platforms in order to develop best practices in its business activities in terms of sustainability.

Report publication date: May 2023

Reporting period: from 1 January 2022 to 31 December 2022

Contacts: Gabrielle Mendes, Chief Sustainability Officer, gabrielle.mendes@socotec.com

Caroline Beauvalet, Group Sustainability Manager, caroline.beauvalet@socotec.com

GRI 2-22

EDITORIAL



The construction, real estate and infrastructure sectors experienced mixed conditions in 2022. On the one hand, they benefited from tailwinds as the European and US governments invested massively to support new infrastructure-building projects and the renovation of ageing structures, and to develop energy-related refurbishment on buildings. On the other hand, these sectors were hit by a backlash from the pandemic as construction and energy costs increased and supply chain disruption hampered newbuild projects.

In this context, the SOCOTEC group reached its targets in 2022 and demonstrated its strength and growth potential in an uncertain international environment characterised by the resurgence of inflation and significant geopolitical risks. All of our businesses and principal geographies recorded growth, driving a 7% increase in the Group's proforma revenue to €1,210 million, with EBITDA totalling €201 million and representing an EBITDA margin of 16.6%(1).

Since the pandemic, SOCOTEC's sectors have reached an inflection point. The IPCC's recent report shows it is absolutely imperative to review practices and reconsider impacts in relation to the environment. Energy, environmental, digital and regulatory transitions have made sectors pivot and embrace sustainability issues more wholeheartedly. The stakes are very high and are now common to all involved, from builders and developers through to lessors and operators via project owners, planners and investors. Everyone concerned is aware that sustainability is critical for their projects.

SOCOTEC is a group that was formed in 1953 to meet the critical need for compliant, sustainable buildings in the post-war reconstruction period. It has since developed a range of testing, inspection and certification activities for buildings, homes and offices, infrastructure and industrial facilities, including those necessary for renewable and decarbonised energies, and public and private amenities. As an independent trusted third party, we play an essential role in supporting these

sectors as they shift over to buildings and facilities that comply with health and safety regulations, are robust, and are also more environmentally-friendly, less energy-intensive and more sustainable over a longer and more secure life cycle.

The SOCOTEC group's CSR strategy has clearly been central to its market position ever since its inception. With its Green Trust(2) services, the Group aims to help clients shrink their carbon footprint, optimise the energy performance of their assets and become greener. In 2022, we verified the eligibility of the Green Trust missions under the European Taxonomy (climate change mitigation and adaptation). Certain activities were assessed by the TIC Council and Filiance, our professional bodies, to evaluate their impact on environmental and energy priorities.

Our core purpose is straightforward and fully aligned with the work done by our 11,300 engineers and technicians worldwide:

"Building trust for a safer and sustainable world". As a business committed to sustainable buildings and infrastructure, we have 250 accreditations from ministries and industry authorities following rigorous audits performed every year.

We also put our deeply held views on sustainability, which we put into action through our social commitment to equal opportunities. This is a key underpinning of our CSR strategy. We have signed the UN Global Compact and comply with its core principles of human rights, workers' rights and an ethical approach to doing business.

We put our beliefs into practice by helping young people struggling to find work to find their first job. Firstly, we offer training under our "Rebond Favorable" programme for jobs in our business lines. Secondly, we have set up our sector's first Apprentice Training Centre(2), accredited by France Compétences and Qualiopi, to develop the apprenticeship route into employment. We also run other initiatives in our main geographies, such as the Drilling Academy to train and help migrants find work in Italy. Similarly, we have partnered with

Fedcap, a UK-based organisation helping people get back to work and find their place in society.

SOCOTEC's carbon footprint has also improved and we have made further plans together with all our stakeholders to address our most material topics. We are also investing in developing the skills and expertise of our employees, as well as building technologies. At SOCOTEC, we believe that our activities are essential for the sustainable development of our sector, which brings our core purpose to life. Everything starts with our teams, who apply their expertise and their rigorous and independent approach to auditing buildings, infrastructure and equipment. The Group is committed to supporting its clients with their transition to net zero, energy restraint and sustainable projects and to lowering its own carbon emissions.

Because of our focus on providing solutions in these areas, we can look forward with confidence as we develop our activities as a trusted third party promoting building sustainability.

Hervé MONTJOTIN

Chief Executive Officer, SOCOTEC

Guyancourt, 3 May 2023

(1) Proforma 2022 figures
(2022 acquisitions on
a full-year basis)

(2) ATC (Apprentice Training Centre)

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1. ABOUT SOCOTEC



GRI 2-6

1.1. OUR VISION

Our purpose – building trust for a safer and sustainable world – brings with it responsibilities with respect to our industry and our stakeholders, both internal and external. This purpose has been inherent in our business since we were founded in 1953, and in our day-to-day testing, inspection and certification work for the construction, real estate and infrastructure sectors and for industrial facilities. It includes providing necessary support for energy, environmental and sustainability transition work on buildings, and requires us to achieve higher levels of safety and sustainability for our clients, teams and partners.

Our vision and our ambition are extensions of our mission, and form part of our efforts to promote sustainability in the construction, real estate and infrastructure sectors.

1.2. OUR MISSION

When it comes to meeting the challenges posed by buildings, infrastructure and industry, SOCOTEC provides risk management and technical consultancy services, supporting its clients in the construction, real estate, infrastructure and manufacturing sectors throughout the life cycle of assets to ensure that they comply with requirements, regulations and standards, extend their useful lives, improve their environmental performance and guarantee personal safety. As an independent trusted third party, we audit and understand the issues faced by our clients, in order to provide solutions in each area.



Building control



Building compliance and energy performance



Sustainable buildings



Worksite risks and safety



Infrastructure



BIM and data



Renewable energies



Nuclear



Equipment verification



Environment



Polluted sites and soil



Industrial facilities



Certification



Technical training

SOCOTEC is a one-of-a-kind company, having spent the whole of its 70-year history focusing on managing risks and ensuring the integrity of assets in the construction and infrastructure sectors. It specialises in providing Testing, Inspection and Certification (TIC) services to its 200,000 clients. SOCOTEC operates in 26 countries and manages risks related to buildings and facilities with its engineers, who are acknowledged specialists in their specific parts of the construction, infrastructure, environment and manufacturing sectors.

SOCOTEC has been assessed and accredited by government ministries, supervisory organisations and authorities, confirming its expertise as an independent trusted third party(1). This allows SOCOTEC to carry out its various types of work, which help increase the safety, sustainability, compliance and performance of buildings. The Group has more than 250 external accreditations, allowing it to carry out Testing, Inspection and Certification assignments and submit audit, assessment, control and inspection reports relating to construction and environmental risks in line with its client's requirements.

(1) See Section 6, "Appendices: External accreditations in France / International external accreditations"



SOCOTEC, as an independent trusted third party, has since 1953 been helping its clients to ensure the sustainability of buildings, facilities and infrastructure, anticipate risks and adapt new and existing buildings in view of climate change and energy issues. SOCOTEC's Green Trust services relate to topics that have been verified in connection with the environmental objectives of the taxonomy arising from the European Green Deal. Some services are Taxonomy- eligible, while others have been assessed by the environment experts of the TIC Council and Filiance.

- 1 \ MITIGATION OF CLIMATE CHANGE
- 2 \ ADAPTATION TO CLIMATE CHANGE
- 3 \ CIRCULAR ECONOMY
- 4 \ SUSTAINABLE USE OF WATER
- 5 \ REDUCTION OF POLLUTION
- 6 \ PROTECTION OF BIODIVERSITY

In 2022, SOCOTEC's Green Trust services(1) accounted for 30% of Group revenue, including France, the UK, the US, Germany and Italy but excluding the Netherlands and Spain, where acquisitions have taken place only recently, and excluding the Rest of the World, which accounts for 5% of Group revenue. The revenue figure used in this calculation therefore represents 90% of the Group's total revenue.

In 2021, Green Trust revenue accounted for 26% of Group revenue and our aim is to increase this proportion to 33% in 2024, at a time when our revenue base is continuing to increase through organic growth and acquisitions.



GREEN TRUST BY SOCOTEC

- 1 addresses the need to reduce the environmental impact and optimise the energy use of buildings, facilities, equipment and engineering structures.
- 2 includes work eligible under the EU taxonomy or whose environmental impact has been assessed by the CSR experts of Testing, Inspection and Certification trade bodies (Filiance in France, TIC Council internationally).
- 3 consists of services provided by SOCOTEC experts as trusted third parties, who provide comprehensive and independent audit reports on the condition of facilities, buildings and equipment with respect to building regulations, standards, risks and desired performance levels.

ALTERNATIVE ENERGIES

LOW-CARBON ENERGIES

The growing demand for energy is associated with an increase in greenhouse gas emissions, which contribute to climate change.

Low-carbon energies have an important role to play in the transition to an economy with low carbon emissions. To develop its business in this area, SOCOTEC has set up an independent entity: SOCOTEC Power Services.

SOCOTEC Power Services is fully focused on low-carbon energy facilities and infrastructure, working to ensure their safety, compliance, performance and sustainability.

REFURBISHMENT AND OVERHAUL

SUSTAINABLE BUILDINGS

The real estate sector is one that has a significant environmental impact: the construction, operation and demolition of buildings account for up to 40% of carbon emissions across all sectors.

SOCOTEC Immobilier Durable's experts offer ways for the real estate sector to limit its environmental impact while creating more efficient and sustainable buildings, using 8 specific skills:

- Visual and instrument-based technical analysis;
- Testing and monitoring;
- Property evaluation;
- Technical due diligence;
- Energy and carbon restraint;
- Environmental quality in buildings;
- Circular economy and re-use of materials.

INFRASTRUCTURE SUSTAINABILITY

DEVELOPMENT OF RAIL INFRASTRUCTURE

To develop low-carbon mobility, SOCOTEC applies its expertise across the whole life cycle of rail infrastructure, including mainline rail, metro and tram networks.

ENVIRONMENTAL IMPACT ASSESSMENTS

CARBON AND ENERGY AUDITS

Energy and carbon audits are essential tools in assessing the environmental impact of any activity and in identifying measures for reducing that impact.

SOCOTEC's experts support clients with their CSR efforts.

BIODIVERSITY AND CIRCULAR ECONOMY

ENVIRONMENT

Today, because of increased pressure from human activity, resources such as water and aquatic environments, air and soil are subject to numerous types of pollution and degradation that could affect biodiversity and human health.

SOCOTEC's experts help clients anticipate health, safety and environmental risks and offer the following services:

- Measuring and assessing pollution risks (water, soil and air);
- Inspecting sites, including brownfield sites, that could be developed in construction projects;
- "Green worksite" services helping clients to respect the environment on their sites and in the surrounding areas over the long term as part of a construction project;
- Obtaining certification (ISO 14001, ISO 50001 and ISO 26000 for example);
- Obtaining the ECOCYCLE circular economy label (starting with an analysis of the worksite's resources and then recycling and re-using those resources via partner platforms).

(1) See Section 3.3.1, Helping clients to reduce their environmental impact: SOCOTEC produces Green Trust services.

1.3. PERFORMANCE AND BUSINESS MODEL

1.3.1. FINANCIAL AND OPERATIONAL PERFORMANCE

GRI 2-6, 2-7

SOCOTEC's revenue amounted to €1,156.599 million in 2022, or €1,210 million on a proforma basis. The Group has doubled in size in the last 6 years, through organic growth and 48 acquisitions across all of its geographies between 2017 and the end of 2022.

2022 KEY FIGURES

26
COUNTRIES

- GERMANY SAUDI ARABIA AUSTRIA BELGIUM COLOMBIA CÔTE D'IVOIRE SPAIN UNITED STATES UNITED ARAB EMIRATES FRANCE IRELAND ITALY JAPAN
- LEBANON LUXEMBOURG MADAGASCAR MOROCCO MAURITIUS MONACO NETHERLANDS PHILIPPINES POLAND UNITED KINGDOM SINGAPORE THAILAND VIETNAM

7
PLATFORMS

190
LOCATIONS IN FRANCE

OVER 40
ACCREDITED LABORATORIES

29
TECHNICAL TRAINING CENTRES AND 17 NUCLEAR WORKSITE TRAINING SCHOOLS

200,000
CLIENTS

11,073⁽¹⁾
EMPLOYEES

6,500
ENGINEERS

1,200
PEOPLE RECRUITED

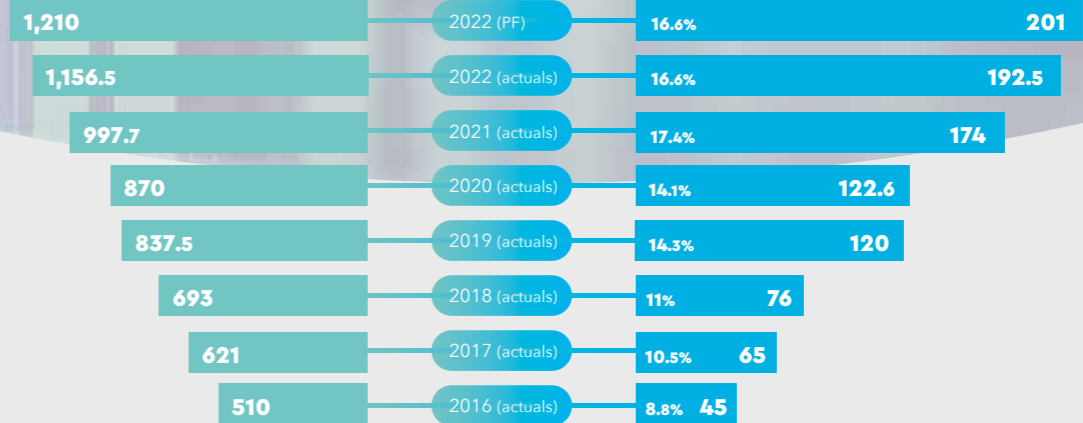
200
APPRENTICES

250
EXTERNAL ACCREDITATIONS

€1.210 BILLION
REVENUE

REVENUE (€ MILLION) (PROFORMA)

EBITDA (€ MILLION) (PROFORMA)

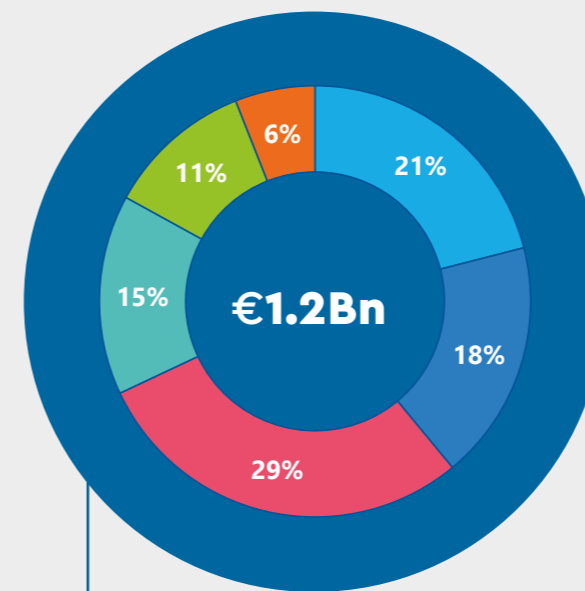


GRI 2-7

Today, 30% of the Group's revenue comes from the infrastructure sector, 38% from construction and real estate, 15% from industrial and electrical equipment and 11% from environmental services.

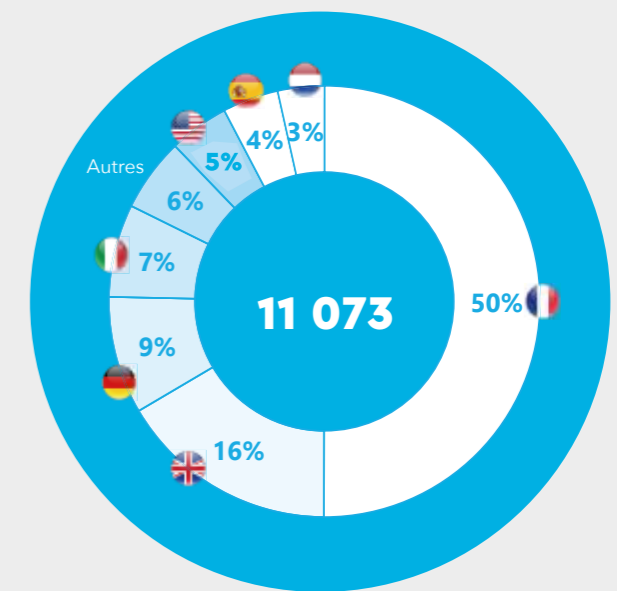
COMPLEMENTARY BUSINESSES SUPPORTED BY A BALANCED INTERNATIONAL PRESENCE (REVENUE: 47% FRANCE, 53% INTERNATIONAL)

2022 PROFORMA'S PRODUCTION



- Construction & Real Estate France
- Construction & Real Estate Other Countries
- Infrastructure & Energy
- TIV & Industry
- Environment
- Training & Certification

2022 HEADCOUNT BY PLATFORM



(1) Source: HR Dashboard, December 2022. Source: 2022 annual financial report average headcount of 10,136.



GRI 2-6

1.3.2. THE SOCOTEC GROUP'S BUSINESS MODEL

Our business model has an impact on society.

Our Testing, Inspection and Certification activities ensure that buildings, facilities and equipment comply with laws and regulations, and help their owners achieve voluntary improvements in their performance and sustainability.

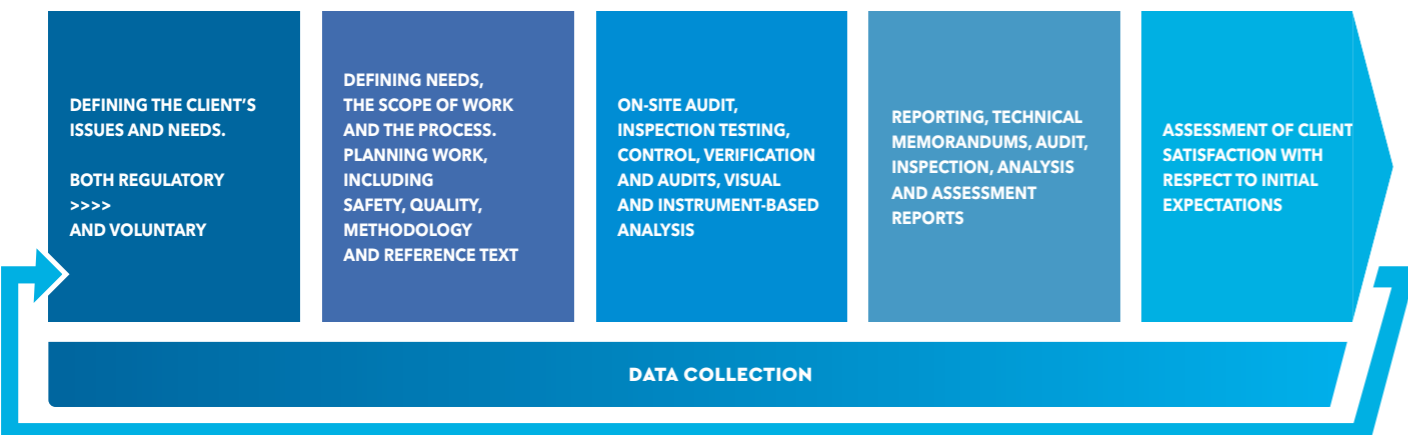
By auditing their assets, all clients, whether in the public or private sector, increase the safety of their sites, extend their lifespans and develop a more solid base, and optimise their consumption of energy and natural resources.

All clients receive an audit, assessment or analysis report that enables them to comply with requirements, improve quality and enhance health and safety for their own clients and users.

In a world where risk management has become crucial and in which efforts to increase quality, health, safety and sustainability also help to protect a brand's reputation, obtaining an independent report from an approved, accredited or certified professional and using it to drive one-off or continuing improvements is crucial, creating trust among end-clients that is vital for the long-term future of any business activity.

Testing, inspection, controls, audits and assessments reduce risk and allow construction, renovation, performance improvement and compliance projects to be carried out, helping clients meet requirements in terms of building quality, safety and reliability. SOCOTEC's services ensure that regulatory requirements are met. In its certification activities, SOCOTEC guarantees that services, processes, systems and products comply with standards and regulations, both national and international.

CLIENT RELATIONS AND RELATIONS WITH PROJECT STAKEHOLDERS - SOCOTEC



GRI 2-6

1.3.3. VALUE CHAIN

The figures in the table below are taken from the Group's consolidated financial statements in the 2022 annual financial report.

INPUTS	AMOUNTS	OUTPUTS	AMOUNTS	VALUE CREATED	AMOUNTS
FINANCIAL CAPITAL					
Capital	€629.479 million	Revenue	€1,210 million ⁽¹⁾	Wages paid	€590.750 million ⁽¹⁰⁾
Equity	€177.660 million	Ebitda margin	16.6%	Tax paid	€9.866 million
Prior-year profit	€14.612 million ⁽⁹⁾	Free cash flow	N/A	Value sharing	See Employee Value Proposition (Section 3.1.1).
CAPITAL EXPENDITURES					
Investments	€42.060 million			Optimisation of travel / Use of local businesses / Knowledge of local regulations. Proximity to clients: reducing planning time and increasing client satisfaction	
Real estate	€6.415 million	Bureaux et Laboratoires ⁽⁵⁾	327		
Other	€35.645 million ⁽¹¹⁾				
INTELLECTUAL CAPITAL					
Goodwill - intangibles assets	€855.232 million	A strong brand in its segments / Systems cybersecurity		Enhanced system protection / Innovation: processes, data, tools / Increased client satisfaction ⁽¹³⁾	
IT innovation capex	€13.7 million ⁽¹²⁾	IT performance and latest-generation tools / Investments in training			
HUMAN CAPITAL					
Employees (at 31/12/2022)	11,073 ⁽³⁾	Proportion of women	25%	Proportion of managers who were promoted internally	75%
				Social inclusion initiatives	558 people supported through social inclusion initiatives ⁽⁷⁾
				Equal treatment	See "Gender equity in compensation and in promotion" ⁽¹⁴⁾
Health and safety	Quality, Safety and Security department, international network of Quality, Safety and Security Correspondents	Group accident frequency rate	2022: 6.35 ⁽⁸⁾	Best accident frequency and injury severity rates in the French Testing Inspection and Certification sector	
		Injury severity rate	2022: 0.13 ⁽⁸⁾	Procedures and initiatives in place	
Business ethics	Ethics Committee / Risk Committee Network of Compliance Officers	Operational alert procedure and Ethics Committee Dissemination and efforts to raise awareness of the Code of Ethics	100%	100% of employees receiving the Code of Ethics and targeted by awareness-raising efforts every year. Operational alert procedure in the language of each country	
NATURAL CAPITAL					
Electricity consumption (MWh)	14,359 ⁽⁵⁾	GHG emissions (tCO2e)	38,203 ⁽⁴⁾	Reduction of the Group's carbon impact Impact on the sector and on buildings, helping to increase sustainability, ensuring compliance and reducing environmental impact	
Fuel consumption (litres)	10.736.811 ⁽⁶⁾	Green Trust revenue in 2022	€348 million ⁽²⁾		

⁽¹⁾ 2022 proforma: €1,210 million (including 2022 acquisitions on a full-year basis). The Group adopted IFRSs for its 2022 Annual Financial Report:

2022 (€ MILLION)	FRENCH REPORTED	FRENCH PROFORMA	IFRS PROFORMA
Revenue	1,156.9	1,210.1	1,209.8
Ebitda	192.5	201.1	235.2
Tx Ebitda	16.6%	16.6%	19.4%

⁽²⁾ Green Trust revenue = 30% of the Group's 2022 revenue

⁽³⁾ 2022 average headcount: 10,136 (Group Annual Financial Report)

⁽⁴⁾ Total Scopes 1+2+3 GHG emissions in 2022 (France, UK, USA, Germany, Italy)

⁽⁵⁾ Total France, UK, Italy, USA, Germany

⁽⁶⁾ Total litres of fuel consumed

⁽⁷⁾ Total number of people supported through social inclusion initiatives

/ professional development contracts / apprentices (excluding interns) / people attending the Apprentice Training Centre (total across all platforms)

⁽⁸⁾ Scope: France, USA, UK, Germany, Italy

⁽⁹⁾ Net income attributable to owners of the parent - Source: Group Annual Financial Report 2022

⁽¹⁰⁾ Wages and social security expenses - Source: Group Annual Financial Report 2022

⁽¹¹⁾ Intangible assets, IT, equipment - Source: Group Annual Financial Report 2022

⁽¹²⁾ IT capex (France, USA, UK, Germany, Italy)

⁽¹³⁾ See section 3.4.1.2 "Operational performance"

⁽¹⁴⁾ See section 3.1.1.1 "Remuneration" and Section 3.1.1.3 "Equal treatment"

OUR PURPOSE:

« BUILDING TRUST FOR A SAFER AND SUSTAINABLE WORLD »

Our mission: When it comes to meeting the challenges posed by the cities, infrastructure and industry of tomorrow, SOCOTEC provides **RISK MANAGEMENT** and **TECHNICAL CONSULTANCY** services, supporting its clients in the construction, real estate, infrastructure and manufacturing sectors throughout the life cycle of assets to ensure that they meet requirements, regulations and standards, extend their useful lives, improve their environmental performance and guarantee personal safety.

MACROECONOMIC

TRENDS THAT

AFFECT US

POSITIVE

- Government infrastructure investment programmes and strong project momentum in Europe and the USA.
- Government programme supporting efforts to improve the energy performance of buildings and encouraging energy restraint. Increasing awareness among the general public. Strong momentum in building refurbishment and overhaul.
- New nuclear projects in France and elsewhere in Europe, excluding Germany.
- Digitalisation and a greater role for data in buildings and infrastructure, aiming to limit building-related capex and opex.
- Importance of sustainability issues in construction and refurbishment projects.
- High sensitivity to public health and occupational health issues and hygiene and environment-related issues among the general public, government bodies and private-sector entities.

NEGATIVE

- Inflation risk relating to the cost of building materials, energy and fuel.
- Slowdown in the newbuild construction sector, particularly in France.

OUR MARKETS

CONSTRUCTION - REAL ESTATE - INFRASTRUCTURE - INDUSTRY - ENERGY - CERTIFICATION - TRAINING

OUR STRATEGY

Be the main partner of clients in the construction, real estate, infrastructure and manufacturing sectors and help them with aspects of their projects related to energy transition (compliance and performance), environmental transition (regulatory and voluntary) and digital transition.

OUR STRATEGIC SERVICES

- Infrastructure
- Sustainable buildings
- Energy compliance and performance
- Low-carbon and nuclear energy
- Building data management

OUR BUSINESS LINES

AND SERVICES

- Regulatory and voluntary compliance audits: inspections, controls and testing based on standard, regulatory, delegated or custom reference texts.
- Technical and regulatory assistance to enhance performance and achieve technical optimisation.
- Technical consultancy and risk management, construction disputes (UK, USA, Netherlands).
- Certification
- Technical training

OUR ASSETS

- **11,073** employees⁽¹⁾, engineers and technicians working in the fields of construction, civil engineering, environment, industry and data. All are experts, as part of the Group's strategy of being fully focused on buildings since it was founded in 1953.
- Our **Employee Value Proposition**⁽²⁾, which gives our employees a level of support that is unique in the market: we pay close attention to their health, safety, remuneration (including measures to safeguard their real incomes), offer competitive company car arrangements, support their professional development and training with unique programmes, and offer a business culture based on entrepreneurship and operational excellence.
- **We are pioneers in the field of BIM and we are data specialists** for our clients' projects, via our wholly owned BIM in Motion subsidiary and our SOCOTEC.io department.
- Our **Green Trust** services are strategically vital in our core markets, which are being forced to address sustainability issues and limitations on non-renewable resources, as are our services to improve the energy performance of construction projects and buildings already in operation.
- We are **geographically diversified** and have **balanced exposure** to the infrastructure, construction and real estate markets and to industrial and energy facilities, giving us financial and commercial stability and a high profile in all of these sectors.
- We have **shareholders that are committed** for the long term - COBEPA, which has been our majority owner since 2013, and Clayton Dubilier & Rice, which has owned a minority stake since 2019 - and help determine our strategy.
- We have **solid governance** arrangements, a committed and stable Executive Committee, and efficient operational structures that are aligned with both the Group's vision and with the challenges and expectations of our markets.

GROUP PERFORMANCE

Consistent, profitable growth:
7% increase in revenue between 2021 and 2022
16.6% Ebitda margin in 2022
 2022 proforma revenue: **€1,210 million**
 Reported revenue: **€1,156 million, of which 30% from Green Trust services**
 Controlled growth:
 €177.660 million of equity and a leverage ratio of 3.32 at end-2022⁽³⁾

2022 OPERATIONAL PERFORMANCE

Accident frequency rate of **6.35** (France: 3.93)
 Injury severity rate of **0.13** (France: 0.11) 250 accreditations
1,200 new joiners in France in 2022
2,500 new joiners worldwide
100% of employees receiving awareness training regarding the Code of Ethics
100% of managers receiving management training
3.23 days of training per employee per year⁽¹⁾ Proportion of women in the workforce: **25%**
75% of managers promoted internally
 Proportion of employees on permanent contracts in France: **95%**

(1): France, Germany, Italy
 (2) 2022 proforma figures (2022 acquisitions on a full-year basis) €1,210 million / IFRS figures as reported in the Group's 2022 Annual Financial Report:

in thousands of euros	FRENCH PROFORMA	IFRS PROFORMA
Revenue	1,210,087	1,209,835
Ebitda	201,062	235,242

(1) Workforce at 31/12/2022
 (2) Employee value proposition including global and local share ownership plans, aimed at making SOCOTEC a "Great Place to Work"
 (3) Source: Group Annual Financial Report 2022

1.4. OUR CSR APPROACH

1.4.1. OUR HISTORY

<p>1953 — Creation of SOCOTEC in France and development of building control services to assess buildings after the end of the two World Wars.</p> <p>2008 — Expansion into Germany with the acquisition of Canzler.</p> <p>2016 — Hervé Montjotin named CEO of the SOCOTEC group.</p> <p>2017 — Expansion into the UK with the acquisition of ESG.</p> <p>2018 — Expansion into Italy with the acquisition of DIMMS Control.</p> <p>2018 — French construction, TI&V, environment, training and management businesses converted into separate subsidiaries to accelerate growth in the Group's various markets.</p> <p>2019 — Expansion into the USA with the acquisition of Vidaris.</p> <p>2020 — First materiality analysis and matrix in December (France, USA, UK, Germany and Italy).</p> <p>2021 — First full CSR report, produced on a voluntary basis and focusing on France, which accounted for 53% of Group revenue at the time. Full assessment by ECOVADIS, resulting in a Silver ranking.</p> <p>2021 — Definition of a CSR strategy for the Group and its five platforms (France, USA, UK, Germany and Italy), and new ambitions for the end of 2024. The following five United Nations SDGs are central to this strategy: 8, 9, 10, 11 and 13.</p>	<p>2021 — Expansion into the Netherlands with the acquisition of Hanselman Groep and Inpijn Blokpoel.</p> <p>2021 — Identification of our sustainability services in connection with an analysis of the taxonomy arising from the European Green Deal. Adoption of the Green Trust brand for these services. Assessment of their taxonomy eligibility in conjunction with our trade bodies (TIC Council and Filiance). First assessment of the Group's Green Trust revenue (France, USA, UK, Germany, Italy), which amounts to 26% of the Group total. Green Trust activities focus solely on the environmental, energy and sustainability impact of buildings and facilities.</p> <p>2022 — Expansion into Spain with the acquisition of Bac Engineering Group.</p> <p>2022 — Signature of the UN Global Compact: SOCOTEC complies with the relevant principles and will produce its first reporting document (Communication on Progress or CoP) in 2023. Disclosure of information to ECOVADIS, resulting in a Silver ranking. Adoption of a progress plan with countries and business units in France. Signature of the French Business Climate Pledge. First CDP report in the UK.</p> <p>2022 — Second assessment of the Group's Green Trust revenue, which amounts to 30% of the Group total based on the same geographical scope as in 2021.</p> <p>2023 — First CSR report including international platforms (USA, UK, Germany and Italy) as well as France. These geographies account for over 90% of the Group's revenue. This international sustainability report will also be produced in accordance with the GRI (Global Reporting Initiative). SOCOTEC becomes a member of France Hydrogène and the Syndicat des Energies Renouvelables (renewable energies union).</p>
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GRI 2-23, 2-28

1.4.2. CSR PARTNERSHIPS AND COMMITMENTS

This section lists the main sustainability commitments the Group has made to industry and other associations, as well as to national and international advocacy organisations.

These commitments strengthen our market position, allow for the sharing of best practice, help us assess and analyse regulatory texts and formulate an industry-wide response to the supervisory authorities, and strengthen network effects arising from SOCOTEC's links with its stakeholders.

Only strategic initiatives (involvement in governance bodies, committees or projects) are mentioned below.

The Group has adopted initiatives and partnerships to increase its CSR commitment to its stakeholders:

SOCIAL RESPONSIBILITY

- Global Compact of the United Nations. SOCOTEC has been a signatory since 24 May 2022. Commitment to respect human rights and comply with labour laws and environmental and ethical rules in all geographies in which the SOCOTEC group operates.
- ECOVADIS (France, UK, Italy)
- Fedcap: Disability Confident Employer and support to help long-term unemployed people find work again (UK).
- AGEFIPH: Commitment to employ people with disabilities (France)
- SOCOTEC UK's commitment to apprenticeships - <https://www.apprenticeships.gov.uk> (UK)
- Sport dans la Ville: corporate philanthropy initiative to help people who dropped out of education at an early age find work again, with financial support from Région Ile-de-France (France)
- Signatory of the Road Safety Charter in conjunction with the French and UK governments (France and UK)
- Safeand Fuel Efficient Driving (SAFED) scheme (UK)

TESTING, INSPECTION AND CERTIFICATION TRADE BODIES

- Filiance (France)
- TIC Council (international)

LOW-CARBON ENERGIES

- France Hydrogène (France et Europe)
- Renewable energies union (France)
- Groupement des Industriels Français de l'Énergie Nucléaire (France and Europe)

CONSTRUCTION AND REAL ESTATE

- Fédération de la Promotion Immobilière (France), active member and sponsor of the circular economy in the Construction and Real Estate sectors.
- Fondation Palladio et Institut des Hautes Études sur l'Immobilier et la Cité (France).
- French Business Climate Pledge (France and Europe). The Group, sponsored by Engie, signed the pledge in August 2022.
- The International Institute of Building Enclosure Consultants: Presidency of the IIBEC (USA)

ENVIRONMENT

- Union des Professionnels de la Dépollution des Sites: Presidency of the Engineering panel
- ASSORECA (Associazione Ambiente, Energia, Salute e Sicurezza, Responsabilità sociale) (Italy)
- Future of Cities - <https://www.gov.uk/government/collections/future-of-cities> (UK)
- Net Zero Strategy - <https://www.gov.uk/government/publications/net-zero-strategy> (UK)
- Carbon Trust - Zero Waste to Landfill - <https://www.carbontrust.com/news-and-insights/insights/what-is-zero-waste-to-landfill> (UK)

INFRASTRUCTURE

- PIARC(WorldRoadAssociation)-sustainable infrastructure (Italy and international)
- Associazione MASTER Materials and Structures, Testing and Research (Italy)
- SIG Società Italiana Galleria (R&Dtunnels) (Italy)



Organisation internationale du Travail

SOCOTEC complies with the principles of the Universal Declaration of Human Rights and with the eight fundamental conventions of the International Labour Organization (ILO), particularly those regarding forced labour and child labour.



SOCOTEC has been a signatory of the United Nations Global Compact since May 2022 and it supports its 10 principles.



Since August 2022, SOCOTEC has been a signatory of the French Business Climate Pledge: it has undertaken to act in favour of the climate and to support the transition to a low-carbon economy, innovation and the development of low-carbon solutions, technologies, products and services in France and Europe.



The Group has selected five priority SDGs in connection with its CSR strategy, representing its contribution to the UN's Sustainable Development Goals.

1.4.3. OUR CSR TRAJECTORY

SOCOTEC defined its purpose in late 2019 and started consulting its stakeholders in 2020. The Group produced its materiality matrix in late 2020 based on the results of that consultation, which in turn was based on responses to GRI (Global Reporting Initiative) questionnaires about ESG (Environment, Social and Governance) matters. The Group's CSR strategy was defined in 2021, based on:

a new CSR committee, consisting of one representative from each business line and department and co-ordinated by a member of the Group's management committee;

the results of the materiality analysis, based on responses from 1,400 stakeholders in France and 1,300 internationally (UK, USA and Italy);

200 in-house ambassadors who have stated a keen interest in CSR and have volunteered to help develop the Group's strategy.

The Group's Executive Committee and shareholders.



1.4.3.1. STRATEGIC MILESTONES

Phase 1: late 2019 - late 2021 Fundamentals

Definition of relevant matters for the SOCOTEC group following an initial materiality analysis. Launch of the Group's CSR strategy. Introduction and monitoring of the Group's CSR governance. Carbon audits in France and the UK.

Phase 2: 2022 - 2024 International integration and Group CSR report.

Integration of international platforms into the Group's CSR strategy. Introduction of an international CSR governance arrangement. Carbon audits in France, the UK, the USA, Germany and Italy. Integration of the Netherlands and Spain into the Group's CSR strategy. First progress plans for each platform. Efforts to adopt the most effective methods in view of GRI requirements, which are themselves on the critical path of the future CSRD report.

Phase 3: 2024 - 2028 Performance optimisation. Verification by an independent third party.

Continuous improvement of CSR performance in each of the Group's platforms. Extending assessments to new ESG ranking providers. Group reporting: CSRD, CDP, SBTi.

Phase 4: 2028 - 2050

Group commitment to a net-zero trajectory and progress plans aimed at limiting our environmental and energy impact, to help limit global warming to 1.5°C (2015 Paris Agreements).

1.4.3.2. GOVERNANCE OF CSR MATTERS

GRI 2-9, 2-12, 2-23, 2-24

The Group's CSR strategy is overseen by the highest level of SOCOTEC's governance by the Group Sustainability Officer, who is a member of the Group management committee. The management committee monitors and validates the achievement of the CSR targets and roadmap several times per year, both for France and the Group's international platforms. There is also a CSR officer who works exclusively on defining and then implementing the Group's CSR initiatives in conjunction with the geographical platforms. Finally, the Group has appointed a manager in charge of monitoring and developing Green Trust(1) activities across all of our geographies.

The CSR strategy is deployed both internally and externally by the CSR Committee. This committee is representative of the Group's business activities, and each of its members seeks to fulfil one or more of the targets set as part of its CSR strategy commitments.

The committee consists of the following Group officers:

- Group Sustainability Officer
- Group CSR manager
- Head of Green Trust solutions
- Head of Group Quality, Safety and Security
- Group head of HR development and GPTW(2)
- CEO, SOCOTEC Immobilier Durable.
- Head of Performance, TIV & Industry business unit
- Chief Technical Officer, Environment business unit
- Lawyer specialising in business law and ethics
- Head of IT infrastructure
- Group head of management control
- Purchasing manager

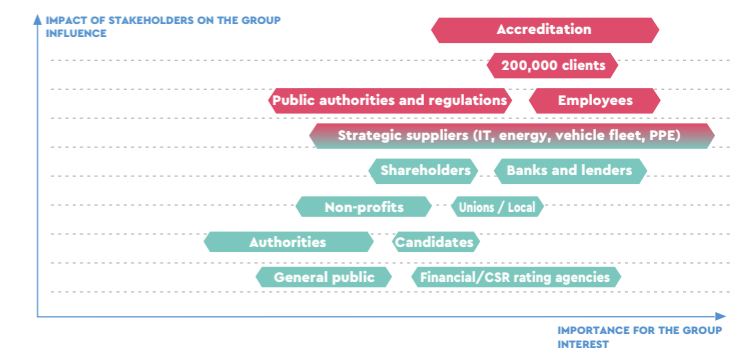
1.4.3.3. APPROACH TO STAKEHOLDER

ENGAGEMENT

GRI 2-29

As an independent third party, we work with numerous stakeholders that are essential to our development in our construction, real estate, infrastructure and manufacturing markets, and that enable us to fulfil our sustainable buildings mission. Our major stakeholders are those that play a role in our value chain and support our development in economic, workforce-related and reputational terms.

We have regular dialogue with all of our stakeholders through corporate governance arrangements, client satisfaction measurements (monthly reporting documents via the NPS), managerial oversight of employees and annual measurement of their engagement through the Great Place to Work questionnaire, management-employee dialogue (via Economic and Workforce-Relations Committees in France, the Group Works Council and mandatory communications), annual audits by accreditation organisations (COFRAC, UKAS, etc.), relations with the financial ecosystem (banks, lenders and insurers) throughout the year, relations with our suppliers and ongoing monitoring of commercial conditions, and dialogue with public authorities and supervisory authorities.



(1) See Section 3.3.1, "Helping clients to reduce their environmental impact"

(2) Great Place to Work arrangements adopted in 2022: annual barometer and group-wide and local action plans

2. THE SOCOTEC GROUP'S CSR STRATEGY

2.1. CSR COMMITMENTS

The SOCOTEC group's CSR strategy, established in 2021, is based on a roadmap and targets that last until 2024. They were defined on the basis of stakeholder priorities, as shown by the Group's materiality matrix enclosed with this report. Dialogue was established with 200 staff ambassadors and the CSR Committee, which consulted them to help prepare the roadmap. The Group's management committee and CSR Committee then defined targets for 2024.

The SOCOTEC group's CSR strategy is comprehensive (see summary opposite):

- **3 dimensions of sustainability:**

Environmental, workforce-related and social

- **4 CSR commitments**

- Reduce the Group's carbon footprint
- Develop our Green Trust services for our clients and partners
- Improve our Great Place To Work rating and our Employee Value Proposition (EVP) to make our Group ever more attractive, and to improve the working environment and satisfaction of our employees constantly across all of our geographies
- Develop a social sustainability approach for vulnerable people and those with remote employment prospects, helping them to undertake training and return to work, and promoting social inclusion

The CSR strategy and the essential documentation related to disseminated:

- publicly on our website;
 - for the attention of Group employees via in-house channels in each country (intranet, internal social networks etc.).
- CSR initiatives are also covered each month in a CSR Newsletter sent to all employees in France.

In addition, the SOCOTEC group's CSR strategy is central to our operations as we seek to enhance our future performance, our reputation as a responsible company and a trusted third party, and our appeal in the eyes of our stakeholders, i.e. clients, candidates, technical partners and financial partners, in both the upstream and downstream parts of our value chain.

The Group has also developed the ability to measure its progress and ambitions by adopting a CSR data collection platform with its partner Tennaxia, which also provides CSR advice and is helping us improve our ESG reporting.

(1) Total number of people supported through social inclusion initiatives / professional development contracts / apprentices

3 DIMENSIONS OF SUSTAINABILITY

YOU GROW WE GROW

- Implement a key talent programme, with potential mentoring opportunities available
- Value, share and disseminate innovation
- Increase engagement with employees, measure our success through an annual survey and incentivise employees by giving them an interest in the Group's growth

PROMOTING SOCIAL INCLUSION

- Ensure that all our employees are treated fairly and without discrimination
- Promote gender diversity in all our business lines
- Commit to employing young people through specific inclusion initiatives

IMPLEMENTING A MORE SUSTAINABLE WORD

- Help our clients to reduce their environmental impact and assess that impact (Green Trust)
- Actively contribute to the development of the circular economy in the construction and environmental sectors
- Optimise the energy performance of our own buildings
- Adopt responsible behaviours and reduce our carbon footprint

4 CSR COMMITMENTS

ENVIRONMENT

CO2 emissions (tonnes equivalent of CO2 / € million of revenue)



15% REDUCTION IN OUR EMISSIONS (2020-2024)

Carbon footprint		2021	2022
FRANCE :	38	35	
ITALY :	67	59	
UK :	57	53	
USA :	20	23	
GERMANY :	-	26	

ENVIRONMENT

Green Trust assignments and activities



1/3 OF GROUP REVENUE (26% IN 2021) (30% IN 2022)



SOCIAL

Employee engagement



65% - TRUST INDEX®

Great Place to Work 2022 results:
Participation rate: **67%**
TRUST INDEX® : **60%**

SOCIETY

Social inclusion



LOCAL INITIATIVES TO ENSURE EQUAL OPPORTUNITIES TO ACCESS EMPLOYMENT

Local initiatives to ensure equal opportunities to access employment: assistance provided to 558 people in 2022 through social inclusion initiatives (1)

Priority SDGs



2.2. SOCOTEC'S MATERIALITY MATRIX

The SOCOTEC group's materiality matrix was established in late 2020 and defines the most relevant issues for the group's stakeholders. Those issues were prioritised in the first half of 2021. An ESG questionnaire, compliant with the methodology and approach of the Global Reporting Initiative (GRI) was sent to all employees in France, the USA, UK and Italy - including management committee members - and to external stakeholders (clients, supervisory organisations, key suppliers, shareholders, bankers etc.). 1,400 responses were received and analysed in France, and 1,300 from the other countries. The exercise identified all issues, which were prioritised using an approach based on the volume of responses for each issue, weighted by the size of the country concerned and by the size of the cohort that received the questionnaire.

The GRI ESG questionnaire also made it possible to appoint 200 volunteer "CSR ambassadors", who agreed to help identify the Group's most relevant issues and define the key aspects of the CSR strategy with the Group CSR Committee and management committee, which examined and validated them.

The Group's materiality matrix, CSR strategy and ambitions have been communicated to all stakeholders and are accessible on the Group's website. A monthly in-house newsletter continues to update employees on the Group's sustainability news and achievements.

Every month, the CSR Committee monitors progress towards CSR targets and prepares then oversees progress plans in each area. Every quarter, the Group's management committee is asked to confirm the appropriateness of the initiatives and priorities that are central to the Group's strategy and to monitor indicators showing their progress as well as the CSR roadmap. Twice yearly, strategic progress is presented to Group shareholders.

A double materiality matrix will be prepared in 2023 and presented in the Group's next CSR report.

The following material topics have been adopted and integrated into the SOCOTEC group's CSR roadmap.

MATERIAL AND RELEVANT TOPICS



2.3. MAIN MATERIAL TOPICS

	Matters arising from the materiality analysis	Topic description	Targets	Results	GRI 3-3
ENVIRONMENT	Improving the quality of buildings and mitigating risks	Our experts develop and implement services to manage building risks in order to improve technical performance, energy consumption, environmental impact, re-use of resources and sustainability in buildings across France and in the other countries in which we operate. As an independent trusted third party, SOCOTEC focuses on solutions, helping clients reduce their carbon and greenhouse gas emissions, preserve the environment and accompany transitions taking place in the building sector (offsite production, change of use, energy restraint etc.).	Green Trust = 1/3 of total Group revenue in 2024	Green Trust revenue in 2021: 26% / Green Trust revenue in 2022: 30%	Specific material topic for the Group
	Energy management	There are two aspects to the energy challenges facing contractors and manufacturers in relation to construction and refurbishment projects: ensuring business continuity and development, and keeping the associated energy costs under control. Through its expertise, SOCOTEC offers a wide array of services and solutions to help them take the right decisions: building energy assessments, energy audits, carbon audits, energy performance monitoring, regulatory compliance monitoring and environmental certifications (including ISO 50001). As a building specialist, SOCOTEC works with clients in sectors such as real estate, social housing, commercial property, infrastructure and industrial facilities, and helps them improve the energy performance and sustainability of buildings, combat energy poverty and limit the risks relating to the compliance, security and the overconsumption of energy resources. In keeping with its core business, SOCOTEC has committed to reducing the energy consumption of its buildings by adopting an energy restraint plan specific to the operational management of its business.	Green Trust = 1/3 of total Group revenue in 2024 10% reduction in the electricity consumption of buildings between 2022 and 2024 20% of the company vehicle fleet consisting of low-emission and electric vehicles in 2024	Green Trust revenue in 2021: 26% / Green Trust revenue in 2022: 30% Launch of the building energy restraint plan for France in September 2022. 6.7% of SOCOTEC's vehicle fleet consisted of low-emission vehicles at the end of 2022. (France)	GRI 302: Energy 2016
	Carbon footprint	SOCOTEC is fully aware of the issues related to climate change and the potential arising from its position as a company that supports energy and environmental transition in relation to buildings.	Green Trust = 1/3 of total Group revenue in 2024	Green Trust revenue in 2021: 26% / Green Trust revenue in 2022: 30%	GRI 302 : Energy 2016 GRI 305 : Emissions 2016
	Efforts to combat climate change	It is seizing the opportunity to develop its services and expertise in order to help clients with their efforts to mitigate and adapt to climate change. The Group is also carrying out a carbon audit to reduce the environmental impact caused by the operational management of its own activities.	CO2 footprint 15% reduction in CO2 emissions between 2020 and 2024	SOCOTEC carbon audit: Total platforms: 36.98 tonnes of CO2 equivalent / € million of Group revenue Total France: 34.9 tonnes of CO2 equivalent / € million of Group revenue, down 7% with respect to 2021 down 15% with respect to 2020	GRI 302 : Energy 2016 GRI 305 : Emissions 2016

	Matters arising from the materiality analysis	Topic description	Targets	Results	GRI 3-3
SOCIAL	Job creation	SOCOTEC is an inclusive company that is committed to equal opportunities and to helping people return to long-term work. We firmly believe that we can promote employment among young people and people who are struggling to find employment by offering technical training that is accessible to people from all backgrounds. SOCOTEC has developed partnerships with entities such as Rebond Favorable, Drilling Academy and Fedcap, offering training courses and permanent employment contracts to people who successfully complete them. It provides funding for people to obtain their driving licences in France. It has adopted a disability-friendly approach in order to promote employment among people with disabilities in France, the UK and Germany. In France, SOCOTEC has set up the first Apprentice Training Centre in the TIC industry (1). It has been certified by Qualiopi and approved by France	A further 100 young people will receive training under the Rebond Favorable programme between now and 2025 The Group is aiming to fulfil its obligation of having 6% of its French workforce consisting of people with disabilities by the end of 2028	63 young people have received training under the Rebond Favorable in France in three years 558 people have been supported by SOCOTEC's social inclusion initiatives (France, UK, Germany and Italy) Employees with disabilities as a percentage of the workforce France: 3.16% World: 2.99% (France, Germany, Italy) 48 apprentices trained at the ATC (total up to the end of 2022)	GRI 203: Indirect Economic Impacts 2016

(1) ATC: Apprentice Training Centre / TIC : Testing Inspection Certification



Matters arising from the materiality analysis	Topic description	Targets	Results	GRI 3-3
Business ethics	As an independent trusted third party, SOCOTEC is seeking to develop strong international leadership in the construction, infrastructure and industry sectors. This requires daily rigour and discipline in terms of complying with its code of business conduct and translating the requirements of its Code of Ethics into everything we do for our teams, clients and partners. SOCOTEC works to manage and mitigate construction, infrastructure and industrial risks for public and private-sector entities that need accurate, independent and transparent assessments.	All of the Group's employees receive a copy of its Code of Ethics, which include the main principles of the Global Compact as well as business ethics rules. All of the Group's managers worldwide validate its Manager Authorisation Guide (MAG), which sets out the company's managerial and operational rules.	100% of the Group's employees worldwide receive the Code of Ethics and are targeted by awareness-raising efforts every year All of the Group's managers worldwide have validated and been targeted by awareness-raising efforts in relation to the Manager Authorisation Guide (MAG) 48.67% of employees in France have received training related to the Sapin II act and 45% have received training in the Group's other geographical platforms 100% of employees sign a clause relating to conflicts of interest as part of annual	GRI 205: Anti-corruption 2016 GRI 2-27
Cybersecurity and data protection	All companies, regardless of their size and type of business, are concerned by data theft, ransomware and cyberattacks. Secure systems are vital for a trusted third party from both a financial and reputational point of view, particularly in view of the trust that our clients place in us and that our stakeholders expect from SOCOTEC.	Participation rate in the cybersecurity training module Participation rate in the GDPR training module	Cybersecurity: 95% of employees covered by awareness-raising initiatives in 2021 and 2022 (France) 100% in the UK (+ advanced phishing course for IT and Finance) / 30% in Germany 100% in Italy (excluding employees without a PC) / GDPR: 2,536 people taking part in GDPR training in France, giving a participation rate of 45.4%	GRI 418: Customer Privacy 2016 See global results in Section 3.4.1.1.4 "Customer privacy / Cybersecurity" and Section 4.3 "CSR INDICATOR SUMMARY TABLES - GOVERNANCE, ETHICS AND RESPONSIBLE PROCUREMENT"
Technical expertise	The quality and performance of the Group's business-line expertise and its technological innovation are key to its ability to develop a combination of solutions in its market that can be adapted to complex situations and that incorporates advanced technologies. IT investments enhance the Group's ability to implement technological solutions for its clients in order to increase sustainability, energy restraint and performance in buildings throughout their life cycles. Those IT investments allow the Group to develop technological platforms.	Renewal of 250 accreditations Client satisfaction IT capex	250 accreditations (COFRAC, UKAS, etc.) (1) NPS 2022 France: SOCOTEC Construction: 61.5 SOCOTEC Diagnostic: 62 SOCOTEC Equipements: 74.8 IT CAPEX 2022 (France, UK, Germany, Italy, USA): €13.7 million SOCOTEC Advisory UK named in Who's Who Legal (2) as a "Global Leader in Quantum, Delay and Technical Experts"	GRI 302: Energy 2016 GRI 305: Emissions 2016
Regulatory compliance	SOCOTEC's activities are audited each year by organisations and supervisory authorities that grant accreditations vital to its business. As a result, operational excellence and transparency are central to our way of working. The Group's Quality, Safety and Security Department is responsible for the policies, processes and management systems in place, as well as monitoring them and ensuring their compliance with the relevant standards and reference texts.	Renewal of accreditations 100% of employees covered by initiatives to raise awareness of the Code of Ethics	250 accreditations (COFRAC, UKAS, etc.)	Specific material topic for the Group
Client relationships	As a trusted independent third party, the SOCOTEC group helps its clients prevent and manage Quality, Health, Safety, Security and Environment risks. Wherever people live and work, we take action to prevent risks. We identify, anticipate, analyse and assess risks inherent in our clients' projects to make their buildings safe and thereby contribute to their performance	Client satisfaction as measured by the NPS	NPS ⁽³⁾ : Available data by entity:	Specific material topic for the Group

(1) See Section 6, "Appendices: External accreditations in France and internationally"
 (2) Source : <https://www.socotec.co.uk/media/news/members-socotec-advisory-commended-whos-who-legal-wwl>
 (3) See Section 3.4.1.2. "DUE DILIGENCE"
 (4) SOCOTEC Monitoring France, Sensoptyx and BIM in Motion

Matters arising from the materiality analysis	Topic description	Targets	Results	GRI 3-3
Reputation and risk management	We assess risks that may affect the SOCOTEC group's activity or reputation in all geographical regions. Governance arrangements to address these risks consist of the Risk Committee, the Group Internal Audit Department, a GDPR Officer and Compliance Officer for each geographical platform, a whistleblowing procedure, due diligence and an Ethics Committee.	Consolidated global risk map	Risk map for each geographical platform Action plans for each geography to address the most material risks	GRI 2-25 Specific material topic for the Group
Innovation	The Group innovates in order to offer a combination of services in the TIC market, and particularly in the construction, infrastructure and industry sectors, that include the best technical and technological solutions to the complex issues faced by our clients, including regulatory compliance.	IT capex CIR (French research tax credit)	IT capex 2022 (France, UK, Germany, Italy, USA): €13.7 million Research tax credit(4): €750,000 (France)	
Responsible procurement *	As an independent third party, our relationships with clients, partners and suppliers are based on mutual trust and a desire to adopt sound practices that have a positive impact on the company and on the environment. The CARE responsible procurement charter is in force in France and Italy, and will be rolled out gradually across the Group's other platforms.	100% of the Group's top 150 suppliers have signed the responsible procurement charter	100% of Purchasing Department members have received training in responsible procurement / 100% of the Group's top 5 suppliers have signed the charter 22% of purchases by value were made from suppliers (over €50,000) that have received and validated the Responsible Procurement Charter Pursuit of existing initiatives	GRI 204: Procurement Practices 2016

Matters arising from the materiality analysis	Topic description	Targets	Results	GRI 3-3
Retaining employees and being an attractive employer	Given labour shortages in today's jobs market, SOCOTEC, like its sector as a whole, faces the challenge of recruiting and retaining talented people. The quality of its new recruits and its ability to retain the best experts is vital for the quality of the service and expertise that SOCOTEC delivers to its clients, in order to meet their high standards.	Developing the best employee value proposition (EVP ⁽⁵⁾) compared with the rest of the TIC sector	GPTW worldwide trust index 2022: 60 2023 target: 65 1,200 new joiners in France and 2,500 worldwide Resignation rate: 12.7% (worldwide)	GRI 401: Employment Specific material topic for the Group
Talent management				
Training and development	The development of business activities to make buildings more sustainable and support energy and environmental transition is leading to greater training requirements. To achieve the operational excellence required by accreditation organisations and stakeholders, the Group is investing constantly in technical training, management and soft skills aimed at increasing the satisfaction of clients and in-house teams. Passing on knowledge is also vital in specialist and advanced activities	Strengthening professional development in all our geographies (EVP)	Number of training days per employee receiving training: 3.73 (excluding the UK and USA, where figures are not available)	GRI 404: Training and Education 2016
Occupational health and safety	As part of its business activities, the SOCOTEC group works on its clients' premises, in places and business environments that can present major risks. Ensuring the health and safety of employees is a primary objective for the SOCOTEC group, on roads, in the workplace and on client sites. Its position as a trusted third party also requires it to set an example and reach a high level of performance as an expert in health and safety. Quality, safety and security are central to the Group's purpose of "Building trust for a safer and sustainable world".	Accident frequency rate (AFR): maximum of 5 / Injury severity rate (ISR): maximum of 0.15 / Significant road incident rate: 30% (see Section 3.4.1.2. "DUE DILIGENCE"	World: AFR 2022: 6.35 ISR 2022: 0.13 France: AFR 2022: 3.93 ISR 2022: 0.11 Significant road incident rate: 37%	GRI 403: Occupational Health and Safety 2018
Inclusion, diversity and equal opportunities	Diversity and equal opportunities constitute both ethical and performance issues. We combat all sources of discrimination and promote gender equality to ensure that every employee, regardless of background or situation, is treated fairly and in a way that respects their human rights, in all our geographies.	Undertaking to uphold the UN Global Compact in 2022 and production of an annual reporting document for the SOCOTEC group	Proportion of the workforce consisting of people with disabilities: - World (excluding the UK and USA): 2.99% - France: 3.16%	Specific material topic for the Group
Gender equality		Signature of a disability agreement	Improvement in 2022 results(5) regarding gender equality for each entity concerned in France	GRI 405 Diversity and equal opportunities 2016
Respect for human rights	This is an essential part of the Group's social commitments.	Gender equality index > 85	Adoption of a whistleblowing procedure, an Ethics Committee and monitoring arrangements 6 alerts received and dealt with in 2022	GRI 406: Non-discrimination 2016

(5) See section 3.2.1.1, "Commitment to equal opportunities between women and men" or SOCOTEC website: <https://www.socotec.fr/a-propos-de-socotec/responsabilite-societale-de-l-entreprise/notre-engagement-social-et-solidaire>.
 (6) Employee Value Proposition

GRI 2-22, 2-23, 2-24

2.4. SOCOTEC GROUP CSR ROADMAP

LET'S SOCOTEC!

#wearecommitted #ESG #CSR #provingit



Sustainability is at the heart of what we do*: our expert teams are committed to creating a safer, more sustainable world. As an independent trusted third party in the construction, infrastructure and environment sectors, our newly launched CSR strategy offers a collaborative, pragmatic solution. Find out more about our approach!
If you have any question, contact: rise@socotec.com
* Our purpose: Building trust for a safer and sustainable world.

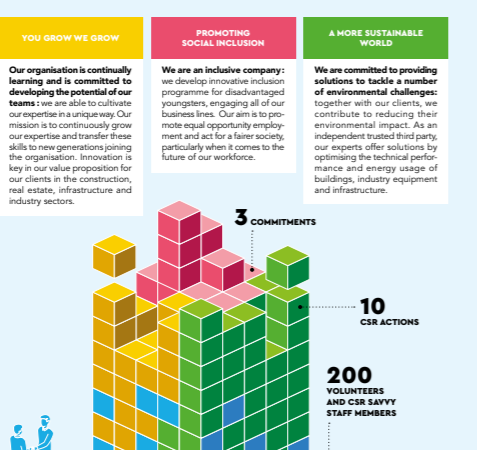
3 BEING ACTIVE

Our CSR roadmap signed off by our Executive Committee and our CSR Committee is based on 3 commitments and 10 actions:

- YOU GROW WE GROW**
 - Implement a key talent programme, with potential mentoring opportunities available.
 - Value, share and disseminate innovation.
 - Engagement with collaborators, measure our success with an annual survey and enhance company growth through incentivization schemes.

- PROMOTING SOCIAL INCLUSION**
 - Develop corporate philanthropy programmes linked with our expertise.
 - Help disadvantaged youth find a job.
 - Promote gender equality across all business lines.

- A MORE SUSTAINABLE WORLD**
 - Support our clients in measuring and reducing their environmental impact.
 - Develop a circular economy labelling service for the construction sector.
 - Optimise the energy performance of our offices.
 - Adopt environmentally responsible behaviours and reduce our carbon footprint.

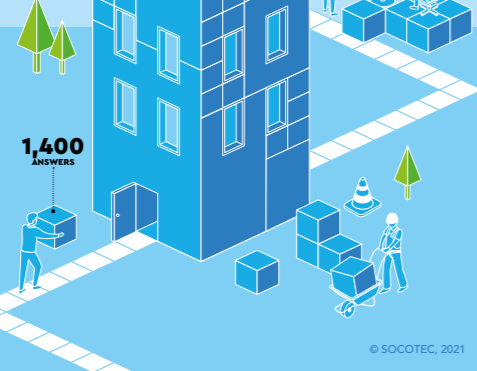


2 COMMITTED

Given these priorities, our CSR Committee defined more than 100 actions that required implementation. Following this, 200 CSR savvy staff members voted for the most impactful actions and our Executive Committee prioritised the results.

1 LISTENING

As recommended by the Global Reporting Initiative, we place our stakeholder's expectations at the centre of our CSR approach. We sent a survey to 5,000 persons (our teams, clients, vendors, investors, accrediting bodies, professional associations...) and received 1,400 answers. The results revealed key expectations ranked into five categories: environment, people, social, ethics and governance. The data allowed us to build our first materiality matrix and to define our priorities, which you can find here: [link](#).



The SOCOTEC group's roadmap relates to the Group's 10 most material topics. It has been validated by the Group's management committee. It allows us to monitor progress with ESG action plans and includes 10 initiatives that are vital to SOCOTEC's performance regarding its three key commitments plus a further commitment regarding ethics:

- You grow we grow
- Promoting social inclusion
- Support with implementing environmental transition projects
- We also have a fourth commitment that is a key part of our DNA: ethical business practices as an independent trusted third party.

2.4.1. YOU GROW WE GROW

In 2022, SOCOTEC recruited almost 2,500 people worldwide including 1,200 in France, of whom 95% were given permanent contracts. The Group wants to confirm its position as a responsible business that creates jobs and combats all forms of insecurity by hiring people through permanent contracts and apprenticeships.

We make our expertise unique and invest in the service we deliver to our clients, and we encourage knowledge transfer between teams and through the year-round technical training we offer to our employees. In this way, we are able to offer a package of solutions in the Testing, Inspection and Certification market that address the complex issues of today and incorporate advanced technologies for the transformation of the construction, infrastructure and manufacturing sectors. Preserving, growing and passing on that expertise is our mission.

Being able to innovate is crucial in a market in which SOCOTEC is often a pioneer in all phases of a building's life cycle: this is shown by our innovations in fibre-optic sensors, real-time sensors used for infrastructure monitoring, artificial intelligence and predictive analysis for structural maintenance, IoT for equipment inspection, wind farms, 3D, 4D and 5D BIM, and the use of blockchain technology in monitoring a decentralised approval chain.

SOCIAL: 2024 ROADMAP

Our skills development programme involves:

- fair treatment for all our current and future employees, without discrimination;
- initiatives to increase employee engagement, which we measure using an independent annual barometer (Great Place to Work) and management action plans;
- customised training programmes, delivered both in person and remotely.

We are continuing to develop technical and regulatory content and to make it available through the LMS (Learning Management System). The SOCOTEC Learning platform and its catalogue, to which modules are regularly added, allow employees to develop soft and hard skills at their own pace. They can take modules in personal development, regulatory changes, industry practices and technical know-how in our

Construction & Real Estate, Infrastructure & Energy, Environment & Safety, and TIV & Industry business lines.

Our teams have some of the most advanced skills in the construction, infrastructure and environment fields. They help to produce training content and pass on their technical knowledge to others. In early 2022, we set up a showroom at the Group's head office to display all of our technological innovations aimed at making buildings more sustainable. 100% of managers promoted during the year and 100% of people recruited in France who joined the Group in 2022 had a guided tour of the showroom and a presentation of the technologies displayed there. In early 2023, our geographical platforms were equipped with virtual reality headsets allowing people to experience the technologies on display in the showroom remotely, in order to continue developing employees' expertise in building-related innovations.



2.4.2. TAKING ACTION TO PROMOTE SOCIAL INCLUSION

SOCOTEC is an inclusive company. We firmly believe that we can promote employment among young people and people who are struggling to find employment by offering technical training that is accessible to people from all backgrounds then offering permanent contracts to those that complete their training, and by providing funding to help people obtain a driving licence and as well as a company car after they have completed their training.

Our social commitments include pioneering inclusion programmes within our sector: Rebond Favorable in France in association with Sport dans la Ville gives young people who have dropped out of education the chance to take a training course with the prospect of a permanent contract at the end of it; Drilling Academy in Italy trains and gives jobs to migrants in the field of geotechnics; and in the UK, we have partnered with charity Fedcap to help long-term unemployed people undertake training and find work again.

SOCOTEC and its management are committed to combating all forms of discrimination. From the recruitment stage, through onboarding and throughout our people's careers, SOCOTEC establishes clear rules and protocols favouring the inclusion of women and people of all origins and educational journeys, regardless of their social backgrounds. Ensuring equal opportunities is central to the way SOCOTEC operates and, through training, we ensure that every situation involving every profile is treated equally. Our role is to champion fair access to employment and training so that everyone can find their place, and therefore to help create a fairer society. Every year, all of our employees receive a copy of the Code of Ethics, which is published on all of the Group's websites in the language of the relevant country.

SOCIETY: 2024 ROADMAP

We want to take a proactive, pioneering approach in three areas in order to step up our workforce-related and social efforts:

- Continuing our efforts to promote mentoring and apprenticeship programmes for young people;
- Employing young people through specific initiatives;
- Increasing gender diversity in all our business lines through practical action plans.

2.4.3. SUPPORT WITH IMPLEMENTING ENVIRONMENTAL TRANSITION PROJECTS

SOCOTEC proposes solutions to the issues involved in energy and environmental transition. It provides services that aim to have a positive impact on the environment and support low-carbon trajectories.

Our experts provide Green Trust services, which allow SOCOTEC clients to reduce their own environmental impact.

All Green Trust services have been assessed to see whether they are eligible under the taxonomy arising from the European Green Deal.

For some non-eligible services, validation has been requested from the environment experts of supervisory organisations in the Testing, Inspection and Certification industry (TIC Council and Filiance).

Examples of SOCOTEC's Green Trust services include Ecocycle circular economy accreditation; real-estate sustainability services for partners and companies that build homes, offices and eco-districts; environmental impact measurements (water, air and soil); decontamination of brownfield sites and regeneration projects; assessments of how resilient buildings are to wear and tear and climate change; biodiversity impact analyses; BREEAM and LEED certification; energy management certification; technical advice and inspections aimed at increasing energy performance through measures to reduce consumption of resources; support for energy transition; and services relating to France's 2020 environmental regulation for newbuild properties and the Décret Tertiaire aimed at improving the energy performance of commercial buildings. Through all of these services, and more besides, the Group helps clients assess their environmental impact and supports them with their sustainability programmes.

ENVIRONMENT: 2024 ROADMAP

To contribute to environmental transition, SOCOTEC intends to step up its efforts and:

- Help clients to reduce their environmental impact via Green Trust services, and to measure their progress;
- Actively contribute to the development of the circular economy in the construction and environmental sectors and within SOCOTEC itself (recycling and re-use of materials);
- Optimise the energy performance of SOCOTEC's buildings;
- Adopt responsible behaviours and reduce the SOCOTEC group's own carbon footprint;
- Integrate electric vehicles into the SOCOTEC fleet;
- Make increased use of sustainable procurement.





FOCUS ON GREEN TRUST ACTIVITIES

SOCOTEC: AN INDEPENDENT TRUSTED THIRD PARTY PROVIDING COMPLIANCE, RISK MANAGEMENT AND PERFORMANCE SERVICES

GREEN TRUST: SOLUTIONS TO HELP CLIENTS WITH THEIR ENERGY AND ENVIRONMENTAL TRANSITIONS AND INCREASE THE SUSTAINABILITY OF BUILDINGS

MITIGATING CLIMATE CHANGE

ADAPTING TO CLIMATE CHANGE

- Carbon footprint
- Renewable energies (wind, photovoltaic, biomass, green hydrogen)
- Nuclear energy (low-carbon)
- Development of low-carbon forms of mobility (rail, hydrogen mobility, electric vehicle charging infrastructure etc.)
- Environmental authorisation applications
- Renewable energy statements of compliance
- Verification of installations
- Support for the installation and decommissioning of renewable energy production facilities
- Repowering
- ISO 50001 certification

- Project owner assistance in relation to RE 2020 newbuild environmental regulations
- Energy audits
- Energy performance analysis
- Décret Tertiaire
- Potential sources of CEE energy saving certificates and other
- New methods of construction: offsite, timber-frame, biosourced materials and low-carbon concrete
- Verification: aeration, ventilation, refrigeration systems etc.
- Non-destructive checks on energy storage and production equipment
- Accreditation and certification of buildings and equipment (HQE, LEED, BREEAM)
- Green Building, eco-districts

REDUCING POLLUTION

- Polluted sites and soil
- GHG audit
- Discharges into the atmosphere
- Regeneration of brownfield sites
- Post-accident measurements at ICPE environmentally classified facilities
- Reduction in environmental pollution (asbestos, lead, PFAS, plastic pellets etc.)
- Environmental measures (water, dust etc.)
- Technical assistance - waste management

SUSTAINABLE USE OF WATER

- Technical assistance - water
- Water quality measurements
- Pollution (PFAS etc.)
- Hydroecology

CIRCULAR ECONOMY

- Resource analysis
- Analysis of products, equipment, materials and waste
- Project owner assistance - re-use of materials

PROTECTING BIODIVERSITY

- Assistance with carrying out an environmental site survey
- Preserving aquatic environments
- Help obtaining the BiodiverCity® label
- Fauna and flora surveys

GRI 2-27

2.4.4. ETHICS: CENTRAL TO OUR ROLE AS AN INDEPENDENT TRUSTED THIRD PARTY

SOCOTEC works to manage and mitigate construction, infrastructure and industrial risks for public- and private-sector entities that need accurate, independent and transparent assessments.

At SOCOTEC, ethics are developed through training and awareness-raising initiatives: ethics relating to business (under France's Sapin II act), data and confidentiality, non-discrimination, and conduct at work with our internal and external partners (Code of Ethics: see Section 3.4.1.1.1). These key rules are therefore central to our training programmes and ongoing awareness-raising initiatives, and our managers pay constant attention to them.

SOCOTEC's commitment to ethics gives rise to conduct requirements through its Code of Ethics, which applies to all employees worldwide. Compliance with laws and regulations is a core requirement, and also helps to prevent us from breaching ethical rules. Our whistleblowing system (see Section 3.4.1.1.1) allows all Group employees and anyone else to report any crime, misdemeanour, inappropriate conduct or threat to the public interest.

Every year, all of our managers in all our countries must sign up to a guide to rules and best practice, called the Manager Authorisation Guide (MAG - see Section 3.4.1.1). The guide sets out SOCOTEC's standard business practices and decision-making rules, which are based on honest conduct and incorporate the Group's fair and ethical business culture.

Finally, any kind of discrimination within the Group and in our recruitment practices is contrary to our principles, which are based on respect for diversity

and fairly assessing people's career journeys with respect to the business lines and expertise we are seeking to develop. All breaches give rise to disciplinary action. We are seeking to achieve a more even gender balance in our recruitment, in a construction and public works market in which gender diversity at the educational stage is increasing substantially.

We have an Ethics Committee in charge of applying the Code of Ethics, receiving reports of unethical conduct and monitoring the application of anti-corruption laws.

Finally, SOCOTEC's Chief Compliance Officer co-ordinates a network of Compliance Officers working within our geographical platforms. The Group's Internal Audit and Risk Department assesses risks and draws up progress plans with the entities concerned.

For more details, see Section 2.5.1.2D and E.



GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-17

2.5. GOVERNANCE OF ECONOMIC, ENVIRONMENTAL AND SOCIAL MATTERS

2.5.1. GROUP GOVERNANCE















2.5.1.1. EXECUTIVE BODIES

The Group's management, including its CEO, the CEOs of the Group's main subsidiaries in France and abroad (which accounted for more than 90% of the Group's revenue in 2022) and the heads of the Group's HR, Finance, M&A, CSR, Marketing, IT and Corporate Secretary departments form the SOCOTEC group's Management Committee. The committee is tasked with developing and implementing the Group's strategy in the interests of clients, shareholders, partners and employees. It has been chaired by Hervé Montjotin since he joined the Group in 2016 and it meets monthly.

2.5.1.2. BOARD OF DIRECTORS

Jean-Marie Laurent-Josi - CEO of COBEPA
 Aurélien Delavallée - Senior Director of COBEPA
 Charles-Henri Chaliac - Member of the Executive Committee of COBEPA
 Romain Boulanger - Associate of COBEPA
 Gilles Schnepf - Director - Consultant at Clayton Dubilier & Rice
 Christian Rochat - Director - Partner at Clayton Dubilier & Rice
 Romain Dutartre - Director - Partner at Clayton Dubilier & Rice
 Nikolaus Lachner - Observer - Partner at Clayton Dubilier & Rice
 Hélène Boulet Supau - Independent administrator
 Hervé Montjotin - CEO of the SOCOTEC group

MEMBERS OF THE SOCOTEC'S GROUP MANAGEMENT COMMITTEE:

 Hervé Montjotin CEO SOCOTEC group	 Franck Pettex-Sorgue EVP Construction & Real Estate, France
 Delphine Villard EVP Equipment and Industry, France	 Jean-Marc Fort EVP International and Infrastructure
 Cédrik Gallien EVP M&A and Strategy	 Nicolas Detchepare CEO SOCOTEC UK
 Ludger Speier CEO SOCOTEC Deutschland	 Marc Weissbach CEO SOCOTEC USA
 Massimo De Iasi CEO SOCOTEC Italy	 Jean-François Landry Chief Financial Officer
 Sébastien Botin Chief HR Officer	 Gabrielle Mendes Chief Communications and Marketing Officer, Chief Sustainability Officer
 Romain Dumas Chief IT Officer	 Bastien Soret General Secretary

2.5.1.2.A COMPOSITION OF THE BOARD OF DIRECTORS AT 31 DECEMBER 2022

Name	Age range	Gender	Nationality	Date of appointment	Term of office ends	Years served on the Board	Involvement in Board Committees
MONTJOTIN Hervé	Over 50	M	French	ASSP 16/12/2019	Indefinite	3 years	Yes
LAURENT JOSI Jean-Marie	Over 50	M	Belgian	ASSP 10/06/2013	Indefinite	9 years	Yes
BOULANGER Romain	30-50	M	Belgian	09/07/2020 meeting of the Board of Directors 17/06/2021 AGM	Indefinite	2 years	Yes
CHALIAC Charles Henri	30-50	M	French	07/02/2019 meeting of the Board of Directors 15/04/2019 AGM	Indefinite	3 years	Yes
DELAVALLEE Aurélien	30-50	M	Belgian	07/02/2013 meeting of the Board of Directors	Indefinite	9 years	Yes
ROCHAT Christian	Over 50	M	Swiss	ASSP 16/12/2019	Indefinite	3 years	Yes
SCHNEPP Gilles	Over 50	M	French	10/11/2022 meeting of the Board of Directors ⁽¹⁾	Indefinite	Less than 1 year	Yes
BOULET SUPAU Hélène	Over 50	F	French	03/11/2020 meeting of the Board of Directors 17/06/2021 AGM	Indefinite	2 years	Yes
DUTARTRE Romain	30-50	M	French	ASSP 16/12/2019	Indefinite	3 years	Yes
LACHNER Nikolaus	30-50	M	German/ British	ASSP 16/12/2019	Indefinite	3 years	Yes

2.5.1.2.B. MAIN RULES REGARDING THE COMPOSITION OF THE BOARD OF DIRECTORS

The Company's Articles of Association state that the Board of Directors must comprise at least seven directors, including the Chairman of the Company. The shareholder group may also appoint or allow a shareholder to appoint one or more observers without voting rights to sit on the Board of Directors. At 31 December 2022, the Company's Board of Directors comprised eight members, including one independent member and two observers. All directors, whether natural persons or legal entities and whether or not they are shareholders, are appointed through a collective decision by the shareholders in accordance with the shareholder agreement, except in the case of the Chairman of the Company, who is a member of the Board of Directors ex officio. If one or more seats on the Board of Directors become vacant through death or resignation, the Board of Directors may make provisional appointments between collective shareholder decisions. Such appointments are subject to ratification by shareholders in the next shareholders' meeting.

If they are not ratified, the previous deliberations and actions of the Board of Directors shall remain valid. The term of office of the directors and observer(s) on the Board of Directors is determined by a collective decision taken by the shareholders. Members of the Board of Directors may be reappointed for consecutive terms and may be removed at any time by shareholders in an AGM. [As regards the Chair of the Board of Directors, the duration of that role cannot exceed his/her term of office as a director.]

(1) Date of board meeting. Appointment to be ratified in the June 2023 AGM.



2.5.1.2.C. REMIT OF THE BOARD OF DIRECTORS

The Board of Directors is a collegial body appointed by the shareholders, and its main duties are to determine the Company's business strategy and ensure that it is followed. Apart from powers specifically granted to shareholders in general meetings and within the scope of the company's corporate purpose, the Board shall deal with all matters relating to the Company's business operations, and shall through its resolutions address issues that concern the Company. The Board of Directors may set up consultative committees (Remuneration Committee, Audit Committee etc.) tasked with examining specific matters submitted to them by the Board and reporting on them in Board meetings.

GRI 2-13

2.5.1.2.D. COMMITTEES SET UP BY THE BOARD OF DIRECTORS

The Board of Directors has set up committees intended to help it operate more effectively and prepare its decisions by making recommendations and advisory opinions.

At 31 December 2022, the Company's Board Committees were as follows:

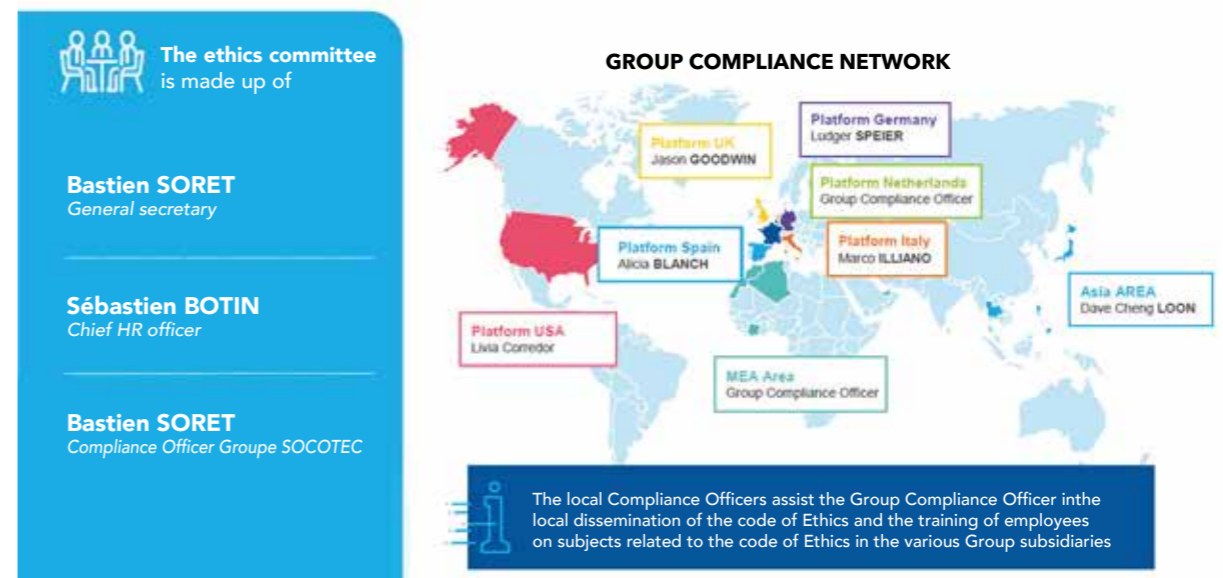
- Appointments and Remuneration Committee**
The Appointments and Remuneration Committee is in charge of overseeing the composition of the Group's Management Committee and particularly all new appointments. It meets at least once per year to discuss the remuneration of Group executives and the Group's general remuneration policy (including incentive plans).
- Audit and Risk Committee**
The Audit and Risk Committee is consulted about important decisions relating to the Group's internal control and financial reporting procedures, including any major change in the Group's accounting policies. It is also consulted as part of the process for appointing the Group's statutory auditors.

GRI 2-13, 2-14, 2-16

2.5.1.3. OPERATIONAL COMMITTEES

The **Ethics Committee** consists of the Corporate Secretary, Head of Human Resources (both members of the Group Management Committee) and the Compliance Officer. It performs due diligence work and is in charge of applying the Code of Ethics, receiving reports of unethical conduct and monitoring the application of anti-corruption laws. Matters can be referred to it by any employee or third party via the socotec.com website or by email (ethics.committee@socotec.com) as part

of the whistleblowing procedure sent to all Group employees and via websites in the language of the relevant country. Monitoring indicators are provided in the final section of the present report in the table of ESG/ CSR indicators.



The **Commitment and Investment Committee** has responsibility for all matters relating to the SOCOTEC group's commitment rules. It meets every month to take decisions about matters on its agenda.

The **Risk Committee**, chaired by the Corporate Secretary, is responsible for all sensitive matters relating to the activities of the Group's French subsidiaries, including SOCOTEC group entities subject to authorisation requirements.



The **CSR Committee** is in charge of the Group's CSR approach and meets every month. It is led by the Chief Sustainability Officer, who is a member of the Group's Executive Committee, and reports directly to the Chair of the SOCOTEC group.

The CSR Committee is a team of managers who represent all strategic activities. They are involved in the ESG development priorities identified as key aspects of SOCOTEC's CSR strategy.

Each manager on the CSR Committee co-ordinates progress plans by forming working groups for each material topic. They assess results and achievements, which are then sent to internal and then external stakeholders, including shareholders, ESG rating agencies, banks, lenders and clients who request them. The Management Committee validates the ESG priorities and investments proposed by the CSR Committee.

GRI 2-15

2.5.1.4. CONFLICTS OF INTEREST

To prevent any potential conflict of interest, arrangements are adopted and monitored to comply with laws and regulations regarding business ethics.

- In every annual appraisal carried out in France, managers ask employees a mandatory question about conflicts of interest, which employees must answer. All conflicts of interest must be disclosed during appraisals and sufficient details must be given to allow the HR department to assess them.
- The existence of a conflict of interest may be brought to the attention of the Group's Ethics Committee, which takes particular responsibility and action where required.
- The Group's Code of Ethics includes a requirement to comply with this business conduct requirement. It is sent to all employees worldwide in the language of the country in

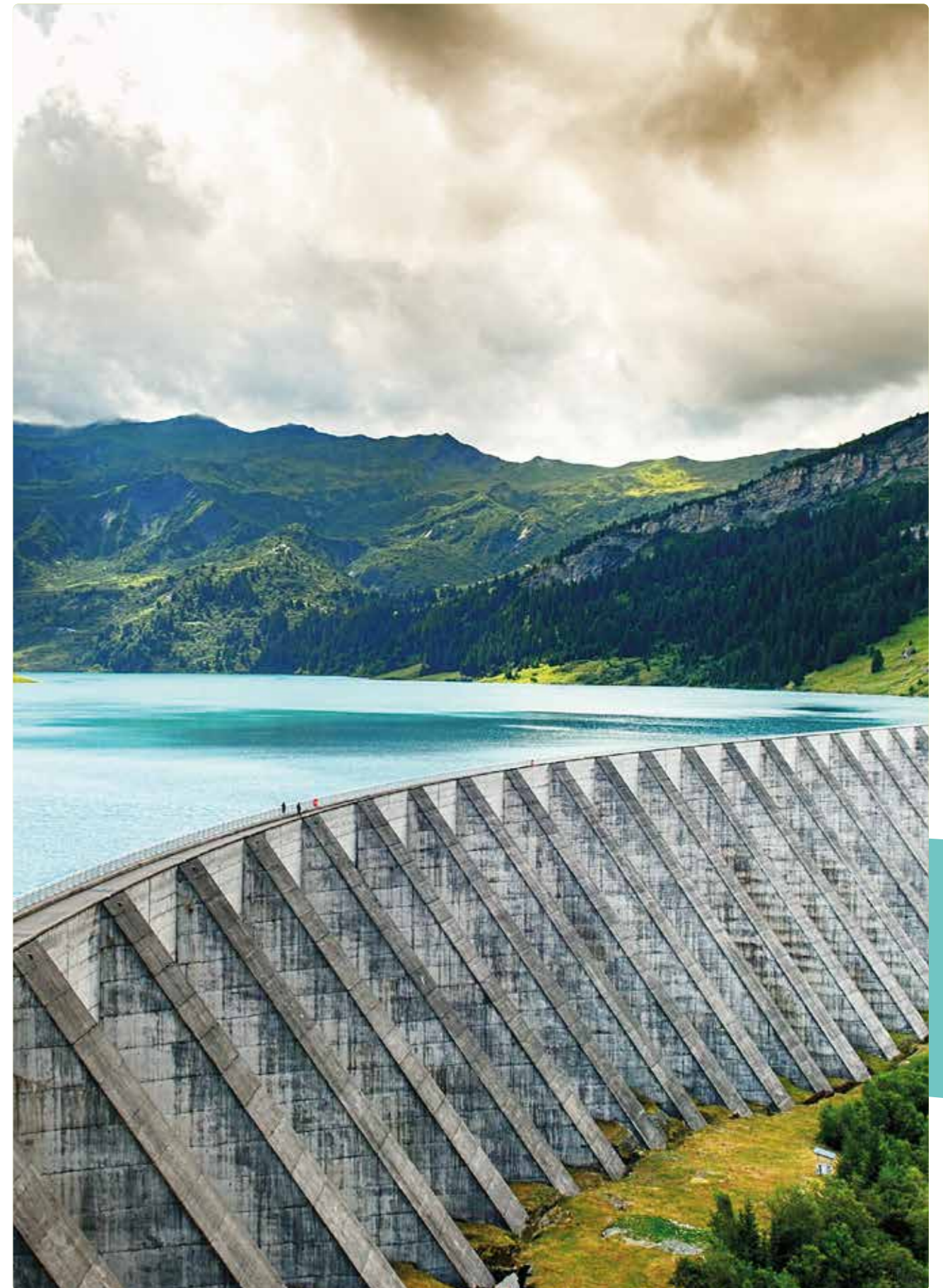
which they work, and managers raise awareness about the code among employees.

- Finally, the MAG (Manager Authorisation Guide) (i) defines the Group's policy regarding the procedure to be followed regarding gifts, (ii) includes key information about validation and commitment thresholds for managers when carrying out their work, particularly regarding external stakeholders. All managers worldwide have signed the MAG every year for the last three years, including in 2022.

The Technical, Quality and Internal Audit Departments ensure that the services provided by each Group entity take place in accordance with SOCOTEC's procedures, particularly regarding the management of conflicts of interest, compliance with methodologies and regulatory or specific technical guides.

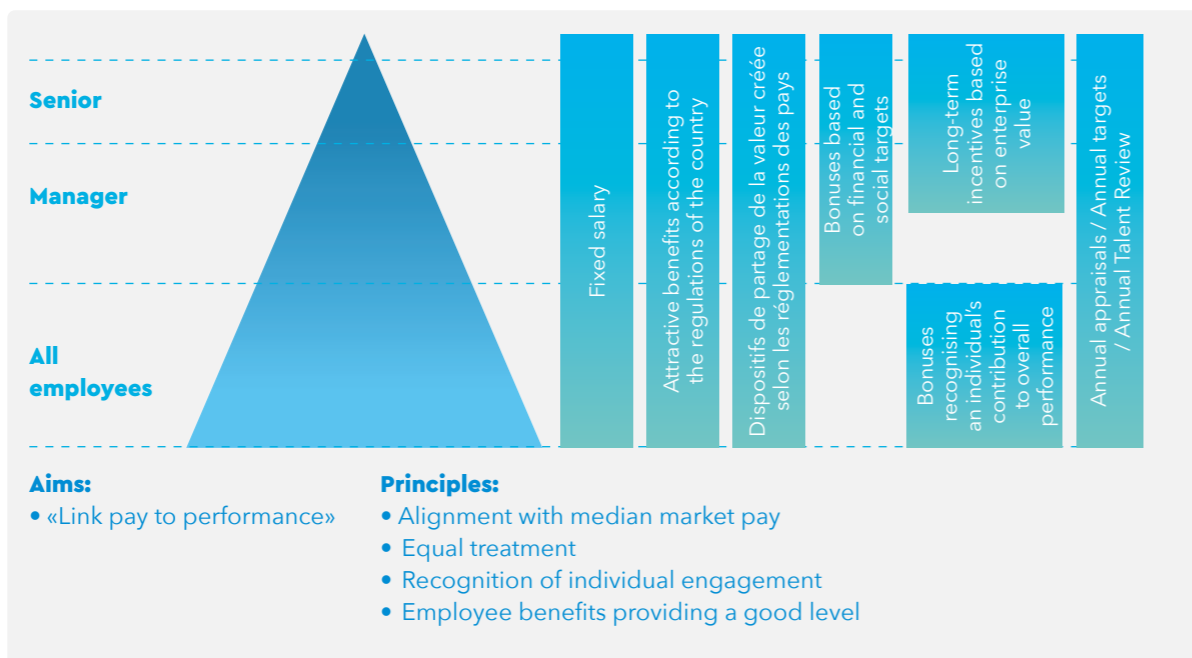
Executives and managers of shareholder-related activities in all of SOCOTEC's countries make a sworn statement about any direct or indirect links between SOCOTEC and any conflict of interest.

As regards corporate officers and shareholders, the management of conflicts of interest is governed in France by Article L. 227-10 of the French Commercial Code, which sets out the regulated agreement procedure to be followed in the event of direct or indirect business relationships between a company and a corporate officer or shareholder. No agreement of that kind was formed or identified in 2022. To the company's knowledge, there are no potential conflicts of interest between the obligations of the people covered by that article and their private interests and/or other duties.



GRI 2-19, 2-20, 2-21

2.5.2. COMPENSATION STRUCTURE



GRI 2-19, 2-20, 2-21

Total payroll in 2022 was €590.750 million. The Group's compensation policy is based on fairness, equal treatment and pay for performance. The SOCOTEC group's compensation policy includes attractive benefits and specific value-sharing arrangements in each of its countries. Individual engagement is also rewarded with bonuses. (See section 3.1.1.1 Remuneration).

2.5.3. THE GROUP'S REPUTATION AND RISK MANAGEMENT

GRI 2-25

Reputation and risk management have been identified as material CSR topics for the SOCOTEC group (see Section 2.2 SOCOTEC' materiality matrix").

2.5.3.1. MANAGERIAL APPROACH TO RISK

The SOCOTEC group regularly assesses risks related to its business activities and environment that could affect its operations, reputation and decision-making in all of its geographies. The Internal Audit and Risk Department updates risk maps every year under the guidance of the Audit and Risk Committee, with the help of functional departments and subsidiaries.

Maps are produced for each geographical platform, with the following main aims:

1. identify major risks that may affect the operations of its business units, entities and subsidiaries: a risk matrix is produced for each geographical platform;
2. initiate and improve processes in order to reduce and/or eliminate the impact of those risks;
3. analyse the suitability of the Group's insurance strategy and purchase appropriate cover;
4. strengthen crisis management and communication processes.

2.5.3.2. RISK IDENTIFICATION AND ASSESSMENT

The identification of risks is based on a hybrid approach based on interviews with operational managers in each country and interviews with members of each country's senior management team.

Risks are mapped according to the **probability of their occurrence and their financial, operational and reputational impact.**

Risks are mapped for each geographical platform. Risk management arrangements allow the Group to apply weightings to risks according to their probability of occurrence and impact.

2.5.3.3. RISK MANAGEMENT SYSTEM

The Group implements and monitors action plans across all geographical platforms. The identified risks are subject to a series of measures detailed in action plans prepared by the various named risk "owners" within each business area, with the aim of managing exposure to those risks in order to reduce their impact.

The Group has opted to take out insurance to cover certain risks.

Managers of subsidiaries and executive bodies are involved and responsible for overseeing and controlling risks with the help of the Group and its Management Committee, which is itself committed to limiting the impact of risks in all areas, including ethics, health and safety, cybersecurity, HR and CSR.

2.5.3.4. MAIN RISKS IDENTIFIED

The Group's main risks are those related to **talent** (employer attractiveness, recruitment to support the Group's growth), **cybersecurity and the renewal of accreditations and authorisations** required to operate in our business areas. We pay extremely close attention to these risks, and they are the subject of plans monitored by the executives and departments concerned within the Group and in all our countries.

GRI 2-27

As part of the implementation of the SAPIN II act compliance programme, the Group, via external providers, has established a corruption risk map in accordance with the requirements of anti-corruption regulations in force

This map, which shows the main risks that may have a major impact on SOCOTEC, particularly in financial or image terms, is regularly updated to identify, analyse and assess SOCOTEC's exposure to corruption risks, particularly taking into account the sectors (public or private) and geographical areas in which the Group operates. (See Section 3.4.1.1.1 Business ethics).

3. CSR PERFORMANCE IN 2022

GRI 2-24

3.1. YOU GROW, WE GROW

Ever since the SOCOTEC group was founded and now more than ever, we firmly believe that our purpose must be aligned with the environment, social and workforce-related issues of today.

Since SOCOTEC's business model is based on the expertise, skills and commitment of its 11,300 (1) employees, human resources management is central to its CSR approach since it helps ensure the Group's economic viability and sustainable, responsible performance.

The aim of the HR policy is therefore to find and retain skilled employees who are motivated by the Group's value proposition, help them achieve fulfilment in their day-to-day work in a secure environment while helping them to increase their own employability, encourage them to engage with their colleagues and clients, and make them confident that they are having a positive impact on society as regards the major environmental and social issues of the 21st century.

This ambition is reflected in an Employee Value Proposition (EVP) in each of the Group's geographies, with a particular focus on the

strengths of SOCOTEC's culture: a healthy, fulfilling working environment and management culture, diversity and equal treatment, an environment in which information is shared and employees are free to express their views, welcoming teams whose members support each other, respect for work/life balance and the sharing of value.

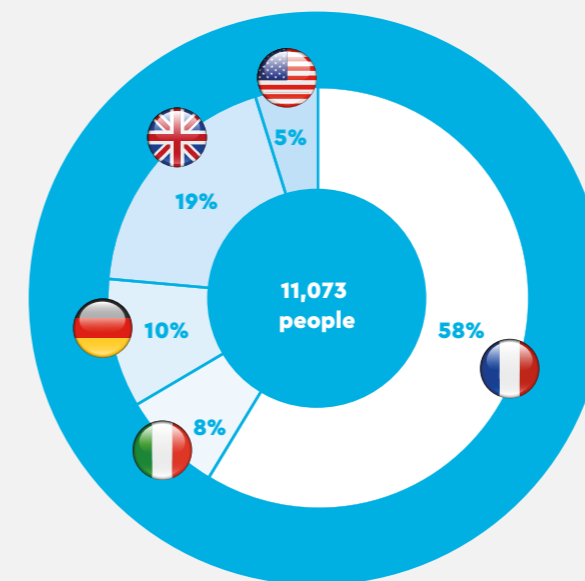
Given the Group's rapid growth, the international HR network is focusing particularly on encouraging employees to share their experiences and technical skills between countries to expand their frame of reference, increasing opportunities for international job transfers, and helping employees feel that they belong to an ambitious, high-performance collective that offers scope for personal development.



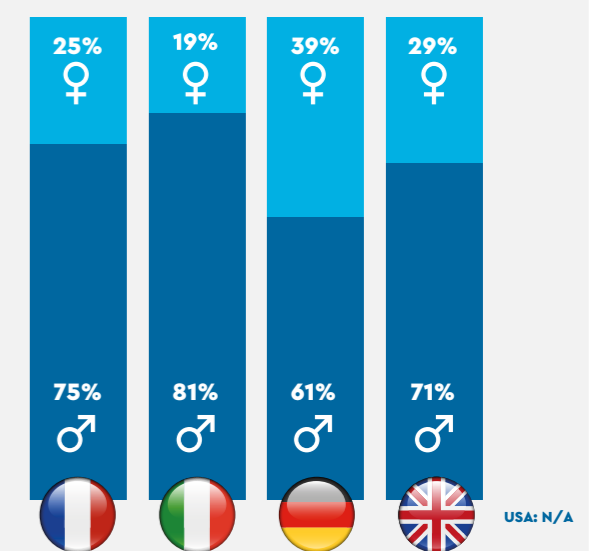
BREAKDOWN OF THE SOCOTEC GROUP WORKFORCE BY GEOGRAPHICAL PLATFORM GRI 2-7

As part of the Group's CSR reporting, HR reporting covers 90% of the Group's total headcount.

BREAKDOWN OF AVERAGE HEADCOUNT (ALL CONTRACTS) BY COUNTRY IN 2022



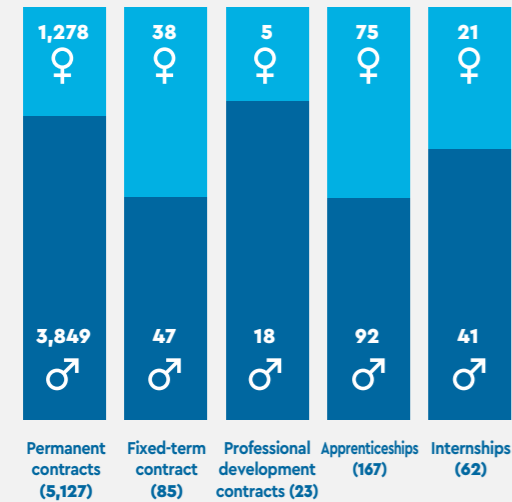
EMPLOYEES ON PERMANENT CONTRACTS BY GENDER AND COUNTRIES



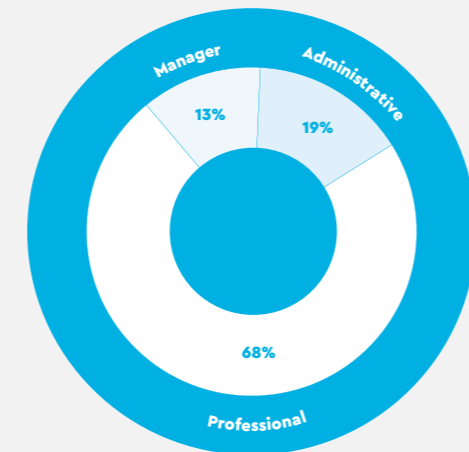
(1) Headcount as of April 2023.

FOCUS ON FRANCE, WHICH ACCOUNTS FOR 50% OF GROUP HEADCOUNT

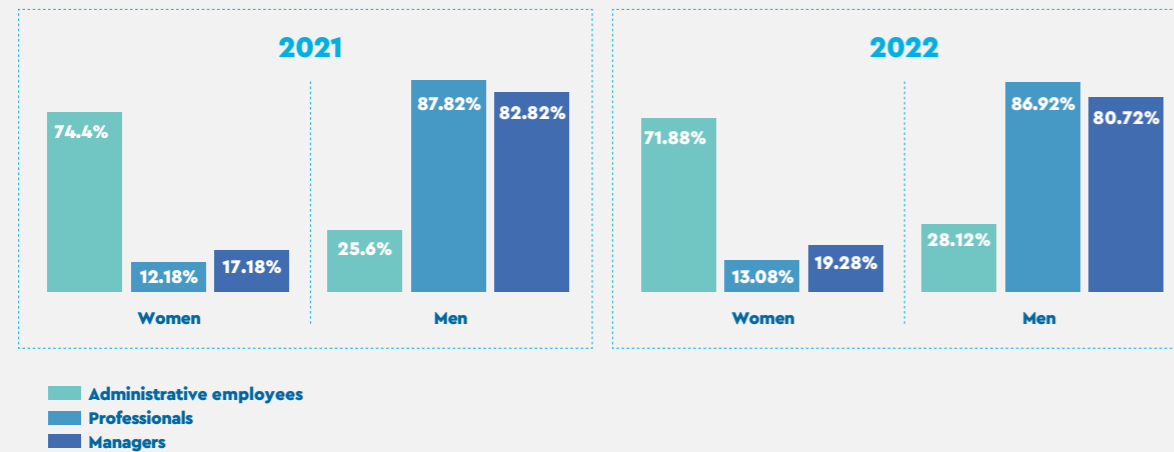
AVERAGE HEADCOUNT BY TYPE OF CONTRACT AND GENDER IN FRANCE IN 2022



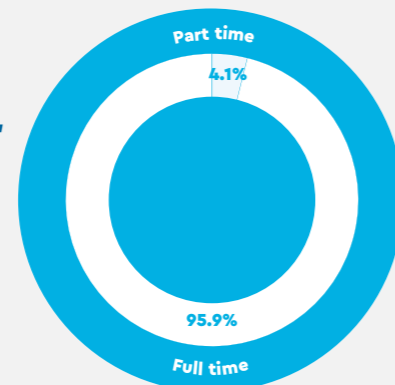
BREAKDOWN BY SOCIO-PROFESSIONAL CATEGORY IN FRANCE IN 2022



BREAKDOWN OF HEADCOUNT BY SOCIO-PROFESSIONAL CATEGORY AND GENDER (SOCOTEC, FRANCE)



EMPLOYEES ON PERMANENT / PART-TIME CONTRACTS (SOCOTEC, FRANCE 2022)



3.1.1. EMPLOYEE VALUE PROPOSITION

GRI 3-3 - GRI 401

Retaining employees, being an attractive employer and managing talent – specific material topic for the Group

Retaining employees, being an attractive employer and managing talent are identified as material CSR topics for the SOCOTEC group (see Section 2.2 "SOCOTEC's materiality matrix").

SOCOTEC is an independent trusted third party with 11,073⁽¹⁾ technicians and engineers in France and abroad, who are acknowledged as among the most experienced in terms of risk management and technical consultancy in the construction, real estate, infrastructure and manufacturing sectors.

SOCOTEC operates in a market in which specialist engineers and technicians are in short supply. It is aware that attracting and retaining talent are key issues, so it prioritises them as central material topics in its CSR strategy.

The quality of the people it hires and its methods for developing employees' technical skills ensure the quality of service and expertise delivered to SOCOTEC's demanding clients, while also meeting the required standards in audits performed by its supervisory organisations (COFRAC, UKAS, etc.).

This expertise allows the Group to offer a combination of solutions in the Testing, Inspection and Certification (TIC) market - and more specifically in the construction, infrastructure and manufacturing sectors - that adapts to complex requirements and incorporates advanced technologies to make structures, buildings and facilities more sustainable and ensure people's safety.

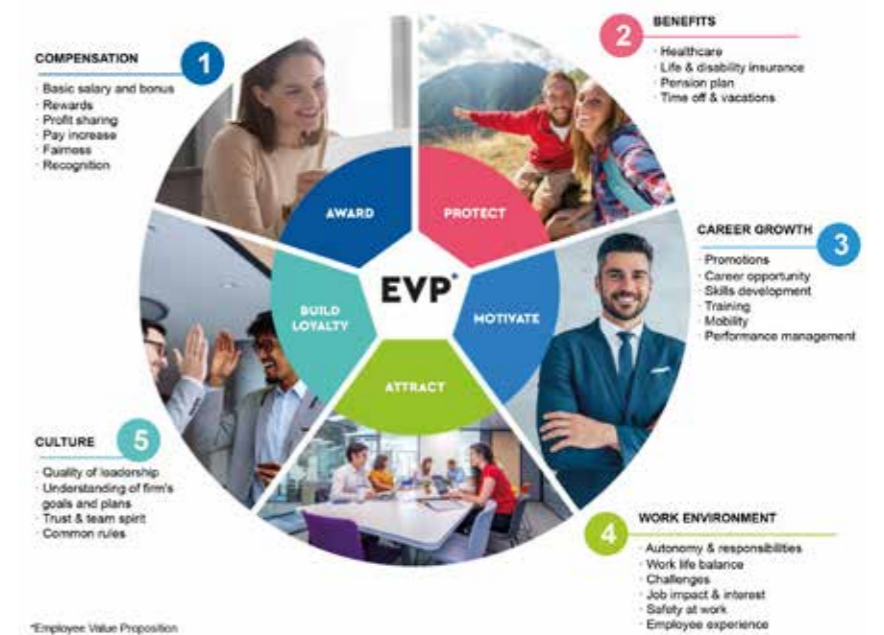
Aim of the SOCOTEC group's HR policy: develop and promote the best Employee Value Proposition in the TIC industry.

As a leading provider of risk management and technical consultancy services in the construction, real estate, infrastructure and environment sectors, the SOCOTEC group's Employee Value Proposition (EVP) represents the objective value that SOCOTEC offers to its existing and future employees in exchange for their work throughout their careers.

It has five key aspects:

Compensate - Protect - Motivate - Attract - Retain

SOCOTEC has the ambition of developing the best EVP in its sector, to show that it values the commitment of its employees and to become a more attractive employer. The Group recognises each employee's efforts to make SOCOTEC a leading player in its market and seeks to offer attractive pay and working conditions for all, for example through its value-sharing efforts, thereby reasserting the Group's desire to make its teams its number one priority.



(1) Group headcount at 31/12/2022. 2022 average headcount: 10,136

GRI 2-19, 2-20

3.1.1.1. COMPENSATION

Compensation policy

The SOCOTEC group bases its compensation policy on the “pay for performance” principle. Through its balanced annual pay review process, SOCOTEC seeks to offer salaries equal to or higher than the market median depending on employees’ profiles, as well as allocating €10 million per year to

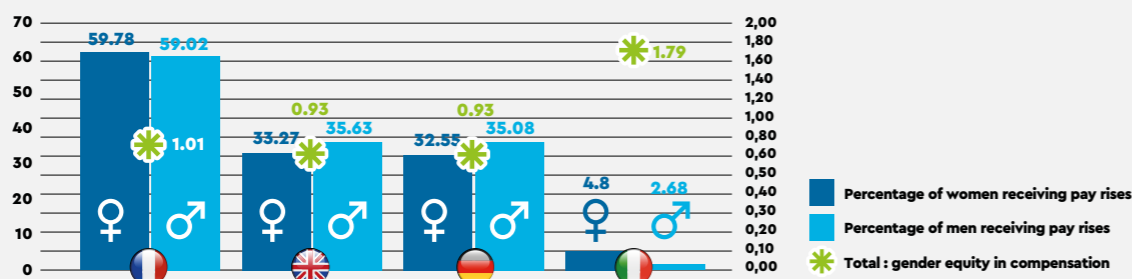
recognising their individual contributions:

- **bonuses for managers aligned with market practices,**
- **construction performance bonuses (unique in the TIC sector),**
- **bonuses for ambassadors and assessors,**
- **exceptional bonuses,**
- **co-option bonuses etc.**

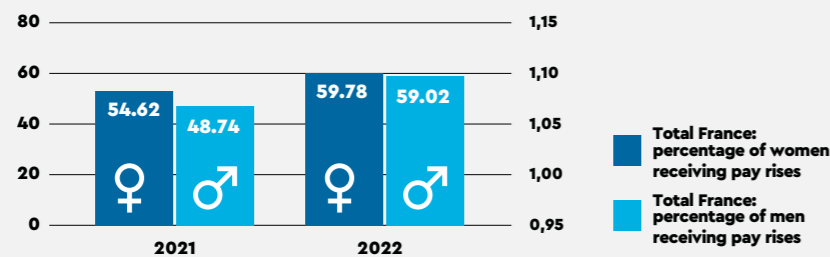
GRI 406 : NON-DISCRIMINATION 2016

EQUAL TREATMENT

**GENDER EQUITY IN COMPENSATION⁽¹⁾
SOCOTEC PAR PLATEFORME (HORS US)**



**GENDER EQUITY IN COMPENSATION⁽¹⁾
SOCOTEC IN FRANCE**



The SOCOTEC group also wants to redistribute the value it creates more widely among its employees through more attractive profit-sharing arrangements, in order to show solidarity with its workforce and reward performance.

SOCOTEC has the ambition of developing the best EVP in its sector, to show that it values the commitment of its employees and to become a more attractive employer.

The Group recognises each employee’s efforts to make SOCOTEC a leading player in its market and seeks to offer attractive pay and working conditions for all, thereby reasserting the Group’s desire to make its teams its number one priority.

In 2022, therefore, the Group took various measures within its platforms (France, UK, USA, Germany and Italy) to live up to that commitment. All platforms took action to support their employees’ real incomes.

In France, this mainly consisted of new profit-sharing and incentive agreements and the signature of a majority agreement with the CFDT and CGT unions about the 2023 wage policy and special measures to support real incomes, aiming to increase employees’ net incomes by 4.8% taking into account additional incentive payments.

- Priority given to the lowest-paid employees.
- Payment of a value-sharing bonus (PPV) of €500 net in November 2022 to all employees who

met the conditions (pay equal to less than three times the minimum wage or €58,695 gross per year). The bonus was exempt from income tax, social security contributions (including the CSG and CRDS) and other contributions. It was paid in November 2022, before the 2023 wage policy was implemented.

- Each permanent employee with more than one year of service who was not entitled to a contractual bonus based on individual annual targets (except those whose annual FTE pay is less than €36,000) received a pay rise of €1,000 gross on an annual full-time basis. Pay rises took effect on 1 March 2023.

- health, death and disability insurance that provide some of the highest levels of coverage in the TIC sector in return for the lowest employee contributions;
- a company car policy that offers the best value in the TIC sector in terms of car model relative to employee contributions;
- a supplementary pension plan under which contributions as a percentage of salary are 2 points higher than the statutory rate (i.e. 25%), the only one of its kind in the TIC sector;
- a collective retirement savings plan to which employees can contribute through employee savings or days of leave not taken in France.

The agreement also reiterated the measures already taken by the Group to:

- Increase the redistribution of profits to employees: an overhaul of employee savings arrangements (profit-sharing/incentive plans) with an additional allocation of €550,000, and a PERECO retirement savings plan.
- A 35% increase in mileage allowances as of 1 July 2022.
- Payment of a net, tax-free transport bonus of €300 to 1,200 employees in October 2022, equivalent to almost €400 of additional gross remuneration.
- 8.4% increase in the face value of restaurant vouchers from October 2022.
- Implementation of an arrangement that incentivises employees based on their contribution to the performance of their unit (segment, entity, business), including the accident frequency rate.

3.1.1.2. EMPLOYMENT BENEFITS

The SOCOTEC group provides its employees with an attractive package of employment benefits including:

**GRI 3-3,
GRI 404 : TRAINING AND EDUCATION
2016, 404-1, 404-2**

**3.1.1.3. YOU GROW, WE GROW:
A LEARNING ORGANISATION**

Employee training and development have been identified as material CSR topics for the SOCOTEC group (see Section 2.2 “SOCOTEC’s materiality matrix”).

At a time of rapid growth (organic and via acquisitions, in France and internationally), SOCOTEC group employees benefit from new opportunities and attractive projects in which they can support clients in sectors in which the Group has been operating since it was founded in 1953. The Group is also aware of the importance of having a distinctive market position and being competitive in a highly contested market, with the aim of meeting clients’ needs in terms of addressing increasingly complex building-related issues, such as tougher regulatory requirements, energy and environmental transition, decarbonisation, sustainability, the health of users and occupants and building safety.

(1) Gender Equity in compensation = % de femmes augmentées sur le % d’hommes augmentés dans l’année

3.1.1.3.A. TRAINING POLICY

SOCOTEC is a learning organisation committed to developing the potential of our teams in order to attract and retain talent, which is necessary for our development.

The Group has made five major commitments:

- developing managerial skills and qualities needed in a sector undergoing major change;
- developing capabilities in terms of technical learning and tutoring at the local level (branch-based training, on-the-ground training, knowledge transfer), helping SOCOTEC to increase its regional presence;
- investing in the development of technical skills among its experts, technicians and engineers, and preserving, growing and passing on those skills;
- employing people who have the best profiles and bring distinctive expertise, via recruitment or through acquisitions;
- integrating innovation and technological skills.

These commitments are backed up with **major investment in skills development: the SOCOTEC group spends more than 3% of its payroll per year on continuing professional development across its various platforms.** Various Group tools and arrangements - such as SOCOTEC Learning, the SOCOTEC Management Campus and the SOCOTEC Apprentice Training Centre, the first of its kind in the TIC sector - show its commitment to being a learning organisation and responding to the material topics of attracting and retaining talent (see section 3.2.2.2 **"The SOCOTEC Apprentice Training Centre (ATC)"**)

TECHNICAL TUTORING

To strengthen its network of regional technical managers, SOCOTEC has set up a technical tutoring programme. This programme is overseen and led by its technical managers, and aims to bolster the skills of its technical experts and so that they can eventually obtain the qualifications they need to complete assignments for clients.

In France, for example, SOCOTEC now has a new 3,000 m2 worksite training school in Dunkirk that provides training to technicians and interns in real-life working conditions by reproducing various situations from the most common to the most specialised. This means that theoretical teaching and practical application can be more easily combined. Similar arrangements exist in the Group's other platforms (UK, Italy and Germany) through training centres focusing on local activities.

SOCOTEC MANAGEMENT CAMPUS AT EMLYON BUSINESS SCHOOL

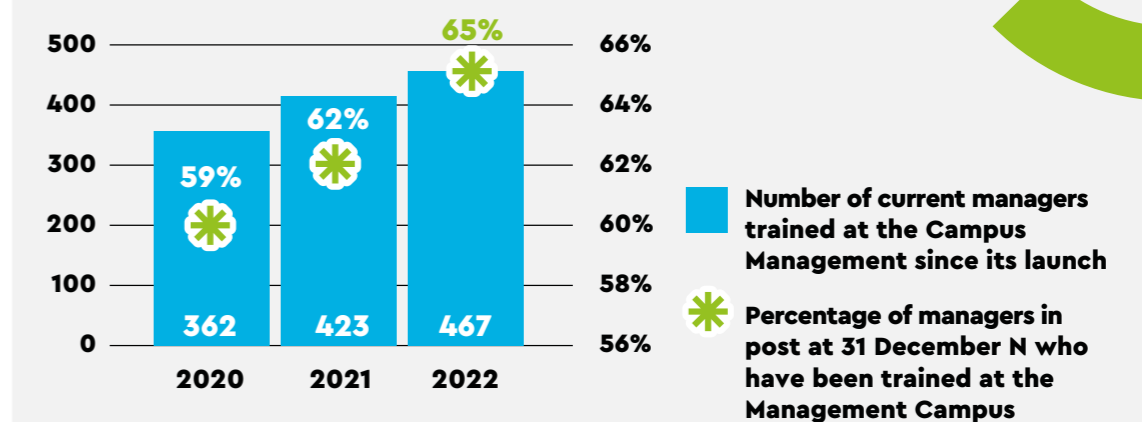
This is a training programme through which participants can gain a recognised qualification, aimed at strengthening the Group's managerial structure and embedding a common managerial culture to support SOCOTEC's development aims.

The SOCOTEC Management Campus programme, developed in partnership with EMLyon, covers three managerial levels of the Group, allowing all future leaders to improve their management skills alongside their original technical expertise, acquire skills in new tools that will enable them to manage their entities and businesses in a more effective and entrepreneurial way, and provide day-to-day support to their teams. This collective initiative also develops links between the Group's various business areas, creating networks that are vital for working in synergy. Because of its commitment to developing its teams, SOCOTEC set up this programme in 2018 to reassert its leadership in business and ethical matters, which necessarily involves bolstering its managerial leadership.

Almost 700 managers, most of whom originally worked on the technical side and two thirds of whom have been promoted internally, have taken part in the programme since 2018.

The SOCOTEC Management Campus therefore helps the Group's employees to grow by developing their skills, helping to fulfil SOCOTEC's "You Grow We Grow" commitment.

CAMPUS MANAGEMENT, SOCOTEC FRANCE



For more information about international platforms, see the tables summarising workforce-related indicators in Section 4.2 "Workforce".

SOCOTEC Learning regularly adds modules to its technical training catalogue, allowing employees to develop soft and hard skills at their own pace. They can take modules in personal development, regulatory changes, industry practices and technical know-how in our Construction & Real Estate, Infrastructure & Energy, Environment & Safety and TIV & Industry business lines.

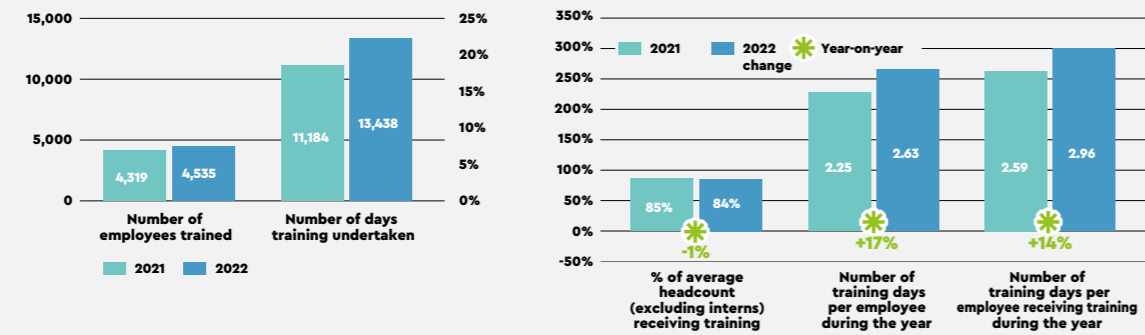
In-person sessions are also central to training programmes. In addition, SOCOTEC's teams have some of the most advanced skills in the construction, infrastructure and environment fields. They help to produce content and pass on their technical knowledge to others via SOCOTEC Learning and via classroom-based and on-the-ground training sessions.

TRAINING-RELATED INDICATORS

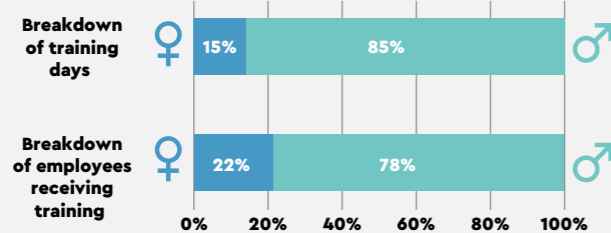
	France	Germany	Italy	TOTAL PLATFORMS
EMPLOYEE TRAINING (EXCLUDING UK AND USA): N/A	2022	2022	2022	2022
Number of employees trained	4,535	879	649	6,063
Number of training days	13,438	2,399	6,772	22,609
Number of training days / Total average headcount	2.49	2.78	10.12	3.23
Number of training days per employee receiving training during the year	2.96	2.73	10.43	3.73
% of average headcount across all types of contract (excluding interns)	84%	100%	88%	87%

FOCUS ON FRANCE

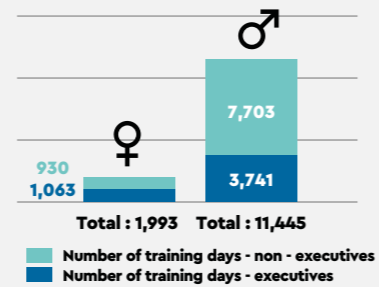
TRAINING OF SOCOTEC EMPLOYEES IN 2022



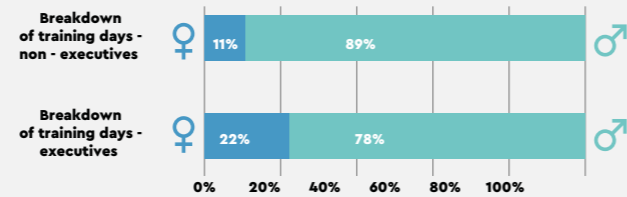
TRAINING DAYS AND EMPLOYEES RECEIVING TRAINING BY GENDER (%)



13,438 TRAINING DAYS BY GENDER (%)



BREAKDOWN OF TRAINING HOURS BY GENDER AND SOCIO-PROFESSIONAL CATEGORY IN FRANCE



For more information about international platforms, see the tables summarising workforce-related indicators in Section 4.2 Workforce.





GRI 404-3

3.1.1.3.B. CAREER AND SKILLS MANAGEMENT

The Group's HR policies support a culture of feedback in order to identify talent. As regards career and skills management, SOCOTEC uses the Syriell app, which is available to all employees in France, and on tools and manual procedures in its other geographies.

These resources make it possible to monitor each employee's progress in terms of technical skills and qualifications, but are also useful in terms of managing their careers and carrying out annual appraisals.

In 2022, 96% of employees in France had at least one appraisal with their line manager.

The SOCOTEC group wants to increase significantly the number of employees moving to different roles and locations within each country, and internationally where opportunities arise.

This approach is made possible and encouraged by the number of the Group's locations and by SOCOTEC's growth momentum.

NUMBER OF SITES BY PLATFORM IN 2022 (WITHIN THE SCOPE OF THE CSR REPORT, EXCLUDING THE GROUP'S OTHER COUNTRIES)

- France: 190 sites
- UK: 48 sites
- USA: 23 sites
- Germany: 27 sites
- Italy: 41 sites including 25 mobile laboratories

Career opportunities are also enhanced by the priority that the Group places on internal promotion, as reflected by the fact that 75% of its managers were promoted internally.

- However, the Group is also pursuing two aims:
- encouraging employees to express any desire to change roles in their annual appraisals,
 - speeding up the process for changing roles so that it takes less than three months.

GRI 406 : NON-DISCRIMINATION 2016

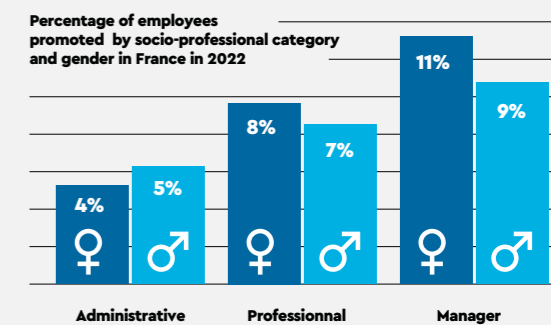
3.1.1.3.C. EQUAL TREATMENT IN TERMS OF PROMOTION

The Group is strongly committed to equal treatment and to combating all forms of discrimination. Its gender equity in promotion indicator⁽¹⁾ enables it to monitor precisely the gender balance of people promoted. It also raises awareness in this area and its Committees discuss and validate promotions each year in the presence of the Group Chief HR Officer, the CEO and subsidiary and country managers.



**FOCUS ON FRANCE
EQUAL TREATMENT**

Promotions in France	2022
% of permanent employees promoted	7.1%
% of employees who became managers between 2021 and 2022 ⁽²⁾	2%
Employees moving roles in France	2022
% of employees who changed workplace between 2021 and 2022	19



GRI 3-3 – Staff retention, employer attractiveness and talent management – specific material topic for the Group, GRI 401

3.1.1.4. WORKING ENVIRONMENT

Particular attention is paid to the health and safety of employees, which is a key part of SOCOTEC's DNA and purpose. Its accident frequency rate is among the lowest in its sector, particularly in France. (See Section 3.1.2, Protecting the health and ensuring the safety of our employees at work). The Group pays close attention to its employees' working conditions, and has signed various

collective agreements that govern working conditions and ensure that they are of high quality, such as the remote working charter, the right to switch off, and agreements on gender equality and quality of life at work.

Since 2016, when the Group's current CEO arrived, the SOCOTEC group has invested in refurbishing and modernising its workspace: this has involved 100 relocations in three years and €29 million of expenditure. It has also invested around €10 million in IT.

⁽¹⁾ Gender equity in promotion = percentage of women promoted divided by the percentage of men promoted in the same year

⁽²⁾ Employees in post at 31/12/2021 and 31/12/2022 who were not managers in 2021 but became managers in 2022.



The Group also pays particular attention to integrating new recruits, which benefit from a comprehensive onboarding programme that includes:

- Workelo, a digital platform that welcomes new arrivals through a fluid, playful and secure onboarding process even before they start working at SOCOTEC, helping them find out about its business activities, organisation, values, CSR approach and ethical requirements;
- a “one-stop-shop” to welcome employees on their first day of work, involving the Head of Human Resources at head office or at regional sites in the countries concerned: giving new recruits PPE and IT hardware, providing them with a company vehicle, and giving them presentations about the Group and about health and safety in the workplace and on the road;
- SOCOTEC Connect, for managers promoted or recruited during the year. This brings together managers at head office to give them a better understanding of the Group as a whole and its requirements in terms of management, along with knowledge of how its corporate functions serve its activities on the ground. The Group’s CSR strategy is presented to managers. SOCOTEC Connect also provides employees with key information that enables them to adjust effectively and focus on the collective when taking up their managerial roles.

3.1.1.5. CULTURE

SOCOTEC has a strong technical and entrepreneurial culture that focuses on serving clients. The Group is acknowledged as one of the leaders in its sector. It is the only company that has been 100% focused on the construction, real estate and infrastructure sectors since it was created, and its international expansion and growth momentum are also distinguishing features in terms of its culture. Its reach and reputation make it unique in the TIC sector.

Among its employees, SOCOTEC encourages interpersonal relations based on trust, independence, accountability, recognition and co-operation between colleagues and with management.

Via its CSR commitments, the Group also strives to promote various inclusion and diversity initiatives: increasing the proportion of its workforce who have disabilities, aiming to achieve a gender balance score of over 85, and adopting social inclusion programmes for people with remote employment prospects (see Section 3.2.2, Commitment to employing young people).

GRI 2-29

3.1.1.6. LISTENING TO AND ENGAGING WITH EMPLOYEES

An annual employee survey and a managerial approach based on local improvement plans.

To continue improving the way it listens to its employees, the SOCOTEC group in 2022 set up an annual survey with the internationally renowned organisation Great Place to Work (GPTW) to help it take into account the perceptions of its staff members around the world.

The annual questionnaire covers all of the Group’s countries as well as topics relating to individual and collective engagement, employees’ understanding of the Group’s strategy and vision, their adoption of the Group’s values and operating methods, and ethics. Employees are also asked whether they would recommend SOCOTEC as a “Great Place to Work”. The GPTW questionnaire is world-renowned and a benchmark in terms of employee engagement wherever it is used. The questionnaire is anonymous and responses are processed directly by the GPTW organisation, making it particularly robust in terms of ethics and enabling employees to express themselves freely.

SOCOTEC carried out its first Great Place to Work survey in June 2022, in 10 different languages and with 9,300 SOCOTEC employees across all of its geographical platforms. It measured how employees perceive their experience based on 60 common questions, resulting in two indicators: the Trust Index (average positive responses to the 60 questions) and the Overall Perception Index based on answers to one question: “Would you describe SOCOTEC as a great place to work?”

The Great Place to Work survey provides information that helps SOCOTEC prepare action plans aimed at developing best practice and making progress in priority areas for improvement. The questionnaire results have improved and will continue to improve the SOCOTEC group’s Employee Value Proposition every year, in order to enhance the experience of SOCOTEC employees and address this key issue for staff retention and satisfaction.

2022 RESULTS PER PLATFORM/COUNTRIES





Employee engagement, measured using the GPTW questionnaire, is central to the Group's CSR strategy. The target in 2024 is to achieve: a 65% Trust Index score, which would result in SOCOTEC receiving Great Place to Work accreditation.

**GRI 2-30
MANAGEMENT-EMPLOYEE DIALOGUE (FOCUS ON FRANCE)**

Since it was founded in France, SOCOTEC has firmly believed that high-quality labour relations are vital to its collective performance, and has stressed the importance of union rights as a way

of ensuring balance and regulating employee-management relations within the Group.

This is why the Group pays particular attention to high-quality employee-management dialogue based on a willingness to listen, trust and mutual respect.

In 2022, 11 agreements were negotiated and signed for SOCOTEC's entities in France. All employees are covered by collective bargaining agreements.

The Group pays just as much attention to labour relations in Germany and Italy. Relations are managed locally, and have helped the subsidiaries concerned to improve their financial performance and grow their businesses.

SOCOTEC (FRANCE) 2022	Economic and workforce-relations committee	
	Number of ordinary meetings	200
	Number of extraordinary meetings	29
	Negotiations/working parties	
	Number of meetings	71
	Number of agreements signed	11
	Reports on disagreements	7
	Health, safety and working conditions committee	
	Number of meetings	20
Number of participants	60	

3.1.2. PROTECTING THE HEALTH AND ENSURING THE SAFETY OF OUR STAFF MEMBERS AT WORK

GRI 3-3, 403 : OCCUPATIONAL HEALTH AND SAFETY 2018

Occupational health and safety have been identified as material CSR topics for the SOCOTEC group (see Section 2.2 "SOCOTEC's materiality matrix").

The SOCOTEC group helps its clients prevent and manage building-related risks in the construction and infrastructure sectors and in business areas that give rise to major health and safety risks for in-house teams and clients. Wherever people live and work, SOCOTEC takes action to prevent risks.

Ensuring the health and safety of staff members is a primary objective for the SOCOTEC group, and a central part of its purpose.

The SOCOTEC group conducts its business activities on its clients' premises, in places and business environments that can present major risks - plant rooms, worksites, nuclear zones, energy and transport infrastructure (rail, road, tunnels etc.) - and that are subject to stringent requirements from local and/or international regulators. Its position as an independent trusted third party also requires it to set an example and reach a high level of performance as an expert in health and safety (see Section 3.4.2.4. EXTERNAL ACCREDITATIONS). This is vital for the Group's image and reputation.

GRI 403-2

Le groupe est ainsi exposé à divers types de risques d'accidents du travail :

- risks related to the road safety of employees making daily journeys to customer sites;
- risks related to ground-based accidents in work locations, often in high-risk environments (plant rooms, technical appraisal labs, confined spaces, tall buildings, worksites, industrial areas etc.);
- risks arising from parallel activities related to the type of technical work concerned: working at height, electricity, radioactivity, hazardous materials (e.g. asbestos) etc.

The SOCOTEC group operates in 26 countries and strives to prevent health and safety risks consistently across all entities and regions, regardless of the maturity and demands of local regulators.

**GRI 403-9
GROUP HEALTH AND SAFETY RESULTS IN 2022**

- Accident frequency rate target: maximum of 5
- Injury severity rate target: maximum of 0.15

	France		Germany	Italy	United Kingdom	United States	TOTAL PLATFORMS
SOCOTEC	2021	2022	2022	2022	2022	2022	2022
Number of accidents with lost time	55	38	21	30	14	0	103
Number of accidents without lost time	77	66	40	1	169	0	276
Number of days of lost time	2,527	1,098	276	576	224	0	2,174
Number of deaths caused by occupational accidents	0	0	0	0	0	0	0
Number of hours worked	9,449,762	9,678,947	1,612,800	1,311,898	2,935,010	679,392	16,218,047
Accident frequency rate: Indicator measuring the frequency of accidents with lost time	5.82	3.93	13.02	22.87	4.77	0	6.35
Injury severity rate	0.27	0.11	0.17	0.44	0.07	0	0.13

In 2022, SOCOTEC in France (50% of the Group's global headcount) had an accident frequency rate of less than 4, beating its target (less than 5) and achieving one of the best results in its sector.

SOCOTEC also achieved its aim of reducing its injury severity rate below 0.15 in 2022.

GRI 403-1

3.1.2.1. AN AMBITIOUS HEALTH AND SAFETY POLICY

The SOCOTEC group has defined four key ways of achieving its ambitions in this area:

- Ensuring its employees' safety and preserving their health through rigorous risk prevention and an operational approach to risks, providing employees with appropriate working conditions, necessary information, training and awareness, access to monthly performance indicators and a network of safety quality correspondents to monitor action plans with managers at the local level.
- Improving client service and satisfaction by listening to clients, dealing with their requests promptly, providing them with practical responses and anticipating their needs. Client satisfaction is measured using the NPS (Net Promoter Score), which is monitored every month.
- Increasing the day-to-day motivation of employees through engaged management and local initiatives focused on operational realities.
- Ensuring continuous improvement in a structured way by regularly assessing our practices and performance and by monitoring all action plans.

GRI 402-4, 403-7, 403-1

3.1.2.2. SAFETY MANAGEMENT SYSTEM BASED ON ISO 45001 GUIDELINES⁽¹⁾

To adjust to the specific risks of SOCOTEC's various business lines and activities, occupational health and safety are co-ordinated within each subsidiary. The SOCOTEC approach relies on a safety management system based on ISO 45001, the principles of which are summarised below.

SOCOTEC's arrangements to protect its staff are comprehensive: precise operational procedures, training, appropriate personal protection equipment and sharing of best practice year-round by a network of

occupational safety quality correspondents present in all regions. By setting out rules and sharing best practice, the Group enables people from both inside and outside SOCOTEC to guard against all risks encountered in their work that could affect their health.

Risk assessments are summarised in occupational risk assessment documents, and their purpose is to inspire prevention initiatives, the application of which is subject to monitoring and periodic evaluation.

This approach is applied in all of the Group's geographical platforms and within the scope of this CSR report.

ISO 45001 CONTINUAL IMPROVEMENT PRINCIPLES



The SOCOTEC group assesses occupational risks on two levels:

- centrally for the SOCOTEC group's business lines,
- locally in order to adjust and apply the central assessment according to local situations.

The responsibilities and roles of stakeholders also have two levels:

- central - the Human Resources Department, the occupational health and safety officer, the Quality, Safety and Security Division and, in France, the designated officer (CEFRI), the Economic and Workforce-Relations Committee and the Health, Safety and Working Conditions Committee.
- local in France - regional/entity representatives of the Economic and Workforce-Relations Committee, occupational health officers and visitors, the labour inspector, local managers in France and our geographical platforms.

Once per year, the SOCOTEC group's Quality, Safety and Security Division reviews the occupational health and safety system for all strategic platforms. It analyses the results of internal and external audits, indicators, information provided by clients and progress with initiatives.

In France, it takes into account annual programmes for the prevention of occupational risks the improvement of working conditions (PAPRIFACTs) and occupational health and safety projects. These reviews enable the Group to assess whether the system is appropriate and effective as well as potential improvements, and to decide on the way forward and accordingly which initiatives to adopt.

GRI 403-2, 403-7

3.1.2.3. ACTION PLANS AND TARGETS

Improving road safety

Our various activities require us to travel by road on a daily basis, and so road-related risks are SOCOTEC's main risk category. Improving road safety requires collective awareness and accountability among all staff members and managers.

As a result, following on from its good driving plan initiated in 2020, every month since 1 March 2021 SOCOTEC managers have received a significant road incident⁽²⁾ file showing them the various road incidents that have taken place within their scope of responsibility.

In particular, managers raise staff awareness of road-related risks, collate monthly figures and establish dialogue with staff members who are flagged as presenting road-related risks by the MySafety App developed in-house by SOCOTEC.

Road incidents	France	
	2021	2022
SOCOTEC		
Rate of significant road incidents - (number of events/number of vehicles)	35%	37%

(1) See Section 6, "Appendices: External accreditations".

(2) Significant road incidents: significant road offences, damage for which an employee is 100% responsible, repeated minor offences, repairs costing over €1,000, complaints by third parties. (Number of instances of vehicle



Since 2021, SOCOTEC's rate of significant road incidents has been above 30%, indicating that additional efforts and attention are required among employees regarding road safety. In 2022, SOCOTEC made its commitment to road safety official by signing the French road safety charter with France's interministerial delegate for road safety.

The charter is based on seven priorities: a ban on using phones while driving, a ban on alcohol, a ban on driving with excessive speed, mandatory wearing of seatbelts, journey planning, staff training and safety equipment for users of two-wheeled vehicles. This commitment forms part of our safety action plan and our desire to continue reducing road accidents in France, the UK, Italy and Germany, where we have our largest company vehicle fleets.

(An equivalent charter has been signed in the UK).

Particular attention is paid to the onboarding of new employees, since accidents are most frequent just after their arrival.

- Safety training also covers "business-line" risks, i.e. those arising from the various specialities of SOCOTEC employees. This training is provided by specialists in the areas concerned, and backed up with tutoring. Some safety training regarding business-line risks is dispensed by external providers (use of harnesses, radiation protection etc.).
- Specific training is provided for employees allocated to work that involves specific risks, which usually leads to specific authorisations (electrical, CACES®, N1 and N2 chemical risks etc.).

GRI 403-3, 403-6

3.1.2.5. HEALTHCARE

All SOCOTEC group entities give employees access to a healthcare service and medical cover. Medical prevention within SOCOTEC is entrusted to occupational health departments in France, and to private organisations in the Group's other geographical platforms. They perform various roles in terms of monitoring employees' health and are the preferred contacts for employees, who have various opportunities to meet with them. The role of occupational health departments is to advise employers, employees and their representatives in order to avoid any damage to the health of workers caused by their work. Within occupational health departments, preventative healthcare is provided by a multi-discipline team (doctors, occupational risk prevention specialists and ergonomists). In addition, occupational health officers in France arrange and co-ordinate the adoption and monitoring of collective risk prevention measures.

SOCOTEC IN FRANCE	2022
Percentage of employees who have received training in "Road risk prevention and environmentally friendly driving" (out of a target audience of 2,540 employees)	73%

GRI 403-5

3.1.2.4. SAFETY TRAINING – SKILLS MONITORING

Each unit head ensures that teams receive practical, appropriate safety training addressing the risks to which they are exposed within the company and when performing tasks at client sites. Safety training sessions are recorded in a specific system.

Three types of training are provided:

- Initial safety training covering general risks, provided to all employees including temporary staff and interns.



GRI 2-24

3.2. INCLUSION DIVERSITY AND EQUAL OPPORTUNITIES



3.2.1. DIVERSITY AND EQUAL OPPORTUNITIES

GRI 3-3, 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016, GRI 3-3: GENDER EQUALITY (TOPIC SPECIFIC TO THE ORGANISATION), GRI 3-3, 406: NON-DISCRIMINATION 2016

Diversity, equal opportunities and non-discrimination (respect for human rights) have been identified as material CSR topics for the SOCOTEC group (see Section 2.2 "SOCOTEC's materiality matrix").

SOCOTEC is committed to combating all forms of discrimination. From the recruitment stage, through onboarding and throughout the careers of all our people, we establish clear rules and protocols favouring the inclusion of people of all profiles, without discriminating on the grounds of gender, ethnic, geographical or social origin, socio-professional category etc.

As a result, the Group welcomes people with a variety of educational backgrounds, regardless of their origin, who strengthen its skills and expertise. Ensuring equal opportunities is central to the way we operate and, through training, we ensure that every situation is treated equally for every employee profile.

Our role is to champion fair access to employment and training so that everyone can find their place, and therefore to help create a fairer society.

As a responsible employer, one of SOCOTEC's priorities is to continue promoting diversity and equal opportunities, for reasons of ethics, fundamental values and performance.

For example, SOCOTEC has set up a system of solidarity-driven donations, under which people who experience family-related issues can request days off donated by their colleagues.

GRI 3-3: GENDER EQUALITY, GRI 405

3.2.1.1. COMMITMENT TO EQUAL OPPORTUNITIES BETWEEN WOMEN AND MEN

A Group agreement regarding gender equality and wellbeing at work was signed with three unions in 2020. The targets set through this agreement and the measures taken to achieve them aim to ensure that men and women are treated equally and to promote equal opportunities in terms of career development within SOCOTEC, by combating all forms of discrimination.

AWARENESS-RAISING AND TRAINING

SOCOTEC also adopts training and awareness-raising initiatives aimed at changing mindsets and combating gender stereotypes and the glass ceiling, which hold back people's professional development, within all Group subsidiaries to which the agreement applies.

To raise awareness and change attitudes among all stakeholders, the Group has rolled out e-learning sessions. Avoiding discrimination in recruitment, increasing female representation in technical roles and helping women achieve managerial positions are all ways in which we can achieve equal treatment in a way that supports our values, our progress and our growth.

As regards prevention efforts, representatives have been appointed across all our companies and subsidiaries, regardless of how large their workforces are. Their role is to guide, inform and support employees regarding efforts to combat sexual harassment and sexist behaviour.

**GRI 405-2
OUR PERFORMANCE**

Our results in terms of gender balance are

assessed across all of our geographical platforms. Data in France are published as required by law via the gender balance index.

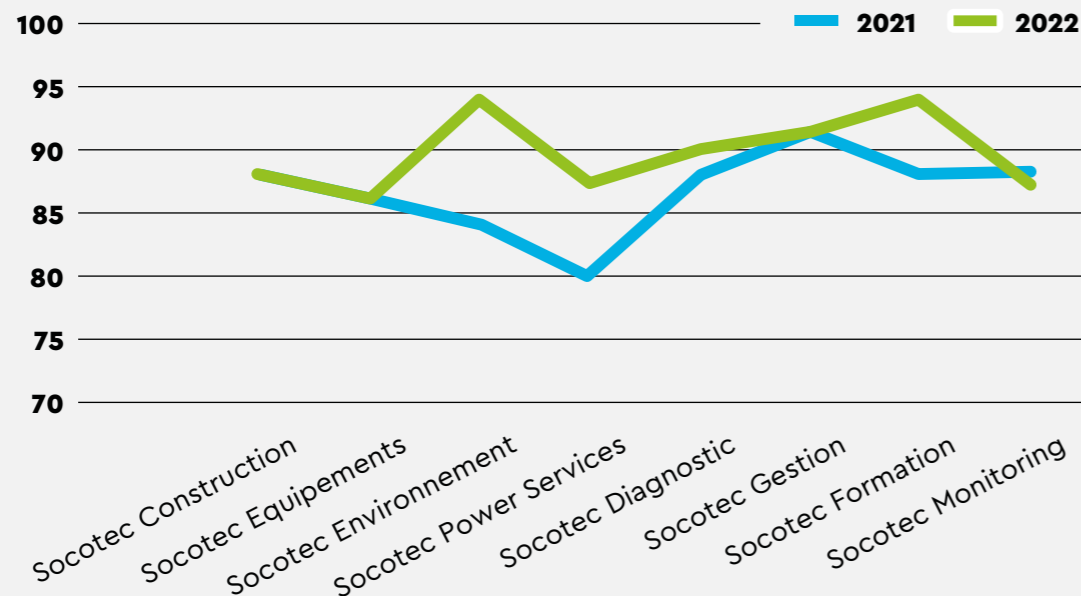
This index, introduced by the Pénicaud decree of 9 January 2019 under France's "freedom to choose one's professional future" act, measures the pay gap between men and women, and all companies with more than 50 employees are required to publish their results. The index gives companies an annual indicator regarding equality between men and women in the workplace.

It is based on several criteria:

- The gender pay gap;
- The gap in the distribution of individual pay rises;
- The gap in the distribution of promotions;
- The percentage of female employees who received a pay rise on returning from maternity leave;
- The number of women among the top ten earners.

2022 results show a significant improvement, with all entities concerned in France achieving the minimum score of 85 points.

**GENDER BALANCE INDEX RESULTS
IN FRANCE**



SOCOTEC intends to continue its efforts to increase its commitment further and deploy action plans in order to make progress in this area: regular monitoring of indicators by the Human Resources Department and raising awareness among branch and site managers and recruiters across all of our geographical platforms.

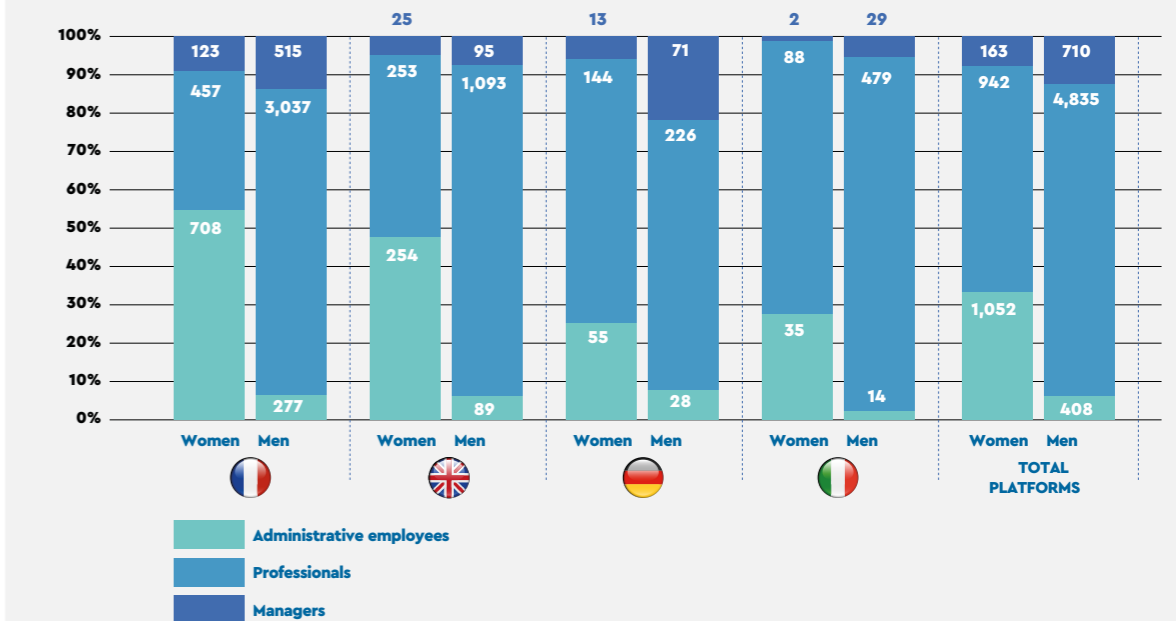
For more information, see the full table of results on the SOCOTEC website: <https://www.socotec.fr/a-propos-de-socotec/responsabilite-societale-de-l-entreprise/notre-engagement-social-et-solidaire>.

**GRI 405-1
3.2.1.2.DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES**

DIVERSITY OF GOVERNANCE BODIES

	2021		2022	
	Women	Men	Women	Men
SOCOTEC group				
Composition of the Group's Board of Directors	10%	90%	10%	90%
Composition of the Group's Management Committee	14%	86%	14%	86%
SOCOTEC in France				
Executive managers SOCOTEC Construction	0%	100%	0%	100%
Executive managers SOCOTEC Equipements	0%	100%	0%	100%
Executive bodies SOCOTEC Construction	10%	90%	22%	78%
Executive bodies SOCOTEC Equipements	15%	85%	17%	83%

**BREAKDOWN OF EMPLOYEES IN THE
SOCOTEC GROUP PLATFORMS BY GENDER⁽¹⁾**



(1) Excluding USA: N/A



BREAKDOWN OF THE SOCOTEC GROUP WORKFORCE BY SOCIO-PROFESSIONAL CATEGORY⁽¹⁾

SOCOTEC	France		United Kingdom		Germany		Italy		TOTAL PLATFORMS	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
Administrative staff	708	277	254	89	55	28	35	14	1,052	408
Professionals	457	3,037	253	1,093	144	226	88	479	942	4,835
Managers	123	515	25	95	13	71	2	29	163	710

GRI 3-3 : NON-DISCRIMINATION

3.2.1.3. COMMITMENT TO EMPLOYING PEOPLE WITH DISABILITIES

The SOCOTEC group is committed to employing people with disabilities, both directly by recruiting people with disabilities and keeping them in work, and indirectly by favouring purchases from disability-oriented social enterprises.

SOCOTEC wants to recruit more people with disabilities and increase the support it gives them throughout their experience with the Group. This commitment is a key component of our HR and CSR policies.

In 2021, we set up a **central disability-focused HR unit and a network of disability employment** correspondents in the regions to support people with disabilities from the recruitment stage onwards, listen to them in order to onboard them more effectively, keep them in employment, develop their skills and create strong links between them and the company.

Each country platform's HR department has adopted an employment policy in favour of workers with disabilities in order to provide them with better support.

In 2022, to raise the SOCOTEC group's profile and increase its appeal, the Group took part in the Hello Handicap recruitment fair, during which it applied the equal opportunities principle by publicising all

of its open positions. SOCOTEC intends to increase its ability to welcome more people with disabilities, both visible and invisible, in its workforce.

It has currently identified three main ways of achieving this:

- recruiting new employees with disabilities;
- integrating them while taking into account any constraints arising from their disabilities;
- keeping employees in work where their disabilities may create specific constraints (for example where their disability has existed for a long time, developed over time or arisen following an accident).

Since late September 2022, all open positions (fixed-term and permanent contracts, internships and work-study positions) have been posted on the <https://hello-handicap.fr/> website in order to stimulate interest among potential candidates. The website also presents our arrangements for welcoming people with disabilities. In 2022, people with disabilities made up 3.16% of the overall workforce in eligible companies in France (up from 3% in 2021). The average among private-sector companies in France is around 3.5% and the regulatory minimum is 6%. We must therefore make progress in the next few years. In 2023, a draft agreement is being negotiated with the Group's representative union organisations in order to determine a target for the next three years and detail the resources and investments required to achieve it.

(1) Excluding USA: N/A

ACTION TAKEN BY SOCOTEC DURING EUROPEAN DISABILITY EMPLOYMENT WEEK 2022

- A key event during European Disability Employment Week was a round-table discussion featuring Florence Alix-Gravellier, a tennis player and Paralympic medal-winner who advocates for an inclusive society, and Laurent Lierman from the Nord-Pas-de-Calais Environment Agency, discussing the theme of disabilities in all their forms, support and interpretation bias, lifelong resilience and the role of companies.
- The Group posted videos raising awareness of preconceptions and behavioural biases.
- It updated its "SOCOTEC, une entreprise handi-accueillante" ("SOCOTEC: a disability-positive company") booklet.



GRI 203-1, 203-2

3.2.2.1. "REBOND FAVORABLE" INCLUSION PROGRAM

In France, the SOCOTEC group is continuing its commitment and investments as part of its Rebond Favorable social inclusion programme, created in June 2020 to help young people who have dropped out of education and who lack qualifications to learn a trade and get a job. This programme takes an innovative approach by creating a supportive, comprehensive learning environment for various roles, i.e. electrical verification officers, environmental measurement assistants and verification officers for building sustainability (energy, acoustic and thermal performance). It uses learning solutions developed in partnership with the Sport dans la Ville charity and with financial support from the Ile-de-France region.

The training provided is unique in terms of the intended occupations and the people they are aimed at, and include catch-up learning in core subjects (maths, physics etc.). Business etiquette also forms an integral part of the training provided, in order to foster confidence among the young people concerned, and they are provided with constant mentoring in their new professional environment.

GRI 3-3, 203 : Indirect Economic Impacts 2016, 203-1, 203-2

3.2.2. COMMITMENT TO EMPLOYING YOUNG PEOPLE THROUGH A SOCIAL INCLUSION PROGRAM

Job creation and indirect economic impacts have been identified as material CSR topics for the SOCOTEC group (see Section 2.2 Materiality matrix). The Group is also committed to SDG 8: Decent work and economic growth.

SOCOTEC is an inclusive company. We firmly believe that we can promote employment among young people and people who are struggling to find employment by offering technical training that is accessible to all kinds of profiles.



- 63 young people trained in three years
Budget: €2.2 million in three SOCOTEC business lines
- Another 100 young people by 2025 / Budget €2.2 million

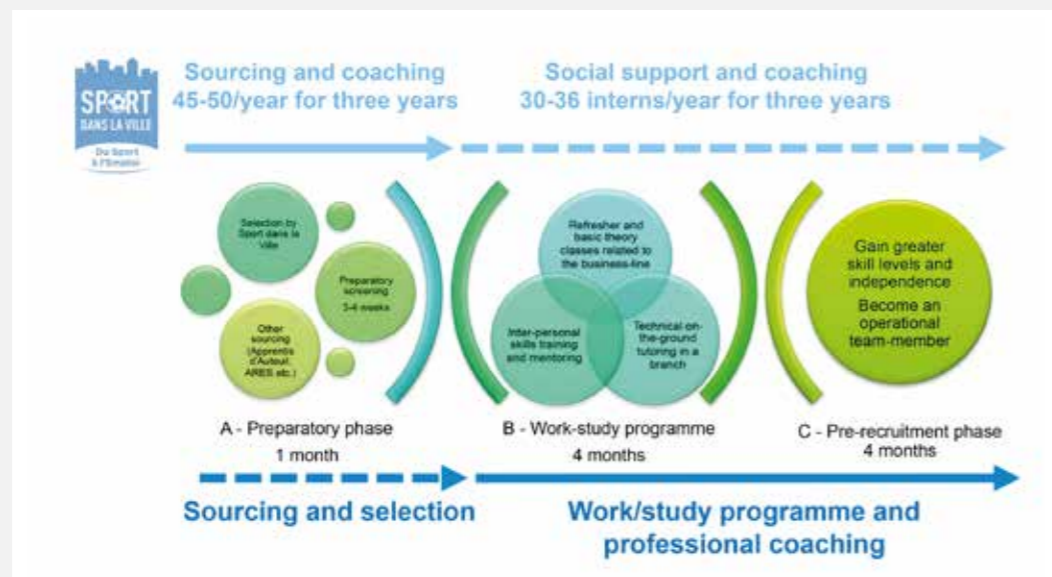
- Outcomes: 32% success rate (permanent/fixed-term contract or resumption of studies) including 18% in the relevant business line
- New target for 2023-2025: 50% success rate, through a stronger partnership with Sport dans la Ville

This programme allows young people to get their first permanent job with SOCOTEC, and to become integrated into the world of work. SOCOTEC also covers the cost of obtaining their driving licence, since the roles concerned involve carrying out inspections and measurements at client sites. They are mentored by branch managers, who support them throughout their learning journey.

A NEW AMBITION FOR 2023-2025

The Rebond Favorable 2 project (2023-2025), in partnership with SOCOTEC's long-standing partner Sport dans la Ville, will enable the charity to consolidate its human resources by recruiting team members dedicated to the project over its 3 year term. SOCOTEC's aim is to take on up to 100 additional interns over three years in various business lines where labour is in short supply but that are nevertheless accessible to people with little or no formal qualifications.

**NEW PATHWAY
REBOND FAVORABLE 2 (2023-2025)**



GRI 203-1, 203-2

3.2.2.2. THE SOCOTEC APPRENTICE TRAINING CENTRE (ATC)

The Group also shows its commitment to offering apprenticeships and jobs to young people through its in-house apprentice training centre (ATC). The SOCOTEC ATC was set up in September 2020 and is the only one of its kind in the testing and inspection industry. It focuses on the construction, real estate, manufacturing and environment sectors.

It aims to pass on knowledge and make the Group more capable of adjusting to ongoing developments in TIC (testing, inspection and certification) occupations. The people attending the ATC develop skills in business areas where labour is in short supply and in which SOCOTEC has major recruitment needs.

The SOCOTEC ATC offers:

- work-study training programmes covering both theory and practice;
- 1 year of work-study training to gain the T3E (electrical technician) qualification via 32 training centres;
- 30% training and 70% work experience.

This training, which is free of charge for participants and allows them to gain a qualification accredited by the French labour ministry, gives them the skills they need to work at a SOCOTEC branch in France or at a partner company that takes people on work-study programmes. Since it opened, the SOCOTEC ATC has helped train and onboard almost 50 people on work-study contracts. The Group will seek to raise the ATC's profile in 2023, in order to increase the number of people on work-study

programmes to 100 per year. In 2022, a course relating to the periodic verification of electrical installations was set up and added to the French national register of professional certifications (RNCP). This means that SOCOTEC is the first company in its sector accredited by France Compétences to deliver certification in this technical profession.

The application to create and register the certification was supported by TIC trade body Filiance, the high commissioner for employment (Haut-Commissaire de l'Emploi) and the Île-de-France region, recognising the opportunity created by SOCOTEC's initiative for both the TIC sector and for the jobs market in general.

On 15 February 2023, SOCOTEC's ATC received further recognition by obtaining Qualiopi certification. This confirms the quality of the skills development process adopted by SOCOTEC, and will further raise our profile. After a successful initial audit, the ATC will be subject to a surveillance audit over a period of roughly 18 months. The Qualiopi certification is valid for three years.

In the United Kingdom, SOCOTEC UK is also committed to training and in 2022 was named Employer of the Year by DBC Training⁽¹⁾ for its training efforts and measures to integrate young people by providing them with training in the testing and inspection professions.

(For more training-related figures, see Section 4.2).

(1) DBC Training is a national organisation that has helped more than 30,000 people find work with 6,000 companies in the UK.

3.2.2.3. OTHER INTERNATIONAL SOCIAL INCLUSION INITIATIVES SUPPORTED BY SOCOTEC

SOCOTEC UK is committed to developing an inclusive culture that supports employees from diverse backgrounds.

Diversity is a strength and SOCOTEC is actively working to create an environment in which all employees feel valued and respected.

To achieve that, it has implemented a series of initiatives such as training regarding unconscious bias and prejudice, diversity and inclusion workshops, and resource packs for employees.



It has also formed a partnership with Fedcap, through which SOCOTEC UK is helping disadvantaged and long-term unemployed people to get back to work.

Two people have joined SOCOTEC's Uxbridge laboratory via Fedcap. SOCOTEC UK is now working with Fedcap to roll out this initiative across the whole of the UK in 2023.

Because of this partnership, SOCOTEC UK was named Employer of the Year in the ERSA Awards and has achieved level 1 of the Disability Confident scheme.



3.3. IMPLEMENTING ENVIRONMENTAL TRANSITION



GRI 3-3 IMPROVING THE QUALITY OF BUILDINGS AND MITIGATING RISKS, 302, 305
Improving the quality of buildings, mitigating risks, combating climate change and managing energy use have been identified as material CSR topics for the SOCOTEC group (see Section 2.2 "Materiality matrix").

GRI 2-24

Protecting the environment is an integral part of SOCOTEC's business - particularly via specialist subsidiaries such as SOCOTEC Environnement and SOCOTEC Immobilier Durable in France, as well as in the UK, Germany and USA - and of the work it does for its clients. SOCOTEC's position as an independent trusted third party also requires it to set an example and reach a high level of performance in this area. This is important for the Group's desire to present a consistent image of proven expertise, and more broadly for its reputation in this area, which is central to its purpose of "Building trust for a safer and sustainable world".

SOCOTEC has adopted a formal environmental policy based on five key aspects that form part of its CSR strategy, which it measures using specific indicators.

Help our clients to reduce their environmental impact and assess that impact

- Develop Green Trust services that help clients reduce their carbon footprint and achieve their energy or environmental transition in all building-related projects throughout the life cycle of the assets concerned.

Adopt responsible behaviours

- Comply with environmental requirements (regulations, external reference texts and requirements related to other commitments)
- Manage pollution risks related to our business activities and work (recycling and reusing waste)
- Limit consumption of raw materials through a responsible procurement policy

Mitigate the impact of climate change by reducing our carbon footprint

- Measure greenhouse gas (GHG) emissions arising from the Group's activities
- Implement an action plan to reduce GHG emissions
- Raise the awareness of employees and involve them in an environmental improvement approach

Implement the Group's energy restraint plan

- Optimise the energy performance of our own buildings
- Manage our digital hardware and its day-to-day use in a responsible way
- Reduce energy consumption originating from employee travel

Actively contribute to the development of the circular economy

- Support and recognise the efforts of clients as part of their construction and refurbishment projects, in order to address four major issues: eco-design, responsible economy, re-use of materials and recycling of waste
- Favour the circular economy approach to the day-to-day management of waste arising from our business activities



FOCUS ON GREEN TRUST ACTIVITIES

3.3.1. HELPING CLIENTS TO REDUCE THEIR ENVIRONMENTAL IMPACT: SOCOTEC'S GREEN TRUST SERVICES

GRI 3-3: material topic specific to the Group – improving the quality of buildings and mitigating risks
Improving the quality of buildings and mitigating risks have been identified as material CSR topics for the SOCOTEC group (see Section 2.2 "Materiality matrix").



DECONTAMINATION OF THE FUTURE ECLOSIA PARC ECO-DISTRICT

To guard against all pollution risks, our teams have carried out an in-depth analysis of the site and implemented an innovative, environmentally friendly decontamination method using plants as part of an approach that promotes biodiversity and human health.



DETECTING ASBESTOS IN ROAD SURFACES FOR THE NANCY CITY AUTHORITY

In accordance with its regulatory obligation to test asphalt road surfaces for asbestos before carrying out road works, the Nancy city authority has appointed SOCOTEC to identify any asbestos across its whole region, covering 850km of road surfaces.



PERFORMANCE AUDIT FOR THE FIRST ENERGY-POSITIVE WASTEWATER TREATMENT PLANT

Our teams carried out a full set of performance measurements at the new Aéris wastewater treatment plant in Cagnes-sur-Mer, which includes an anaerobic digester that produces biogas from sludge.



DETECTING ASBESTOS IN ROAD SURFACES FOR THE NANCY CITY AUTHORITY

In accordance with its regulatory obligation to test asphalt road surfaces for asbestos before carrying out road works, the Nancy city authority has appointed SOCOTEC to identify any asbestos across its whole region, covering 850km of road surfaces.



POST-ACCIDENT MEASUREMENTS AT ICPE ENVIRONMENTALLY CLASSIFIED FACILITIES AND CRISIS MANAGEMENT

In the Nouvelle Aquitaine region, SOCOTEC's teams have offered chemicals producers a joint system for taking ongoing atmospheric measurements in the event of an accident.



COMPLIANCE AT THE LABARDE PHOTOVOLTAIC FACILITY

SOCOTEC's teams have been tasked with verifying the compliance of the Labarde photovoltaic facility, located in a 60-hectare former landfill site in Bordeaux. This is the largest urban photovoltaic facility in Europe.



MEASURING REXEL'S CARBON FOOTPRINT

The Rexel group has developed a new distribution method that reduces CO2-equivalent emissions by 30% in its logistics business in the Ile-de-France region. SOCOTEC has used its expertise to validate calculations, show that the improvements are effective and measure the carbon footprint.



COMPLIANCE AT THE LABARDE PHOTOVOLTAIC FACILITY

SOCOTEC's teams have been tasked with verifying the compliance of the Labarde photovoltaic facility, located in a 60-hectare former landfill site in Bordeaux. This is the largest urban photovoltaic facility in Europe.



COMPLIANCE AND ENVIRONMENTAL RISK PREVENTION FOR SYMBIO

Symbio is building its first hydrogen vehicle component plant in the suburbs of Lyon. SOCOTEC's teams are involved in the project, helping to prevent environmental risks relating to the plant in accordance with ICPE regulations regarding environmentally classified facilities.



ENERGY RENOVATION USING OFFSITE CONSTRUCTION FOR CRISTAL HABITAT

Our offsite construction specialists are working with social landlord Cristal Habitat to improve thermal performance and comfort levels in 244 social housing units, using the EnergieSprong approach.



SUPPORTING UBISOFT'S EFFORTS TO COMPLY WITH FRANCE'S DÉCRET TERTIAIRE

French video game developer Ubisoft has called upon SOCOTEC's experts to help it meet its obligations under France's décret tertiaire aimed at improving the energy performance of commercial buildings. Their task is to identify types of energy consumption and draw up a plan to reduce them gradually.



SUPPORTING TTR ENERGY WITH WIND POWER PROJECTS

TTR Energy is using our experts to help it develop wind power projects at various stages of their life cycles: upstream by carrying out environmental surveys followed by technical controls and health and safety co-ordination, delivering commissioning certificates and carrying out regulatory checks on equipment.

GRI 302-5

The SOCOTEC group supports energy, environmental and digital transition in the building and infrastructure sectors. The Group works with almost 200,000 clients worldwide, implementing solutions that meet the environmental challenges of tomorrow's cities.

Our experts develop and implement services to manage building risks in order to improve technical performance, energy consumption, environmental impact, re-use of materials and sustainability in buildings across France and in the other countries in which we operate.

As an independent trusted third party, SOCOTEC focuses on solutions, helping clients reduce their carbon and greenhouse gas emissions, preserve the environment and accompany transitions taking place in the building sector (offsite production, change of use, energy restraint etc.).

To measure its activities helping clients mitigate and adapt to climate change in their existing and future buildings, in 2022 SOCOTEC adopted a voluntary approach to analysing the eligibility of its assignments and activities with respect to the European Green Deal and European Taxonomy. SOCOTEC has therefore identified a set of services that it has submitted to the TIC Council and Filiance in order to assess them with respect to requirements to reduce the environmental impact of activities in the construction, infrastructure and manufacturing sectors. These services have been grouped together under the Green Trust name.

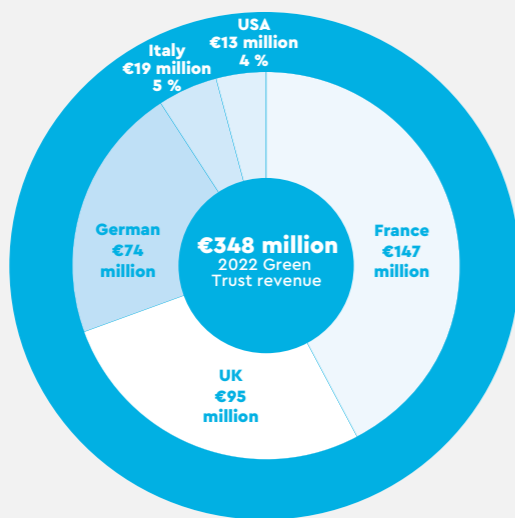
GREEN TRUST 2022 RESULTS:

Support for clients with assignments related to energy, environmental and carbon transitions.

Taxonomy-eligible assignments and assignments assessed by the environment experts of the TIC Council and Filiance.
 Category: Climate change adaptation / Category: Climate change mitigation / Category: Pollution of water, soil and air

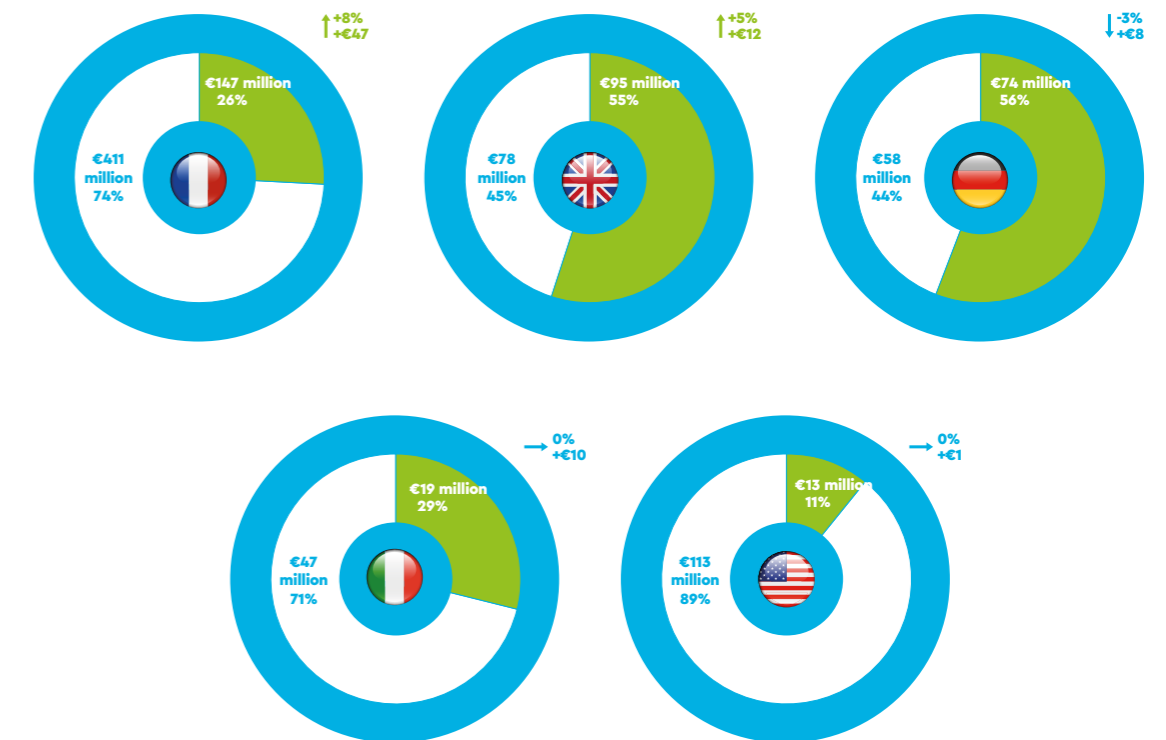
IN 2022, GREEN TRUST ACTIVITIES ACCOUNTED FOR 30% OF THE SOCOTEC GROUP'S REVENUE

CONTRIBUTION OF SOCOTEC'S GEOGRAPHICAL PLATFORMS TO 2022 GREEN TRUST REVENUE



PLATFORM	PROPORTION OF REVENUE	GREEN TRUST CONTRIBUTION
France	48%	42%
United Kingdom	15%	27%
Germany	11%	21%
United States	11%	4%
Italy	6%	5%

GREEN TRUST CONTRIBUTION BY PLATFORM



MAIN GREEN TRUST ACTIVITIES

- Green building services
- Energy performance audits
- Asbestos
- Polluted sites and soils
- Atmospheric pollution measurement
- Inspection of HVAC installations
- Nuclear plant maintenance
- Infrastructure for electrified rail transport
- Asbestos services
- Nuclear services
- Pollution measurement
- Water testing and analysis
- Explosive ordnance detection - Biodiversity
- Construction and modernisation of infrastructure for rail transport
- Green Buildings services, design and consultancy
- Testing infrastructure for rail transport
- Consultancy for climate change adaptation (e.g. landslides)
- Biodiversity impact studies
- Green construction material testing
- Professional services related to the energy performance of buildings
- Engineering services infrastructure for rail transport



3.3.2. HELPING MITIGATE CLIMATE CHANGE BY REDUCING OUR GREENHOUSE GAS (GHG) EMISSIONS

In line with its purpose, SOCOTEC wants to mobilise all of its business lines and experts to promote Green Trust assignments, in order to help increase sustainability in the construction, real estate and infrastructure sectors.

After working with the TIC Council's experts to analyse carefully how its green services fit with classifications available under the European Taxonomy, the SOCOTEC group is ready in 2023 to roll out its Green Trust services in France and Italy. For a trusted third party like SOCOTEC, having a robust methodology is essential, which is why the roll-out did not take place until this analytical work was completed across all of its platforms in 2022.

Green Trust workshops will be held in France for all priority staff members (senior managers, large account managers, business managers, managers who are experts in environmental transition (sustainable buildings, environment, health etc.) and energy transition (low-carbon energies, renewable energies, performance and compliance etc.). The format of the workshops will be fully tailored to the construction, real estate, building and infrastructure sectors and will adopt a learning format similar to Climate Fresk workshops.

These training sessions will also raise teams' awareness of the Group's CSR strategy and its ambitions regarding the impact of its Green Trust services, but also its ambition of reducing its carbon footprint, increasing employee engagement as measured by Great Place to Work, and continuing its commitment to employing disadvantaged young people. The workshops will also cover the European Green Deal and future CSRD reporting requirements.

They will be rolled out across the Group's other platforms in 2024.

GRI 305: EMISSIONS 2016, 3-3

Combating climate change is a material CSR topic for the SOCOTEC group - see 2.2. Materiality matrix

3.3.3.1. GROUP'S PRIORITIES IN ADDRESSING CLIMATE-RELATED RISKS AND OPPORTUNITIES

Climate change issues have been identified by stakeholders as priorities in the Group's CSR materiality matrix and in the environmental analysis carried out in connection with the formal adoption of the Group's environment management system. SOCOTEC is fully aware of the potential of its positioning as a leading player in buildings' energy and environmental transition. By developing its Green Trust offering and analysing the situation regarding the European Taxonomy, it is seizing the opportunity to expand its missions and expertise to scale up the positive impact of its climate change mitigation and adaptation activities. In keeping with its core business, SOCOTEC also endeavours to reduce the environmental impact arising from operational management of its activities.

GRI 2-9

3.3.3.2. GROUP'S GOVERNANCE FRAMEWORK FOR CLIMATE-RELATED RISKS AND OPPORTUNITIES

The Chief CSR Officer, a member of the SOCOTEC group's Management Committee reporting directly to the Group's Chairman, gives a regular presentation at the highest governance level of the CSR strategic direction, action plans and outcomes achieved and the ESG indicators (see 2.5 Governance of economic, environmental and social matters - e. Operational Committees).

The CSR Committee members steer the action plan to reduce the Group's GHG emissions, in tandem with implementation of the energy restraint action plan drawn up in September 2022, within their own area of responsibility, with entity, business and internal department heads doing likewise.

3.3.3.3. CARBON POLICY

The **target of reducing carbon emissions by 15% between 2020 and 2024** incorporated under the "Implementing environmental transition projects" pillar of CSR strategy is one of the four priority indicators targeted by the Group and approved by the Group Management Committee.

Since 2020 SOCOTEC has calculated its greenhouse gas emission (GHGs) footprint in mainland France, Italy and the United Kingdom in line with ISO 14064 and 14069 for the purpose of measuring the carbon impact of its activities. SOCOTEC Germany and SOCOTEC USA prepared a carbon footprint for the first time in 2022, lifting to five the number of our platforms that assess their carbon footprint and establish mitigation plans. SOCOTEC's annual carbon footprint is conducted by the Group's CSR Department goes beyond the regulatory requirements and is validated by each country's carbon and environment expert. This annual assessment lays down the foundations for the SOCOTEC group's drive to reduce its GHG emissions under its commitment to advance SOCOTEC's environmental transition.

3.3.3.4. ACTION PLAN FOR CLIMATE CHANGE MITIGATION

Looking forward, our goals are to step up the Group's climate strategy out to 2024:

- Steady improvement in the completeness of the data reported (scope of publication, additions to Scope 3 worldwide, etc.).
- Steady improvement in processes producing data reported on a worldwide basis (automation and formal definitions, continuous training of contributors, third-party assurance of data).

- Plan to formally adopt a climate strategy with objectives in line with the main standards such as the TCFD recommendations (Task Force on Climate-Related Financial Disclosures) and SBTi methodology (Science Based Targets Initiative) to align the Group with the global warming trajectories limited to 1.5°C or 2°C, complying with the Paris Agreements.

Moreover, several reduction targets are addressed by implementing the energy restraint action plan published by SOCOTEC in 2022 (see 3.3.3 Energy restraint action plan for our activities):

- Reduce employee journey-related GHG emissions: optimisation of travel for business purposes, electrification of the vehicle fleet, awareness-raising about eco-driving techniques, alternative studies concerning soft mobility, etc.
- Enhancing the energy performance of SOCOTEC's buildings: monitoring and steering energy consumption at 100% of our buildings and sites, eco-friendly habits.
- Championing responsible management of our digital equipment: monitoring and optimisation of IT consumption, awareness-raising about best digital energy management practices and eco-friendly habits, reuse and recovery of 100% of obsolete IT and phone equipment, etc.



ADOPTONS LES ÉCO-GESTES POUR RÉDUIRE NOTRE CONSOMMATION

EXEMPLE DE BONNE PRATIQUE DE LA GESTION DU CHAUFFAGE OU DE LA CLIMATISATION

RÉSULTATS DE LA CAMPAGNE ÉCO-GESTES DE L'ESSENCE DE VILLEBARANNE

Grâce à la mise en place de ces éco-gestes, l'énergie de chauffage a été réduite de **-47%** et la consommation électrique de **-20%**.

LES 10 RÈGLES D'OR DU MAIL

1. NE PAS ÊTRE LA QUERÉLITE SI C'EST LE CAVAL LE PLUS ADAPTE À LA SÉLECTION
2. PRÉFÉRER LES DESTINATAIRES SELON L'OBJET OU L'URGENCE DU MESSAGE
3. NE PAS ÊTRE QU'UN MAIL ENVOYÉ À UN COLÈGE, UN LYCÉE, UN UNIVERSITÉ, UN HÔPITAL, UN CHÔMAGE, UN BUREAU D'EMPLOI, UN SERVICE PUBLIC, UN SERVICE D'ÉTAT, UN BUREAU D'ÉLUS
4. RESPECTER LA CHARTRE GRAPHIQUE SOCOTEC
5. SI VOUS NE POUVEZ PAS ÊTRE EN RÉPONSE, NE PAS ÊTRE EN RÉPONSE À UN MAIL ENVOYÉ À UN COLÈGE, UN LYCÉE, UN UNIVERSITÉ, UN HÔPITAL, UN CHÔMAGE, UN BUREAU D'EMPLOI, UN SERVICE PUBLIC, UN SERVICE D'ÉTAT, UN BUREAU D'ÉLUS
6. EN CAS D'URGENCE, NE PAS ÊTRE EN PLACE D'UNE RÉPONSE DÉFINITIVE
7. SI VOUS NE POUVEZ PAS ÊTRE EN RÉPONSE, NE PAS ÊTRE EN RÉPONSE À UN MAIL ENVOYÉ À UN COLÈGE, UN LYCÉE, UN UNIVERSITÉ, UN HÔPITAL, UN CHÔMAGE, UN BUREAU D'EMPLOI, UN SERVICE PUBLIC, UN SERVICE D'ÉTAT, UN BUREAU D'ÉLUS
8. SI VOUS NE POUVEZ PAS ÊTRE EN RÉPONSE, NE PAS ÊTRE EN RÉPONSE À UN MAIL ENVOYÉ À UN COLÈGE, UN LYCÉE, UN UNIVERSITÉ, UN HÔPITAL, UN CHÔMAGE, UN BUREAU D'EMPLOI, UN SERVICE PUBLIC, UN SERVICE D'ÉTAT, UN BUREAU D'ÉLUS
9. EN CAS D'URGENCE, NE PAS ÊTRE EN PLACE D'UNE RÉPONSE DÉFINITIVE
10. NE PAS ÊTRE LA QUERÉLITE SI C'EST LE CAVAL LE PLUS ADAPTE À LA SÉLECTION

ADOPTONS DES PRATIQUES NUMÉRIQUES RESPONSABLES

1. LIMITER NOS DÉPLACEMENTS
2. ACHETER DES ÉQUIPEMENTS DURABLES ET RÉPARABLES
3. GÉRER LA FIN DE VIE DE NOS ÉQUIPEMENTS
4. SURFER EN TOUTE LÉGÈRETÉ
5. OPTIMISER SON POSTE DE TRAVAIL
6. GÉRER SES COURRIELS AVEC SOBRIÉTÉ
7. CYBER SÉCURITÉ

GRI 305: EMISSIONS 2016: 305-1 TO 305-5 3.3.3.5. THE SOCOTEC GROUP'S CARBON FOOTPRINT

The Group's 2022 carbon footprint (Scopes 1+2+3⁽¹⁾) amounted to 38,203 tCO₂eq, representing a carbon intensity of 4.1047 tCO₂eq per person.

For the Group, that also represents an intensity of 36.98 tCO₂eq per million euros of revenue. The Group's main sources of emissions break down as follows:

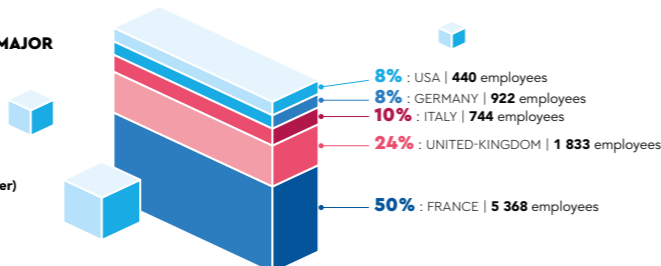
- 83% of GHG emissions originate from the corporate vehicle fleet

- 9% of GHG emissions originate from buildings' energy consumption
- 7% of GHG emissions originate from journeys by train or by plane, personal mileage allowances reimbursed
- 1% of GHG emissions originate from other indirect emissions (goods transportation, internet, data centres, WEEE⁽²⁾)

View the full carbon footprint in the CSR indicator summary tables at the end of this report (see 4.1 Environment)

GLOBAL GHG FOOTPRINT INCLUDING ALL MAJOR PLATFORMS FOR 2022

- Scope 1 GHG emissions
- Scope 2 GHG emissions
- Scope 3 GHG emissions
- Total Scope 1+2+3 GHG emissions = 38 203 t. eq. CO₂
- Scopes 1+2+3 Intensity (t.eq.CO₂/ M€ of turnover) = 37 t. eq. CO₂ / M€ of turnover
- Global GHG Intensity per person SCOPE 1+2+3 = 4,1047 t. eq. CO₂ / person



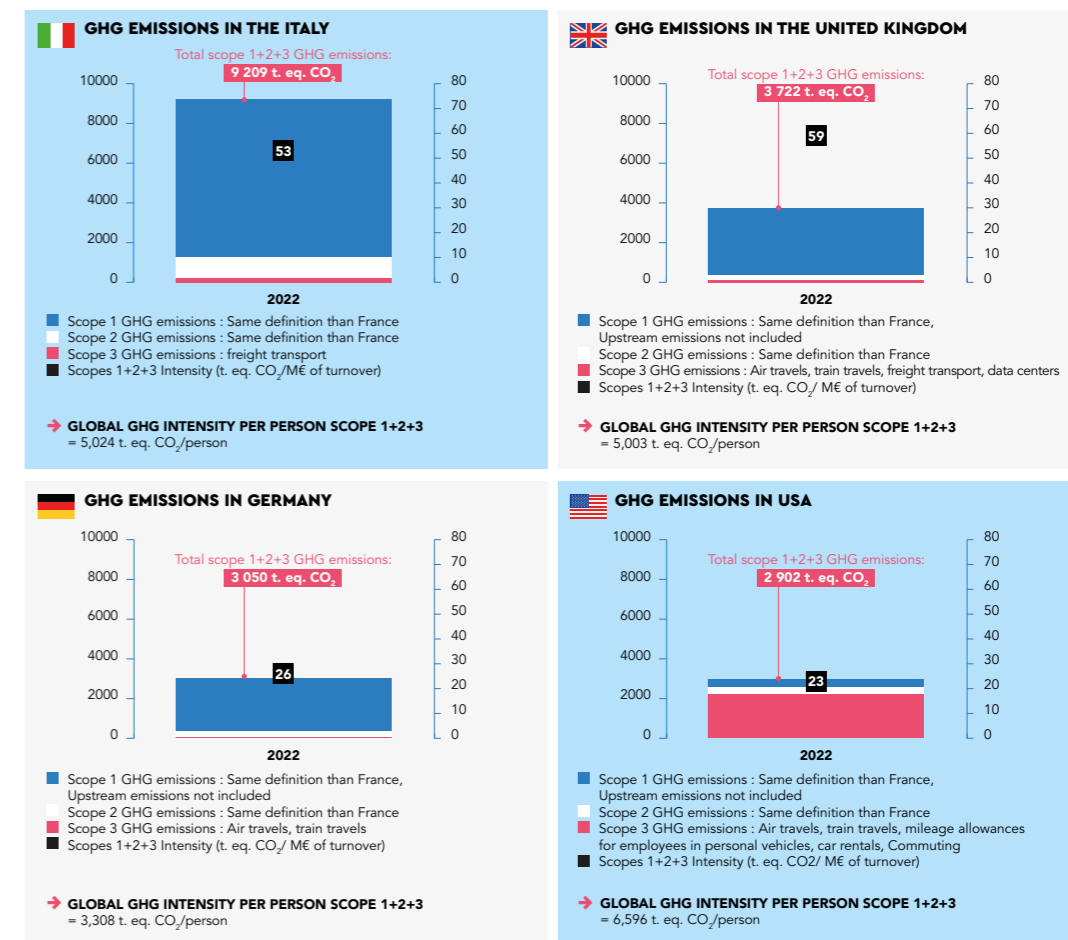
(1) Scope 3 includes:
 • In France: Plane, train, mileage allowances for employees in private vehicles; Goods transportation; and since 2022: WEEE; Internet; Data centres.
 • In the United Kingdom: Goods transportation;
 • In Italy: Plane; Train; Goods transportation; Data centres.
 • In Germany: Plane; Train
 • In the United States: Plane, train, mileage allowances for employees in private vehicles; car rental; commuting journeys.
 (2) Waste electrical and electronic equipment

In France, the carbon footprint conducted on a voluntary basis since 2020 can provide insights into trends in the carbon footprint of our operations over the past three years. In tandem with the growth in SOCOTEC's business (revenue growth of 7% between 2021 and 2022) and the more comprehensive Scope 3(1) assessment than in 2021, the carbon footprint in France remained stable at 19,320 tCO₂eq in emissions in 2022 (up 0.12% compared with 2021). In addition, the downtrend in our carbon intensity (tCO₂ emitted/millions of euros of revenue) continued during the year, coming in 7% below its 2021 level and 15% below its 2020 level. The footprint per person of 3,599 tCO₂eq per person is on the same downward trajectory, falling 5% compared with 2021. These results back up the energy restraint drive implemented by the Group, particularly in France with a campaign launched in late September 2022 and minor adjustments to

reduce energy consumption and, accordingly, the GHG emissions under this heading.

The following international platforms outside France have been included in the SOCOTEC group's carbon footprint for the first time: Italy, United Kingdom, Germany and USA⁽³⁾. All these countries combined account for over 90% of consolidated revenue and close to 90% of the Group's headcount. The Group's financial statements include climate change-related issues. The Group does not currently expect the commitments it has made concerning the transition to a low-carbon economy to have a material impact on its financial statements.

PLATFORMS' CARBON FOOTPRINT: SOCOTEC UK, SOCOTEC ITALY, SOCOTEC GERMANY, SOCOTEC USA.

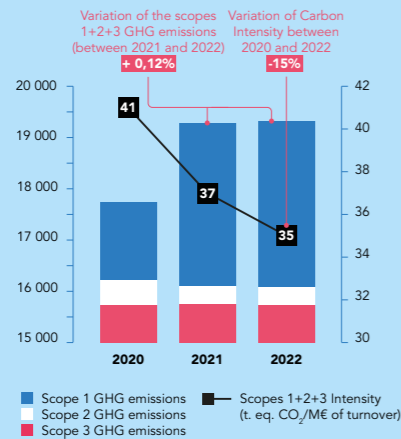


(3) Il est à noter que le Royaume Uni et l'Italie avaient déjà analysé leur bilan carbone en 2021.

CARBON FOOTPRINT 2022

GHG emissions in France

CSR Strategy of the SOCOTEC group



GHG REDUCTION PLAN OF ACTIONS CONDUCTED IN 2022

Travels of our employees

Greening our fleet of vehicles (electrification, renewal with Euro 6 standard vehicles), Travels optimization (to customers sites, for training sessions, etc.), training and awareness on eco-driving good practices.

Energy performance of buildings

Action plan on energy sobriety of buildings, awareness on optimizing electricity consumption of buildings and sites (for example : reduced heating at night and during week-ends, monitoring locally the electricity consumption with the Nemo Green platform solution driven by each manager site), employee awareness to have mindful behaviors, small adaptation works on equipment energy performance.

Responsible management of our digital equipment

Awareness on Green IT best practices ; 100% of our WEEE collected and given to circular economy for recycling and/or reuse purpose (Ecodair – Emmaüs Connect – Ateliers du bocage). Integration of our GHG related to our Internet provider, to the storage of our data in data centers, and our WEEE⁽¹⁾ into SOCOTEC's 2022 carbon footprint.

OUR OBJECTIVES

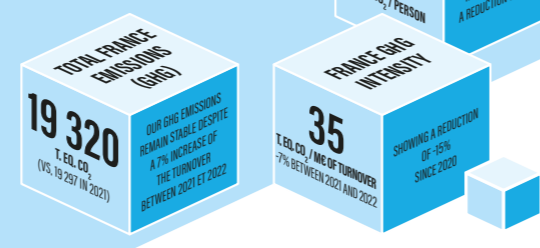
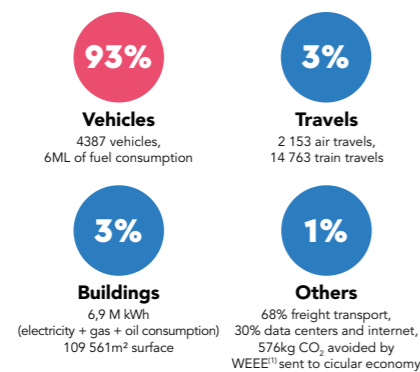
- 20% of low-carbon vehicles in our fleet in 2024
- -10% between 2022 and 2024 in our electrical consumption of buildings
- 100% of WEEE given to circular economy

➤ The carbon footprint was carried out in accordance with the frameworks ISO 14064 and 14069
➤ France Perimeter (including Monaco, excluding overseas territories)

Regulatory Scope 1 + Scope 2:
GHG Emissions related to the company vehicle fleet (including upstream emissions) & energy consumption of occupied buildings (owned, rented).

Scope 3 significant for our tertiary activity:
(not complete)
Travels by plane and train ; Mileage allowances for employees using personal vehicles ; Transportation of goods. In addition, since this year 2022 : WEEE ; Internet ; Data centers.

MAIN SOURCES OF GHG EMISSIONS:



INTENSITÉ CARBONE 2022 PAR BU FOCUS SUR LES DÉPLACEMENTS*

ENTITIES**	T EQ. CO ₂ / M€ CA 2020	2021	2022	VARIATION 2021/2022
Equipment	53,7	50,7	46,6	-10%
Power Services	48,2	45,5	44,2	-9%
CIS	43,3	45,4	42,7	-6%
Environment	48,7	44,8	40,5	-10%
Diagnostic	35,2	40,9	36,3	-11%
Smart Solutions	ND	27,0	33,2	+23%
Construction	30,8	29,4	30,6	+4%
Nuclear Training	ND	19,4	27,5	+42%
S2M	ND	14,3	25,3	+77%
Infrastructure France	18,8	27,0	19,6	-27%
AXE	16,0	21,6	19,0	-12%
Training	14,8	15,2	12,2	-20%
Certification France	3,7	3,2	2,5	-20%

*Vehicles, mileage allowances, flights and train
**Entities with the most important GHG emissions intensity
⁽¹⁾WEEE = Waste from electrical and electronic equipment

3.3.3. ENERGY SOBRIETY ACTION PLAN FOR SOCOTEC'S ACTIVITIES

GRI 3-3 ENERGY, 302: ENERGY 2016, 302-1 TO 302-4

Energy management has been identified as a material CSR topic for the SOCOTEC group SOCOTEC - see 2.2. Materiality matrix

As a trusted third party, SOCOTEC provides its client companies with solutions supporting the technical, energy, environmental and re-use performance and sustainability of buildings in France and in the 26 countries in which it operates.

Industry and business face a two-pronged challenge - keeping their operations running and controlling costs. By drawing on its expertise, SOCOTEC, or one of its subsidiaries, can deliver a wide array of services and solutions to help them take the right decisions. These services and solutions include real estate energy audits, energy audits, carbon audits, energy performance monitoring, reviews of compliance with the regulations, environmental certifications (particularly ISO 50001). As a business specialised in building-related risk management, SOCOTEC is also active alongside its clients in the social housing sector and has been involved in championing energy overhauls and sustainability, while taking action against energy poverty. In keeping with its core business, SOCOTEC has committed to implementing an energy restraint action plan related to operational management of its activities.

The plan delivers on the Group's aim of reducing its GHG emissions by 15% between 2020 and 2024.

In addition, clear targets have been set to reduce the energy consumption of its buildings - by 10% over two years (2022-2024) for buildings' power consumption and by 40% out to 2050 (Décret Tertiaire).

SOCOTEC targets improvements in its energy consumption in three :

- The energy performance of SOCOTEC's buildings
- Responsible management of digital equipment and its daily use
- Optimised energy consumption originating from employee journeys.

OUR GOAL

Implementation of a national action plan to reduce energy consumption by 10% in 2 years: October 2022 to December 2024

PERFORMANCE ÉNERGÉTIQUE DES BÂTIMENTS

SOCOTEC est concerné des enjeux de la transition énergétique et de la transition verte pour ses clients. En tant qu'entreprise, nos activités sont sous effet de la décarbonation. C'est pourquoi, nous nous sommes engagés à réduire nos émissions de gaz à effet de serre (GES) et à améliorer notre performance énergétique globale. Nous nous sommes fixé des objectifs ambitieux de réduction de nos émissions de GES et de réduction de notre consommation d'énergie.

- Mesurer et piloter les consommations
- Adapter nos clients pour leur faire des offres de services innovantes
- Mettre en œuvre des actions de sensibilisation et de formation
- Optimiser nos processus et nos outils

NOTRE OBJECTIF

Mise en œuvre d'un plan d'actions national pour la sobriété énergétique visant à réduire de 10% nos consommations électriques en 2024 (vs. octobre 2022 à décembre 2024).

PERFORMANCE ÉNERGÉTIQUE LIÉE À NOS PRATIQUES NUMÉRIQUES

La transformation digitale de nos activités est un enjeu majeur pour nous. Nous nous sommes engagés à réduire nos émissions de GES et à améliorer notre performance énergétique globale. Nous nous sommes fixé des objectifs ambitieux de réduction de nos émissions de GES et de réduction de notre consommation d'énergie.

- Adapter nos équipements durables et réparables
- Optimiser nos processus et nos outils
- Mettre en œuvre des actions de sensibilisation et de formation
- Optimiser nos processus et nos outils

NOTRE OBJECTIF

Mise en œuvre d'un plan d'actions national pour la sobriété numérique visant à réduire de 10% nos consommations électriques en 2024 (vs. octobre 2022 à décembre 2024).

PERFORMANCE ÉNERGÉTIQUE LIÉE À NOS DÉPLACEMENTS

La mobilité est un enjeu majeur pour nous. Nous nous sommes engagés à réduire nos émissions de GES et à améliorer notre performance énergétique globale. Nous nous sommes fixé des objectifs ambitieux de réduction de nos émissions de GES et de réduction de notre consommation d'énergie.

- Optimiser nos déplacements professionnels
- Mettre en œuvre des actions de sensibilisation et de formation
- Optimiser nos processus et nos outils
- Mettre en œuvre des actions de sensibilisation et de formation

NOTRE OBJECTIF

Mise en œuvre d'un plan d'actions national pour la sobriété des déplacements visant à réduire de 10% nos consommations électriques en 2024 (vs. octobre 2022 à décembre 2024).



GRI 3-3 ENERGY, 302: ENERGY 2016, 302-1 TO 302-4

3.3.4.1. ENERGY PERFORMANCE OF OUR JOURNEYS

Employee journeys in connection with their client-related activities (Scope 1) represented the main source of energy consumption and carbon emissions in 2022, even though they were lower than in 2021:

- 83% in total across France, the UK, the US, Germany and Italy. Note that 7% of the Group's GHG emissions originate from other journeys - by train or by plane, or personal mileage allowances reimbursed.
- 93% in France of the total for Scopes 1+2+3. Note that 3% of SOCOTEC's carbon emissions in France originate from other journeys - by train or by plane.

SOCOTEC is aware that the large size of its corporate vehicle fleet represents a unique attraction and a factor supportive of the purchasing power of its employees. In addition, for the purpose of lowering its

carbon impact, the Group is taking steps to optimise its energy and electrical performance. These steps include promoting low-emission vehicles and raising its employees' awareness of the benefits for their own road safety of driving at slower speeds and of consuming fuel in a careful and considered manner by adopting eco-driving techniques.

This plan to reduce the carbon footprint aligns perfectly with the energy restraint plan, as well as with the Group's stated aim of stepping up its commitment to combat climate change.

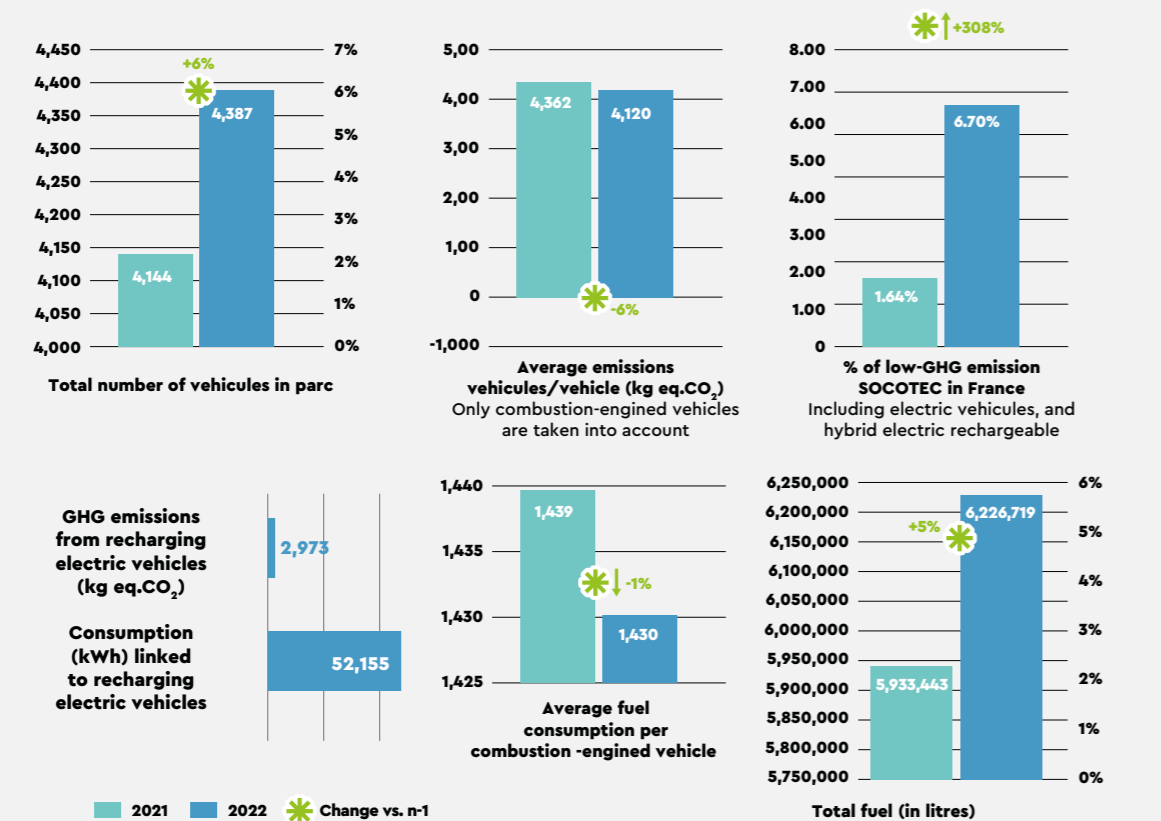
Targets:

The French LOM act (Mobility Guidance act - Official Journal of 26 December 2019) sets quantitative, dated targets to be met:

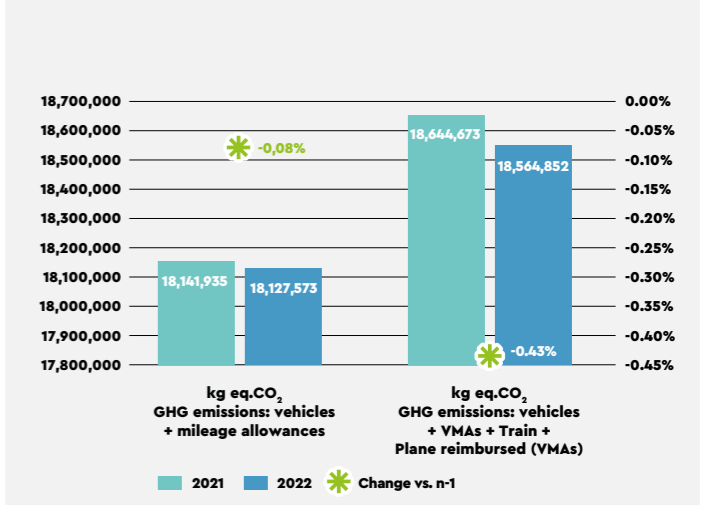
- In 2022, low-emission vehicles had to account for 10% of the corporate vehicle fleet.
- By 2024, low-emission vehicles must account for 20% of the vehicle fleet.
- By 2027, low-emission vehicles must account for 35% of the vehicle fleet.

FOCUS ON FRANCE: BACKGROUND AND PERFORMANCE INDICATORS

SOCOTEC IN FRANCE 2022



TRANSPORT AND JOURNEY-RELATED EMISSIONS, SOCOTEC SCOPES 1 & 3 IN FRANCE



Despite the growth in activity linked to litres consumed and the larger number of vehicles, the fleet's GHG emissions have remained stable. In addition, average fuel consumption per vehicle (down 1%) and GHG emissions per vehicle (down 6%) decreased slightly. These results back up the efforts made to optimise the energy performance of our vehicle fleet, which consist in increasing the proportion of low-emission vehicles and replacing existing vehicles with vehicles meeting the latest standards (euro 6 standard).

ACTION PLAN TO REDUCE JOURNEY-RELATED ENERGY CONSUMPTION:

1. GREENING THE CORPORATE VEHICLE FLEET

- Optimising the environmental performance of vehicles (euro 6 standard)
- Increasing the proportion of electric or hybrid vehicles when usage permits (target: 500 new electric vehicles by 30 June 2023, 13% of the fleet of 4,387 vehicles).
- Increasing availability of electrical charging facilities at our sites' car parks (installation of charging stations in late 2022 and 2023)

2. OPTIMISING BUSINESS TRAVEL AND MAKING GREATER USE OF ALTERNATIVE MOBILITY

- Optimising the number of miles travelled for client visits by limiting journeys and employing remote communications

- (videoconferencing), studying the roll-out of soft mobility solutions that are alternatives to cars, such as the introduction of corporate bikes, car-pooling and car-sharing solutions.
- Prioritising e-learning training whenever the subject matter so permits.
- Proposing a travel policy favourable to the lowest-emission forms of transportation (train rather than plane)

3. PROMOTING ROAD SAFETY AND CAREFUL DRIVING

Educating employees about eco-driving (poster campaign, training, videos, challenges, etc.).

SOCOTEC IN FRANCE	2022
Proportion of employees trained in road risk prevention and eco-driving (out of a target of 2,540 employees)	73%

ADOPTONS UNE CONDUITE RESPONSABLE



Adopter l'écoconduite c'est réaliser des économies substantielles et contribuer à préserver l'Environnement en réduisant nos émissions de CO₂. Voici les bonnes pratiques pour un usage raisonné et raisonnable du carburant.

#onsengage #RSE

ADOPTER UNE CONDUITE SOUPLE
respecter l'indicateur de passage de vitesse, le surrégime augmente la consommation de **20%**

UTILISER SYSTÉMATIQUEMENT LE MODE ÉCO
qui apporte jusqu'à **25%** d'économie de carburant

LIMITER LES PETITS DÉPLACEMENTS
en privilégiant chaque fois que cela est possible la marche à pieds ou les transports en commun

RECOURIR AU COVOITURAGE
chaque fois que cela est possible, pour réaliser des missions en binôme, participer à des formations ou à des réunions...

ENTREtenir SON VÉHICULE
limite la surconsommation jusqu'à **25%**

VÉRIFIER LA PRESSION DES PNEUS AU MOINS UNE FOIS PAR MOIS
évite une surconsommation de **5%** et une usure prématurée des pneus

RÉDUIRE SA VITESSE
de 10km/h permet jusqu'à **5 litres** d'économie sur 500km, soit **12 kg de CO₂** utiliser le régulateur et limiteur de vitesse

ACTIVER LA FONCTION START & STOP
évite une surconsommation

SUPPRIMER TOUTE CHARGE INUTILE
évite **10 à 15%** de surconsommation

LIMITER L'USAGE DE LA CLIMATISATION
la surconsommation peut atteindre 10 à 25%

L'ÉCOCONDUITE, CE SONT AUSSI DES ÉCONOMIES. POUR ALLER PLUS LOIN, JE FAIS LE PLEIN :

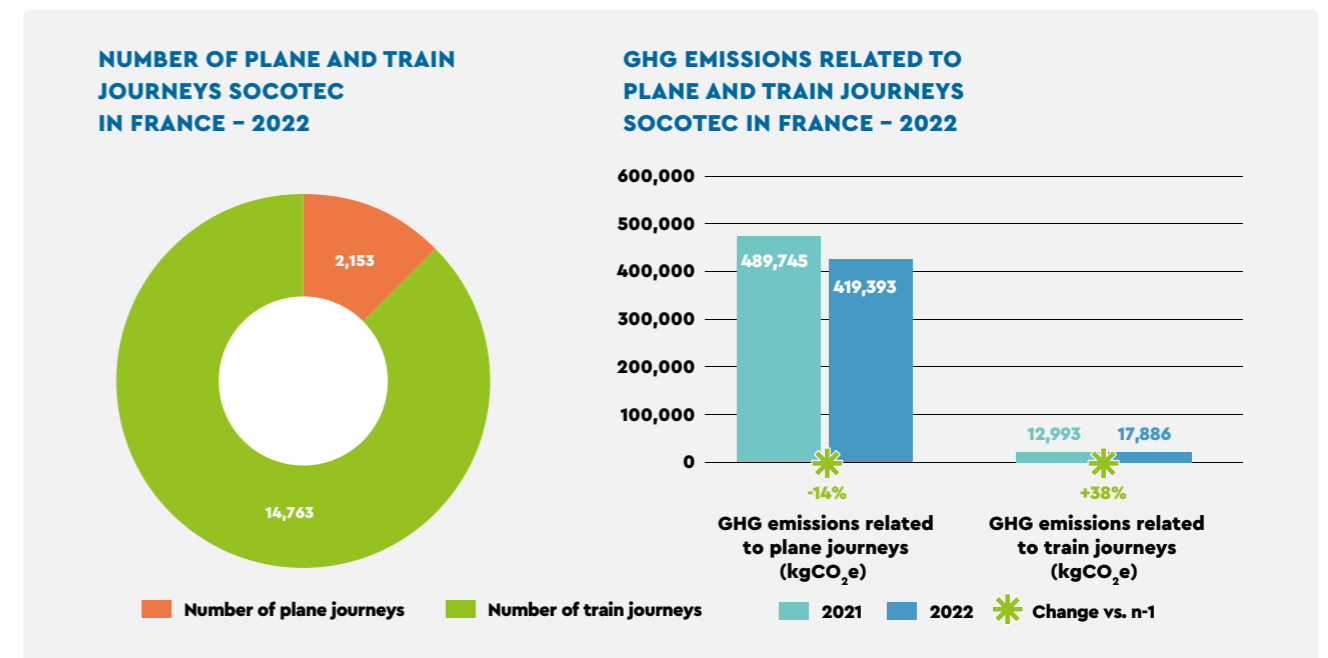
- ▶ Dans le réseau **Total Access** en priorité et chaque fois que cela est possible
- ▶ Exclusivement en **Premier** pour les moteurs diesel (vs Excellium)
- ▶ Exclusivement en **SP95** pour les moteurs essence (vs SP98)

RAPPEL DES CONSOMMATIONS DE RÉFÉRENCE SUIVANT LES DONNÉES CONSTRUCTEUR

- ▶ Arkana : 5,8 l/100 km
- ▶ Arkana e-Tech HEV : 4,9 l/100 km
- ▶ Clio : 5,1 l/100 km
- ▶ Grand Scenic : 6,5 l/100 km
- ▶ Kadjar : 6,4 l/100 km
- ▶ Mégane berline : 4,5 l/100 km
- ▶ Mégane Estate e-Tech PHEV : 1,3 l/100 km
- ▶ Talisman : 5,6 l/100 km

Retrouvez le plan de sobriété énergétique et ses infographies dans l'intranet ou sur socotec.fr

GHG emissions originating from employee train journeys rose, also indicating greater use of trains than in 2021. The trend in plane journey has also begun to fall (down 14% in 2022).



FOCUS ON EFFORTS TO ELECTRIFY SOCOTEC'S CORPORATE VEHICLE FLEET IN FRANCE

In line with the roadmap for the environmental transition in France and around the world, SOCOTEC has committed to reducing the CO₂ emissions of its vehicle fleet by increasing the proportion of low-emission vehicles, such as electric or hybrid electric vehicles (up 76% between 2021 and 2022). The shift over to electricity of a portion of our automotive fleet represents a major driver for achieving the target of a 15% reduction by 2024 in the Group's overall greenhouse gas emissions. Various steps have been taken to help employees make the switch, such as:

- installing charging solutions at agencies (installed at 19 sites in 2022)
- paying €500 to cover the cost of installing a charging point at employees' homes.
- making Total or Izivia (provided by EDF) cards available to all employees enabling them to recharge vehicles at most public charging stations, including on motorways.

In addition, the Lesquin site, which has gained the Bepos and Effinergie 2007 seal of quality, will supply renewable energy generated by its solar panels. It will be backed up by the energy storage installation, so any surpluses generated during the day can be distributed when the sunlight diminishes.



GRI 3-3 ENERGY, 302: ENERGY 2016, 302-1 TO 302-4

3.3.4.2. BUILDINGS' ENERGY PERFORMANCE

Lowering energy consumption lies at the heart of the energy restraint plan for buildings and, more broadly, the Group's CSR approach. SOCOTEC, which mainly rents its Real Estate portfolio, has committed together with its agencies and sites to focus on improving buildings' energy performance and getting its employees to adopt eco-behaviours.

This approach is also aligned in France with a regulatory environment shaped by the *Décret Tertiaire*. Under this framework, improvements have to be implemented in certain mainland and overseas office buildings across France. All the parties involved (owners, tenants) must show a commitment to achieve the targets laid down by the regulations.

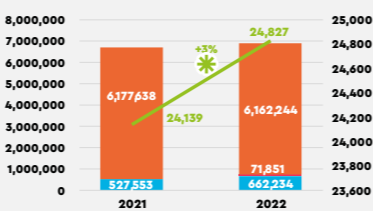
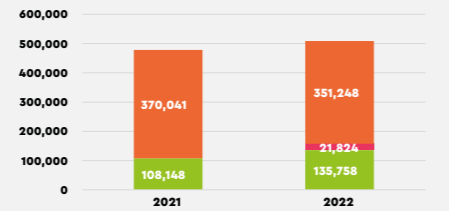
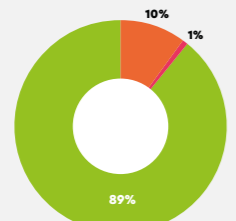
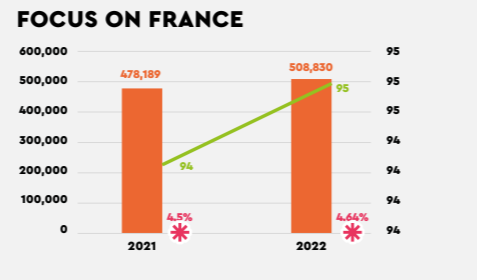
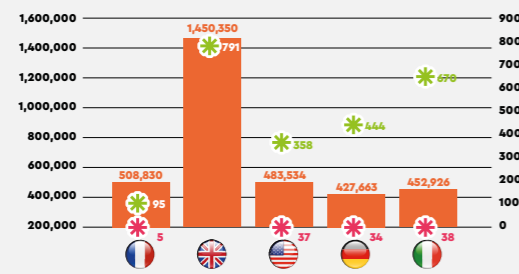
OUR GOAL

Implementation of a national action plan to reduce energy consumption by 10% in 2 years: October 2022 to December 2024

REDUCTION TARGETS: DOWN 10% BY 2024

In 2022, SOCOTEC committed to a 10% reduction in its energy consumption between 2022 and 2024 under its energy restraint plan for buildings. Under this target, we have undertaken to meet the *Décret Tertiaire* targets (40% reduction in energy consumption by 2030, 50% cut by 2040 and a 60% decrease by 2050) for all our sites without any restriction to spaces exceeding 1,000 sq. m. Against this backdrop, 34 sites have been declared on OPERAT, i.e. 18% of sites accounting for 47% of SOCOTEC's total consumption in France

GHG EMISSIONS FROM THE GROUP'S



(1) 1 litre of fuel oil = 10.7 kWh/1 kWh = 0.0036

EXAMPLE OF ACTION PLAN TO REDUCE GHGS AND BUILDINGS' ENERGY CONSUMPTION

To achieve its reduction targets, the Real Estate Division has set up and formally adopted a six-point process for managing buildings' energy performance in France.

	Progress		
	Completed in 2022	In progress in 2023	2023-2024
1. MEASURE AND MANAGE CONSUMPTION:			
Monitor agencies' consumption via a digital hub (introduced in 2022) able to collect and analyse the data from energy suppliers in real time.	X		
Raise awareness and make site managers accountable for monitoring progress, detecting anomalies and recommending solutions to raise the energy consumption performance	X		
Conduct an annual analysis of the carbon impact of the Group's energy consumption under SOCOTEC's annual carbon footprint available on the intranet.	X		
2. SET UP A MONITORING PROCESS FOR ENERGY CONSUMPTION AND ALERTS			
Publication of SOCOTEC's energy restraint plan served as a reminder and informed all employees about eco-friendly habits they can apply in offices. An awareness-raising film was also made by the Villeurbanne agency, which had successfully cut its consumption by adopting responsible habits, such as turning off heating at night and at weekends.	X		
Formal adoption and distribution of the energy restraint action plan for buildings as approved by the Chief Real Estate Officer.		X (Completed in Q1 2023, Distribution scheduled for Q2)	
113 site managers out of the 143 people contacted trained to use the monitoring software. Individual sessions were held for those who missed the general training. The training session was run jointly by Legrand Energies and SOCOTEC's Real Estate Division.	Q4 2022		
Provision of a monthly report on consumption per m ² . Benchmarking between agencies with identical floor space, for example, or within the same region.	Q4 2022	X	
Clampdown on night-time and weekend consumption equivalent to daytime consumption. Managed directly by the Chief Real Estate Officer through a phone conversation with each site manager to request a change in their practices. In 2022, 41 relevant sites were contacted (out of the 129 sites monitored). Agencies not adjusting their practices accordingly are then reviewed by the Real Estate Committee, which may consider specific managerial measures.	X	X	
Summary of the consumption together with a broader overview of the Group's consumption			X
Update on progress towards the target of reducing consumption by 10%.			X
3. CHAMPION ECO-FRIENDLY BEHAVIOURS IN THE OFFICE:			
<ul style="list-style-type: none"> Through technical management of sites and agencies by better regulating heating, air conditioning and lights during the day and when leaving at night. At behavioural level by educating employees about practical steps they can take on a daily basis in the office and at home: turning off lights in an empty meeting room, office or unoccupied hub, corridors and unused shared areas. 	X	eco-friendly habits	
4. UNLOCK ENERGY SAVINGS AT THE AGENCIES:			
Champion occupied buildings' energy performance to owners with operational responsibilities.	X (1)	X	
Implement minor improvements to unlock energy savings: LED relamping, presence detectors, automatic lighting and heating cut-outs, heating system servicing, etc.	X (2)	X	
Implement a multi-year annual works plan to eliminate heating consumption at night and at weekends: <ul style="list-style-type: none"> Audit of the agencies consuming the most energy Drafting of a 2023/2024 energy works plan Implementation of the plan to improve agencies' energy efficiency 			X
5. CHAMPION THE GENERATION AND/OR CONSUMPTION OF RENEWABLE ELECTRICITY			
Feasibility study on having agencies contractually require a portion of their consumption to be covered by renewable energies			X
6. RELOCATION/BUILDING ACQUISITION POLICY			
Agency overhaul programme underway since 2019 covering all units.		x (3)	
New high-energy performance sites let, such as the new Lesquin facility fitted with a roof array of photovoltaic panels.	x (4)		

(1) In France: Since it rents 98% of the office space it uses for business purposes, responsibility for major energy performance upgrades on the buildings it occupies (insulation, boiler upgrades, etc.) does not fall directly to SOCOTEC. That said, SOCOTEC contacts the building owners concerning prospective energy performance upgrades. For example, at its head office, after several months of conversations and audits, the landlord agreed to upgrade the ageing, energy-intensive HVAC system and replace it with a heat pump system that should help keep down our electrical energy consumption during 2023. Our landlord in Angoulême also agreed to support us with making changes to all the external woodwork to achieve a greater degree of thermal control.

(2) In France, 13 buildings underwent minor energy-efficiency upgrades in 2022 based on a total investment budget of €69,000. To date, the Group is not in a position to calculate the corresponding GHG emissions avoided.

(3) For 2023, 25 sites have been identified by the Real Estate Division, with plans afoot to leave seven of these. The team of Real Estate managers in charge of these projects has been made aware of the importance of, wherever possible, selecting the most energy-efficient buildings or those accredited with recognised seals of quality such as HQE, BREAM and LEED. Several sites such as Saint-Malo, Saint-Nazaire, Beauvais, Creil and Chartres will be a focus of attention in 2023. There is a plan (2024) to move the Corbas training centre (Rhône department) to a new HQE-certified building, which can generate its own electricity using photovoltaic panels.

(4) Lesquin site fitted with photovoltaic panels in 2022

**GRI 3-3 ENERGY, 302: ENERGY 2016,
3.3.4.3. ENERGY PERFORMANCE SHAPED BY
OUR DIGITAL PRACTICES**

The business world is undergoing tremendous change and disruption as a result of the digital transformation. It is both a material source of carbon emissions and a solution to the environmental challenges we face.

Accordingly, championing and embedding responsible digital practices represents a practical way of delivering on our commitments to reduce our environmental footprint. This dovetails perfectly with the SOCOTEC group's energy restraint action plan.

The action plan for eco-friendly digital tools and services:

1. Buy sustainable and repairable equipment

- 100% of SOCOTEC equipment has the EnergyStar quality seal.

2. Optimise phone and IT equipment allocations and operation of workstations

- Equipment pack customised to fit employee needs, rather than automatic allocation of multiple devices.
- Reuse of existing hardware, rather than purchase of new items. Extend the service life of our equipment and recover or recycle unused hardware.
- Multi-function copiers provided in each open space and withdrawal of personal printers.
- Plan to reduce printing and printed paper documents sent to clients,
- Screens configured for adaptive brightness adjustments.
- Employees educated about eco-friendly habits

3. Promote responsible use of collaborative solutions.

- Choose videoconferencing over meetings requiring journeys.
- Choose audio-only calls (no video) when video does not add significant value.
- Limit the size of email file attachments (opting instead to send links to shared servers).
- Educate employees about eco-friendly habits.

GRI 306: Waste 2020 (this issue was not identified as one of SOCOTEC's CSR priorities and is part of a voluntary Group programme)

3.3.4. BUILDING

**A CIRCULAR ECONOMY
AT SOCOTEC**

SOCOTEC provides solutions helping its clients to embrace more thrifty and efficient use of resources in the construction industry so they are able to cut down on waste and instead reuse materials and equipment at every stage of construction, renovation and demolition processes.

Established by SOCOTEC Immobilier Durable's specialists and launched in September 2021, the Ecocycle circular economy reference framework aims to support and recognise clients' relevant efforts in their construction and refurbishment projects. It specifically addresses four major issues:

- Eco-design
- Responsible economy
- Reuse of materials
- Waste recycling

In parallel, SOCOTEC has also developed partnerships with reuse platforms such as Booster du Réemploi and Cycle'Up in France, and the Carbon Trust (Zero Waste to Landfill) in the United Kingdom.

Focus on the 2022 key figures concerning the circular economy and Ecocycle accreditation

- Around 30 Ecocycle accreditation ambassadors trained in September 2022
- 1,279 participants (out of 2,208 registered) at the six webinars held by the circular economy specialists, demonstrating clients' interest in this crucial issue for the construction sectors
- 158 resource diagnostics carried out in 2022
- Reduction in the environmental footprint of the business and introduction of waste sorting at agencies in France, and on the Group's platforms.

The Group, which is keen on fostering reductions, reuse and recycling of the waste arising from its own activities, launched the sorting of waste at its main sites during 2021 in France and on its main geographical platforms. Office waste is now sorted into paper, cardboard, plastic bottle, can, battery, printer cartridge and coffee capsule streams. In late 2022, operational implementation of waste sorting (installation of collection containers, coordination with the cleaning service and collection provider and related communications to raise staff awareness) was complete in our geographical entities and still in progress in France (rollout underway at the 40 main agencies in France). A waste sorting ambassadors network coordinates these eco-friendly habits and is run by a CSR Committee member.

Phase 2 of the rollout at a further 18 agencies was agreed by Real Estate Committee in early 2023.

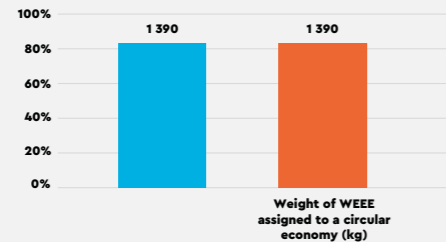
The improvement plan aims to:

- reach the target of introducing waste sorting at agencies by year-end 2023
- expand the target to include any agency voluntarily agreeing to do so (other than agencies targeted as a priority)
- estimate in 2023 the quantity of waste collected for reuse and recovery.

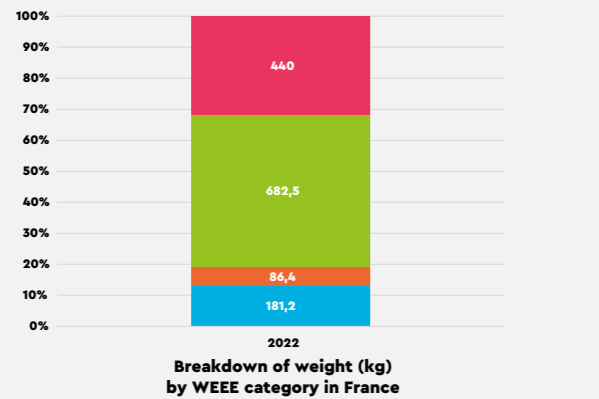
As a service business, the Group also pays special attention to how it manages its waste electrical and electronic equipment (WEEE). Under a partnership established in 2021, 100% of its obsolete IT or phone equipment is given to Ecodair or Emmaüs Connect. In 2022, 1,002 hardware items were reused or recycled after decommissioning.

A similar approach has also been launched with Ateliers du Bocage to recycle mobile phones. The devices are used to combat digital illiteracy, and to equip deprived people with the hardware they need to become more employable and complete the IT assistance technician training course delivered by ECODAIR.

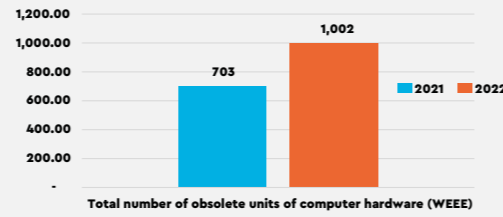
FOCUS ON WEEE (WASTE ELECTRICAL AND ELECTRONIC EQUIPMENT) – SOCOTEC IN FRANCE



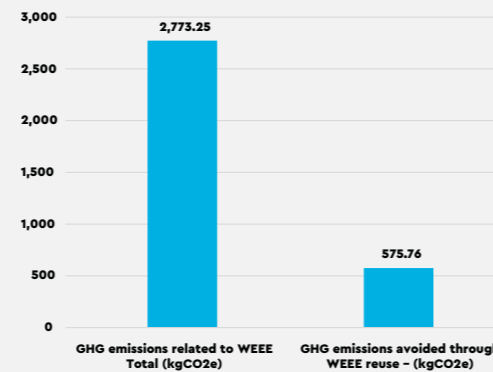
WEIGHT OF WEEE AND RECOVERY



Breakdown of weight (kg) by WEEE category in France



Number of obsolete units of computer hardware (WEEE)



GHG emissions related to WEEE



GRI 2-24

3.4. ETHICS AND OPERATIONAL PERFORMANCE



3.4.1. ETHICS AND INTEGRITY

3.4.1.1. BUSINESS ETHICS

GRI 3-3 - BUSINESS-SPECIFIC ISSUE: BUSINESS ETHICS, GRI 2-27

Business ethics has been identified as a material CSR topic for the SOCOTEC group - see section 2.2. Materiality matrix

To provide strong international leadership in the construction, infrastructure and industry sectors requires an ethical and rigorous approach each and every day to safeguard compliance with professional standards, values, regulations, internal and external rules and procedures vis-à-vis our stakeholders, clients and partners.

SOCOTEC works to manage and mitigate construction, infrastructure and industrial risks for public- and private-sector entities that need accurate, independent and transparent assessments completed to high professional standards of ethics and integrity.

GRI 2-25, 2-26

3.4.1.1.A. ADVISORY AND MANAGEMENT MECHANISMS IN PLACE FOR ETHICAL CONCERNS

SOCOTEC places the greatest importance on its Code of Ethics, which forms the cornerstone of a fully-fledged business ethics framework intended to guide its teams across all its international platforms.

This compliance framework is updated and adjusted every year. It is predicated on:

- The integrity of the services marketed and delivered by SOCOTEC to its clients and its deep-rooted attachment to compliance with the requirements and rules of the supervisory authorities, accrediting organisations, laws and regulations. The Quality, Internal Audit Divisions, and the Technical Divisions at which initiatives are put in place to achieve these goals in tandem with the sites and business activities across each of the Group's platforms. The Risk Committee is also looped in whenever a situation needs to be brought to its attention so an ethically-sound decision can be made.
- Keeping the health and safety of teams at the heart of its purpose
- A commitment to eliminate discrimination and offer equal opportunities, which the Group has made a top CSR priority (dedicated training sessions, themes covered during annual reviews and in the Great Place to Work annual survey).
- Anti-corruption efforts, with the deployment of in-person training sessions on the Sapin II act. It applies across all the geographical platforms to any manager or person whose activities may be considered at risk. The goal is to train 100% of new arrivals.





- Protection of personal and confidential data. The GDPR training module is now mandatory for everyone joining the Group. Processes have been put in place on the Group's websites and internal systems to comply with the law.
- Prevention of any situations that may give rise to conflicts of interest (please refer to Conflicts of interest 2.5.1.2. f)
- The whistleblowing procedure is prominently displayed on the websites and available in the language of the relevant country.
- Compliance with the validation rules for commitments related to the Group's strategic priorities (recruitment, IT and real estate investments, acquisitions of businesses, opening of new sites, etc.), which are compiled in the Manager Authorisation Guide (MAG). The guide sets out SOCOTEC's standard business practices and decision-making rules based on honest conduct, incorporating the Group's fair and ethical business culture.

The MAG has been distributed to 100% of managers worldwide after its annual update in April. It is available in seven languages (one per geographical platform). In 2022, as in the previous year, 100% of managers validated the Manager Authorisation Guide (MAG).

- The SOCOTEC group Code of Ethics

GRI 2-23

3.4.1.1.B. THE SOCOTEC GROUP CODE OF ETHICS

SOCOTEC reaffirms its commitment to ethics and transparency through its Code of Ethics, which applies to all staff members worldwide. The Code of Ethics sums up the key principles of our commitment to ethical practices, which are aligned with the Group's values and its activities as trusted third party.

VALUES GROUP

To define our Group's values is to define the spirit that drives us, the philosophy that brings us together. They constitute a heritage and an identity that we share. Throughout the world, our values help to build our professional approach and permeate the relationships we maintain with our clients, our employees and our partners.

COMMITMENT & EXCELLENCE

- ▶ **Acting in an exemplary way.**
- ▶ **Commitment** emphasises our employees' pledge to uphold standards in their everyday work, to go the extra mile for clients in minimising risk, to cooperate with and support colleagues, and to act responsibly to build a safer and more sustainable world.
- ▶ **Excellence** reflects our constant quest to improve our skills and knowledge, anticipating future needs so we are always at the forefront of our profession as a **trusted third party**.

AUDACITY & INITIATIVE

- ▶ **Taking risks with an entrepreneurial spirit: agile and reliable at all times.**
- ▶ Know how to question the everyday life at the heart of our activities. And by teaming up across disciplines and combining our energies, we open up new possibilities, developing **innovative solutions** that make for differentiation and **added value**. Through audacity, we enable our clients to go faster and further, thereby enabling them to anticipate future developments.

RESPONSIBILITY & SOLIDARITY

- ▶ **Being a solution provider: risk management, green transition, urban development and cities of the future, sustainable development.**
- ▶ At SOCOTEC, professionalism is a personal challenge measured both by clear, individual objectives owned by each team member, and by common objectives that are shared company-wide. For our clients, this spirit of responsibility is a pledge of our teams' **quality and professionalism**.
- ▶ Coupled with **societal responsibility**, it conveys our purpose and how each of us is pledged to safeguard people's safety, and the challenges related to the City of the future.

It includes the following points requiring each employee's attention and awareness:

- Compliance with the local and international laws and regulations. The SOCOTEC group's employees must behave with integrity and responsibility, while upholding ethical standards and values.
- Respect for people:
 - defending the integrity of individuals and dignity of human beings across all the Group's companies, and unconditionally upholding human rights are the main vector for this in our day-to-day activities. The SOCOTEC group complies with the principles of the Universal Declaration of Human Rights, the eight fundamental conventions of the International Labour Organization (ILO), especially those concerning forced and child labour, and the principles of the UN Global Compact (signatory since May 2022).
 - the SOCOTEC group is deeply attached to safeguarding diversity and equal opportunities for all its employees, irrespective of their level of seniority or their geographical location. There is no place for any form of discrimination or harassment within the Group, with all such behaviour vigorously sanctioned.
- Data protection through compliance with the CNIL (French data protection authority) regulations and the GDPR (Regulation no. 2016/679) (see 3.4.1.1.4 Confidentiality of client data)
- Defence of the Group's interests: the SOCOTEC group is built on the honesty and reliability of its employees, which are all key links in the chain to our partners and suppliers helping to maintain the company's image.

- Personal ethics: the Group's values and common sense-approach to using the SOCOTEC group's brands are principles that should guide each individual's actions. Employees have a duty to protect and not to compromise the SOCOTEC brand or any other brands that form part of the Group's intellectual property.
- Healthy business relationships are a prerequisite for fair and balanced competition. Every individual within the Group is duty bound to comply with the laws in each country and with the anti-collusion and anti-trust rules and regulations. The Group pays special attention to conflicts of interest (see Conflicts of interest, 2.5.1.2 f)
- Relationships with clients and business partners necessitate a spirit of mutual collaboration, respect and trust based on integrity and honesty. A suppliers charter is available within the Group.
- Vigilance against all forms of corruption:
 - It is vitally important to root out corruption, so all the Group's employees are informed how they should deal with high-risk situations (policy on gifts, anti-money-laundering and misuse of company assets, etc.) (see 3.4.1.1.1).
 - A whistleblowing framework is in place enabling employees to report any instances of corruption or unethical behaviour.
- A commitment to the environment and sustainability:
 - The Group has pledged to pursue sustainability (which lies at the heart of its purpose), to make sure it treads as lightly as possible on the environment and to comply with the relevant international rules, especially under its CSR commitments. It has taken measures to improve the prevention of environmental risks.





- Guaranteeing the safety and protecting the health of our employees through rigorous prevention and an operational approach to risks

GRI 205-2

Each Group company is therefore responsible for ensuring that the Code is implemented and applied according to the constraints and specific features

of its business and its geographical location. The SOCOTEC group ensures each Group employee is aware of and has a firm grasp of the Code of Ethics.

It has been incorporated in the provisions governing collective bargaining (internal rules and regulations in France, the Handbook in the UK and the US, etc.).

SOCOTEC CODE OF ETHICS	2021	2022
% of employees who have received the Code of Ethics and been targeted by awareness-raising efforts (100% of employees who should have received the Code of Ethics and been targeted by awareness-raising efforts)	100%	100%

GRI 2-9, 2-13

3.4.1.1.C. GOVERNANCE OF ETHICS

The Ethics Committee consists of the Corporate Secretary, Head of Human Resources (both members of the Management Committee) and the Group Compliance Officer. It has a duty of vigilance and is in charge of applying the Code of Ethics, handling reports of unethical conduct and monitoring the application of anti-corruption laws. Matters can be referred to it by any employee or third party via the socotec.com website or by sending an email to ethics.committee@socotec.com under the whistleblowing procedure sent to all Group employees and via websites in the language of the relevant country. Monitoring indicators are provided in the final section of the present report in the table of ESG/CSR indicators.

The Group Compliance Officer is supported by a network of local compliance officers across the Group's various geographies. At the business units, each unit manager is responsible for applying the ethical rules to teams, under the leadership of the senior managers of the relevant entities, and must train employees, inform them of their rights and duties, and underline the crucial nature of this material topic. The Code of Ethics and whistleblowing

procedure are available to everyone on the Group's websites and directly accessible in the language of the relevant country.

(please refer to 2.5.1.2.e)

Local compliance officers assist the Group Compliance Officer with relaying the Code of Ethics to front-line staff and training employees in issues related to the Code of Ethics at the Group's various subsidiaries.

The Engagement and Investment Committee (EIC) has responsibility for all matters relating to the SOCOTEC group's engagement rules and to major investment projects for analysis and decision-making purposes. The form for referring matters to it is available on the intranet.

The Risk Committee may be entrusted with any sensitive issues related to the Construction & Real Estate activities.

The SOCOTEC group also has a Chief Internal Audit and Risk Management Officer.

GRI 2-25, 2-26

Ethical principles lie at the heart of how the Group operates. As a trusted third party, the Group is audited every year by the supervisory authorities, governments and standards organisations. These audits are required for it to continue performing Testing, Inspection and Certification assignments in the construction, real estate, infrastructure, environment and industry sectors. The Group's Quality, Safety and Security Division is responsible for implementing management procedures, policies and systems to enhance operational excellence and the governance of the relevant processes and systems.

The SOCOTEC group supports the principles of the United Nations Global Compact. It has pledged to uphold human rights, especially the ban on forced labour and child labour. SOCOTEC complies strictly with the principles of the Universal Declaration of Human Rights of the United Nations, and with the fundamental conventions of the International Labour Organization (ILO). In addition, as part of a precautionary approach, SOCOTEC has implemented a due diligence framework. This framework entails dedicated processes intended to ensure greater vigilance concerning the Group's commitment to its business partners and suppliers upstream and downstream of its value chain, particularly in geographical regions identified as carrying the highest risks (see 3.4.1.2 Due diligence).

A whistleblowing system (see 3.4.1.1 Business ethics - ethical alert system) is also publicly available on the website, enabling any internal or external stakeholder to report in the relevant language an actual or potential breach of laws, regulations or the Group Code of Ethics, of which they become directly aware.

GRI 2-23

All these commitments related to ethics and governance, compliance with human and labour rights, non-discrimination and equal opportunities are upheld at the highest level by the Group's Chairman, the CEOs of the subsidiaries, the Leadership Group and management in its business relationships and vis-à-vis its stakeholders. A Risk Committee and a Group Ethics Committee, supported by a network of compliance officers, monitor and confirm this is the case.

GRI 2-16

3.4.1.1.D. WHISTLEBLOWING PROCEDURE

A whistleblowing system allows all Group employees and anyone else to report any crime, misdemeanour, inappropriate conduct or threat to the public interest. Every SOCOTEC group employee and any other person or third party may report an actual or potential breach of laws, regulations or the Group Code of Ethics, of which they are directly aware. The whistleblower may use:

- the dedicated website, which protects their anonymity,
- or the Ethics Committee's email address: ethics.committee@socotec.com.

In 2022, the whistleblowing procedure was used, and the processes for responding to reports within five days - the target set by SOCOTEC - worked well. The processing deadline helped to resolve the issues within reasonable timeframes during the same year, with no financial or reputational damage to the organisation.





GROUP ETHICAL ALERTS	Unit	2021	2022
Total number of ethical alerts		10	6
Number of ethical alerts received on time for the Ethics Committee meeting		10	6
Total number of ethical alerts closed		8	6
Number of alerts processed during the year and closed after ethics-related action was taken		6	2
Percentage of alerts taken into account within the deadline (< 5 days)	%	100	100
Percentage of ethical alerts closed	%	80	100
Percentage of closed alerts that resulted in ethics-related action being taken	%	60	33.33

GRI 2-23, 205-2

3.4.1.2 DUE DILIGENCE

In accordance with the commitments made in the SOCOTEC group's Code of Ethics, the organisation expects its business partners to follow the reference frameworks or comparable standards in their dealings with the SOCOTEC group's subsidiaries and in their day-to-day activities.

Accordingly, every business partner undertakes to comply with the following main principles:

- Compliance with the legislation and adherence to generally accepted standards
- Anti-corruption
- Avoidance of and transparency concerning potential conflicts of interest
- Confidentiality
- Anti-trust and economic and commercial sanctions
- Employee health and safety
- Observance of human rights (ban on child labour, forced labour, discrimination, etc.)
- Observance of labour law
- Compliance with brand guidelines

The Group has also identified high-risk countries requiring increased vigilance necessitating the approval from the Engagement and Investment Committee:

- any commercial project originating from countries subject to financial sanctions or elevated risk, must undergo a compliance check by the Client/Partner and the unit in the country, failing which it will be rejected (the Group abides by a list of banned countries)

- any travel to countries considered as dangerous (as shown on the French foreign ministry list or considered dangerous by SOCOTEC) must be approved by the employee's line manager. Whenever a geopolitical or cyclical event occurs, common sense will lead to the visit being cancelled.

3.4.1.3. ANTI-CORRUPTION

GRI 3-3, 205: Anti-corruption 2016

Combating corruption has been identified as a material CSR topic for the SOCOTEC group - see 2.2. Materiality matrix

In France, the Sapin II act aims to oblige companies to carry out a certain amount of due diligence, including rolling out a risk prevention programme. Civil and criminal liability claims against the company and its managers, fines, and a reputational crisis are just some of the problems a business facing corruption charges may have to deal with. The SOCOTEC group's risk exposure originates from three factors:

- We respond to public calls for tenders and large-scale private calls for tenders in the Construction and Infrastructure sector.
- We act as technical controllers and issue reports as an independent expert.
- We operate around the world and the international scale of our business exposes us to new challenges and new risk factors.

Continuous training and managerial attention

At SOCOTEC, taking an ethical approach means showing integrity, responsibility and transparency with respect to all our stakeholders: through continuing professional development and constant managerial attention, we apply high ethical standards in our business activities, our recruitment and in the way we work with internal and external partners.

Efforts to combat corruption, which underpin the Code of Ethics, are absolutely imperative. The SOCOTEC group has developed an e-learning module to train all its existing employees and new arrivals how to act appropriately in a high-risk situation and also the best anti-corruption and anti-fraud practices for maintaining suitable business relationships. We have strict, clear commercial rules and we foster a mindset of accountability and a rigorous approach to business among all our people.

Combating corruption is an imperative for us, and so the Group trains its employees and requires mandatory annual validation of the Manager Authorisation Guide (MAG) by the Group's managers. Every year, it draws the attention of employees worldwide to its Code of Ethics and trains them in how to act appropriately in high-risk situations.

The Sapin II act training for employees should be repeated every three years.

100% of the Management Committee members and department heads considered as potentially encountering high-risk situations have completed the Sapin II module.

100% of employees in France sign a clause relating to conflicts of interest as part of annual reviews (ethical issue discussed with the manager under a mandatory clause added to the data entry tool for the employee's annual review).

GRI 205-2

	Unité	France		United Kingdom	United States	Germany	Italy	TOTAL PLATFORMS
		2021	2022	2022	2022	2022	2022	2022
TRAINING AND AWARENESS - SAPIN II ACT								
Number of people invited to take the Sapin II training module		1,004	1,845	762	-	45	10	2,662
Number of people who completed the Sapin II training module		681	898	258	-	41	10	1,207
Participation rate in the Sapin II training module	%	67.83	48.67	33.86	-	91.11	100	45.34



3.4.1.4. CUSTOMER PRIVACY

GRI 3-3, 418: CUSTOMER PRIVACY 2016

Material topic: the protection of client data and cybersecurity (Customer Privacy) has been identified as a material CSR topic for the SOCOTEC group - see section 2.2. Materiality matrix

3.4.1.4.A. GDPR GOVERNANCE

The General Data Protection Regulation (GDPR) covers the processing of personal data in the European Union. It follows on from the French Data Protection act of 1978 and expands citizens' rights to control how their personal data may be used.

Since 25 May 2018, the GDPR has applied to all businesses and other organisations using personal data. The aim of the regulation is to guarantee a higher level of control for private individuals over the personal data used by data controllers. All organisations collecting, processing or hosting data within the European Union have to comply with these regulations. EU and also non-EU organisations must be GDPR-compliant if they process data concerning EU residents. A guidance sheet has been circulated to everyone listing the main points of the regulation and practical steps to be taken to safeguard all the data collected and processed within the Group.

The SOCOTEC group has undertaken to implement the requisite measures to maintain the confidentiality and protect the personal data it processes, including that of its employees and its clients, through several measures:

- Monitoring by the Group's Compliance Officer and the Internal Audit and Risk Committee.
- Appointment of a Data Protection Officer (DPO)
- Designation of GDPR correspondents in each subsidiary and country where the Group does business
- Procedures covering personal data processing that are made generally available
- Establishment of processing registers
- Ongoing employee awareness-raising campaigns

TRAINING AND AWARENESS - GDPR	Unit	2021	2022
Number of people invited to take the GDPR training module (running total)		2,482	5,586
Number of people who completed the GDPR training module (running total)		2,187	2,536
Participation rate in the GDPR (each year) training module	%	88.11	45.4

GRI 418

3.4.1.4.B. CYBERSECURITY

Cyberattacks, such as data theft and ransomware, are a threat to all businesses, irrespective of their size or their activities. The security of our systems is crucial for our business from a financial perspective, but also because it safeguards our reputation and the trust that our clients place in us.

Cybercrisis handling and communication procedure

Cybersecurity is an integral part of our operational and management methods via our global information system security policy in SOCOTEC's management system (no. M1.PK.PR.02) via the Group's Quality, Safety and Security Division.

An IT charter has been made generally available and sets out best IT and vigilance practices concerning access, data and emails. Cybersecurity campaigns are run internally throughout the year.

95% of employees in France, 100% in Italy and the United Kingdom (excluding employees without a PC) were given information when they joined as part of their welcome pack.

Quarterly campaigns highlight best practices for guarding against cyberattacks (phishing, ransomware, impersonation-based fraud, data theft, confidential information leaks, etc.) across all our geographies.

In Germany, 100% of managers completed the programme in 2022 (30% of the headcount), and plans are afoot to have all employees complete it during 2023.

100% of Group employees (France, US, UK, Germany, Italy) will be enrolled in 2023 on a mandatory basis in a cyberrisk and data protection training programme in 2023 consisting of several training modules being finalised at the time of writing of this report.



	All PLATFORMS	France	United Kingdom	United States	Germany	Italy
CYBERSECURITY	2021	2022	2022	2022	2022	2022
2022 cyberattack		1 resolved with no impact	-	1 resolved with low impact (data)	-	-
Governance and role	Group CISSO	Head of IS and CISSO	Head of IS	Head of IS	Head of IS	Head of IS
Overall information systems security policy	Group management system	X	X	X	X	X
IT charter: usage rules	Usage rules	X	X	X	X	X
Training	Course design	95% in 2021-2022	100% in 2022 + Enhanced phishing course for IT and Finance	2023	30% (=managers) in 2022	100% in 2022 (excluding those without a PC)
Awareness-raising: regular communication with all employees	X	X	X	X	X	X
Document availability	X	X	X	X	X	X

3.4.2. OPERATIONAL PERFORMANCE

GRI 3-3 – BUSINESS-SPECIFIC TOPIC: CLIENT RELATIONSHIPS

Client relationships have been identified as a material CSR topic for the SOCOTEC group - see section 2.2. Materiality matrix

3.4.2.1. PRESENTATION OF TECHNICAL AND CLIENT RELATIONSHIP-BASED EXPERTISE TOPICS:

As an independent trusted third party, the SOCOTEC group helps its clients prevent and manage Quality, Health, Safety and Environment risks.

We take action to prevent risks everywhere people live and work. We identify, anticipate, analyse and assess risks inherent in our clients' activities to secure them and to help improve their performance.

Through the actions and commitment of our employees, we are taking action to build a safer and sustainable world.

The quality and performance of our business expertise and the technological innovations brought to market by the Group are key to its ability to offer a combination of solutions that can be adapted to complex situations and that incorporate advanced technologies.

3.4.2.2. MANAGEMENT SYSTEM FOCUSED ON CLIENT SATISFACTION

To keep a tight grip on the operation and performance of the French subsidiaries while guaranteeing their client satisfaction, the Group has introduced a management system compliant with the organisational and management requirements of the NF ISO 9001, NF ISO 17020, NF ISO 17025, NF ISO 17029 and NF ISO 19443 standards in particular.

The management system is predicated on an ambitious Quality, Safety and Security policy built around four commitments:

- Guaranteeing the safety and protecting the health of our employees through rigorous prevention and an operational approach to risks, while providing suitable working conditions for our employees, with the requisite information, training and awareness-raising resources, along with access to performance indicators.

- Enhancing quality of service and satisfaction of our clients by listening to them, dealing with their requests promptly, providing them with practical responses and anticipating their needs.
- Fostering active involvement by our staff members on a daily basis through committed management and co-ordination close to the front line in tune with the operational reality.
- Ensure continuous improvement in a structured manner by regularly assessing our practices and performance and by monitoring progress on action plans.

3.4.2.3. EVALUATION OF THE MANAGERIAL APPROACH GRI 403-7

The performance of a business is determined by its ability to meet the needs of all its clients. This satisfaction can only be achieved if their assessment of the service provided (perceived quality) meets their needs and expectations (expected quality). To do this, the business must decide on targets and

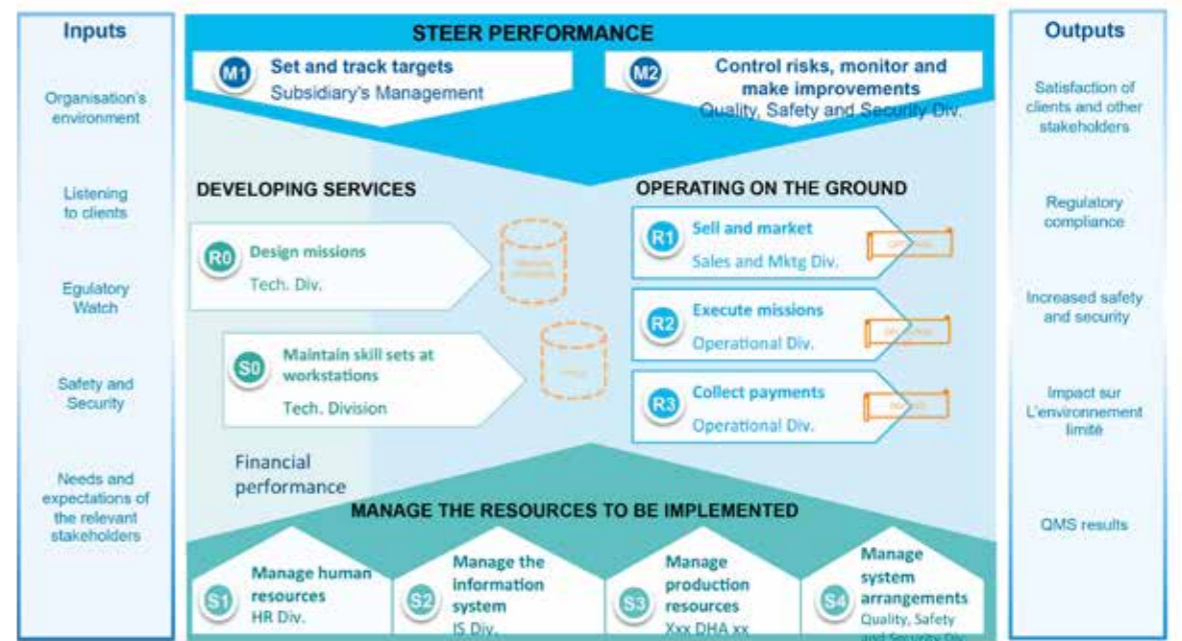
the organisation it is implementing to achieve them (desired quality).

It must then continuously monitor its operation and results (obtained quality).

The management system is based on the following five priorities:

1. continuous consideration of the quality expected by clients through:
 - A monitoring system that can analyse the environment in which the organisation needs to operate
 - A listening system collecting the relevant information for building a service offering

2. A definition of desired quality by the Business and organisational policy: in terms of organisation, systems and resources to satisfy clients' needs and expectations.





3. The quality achieved in operation.

The quality obtained is the quality actually produced, objectively assessed and measured. It is part of a continuous improvement process founded in particular on the effective handling of lapses (potential risks or proven failures) and proposed improvements, including:

- in real time by any employee
- during external audits
- during internal monitoring programmes
- during reviews of the management system's effectiveness

4. Actions to be taken based on the quality perceived by clients.

Clients observe and assess the situation continuously.

Accordingly:

- measures are taken to assess client and employee satisfaction on a continuous basis. Surveys are organised so that clients and employees can freely state any grounds for satisfaction or dissatisfaction.
- the surveys conducted help to measure the Net Promoter Score (NPS) - the extent to which clients would recommend to third parties.
- grounds for client dissatisfaction are also a key concern for us. They are handled meticulously, including those concerning the technical quality

of our services, by bringing in, where necessary, the Quality, Safety and Security Division to guarantee complete objectivity.

- certain clients audit us, too, to confirm our ability to meet their expectations

External accreditation agencies have placed their trust in our ability to operate and provide services satisfying their requirements by assessing us from time to time and by issuing us with certificates, accreditations and authorisations

5. Consideration of the nuclear safety requirements

3.4.2.4. EXTERNAL ACCREDITATIONS
GRI 3-3 – BUSINESS-SPECIFIC TOPIC:
TECHNICAL EXPERTISE

See 6.1. Appendix External accreditations in France and international accreditations

Technical expertise has been identified as a material CSR topic for the SOCOTEC group - see section 2.2. Materiality matrix

SOCOTEC boasts over 250 external accreditations, which represents a testament to our expertise

The various Group companies, irrespective of their countries of origin and their operations, have gained over 250 external accreditations, authorisations and certificates of external accreditations. These are provided after an audit or assessment by prefectures or various ministries (of the Interior and Territorial Authorities, Housing, Labour, the Environment, Ecology and Sustainable Development, Territorial Cohesion , etc.), as well

as by supervisory authorities (nuclear safety, EDF, ANFAS, MASE, CEFRI, CNPP, INERIS, COFRAC, AFNOR, UKAS, etc.)

They also reflect the quality of our services, our ability to complete them safely, the skills of our staff and the effectiveness of our organisation. These accreditations are predicated on our areas of expertise and specialisation, which are the focus of constant attention for our operational teams and the Quality, Safety and Security Division.



3.4.2.5. QUALITY INDICATORS

The NPS indicators have risen sharply in France as the business added this goal to all entities' roadmaps. Monthly measurements are taken, providing both a continuous data flow and the ability to take the pulse of client satisfaction readings after an assignment ends

A process for listening to clients and handling complaints is in place at each entity in France. All complaints received are added to and monitored in the CRM system, and processing times are monitored by managers. Dedicated client listening units also conduct rigorous monitoring on an ongoing basis.

COMPANIES IN FRANCE	Net Promoter Score		
	2021	2022	Change vs. n-1
SOCOTEC Construction	43	61.5	43%
SOCOTEC Diagnostic	27	62	130%
SOCOTEC Environnement	36	Not available	
SOCOTEC Equipements	36	74.8	108%
SOCOTEC Formation	43	Not available	



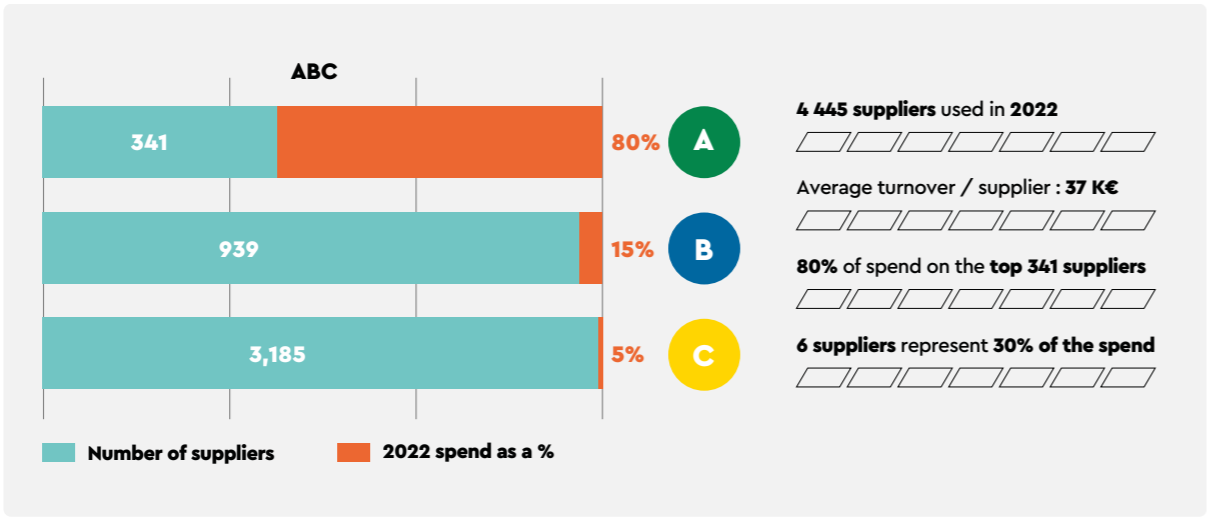
3.4.3. RESPONSIBLE PROCUREMENT

3.4.3.1. SOCOTEC'S SUPPLY CHAIN

GRI 2-6

Within the French scope, the Group worked with close to 4,445 suppliers in 2022, with 341 of these accounting for 80% of its total spend. As a service company, the five main categories of purchases for the SOCOTEC group are IT purchases, the automotive fleet, Real Estate/landlords, laboratory testing and intellectual services. SOCOTEC's total spend accounts for close to 30% of its revenue

in France. As a service provider, the purchasing-related topics for the SOCOTEC group are modest and are focused around partners committed to sustainable development. The top 50 suppliers account for more than 50% of 2022 spend, or over €90 million. The vast majority of supplier contracts run for two or three years. Regular conversations take place with suppliers, including at the very least a semi-annual business meeting with framework agreement suppliers.



GRI 3-3, 204: PURCHASING PRACTICES 2016

As an independent third party, our relationships with clients, partners and suppliers are based on mutual trust and a desire to adopt beneficial practices that have a positive impact on society and the environment.

To mitigate the relevant risk factors and seize beneficial opportunities, SOCOTEC aims to ensure that its partners and suppliers act in a way that does not clash with its own Code of Ethics and its own CSR priorities and that they also make a more sustainable contribution through transparent and positive social and environmental action. As a responsible player committed to making a positive change in society and for the environment,

SOCOTEC aims to ensure that its suppliers observe the fundamental human rights and confirm their ethical impact of their purchasing process and production.

Accordingly, the SOCOTEC group published in late 2021 its **Responsible Procurement Charter** setting out its commitments and expected CSR requirements to facilitate a transition towards more responsible procurement practices. Suppliers' ability to commit to suitable practices in line with the regulations and ethical standards is key. By signing up to the charter, suppliers undertake that they and their subcontractors will take the requisite steps to comply with the principles and requirements it lays down.

3.4.3.2. 2022 RESULTS

RESPONSIBLE PROCUREMENT	Unit	2021	2022
Supplier relationships			
Total number of active suppliers > €50,000 (80% of total purchases in France)		363	422
Proportion of the Top 5 suppliers who have signed SOCOTEC's Responsible Procurement Charter or who have provided evidence of a commitment to similar or more ambitious standards (100%)	%	ND	100%
% of framework agreement suppliers who have signed the responsible procurement charter	%	ND	53
% of purchases made from active suppliers > €50,000 that had received and validated the responsible procurement charter	%	ND	22.22
% of the total amount of purchases made during the year from active suppliers > €50,000	%	ND	82.08
% of the total amount of purchases made during the year from active suppliers > €50,000 that have signed up to SOCOTEC's responsible procurement charter	%	ND	18.24

In addition, the Group undertakes to tighten up its Responsible Procurement policy by developing related action plans.

3.4.3.3. 2021-2023 ACTION PLAN

RESPONSIBLE PROCUREMENT ACTION PLAN - SOCOTEC IN FRANCE 2022	Completed in 2021	Completed in 2022	2023
Governance :			
Representation of the Purchasing Division on the CSR Committee	X	X	
Identification of the strengths and weaknesses of the Responsible Procurement policy based on the Ecovadis rating, and preparation of a related improvement plan and presentation to the management bodies.		X	
Establishment in 2022 of a special Purchasing/CSR workgroup following up on and rolling out Responsible Procurement improvement measures		X	
Responsible Procurement Charter:			
Preparation, update and publication of the Responsible Procurement Charter	X	X	
Integration of the Charter with the Procurement platform and digital listing mandatory for all new suppliers (Procurement to Pay platform). With a mandatory automated Charter validation and signing stage for the supplier before being listed by SOCOTEC.		X	
Update and translation of the Group's Responsible Procurement Charter for the Group's platforms		X	
Charter put online for international platforms (put online on the websites, translation into French, English and Italian).		X	
Encouragement of the Top 100 suppliers and framework agreement suppliers to sign the Charter (in France, 53% of our framework agreement suppliers had signed up to the Charter in 2022).		X	
Introduction of indicators tracking sign-ups to the Responsible Procurement Charter		X	
Raise the sign-up rate to the Responsible Procurement Charter among the Top 100 suppliers			X
Catalogue suppliers who have refused to sign up the Responsible Procurement Charter on the grounds they have an equally or more ambitious charter		X	
Responsible procurement training for buyers:			
Training for 100% of buyers in the Purchasing Division France		X	
Risk assessment by purchasing category			
CSR risk mapping of suppliers by the most material categories and related improvement plan.			X
CSR questionnaire introduced for calls for tenders and/or addition of CSR clauses to contracts			X
Supplier relations: monitoring and update of a CSR supplier assessment programme, introduction of a collaborative approach with suppliers concerning CSR, audit of the highest-risk suppliers.			X
Introduction of indicators to track progress of plan introduced.			X

4. CSR INDICATORS SUMMARY TABLES



4.1. ENVIRONMENT

SOCOTEC GROUP'S CARBON FOOTPRINT

GRI 305-1 TO 305-5

Carbon emissions	Unit	France		United Kingdom	United States	Germany	Italy		TOTAL PLATFORMS
		2021	2022	2022	2022	2022	2021	2022	2022
Intensity									
Carbon intensity relative to revenue									
Legal entity's revenue (formula)	EUR	515,342,133	552,339,491	172,631,985	126,279,556	118,438,996	37,286,216	63,319,069	1,033,009,096
Overall carbon intensity, Scopes 1+2 (tCO2e per € m of revenue)	tCO2e/M€	36.00	33.64	52.13	5.47	25.34	56.63	56.99	33.77
Overall carbon intensity, Scopes 1+2+3 (tCO2e per € m of revenue)	tCO2e/M€	37.44	34.98	53.34	22.98	25.75	56.63	58.78	36.98
Carbon intensity per person									
Total GHG emissions per person, Scopes 1+2	kgCO2e	3,657	3,462	4,910	1,569	3,256	3,299	4,850	3,748
Total GHG emissions per person, Scopes 1+2+3	kgCO2e	3,803	3,599	5,024	6,596	3,308	3,299	5,003	4,105
Breakdown of emissions per scope									
Greenhouse gas emissions – total Scope 1	kgCO2e	18182291	18 231 403,32	7939620	324,286.12	2717011	1886394	3351982	32,564,303
Greenhouse gas emissions – total Scope 2	kgCO2e	370041	351,248	1060515	365,933.32	284653	225034	256644	2,318,994
Greenhouse gas emissions – total Scope	kgCO2e	744397	737,845	208,810	2,211,920	48,037	-	113,317	3,319,928
Total GHG emissions, Scopes 1+2	kgCO2e	18,552,332	18,582,651	9,000,136	690,219	3 001,664	2,111,428	3,608,627	34883297 (1)
Total GHG emissions, Scopes 1+2+3	kgCO2e	19,296,728	19,320,497	9,208,946	2,902,139	3 049,701	2,111,428	3,721,943	38203225 (2)

(1)The most exhaustive comparison between countries is that conducted for 2022.

(2)The Scope 3 data – even those for 2022 – are not sufficient to provide a worldwide comparison.

Scope 1									
GHG emissions from company vehicles									
GHG emissions from gasoline consumption	kgCO2e	2,110,388	7,923,066	309,459	206,685	284,052	13,313	74,941	8,798,203
GHG emissions from diesel consumption	kgCO2e	15,953,434	10,067,926	7,240,050	0	2,289,950	1,707,450	3,072,728	22,670,654
GHG emissions from vehicle LPG consumption	kgCO2e	10,321	82,830	277	0	0	0	8,031	91,137
Total GHG emissions from vehicles	kgCO2e	18,074,143	18,073,822	7,549,785	206,685	2,574,001	1,720,763	3,155,701	31,559,994
Average GHG emissions/ combustion- engined vehicles	kgCO2e	4,362	4,120	8,242	7,127	6,356	8,194	9,680	5,241
Buildings – Scope 1									
GHG emissions related to natural gas consumption	kgCO2e	108,148	135,758	389,835	117,601	131,361	160,118	185,465	960,020
GHG emissions related to fuel oil consumption	kgCO2e	0	21,824	0	0	11,648	0	0	33,472
GHG emissions related to propane consumption	kgCO2e	0	0	0	0	0	0	0	-
GHG emissions related to refrigerant losses	kgCO2e	0	0	0	0	0	0	0	-
GHG emissions related to LPG consumption (litres) for buildings	kgCO2e	0	0	0	0	0	5,513	10,817	10,817
Total GHG emissions related to buildings	kgCO2e	108,148	157,582	389,835	117,601	143,009	165,631	196,282	1,004,309

Carbon emissions	Unit	France		United Kingdom	United States	Germany	Italy		TOTAL PLATFORMS
		2021	2022	2022	2022	2022	2021	2022	2022
Scope 2									
Buildings – Scope 2									
GHG emissions related to electricity consumption	kgCO2e	370,041	351,248	1,060,515	365,933	246,010	225,034	256,644	2,280,350
of which GHG emissions from recharging electric vehicles	kgCO2e	-	2,973	0	0	0	0	0	2,973
GHG emissions from heating networks	kgCO2e	0	0	0	0	37,348	0	0	37,348
GHG emissions from cooling networks	kgCO2e	0	0	0	0	1,296	0	0	1,296
Scope 3									
Passenger and goods transport service									
GHG emissions related to journeys by train	kgCO2e	12,993	17,886	-	12,230	39,032	-	16,290	85,438
GHG emissions related to journeys by plane	kgCO2e	489,745	419,393	-	1,020,290	9,005	-	90,046	1,538,734
GHG emissions related to equipment transportation (e.g. DHL, TNT)	kgCO2e	173,867	169,451	208,810	-	-	-	5,366	383,627
Other employee journeys									
GHG emissions related to mileage allowances	kgCO2e	67,792	53,731	-	75,876.70	-	-	-	129,608
EGHG emissions related to car rentals	kgCO2e	-	-	-	83,523.03	-	-	-	83,523
Commuting journeys	kgCO2e	-	-	-	1,020,000.00	-	-	-	1,020,000
Computing									
GHG emissions, internet service providers	kgCO2e	-	61,693	-	-	-	-	-	61,693
GHG emissions – Data centres or external hosting (2)	tCO2e	-	12.92	-	-	-	-	1.61	15
Waste									
GHG emissions related to WEEE – Total	kgCO2e	-	2,773	-	-	-	-	-	2,773
GHG emissions avoided through WEEE reuse	kgCO2e	-	576	-	-	-	-	-	576

(1) The amount of fuel consumed in the US has been estimated based on expenditure

(2) GHG emissions related to data centres have been prorated based on the headcount in France and Italy



GRI 302

Business journeys	Unit	France		United Kingdom	United States	Germany	Italy		TOTAL PLATFORMS
		2021	2022	2022	2022	2022	2021	2022	2022
Consolidated GHG emissions related to business journeys									
Total GHG emissions - Vehicles, Scopes 1 & 3	kgCO2e	18,141,935	18,127,553	7,549,785	1,386,085	2,574,001	1,720,763	3,155,701	32,793,125
Consolidated emissions - Transportation, Scopes 1 & 3: Vehicles + VMAs + Train + Plane	kgCO2e	18,644,673	18,564,832	7,549,785	2,418,605	2,622,038	1,720,763	3,262,037	34,417,297
Fuel consumption									
Litres of gasoline consumed	l	781,625	2,934,469	111,511	105,574	119,853	5,640	27,756	3,299,164
Litres of diesel consumed	l	5,146,269	3,247,718	2,285,586	0	864,132	633,284	991,203	7,388,638
Litres of LPG consumed by vehicles	l	5,549	44,532	159	0	0		4,318	49,009
Total fuel (in litres)	l	5,933,443	6,226,719	2,397,256	105,574	983,985	638,923	1,023,277	10,736,811
Average fuel consumption per combustion-engined vehicle	l	1,439	1,430	2,629	3,640	2,448	3,042	3,139	1,783
Electrification of the vehicle fleet									
Consumption (kWh) linked to recharging electric vehicles	kWh	-	52,155,21	0	0	-	0	0	52,155
Number of electric vehicle recharging stations		-	103	0	0	-	0	0	
% of hybrid gasoline/rechargeable electric vehicles	%	1.13	5.93	0	0	7.16	0	3.68	5
Number of vehicles by type									
Number of gasoline vehicles		972	2,923	42	29	33	2	3	3,030
Number of diesel vehicles		3,104	729	869	0	340	208	310	2,248
Number of hybrid gasoline/rechargeable electric vehicles		47	260	0	0	29	0	12	301
Number of dual-fuel LPG/gasoline vehicles			441	1	0	0	0	1	443
Number of 100% electric vehicles		21	34	4	0	3	0	0	41
Total number of vehicles in the fleet		4,144	4,387	916	29	405	210	326	6,063
km travelled									
Number of km travelled per vehicles	km	-	6,807,895	-	-	-	-	-	-
Average number of km travelled per vehicle (automatic formula)	km	-	1,552	-	-	-	-	-	-
Number of km travelled per € in revenue	km/€	-	0,0123	-	-	-	-	-	-
Passenger and goods transport service									
Number of train journeys		-	14,763	-	-	-	-	-	14,763
Number of plane journeys		-	2,153	-	-	-	-	-	2,153
Total GHG emissions - Journeys by train and by plane	kgCO2e	502738	437,279		1,032,520	48037		106336	1,624,172
Personal mileage reimbursed	km	353084	279849	-	-	-	-	-	279,849

GRI 302

Buildings' energy consumption	Unit	France		United Kingdom	United States	Germany	Italy		TOTAL PLATFORMS
		2021	2022	2022	2022	2022	2021	2022	2022
Buildings - Scope 1									
Natural gas consumption in kWh (formula)	kWh	527,553	662,234	1,824,727	649,730	547,339	781,061	904,705	4,588,735
Legal entity's fuel oil consumption (litres) (formula)	l	0	6,715	0	0	3,584	0	0	10,299
Propane consumption by the legal entity (kg) (formula)	kg	0	0	0	0	0	0	0	0
GHG emissions related to LPG consumption (litres) for the legal entity's buildings (formula)	l	0	0	0	0	0	2,964	5,816	5,816
Greenhouse gas emissions - Scope 1, buildings' energy consumption	kgCO2e	108,148	157,582	389,835	117,601	143,009	165,631	196,282	1,004,309
Buildings - Scope 2									
Electricity consumption in kWh by the legal entity (formula)	kWh	6,177,638	6,162,244	5,484,101	1,053,452	585,737	941,566	1,073,825	14,359,359
of which consumption (kWh) linked to recharging electric vehicles (formula)	kWh	-	52,155	-	0	-	-	0	52,155
Consumption by the legal entity's heating networks (kWh) (formula)	kWh	0	0	0	0	311,230	0	0	311,230
Consumption by the legal entity's cooling networks (kWh) (formula)	kWh	0	0	0	0	10,800	0	0	10,800
Building-related carbon emissions									
Total GHG emissions - Buildings, Scopes 1 & 2 (legal entities)	kgCO2e	478,189	508,830	1,450,350	483,534	427,663	390,665	452,926	3,323,302.59
Total GHG emissions - Buildings, Scopes 1 & 2 (legal entities)/m²	kgCO2e/m²	4.50	4.64	-	37.41	34.03	-	38.24	22.58
Total GHG emissions - Buildings, Scopes 1 & 2 (legal entities) per person		94.25	94.79	791.24	358.07	443.63	610.41	670.01	359.70

GRI 306

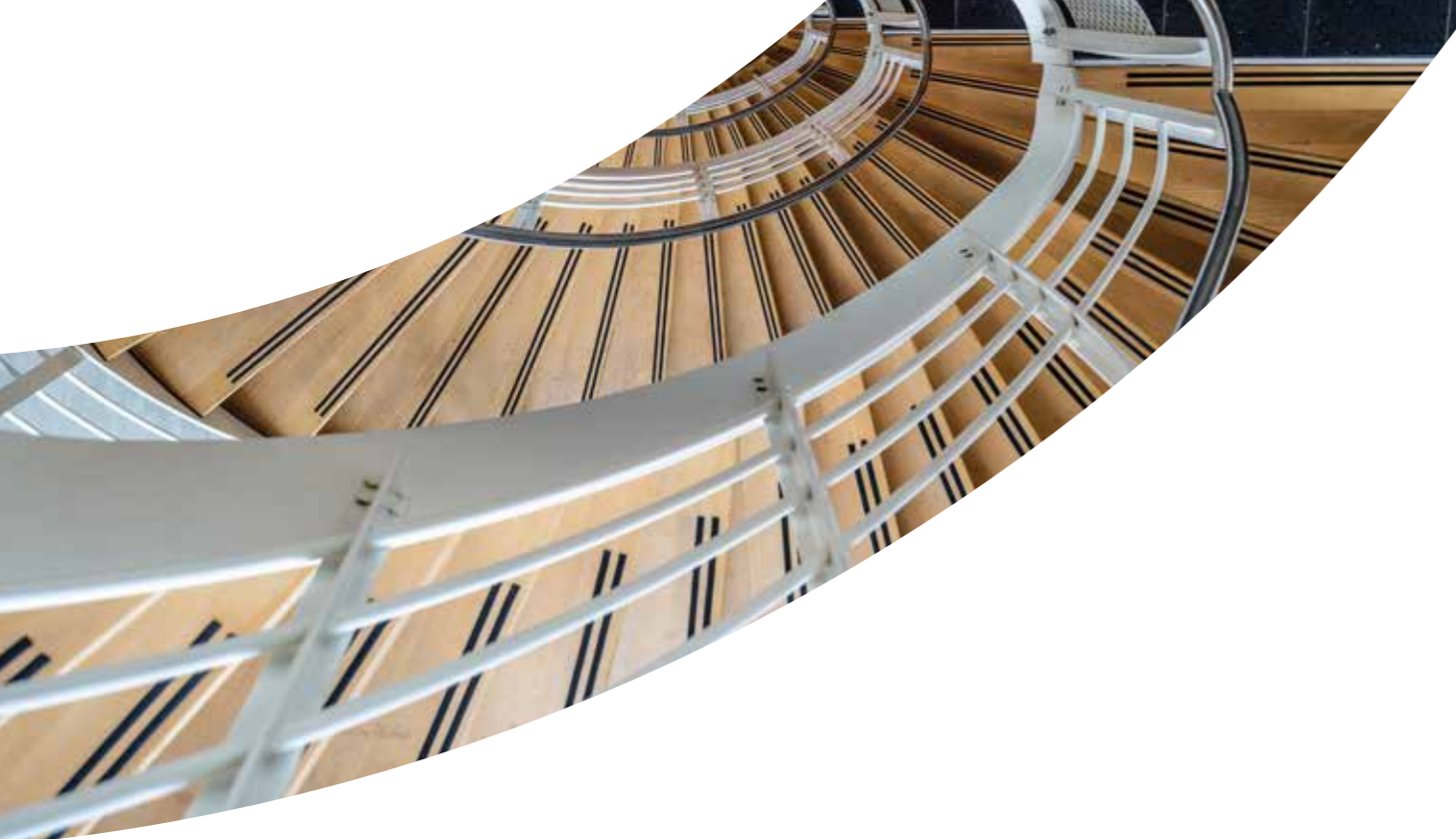
HAZARDOUS WASTE: WASTE ELECTRICAL AND ELECTRONIC EQUIPMENT (WEEE)			France	
SOCOTEC FRANCE	Unit	2021	2022	
Total weight, WEEE	kg	-	1,390	
of which weight of WEEE assigned to a circular economy for reuse, recovery or recycling (FR)	kg	-	1,390	
Total number of obsolete units of computer hardware (WEEE)		703	1,002	
% of total number of units of equipment assigned to a circular economy for reuse, recovery or recycling		100%	100%	
GHG EMISSIONS AVOIDED THROUGH WEEE REUSE	kgCO2e	-	576	

CIRCULAR ECONOMY - ECOCYCLE			France	
SOCOTEC FRANCE	Unit	2021	2022	
Diagnostics				
Number of resource and PEMD (Products, Equipment, Materials, Waste) diagnostics carried out during the year		6*	98**	
Total quantity in tonnes of materials identified as reusable during diagnostics	t	500	36,673	
Training				
Number of Ecocycle ambassadors trained during the year		0	30	

* Scope: SOCOTEC IMMOBILIER DURABLE (central reuse and recycling agency)

** Scope: SOCOTEC IMMOBILIER DURABLE and SOCOTEC CONSTRUCTION (national network)

Waste was not considered one of the SOCOTEC group's relevant priorities. Nonetheless, SOCOTEC's measures in support of the circular economy are set out in section 3.3.4 Building a circular economy at SOCOTEC



4.2. WORKFORCE

GRI 2-7, 2-8

Headcount	France		United Kingdom	United States	Germany	Italy	TOTAL PLATFORMS
	2021	2022	2022	2022	2022	2022	2022
AVERAGE TOTAL HEADCOUNT							
Total: Entity's headcount across all types of contract	5,167	5,463	1,833	440	922	744	9,402
Total: Entity's average headcount (excluding interns) across all types of contract	5,106	5,401	1,833	414	863	737	9,248
BREAKDOWN BY CONTRACT	2021	2022	2022	2022	2022	2022	2022
Number of staff members on permanent contracts	4,891	5,127	1,809	414	805	396	8,551
Number of staff members on fixed-term contracts	78	84	-	-	15	75	174
Number of employees on apprenticeship contracts	120	167	24	-	23	208	422
Number of staff members on professional development contracts	18	23	-	-	20	58	101
Number of interns	61	62	-	26	59	7	154
BREAKDOWN BY GENDER	2021	2022	2022	2022	2022	2022	2022
Percentage of men working at the business (permanent contracts)	75	75	71	-	61	81	73
Percentage of women working at the business (permanent contracts)	25	25	29	-	39	19	27
FULL TIME/PART TIME	2021	2022	2022	2022	2022	2022	2022
% of full-time employees	-	95.90	-	-	-	-	-
% of part-time employees	-	4.10	-	-	-	-	-

BREAKDOWN BY SOCIO-PROFESSIONAL CATEGORY	France		United Kingdom	United States	Germany	Italy	TOTAL PLATFORMS
	2021	2022	2022	2022	2022	2022	2022
Permanent contracts - Administrative staff							
Total number of administrative staff members in France	961	985	343	-	83	49	1,460
Administrative staff: Number of women on permanent contracts	715	708	254	-	55	35	1,052
Administrative staff: Number of men on permanent contracts	246	277	89	-	28	14	408
Percentage of administrative staff who are women	74.4	71.88	74	-	66.27	71.43	72
Percentage of administrative staff who are men	25.6	28.12	25.95	-	33.73	28.57	28
Permanent contracts - Professional staff							
Total number of professional staff members in France	3,400	3,494	1,346.0	-	370	567	5,777
Professional staff: Number of women on permanent contracts	414	457	253.0	-	144	88	942
Professional staff: Number of men on permanent contracts	2,986	3,037	1,093.0	-	226	479	4,835
Percentage of professional staff who are women	12.18	13.08	18.8	-	38.92	15.52	16
Percentage of professional staff who are men	87.82	86.92	81.2	-	61.08	84.48	84
Permanent contracts - Managers							
Total number of managers	611	638	120.0	-	84	31	873
Managers: Number of women on permanent contracts	105	123	25.0	-	13	2	163
Managers: Number of men on permanent contracts	506	515	95.0	-	71	29	710
Percentage of managers who are women	17.18	19.28	20.8	-	15.48	6.45	19
Percentage of managers who are men	82.82	80.72	79.2	-	84.52	93.55	81

EQUAL TREATMENT

GRI 405 -1, 405-2, 3-3 : Gender equity (organisation-specific issue)

GENDER EQUITY IN COMPENSATION	France		United Kingdom	United States	Germany	Italy	TOTAL PLATFORMS
	2021	2022	2022	2022	2022	2022	2022
ADMINISTRATIVE STAFF							
Administrative staff: Total number of people receiving pay rises	509	554	127	-	36	5	722
Administrative staff: Percentage of women receiving pay rises	54.13	57.77	35.83	-	43.64	11.43	50
Administrative staff: Percentage of men receiving pay rises	49.59	52.35	40.45	-	42.86	7.14	48
PROFESSIONALS							
Professional staff: Total number of people receiving pay rises	1,549	1,982	431	-	111	8	2,532
Professionals: Percentage of women receiving pay rises	50.48	56.89	28.06	-	27.08	1.14	39
Professionals: Percentage of men receiving pay rises	44.88	56.7	32.94	-	31.86	1.46	45
MANAGERS							
Managers: Total number of people receiving pay rises	438	494	74	-	36	7	611
Managers: Percentage of women receiving pay rises	74.29	82.11	60,	-	46,15	50,	75
Professionals: Percentage of men receiving pay rises	71.15	76.31	62.11	-	42.25	20.69	69
TOTAL: GENDER EQUITY IN COMPENSATION							
Total number of people receiving pay rises	2,496	3,030	632	-	183	20	3,865
Percentage of women receiving pay rises	54.62	59.78	33.27	-	32.55	4.8	47
Percentage of men receiving pay rises	48.74	59.02	35.63	-	35.08	2.68	48
Total: gender equity in compensation	1.12	1.01	0.93	-	0.93	1.79	0.99

GENDER EQUITY IN COMPENSATION	France		United Kingdom	United States	Germany	Italy	TOTAL PLATFORMS
	2021	2022	2022	2022	2022	2022	2022
ADMINISTRATIVE STAFF							
Administrative staff: Total number of people promoted	137	45	43	-	1	7	96
Administrative staff: Percentage of women promoted	14.41	4.24	14.17	-	1.82	17.14	7
Administrative staff: Percentage of men promoted	13.82	5.42	7.87	-	0.0	7.14	6
Administrative staff: Gender equity in promotion	1.04	0.78	1.80	-	-	2.40	1.23
PROFESSIONALS							
Professional staff: Total number of people promoted	362	261	106	-	7	61	435
Professionals: Percentage of women promoted	12.08	8.32	10.67	-	2.08	9.09	8
Professionals: Percentage of men promoted	10.45	7.34	7.23	-	1.77	11.06	7
Professional staff: Gender equity in promotion	1.16	1.13	1.48	-	1.18	0.82	1.09
MANAGERS							
Managers: Total number of people promoted	169	62	16	-	18	4	100
Managers: Percentage of women promoted	24.76	11.38	20,	-	23.08	50,	14
Managers: Percentage of men promoted	28.26	9.32	11.58	-	21.13	10.34	11
Managers: Gender equity in promotion	0.88	1.22	1.73	-	1.09	4.83	1.30
TOTAL: GENDER EQUITY IN PROMOTION							
Total number of people promoted	668	368	165	-	26	72	631
Percentage of women promoted	14.51	6.37	12.78	-	3.3	12,	8
Percentage of men promoted	13.08	7.47	7.6	-	5.85	10.92	8
Total: gender equity in promotion	1.11	0.85	1.68	-	0.56	1.10	1.03

GRI 401

VOLUNTARY EMPLOYEE TURNOVER	France		United Kingdom	United States	Germany	Italy	TOTAL PLATFORMS
	2021	2022	2022	2022	2022	2022	2022
VOLUNTARY EMPLOYEE TURNOVER							
Voluntary employee turnover**		9.5	22.9	15.2	7.7	19	-
Total employee turnover**		16.1	26.4	20.3	13.2	19	-

EMPLOYEE TRAINING AND DEVELOPMENT

GRI 404-1

EMPLOYEE TRAINING AND DEVELOPMENT	France		United Kingdom	United States	Germany	Italy	TOTAL PLATFORMS
	2021	2022	2022	2022	2022	2022	2022
EMPLOYEE TRAINING							
Number of staff members trained	4,319	4,535	-	-	879	649	6,063
Number of training days	11,184	13,438	-	-	2,399	6,772	22,609
Number of training days/Total average headcount	2.19	2.49	-	-	2.78	10.12	3.23
Number of training days per employee receiving training during the year	2.59	2.96	-	-	2.73	10.43	3.73
Number of managers taking the management/campus course	95	97	-	-	203	28	
Percentage of managers in post at 31 December N who took the management/campus course	62%	65%	-	-	-	-	

MANAGER TRAINING

MANAGEMENT CAMPUS	France		
	2020	2021	2022
MANAGEMENT CAMPUS			
Total number of managers trained at the Management Campus during the year	450	97	95
Number of current managers trained at the Management Campus since its launch	362	423	467
Total number of line + Campus managers (non-managers)	616	679	722
Percentage of managers in post at 31 December N who took the management/campus course	59%	62%	65%

SOCIAL INCLUSION

GRI 405, 406

DISABILITIES	France		United Kingdom	United States	Germany	Italy	TOTAL PLATFORMS
	2021	2022	2022	2022	2022	2022	2022
SOCOTEC							
Employees with disabilities as a percentage of the workforce	2.93	3.16	-	-	2.44*	2.46*	2.99%

GRI 203-1, 203-2

WORKFORCE INTEGRATION	France		United Kingdom	United States	Germany	Italy	TOTAL PLATFORMS	
	2021	2022	2022	2022	2022	2021	2022	2022
REBOND FAVORABLE								
Number of young people hired from Rebond Favorable intakes during the year (1)	51	12	-	-	-	-	-	12
Cumulative number of young people hired from Rebond Favorable intakes	51	63	-	-	-	-	-	63
Number of hours' training devoted to the Rebond Favorable programme	-	11,248	-	-	-	-	-	11,248
OTHER SOCIAL INCLUSION PROGRAMME(S)								
Description	ECODAIR (Coaching)	-	Fedcap - programme d'insertion dans l'emploi	-	-	Migrants project	Drilling Accademy	
Number of people helped under other social inclusion programme(s) (2)	5	-	3	-	-	13	12	15
How many hours have been invested in this(ese) programme(s)?	10	-	-	-	-	110260	150	150
How much has been invested in this programme annually?	-	-	-	-	-	1531357	3811000	3,811,000
ATC								
Number of apprentices helped via SOCOTEC's ATC during the year (3)	40	8	-	-	-	-	-	-
APPRENTICES AND PROFESSIONAL DEVELOPMENT 2021 CONTRACTS								
Number of employees on apprenticeships and number of employees on professional development contracts (4)	272.51	190.32	24	-	43	239	266	523
TOTAL								
Total number of people covered by social inclusion programmes/professional development contracts/apprentices (excluding interns)/ATC (1+2+3+4)	316.51	210.32	27	-	43	252	278	558

OCCUPATIONAL HEALTH AND SAFETY
GRI 403-9

ACCIDENTS	France		Germany		Italy		United Kingdom		United States		TOTAL PLATFORMS
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2022
SOCOTEC											
Number of accidents with lost time	55	38	-	21	-	30	-	14	-	0	103
Number of accidents without lost time	77	66	-	40	-	1	-	169	-	0	276
Number of days of lost time	2,527	1,098	-	276	-	576	-	224	-	0	2,174
Number of deaths caused by occupational accidents	0	0	-	0	-	0	-	0	-	0	0
Number of hours worked	9,449,762	9,678,947	-	1,612,800	-	1,311,898	-	2,935,010	-	679,392	16,218,047
Frequency rate: Indicator measuring the frequency of accidents	5.82	3.93	-	13.02	-	22.87	-	4.77	-	0	6.35
Injury severity rate	0.27	0.11	-	0.17	-	0.44	-	0.07	-	0	0.13
Number of significant road incidents	1466	1556	-	-	-	-	-	-	-	-	-
Rate of significant road incidents - (number of events/ number of vehicles)	0.35	0.37	-	-	-	-	-	-	-	-	-

ABSENTEEISM	France		Germany		Italy		United Kingdom		United States		TOTAL PLATFORMS
	2021	2022	2021	2022	2021	2022	2021	2022	2021	2022	2022
SOCOTEC											
Absenteeism rate	-	4.60	-	6.5	-	10.69	-	-	-	-	-

GRI 403-9

SOCIAL DIALOGUE IN FRANCE		France
SOCOTEC		2022
Economic and Workforce-Relations Committees	Number of regular meetings	200
	Number of extraordinary meetings	29
Negotiations/workgroups	Number of meetings	71
	Number of agreements signed	11
	Disagreements minuted	7
Health, Safety and Working Conditions Committee	Number of meetings	20
	Number of participants	60

LISTENING TO AND ENGAGING WITH EMPLOYEES
GRI 2-29

GREAT PLACE TO WORK	France	United Kingdom	United States	Germany	Italy	TOTAL PLATFORMS
SOCOTEC						
Participation rate	66%	67%	46%	77%	74%	67%
Overall Perception Positive responses to the question Taking everything into account, I would say this is a great place to work	53%	52%	64%	84%	51%	55%
Trust index Average of positive responses to the question Taking everything into account, I would say this is a great place to work	59%	59%	69%	81%	56%	60%



4.3. GOVERNANCE, ETHICS, RESPONSIBLE PROCUREMENT

GRI 2-26

CODE OF ETHICS AND WHISTLEBLOWING SYSTEM		France		United Kingdom	United States	Germany	Italy
CODE OF ETHICS	Unit	2021	2022	2022	2022	2022	2022
Proportion of employees given the Code of Ethics		100%	100%	100%	100%	100%	100%
ETHICAL ALERTS	Unit	2021	2022	2022	2022	2022	2022
Total number of ethical alerts		10	6	-	-	-	-
Number of ethical alerts received on time for the Ethics Committee meeting		10	6	-	-	-	-
Total number of ethical alerts closed		8	6	-	-	-	-
Number of alerts processed during the year and closed after ethics-related action was taken		6	2	-	-	-	-
Percentage of alerts taken into account within the deadline	%	100	100	-	-	-	-
Percentage of ethical alerts closed	%	80	100	-	-	-	-
Percentage of closed alerts that resulted in ethics-related action being taken	%	60	33.33	-	-	-	-

GRI 205-2

ANTI-CORRUPTION TRAINING		France		United Kingdom	United States	Germany	Italy	TOTAL PLATFORMS
TRAINING AND AWARENESS - SAPIN II ACT	Unit	2021	2022	2022	2022	2022	2022	2022
Number of people invited to take the Sapin II training module		1,004	1,845	762	-	45	10	2,662
Number of people who completed the Sapin II training module		681	898	258	-	41	10	1,207
Participation rate in the Sapin II training module	%	67.83	48.67	33.86	-	91.11	100	45.34

100% of employees in France sign a clause relating to conflicts of interest as part of annual reviews (ethical issue discussed with the manager under a mandatory clause added to the data entry tool for the employee's annual review).

GRI 418

CUSTOMER PRIVACY		France		United Kingdom	United States	Germany	Italy
TRAINING AND AWARENESS - GDPR	Unit	2021	2022	2022	2022	2022	2022
Number of people invited to take the GDPR training module		2,482	5,586	-	-	-	-
Number of people who completed the GDPR training module		2,187	2,536	-	-	-	-
Participation rate in the GDPR training module	%	88.11	45.4	-	-	-	-

CYBERSECURITY		TOTAL PLATFORMS	France	United Kingdom	United States	Germany	Italy
		2022	2022	2022	2022	2022	2022
2022 cyberattack			1 resolved with no impact		1 resolved with no impact		
Governance and role	Group CISSO		Head of IS and CISSO	Head of IS	Head of IS	Head of IS	Head of IS
Overall information systems security policy	Group management system		x	x	x	x	x
IT charter: usage rules	usage rules		x	x	x	x	x
Training			95% in 2021-2022	100% in 2022 + Enhanced phishing course for IT and Finance	2023	30% (=managers) in 2022	100% in 2022 (excluding those without a PC)
Awareness-raising: regular communication with all employees		x	x	x	x	x	x
Document availability		x	x	x	x	x	x

GRI 204

RESPONSIBLE PROCUREMENT		France	
SUPPLIER RELATIONSHIPS	Unit	2021	2022
Total number of active suppliers > €50,000		363	422
Proportion of the Top 5 suppliers who have signed SOCOTEC's Responsible Procurement Charter or who have provided evidence of a commitment to similar or more ambitious standards (100%)		ND	100%
% of framework agreement suppliers who have signed the Responsible Procurement Charter	%	ND	53
% of purchases made from active suppliers > €50,000 that had received and validated the Responsible Procurement Charter	%	ND	22.22
% of the total amount of purchases made during the year from active suppliers > €50,000	%	ND	82.08
% of the total amount of purchases made during the year from active suppliers > €50,000 that have signed up to SOCOTEC's Responsible Procurement Charter	%	ND	18.24
PURCHASING TRAINING	Unit	2021	2022
% of employees in the Group's Purchasing Division trained in Responsible Procurement	%	-	100%
Carbon offset			
Number of tonnes of carbon offset relative to the carbon offset certificates received (Air France)	TCO2	-	252
Campaign informing managers about the Manager Authorisation Guide			
% of managers reached who have validated the Manager Authorisation Guide.		100%	100%

4.4. REPORTING METHODOLOGY

This sustainability reporting has been prepared in conformity with the universal standards of the Global Reporting Initiative (GRI's 2023 standards) on a voluntary basis.

4.4.1. REFERENCE PERIOD:

It covers the reference period from 1 January 2022 until 31 December 2022. The data presented in this 2022 CSR Report represent an update on the data published in the previous version of the CSR Report published in 2021. The data are updated on an annual basis.

4.4.2. CSR REPORTING SCOPE:

The scope of companies surveyed for CSR purposes covers 90% of the total headcount and over 90% of revenue from consolidated companies on a worldwide basis. By comparison, the annual financial report covers all the financial data consolidated for the SOCOTEC group. The scope of companies consolidated by the SOCOTEC group is presented in the notes to the consolidated financial statements in the Annual Financial Report – see [Note 9 to the Annual Financial Report: scope of consolidation](#).

For the first time in 2022, the Group extended the scope of its CSR reporting beyond France. It now includes the CSR data from the following main international platforms: United Kingdom, United States, Germany, Italy.

The following companies are included in 2022:

- SOCOTEC in France: BIM in Motion, Monaco, SOCOTEC Construction, SOCOTEC Diagnostic, SOCOTEC Immobilier Durable, SOCOTEC Smart Solutions, SOCOTEC Certification France, SOCOTEC Gestion, SOCOTEC DROM (French Antilles - French Guiana - Reunion Island), AXE, SOCOTEC Environnement, SOCOTEC Infrastructures France, SOCOTEC Monitoring (formerly Cementys), CIS, PowerServices, S2M, SNER, SOCOTEC Equipements, SOCOTEC

Technical Consulting, SOCOTEC Formation, SOCOTEC Formation Nucléaire, Urbads/Urbycom)

- SOCOTEC in Germany: Canzler, Schollenberger, ZPP, Holding SOCOTEC Germany
- SOCOTEC in the United Kingdom: SOCOTEC Advisory UK, SOCOTEC Asbestos, SOCOTEC Building Control UK, SOCOTEC Monitoring UK, SOCOTEC UK
- SOCOTEC in the US: ATIC, ETIC, Advisory US, Consulting, Inc.
- SOCOTEC in Italy: SOCOTEC Italia, TecnoLab, EuroGeo.

Netherlands and Spain including recently acquired companies (late 2021 and 2022) that enabled the SOCOTEC group to expand into those countries, will be included in the next 2024 report on the 2023 data.

For more details about the Group's acquisitions in 2022, please refer to the Annual Financial Report.

4.4.3. REPORTING METHODOLOGY

SOCOTEC has rolled out Tennaxia, a specialised software suite well-known in and outside France, to carry out its CSR reporting. It facilitates decentralised collection by each relevant country and centralised consolidation of non-financial indicators. All the data are and will continue to be archived in it. That will pave the way out to 2024 for an audit by an independent verifier in readiness for the Corporate Sustainability Reporting Directive (CSRD).

The Tennaxia tool was first rolled out in France in 2021, then deployed at the international entities (Italy, UK, US and Germany) for the 2022 campaign.

4.4.4. SPECIFIC CHARACTERISTICS

OF ENVIRONMENTAL REPORTING:

SOCOTEC's carbon footprint was calculated in line with the ISO 14064-1 and 14069 standards.

It covers the scope: France (Monaco, excluding French overseas territories), UK, US, Italy and Germany.

- Emission sources taken into account:
 - The regulated Scope 1 and Scope 2 include: emissions originating from the corporate vehicle fleet (including upstream emissions in France, Italy and the UK) and energy consumption of buildings occupied (owned, rented).
 - Scope 3 includes significant emissions for our service business: plane and train journeys; mileage allowances for employees in private vehicles; goods transportation; and for the first time in 2022: WEEE (Waste Electrical and Electronic Equipment); Internet service providers; data centres and external hosts; employees' commuting journeys (in the US).

- Emission factors:

- Emission factors originate from the most recent version of ADEME's carbon database.
- Emission factors for energy sources include the upstream portion of fossil fuel energy sources.
- Electricity emission factors (location-based approach) come from either national official databases or the latest European Investment Bank (EIB) version.

The emission factors used to calculate the Group's carbon footprint take into account carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃).

- Additional clarifications concerning the SOCOTEC group's carbon footprint:

US :

Scope 1 emissions

Natural gas – Energy use data collected (1 therm = 29.3001 kWh). To cover gaps in data during the winter months (October – March) estimates were calculated by averaging energy consumption figures in adjacent months. The EPA conversion factor is applied to the energy consumption data

for the purpose of calculating carbon emissions. Note: 2.5% of consumption is estimated.

Fuel purchases (corporate vehicles) – Total expenditure (USD \$) obtained. The litres of fuel consumed have been estimated based on an average cost of \$4.06 per gallon of fuel in 2022. The average cost was obtained from the International Energy Agency (IEA). EPA conversion factor applied to the gallons consumed for the purpose of calculating carbon emissions. Warning – no data concerning the type of fuel purchased. Assumed use of petrol (rather than diesel) owing to the dominant use of petrol in cars in the US market.

Scope 2 emissions

Electricity – Energy consumption (kWh) obtained from invoicing details. The missing data for the premises with some data for 2022 have been averaged and allocated over 12 months. Sites without any electricity consumption data have been estimated based on the surface area in square feet and a calculated average of kWh per square foot based on sites with a known energy consumption per surface area. The EPA conversion factor has been applied for the purpose of calculating carbon emissions. Warning – 24% of estimated consumption.

Scope 3 emissions

Business travel (rental cars). Total expenditure (USD \$) obtained. Gallons of fuel consumed have been estimated based on an average cost of \$4.06 per gallon of petrol in 2022. Average cost obtained from the International Energy Agency (IEA). EPA conversion factor applied for the purpose of calculating carbon emissions. Warning – No data concerning the type of fuel used by vehicles. Assumed use of petrol (rather than diesel) owing to the dominant use of petrol in cars in the US market.



Business travel (personal vehicles) Total expenditure (USD \$) obtained for mileage allowances reimbursed to employees. The distance-based methodology was applied when the mileage could be calculated accurately by dividing total expenditure by \$0.65 per kilometre (reimbursement rate in the company policy). EPA conversion factor for private cars - kgCO₂ per mile applied to the mileage.

Business travel (plane) - Total expenditure (USD \$) obtained.

Entered in the Quantis calculation tool GHG Scope 3.

Business travel (train) - Total expenditure (USD \$) obtained.

Entered in the Quantis calculation tool GHG Scope 3.

Employee journeys - Total number of employees obtained. Applied to the 251-1,000 range of employees in the Quantis GHG Scope 3 calculation tool.

UNITED KINGDOM:

Scope 1 emissions¹

Natural gas - Energy consumption data (kWh) collected from invoicing details. The data missing for the winter months (October-March) have been allocated based on averages. The DEFRA conversion factor is applied to the energy consumption data for the purpose of calculating carbon.

Warnings:

Fuel purchased (petrol, diesel, LPG) based on the Shell card (Q1 2022), BP & Esso Fuel Cards (Q2-4 2022). DEFRA conversion factors applied to the litres of each fuel used for the purpose of calculating carbon.

Warning - Does not include the fuel expenditure related to requests for the reimbursement of mileages by employees using company cars, but who do not have fuel cards.

Warning - Includes the upstream Scope 3 of fuel purchases from the well to the tank.

Scope 2 emissions:

Electricity - Energy consumption (kWh) obtained from invoicing details. The average of the missing data for the premises has been calculated and allocated over 12 months. The DEFRA conversion factor has been applied for the purpose of calculating the carbon.

Warnings:

- Excludes SOCOTEC Advisory UK.
- 1,060.5 tCO₂e calculated by applying a location-based method using average conversion factors for the national network. This figure does not take into account the reduction of 307 tCO₂e based on the market, which was mitigated by the purchase of renewable electricity.

Scope 3 emissions

Business journeys (personal vehicles/grey fleet) - A new expenditure management system was introduced in September 2022. Requests for mileage reimbursements have been obtained from two data sets (the old and the new process), which include known engine size and fuel type data. The old data set provided data over a 15-month period without specific transaction dates. The average of

this data set was calculated in order to estimate mileage over a 12-month period. All the data from the new process were combined to obtain the total mileage. The DEFRA conversion factors have been applied for the purpose of calculating the relevant carbon.

Warning - Does not include plane, train or taxi journeys.

4.4.5. SPECIFIC CHARACTERISTICS OF SOCIAL REPORTING:

The HR and Training reporting covers all the entities included in the SOCOTEC group's CSR reporting as presented in 4.4.1.

Definitions

• **Monthly average FTEs:** Month-end FTE adjusted by arrivals and departures (in particular taking into account departures during the month and arrivals/departures in the same month)

• Employee turnover:

- Global: Number of departures of employees on permanent contracts on a rolling 12-month basis (excluding deaths and transfers)/average end-of-month headcount on a rolling 12-month basis, permanent contracts

- Voluntary: Number of departures of employees on permanent contracts on a rolling 12-month basis, resignations and end of trial period at employee's discretion/average end-of-month headcount on a rolling 12-month basis, permanent contracts

• Absenteeism:

illness and occupational accidents

- Number of days' absence on a rolling 12-month basis/215 days x average end-of-month headcount on a rolling 12-month basis

• Recruitment:

- Time to fill: average length of time for which a position remains unfilled after becoming vacant in number of days

- Vacancy rate: number of positions unfilled/ entity's number of employees



5. CROSS-REFERENCE TABLE: GRI CONTENT INDEX

GRI 1: FOUNDATION 2021

SOCOTEC has provided the information included in the GRI Content Index for the period from the 1 January 2022 to the 31 December 2022 in accordance with GRI standards.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGES	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-1 Organizational details	INTRODUCTION 1. ABOUT SOCOTEC Back cover	page 3 page 8 Last page	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	2-2 Entities included in the organization's sustainability reporting	INTRODUCTION 4.4. REPORTING METHODOLOGY	page 3 page 122			
	2-3 Reporting period, frequency and contact point	INTRODUCTION	page 3			
	2-4 Restatements of information	INTRODUCTION	page 3			
	2-5 External assurance	INTRODUCTION 1.4.3. OUR CSR TRAJECTORY	page 3 page 22			
	2-6 Activities, value chain and other business relationships	INTRODUCTION 1. ABOUT SOCOTEC 1.1. OUR VISION 1.3.1. FINANCIAL AND OPERATIONAL PERFORMANCE 1.3.2. SOCOTEC GROUP'S BUSINESS MODEL 1.3.3. VALUE CHAIN 3.1.3.1 SOCOTEC'S SUPPLY CHAIN	page 3 page 8 page 12 page 14 page 15 page 106			
	2-7 Employees	1. ABOUT SOCOTEC 1.3.1. FINANCIAL AND OPERATIONAL PERFORMANCE 3.1. GROWING TOGETHER (OUR TALENT) 4. CSR INDICATOR SUMMARY TABLES - 4.2 Workforce	page 8 page 12 page 46 page 114	Number of non-guaranteed hours employees, and a breakdown by gender and by region;	Information unavailable/incomplete	Information about outsourcing not available. Availability of data targeted in 2024:
	2-8 Workers who are not employees	4. CSR INDICATOR SUMMARY TABLES - 4.2 Workforce	page 114	Total number of workers who are not employees and whose work is controlled by the organisation and describe: - the most common types of worker and their contractual relationship with the organisation; - the type of work they perform;	Information unavailable/incomplete	Information about outsourcing not available. Availability of data targeted in 2024:
	2-9 Governance structure and composition	1.4.3.2. GOVERNANCE OF CSR MATTERS 2.5. GOVERNANCE OF ECONOMIC, ENVIRONMENTAL AND SOCIAL MATTERS 2.5.1. GROUP GOVERNANCE 3.4.1.1.C GOVERNANCE OF ETHICS 3.3.2.2. GROUP'S GOVERNANCE FRAMEWORK FOR CLIMATE-RELATED RISKS AND OPPORTUNITIES	page 23 page 38 page 38 page 96 page 78			
	2-10 Nomination and selection of the highest governance body	2.5. GOVERNANCE OF ECONOMIC, ENVIRONMENTAL AND SOCIAL MATTERS	page 38			
	2-11 Chair of the highest governance body	2.5. GOVERNANCE OF ECONOMIC, ENVIRONMENTAL AND SOCIAL MATTERS	page 38			
	2-12 Role of the highest governance body in overseeing the management of impacts	1.4.3.2. GOVERNANCE OF CSR MATTERS 2.5. GOVERNANCE OF ECONOMIC, ENVIRONMENTAL AND SOCIAL MATTERS	page 23 page 38			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGES	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	2.5. GOVERNANCE OF ECONOMIC, ENVIRONMENTAL AND SOCIAL MATTERS 3.4.1.1.C GOVERNANCE OF ETHICS	page 38 page 96			
	2-14 Role of the highest governance body in sustainability reporting	2.2 SOCOTEC'S MATERIALITY MATRIX 2.5.1.3. OPERATIONAL COMMITTEES	page 26 page 41			
	2-15 Conflicts of interest	2.5.1.4. CONFLICTS OF INTEREST	page 42			
	2-16 Communication of critical concerns	2.5.1.3. OPERATIONAL COMMITTEES 3.4.1.1.D. WHISTLEBLOWING PROCEDURE	page 41 page 97			
	2-17 Collective knowledge of the highest governance body	2.5.1.2. BOARD OF DIRECTOR	page 38			
	2-18 Evaluation of the performance of the highest governance body	2.5. GOVERNANCE OF ECONOMIC, ENVIRONMENTAL AND SOCIAL MATTER	page 38			
	2-19 Remuneration policies	2.5.2. PAY STRUCTURE 3.1.1.1. REMUNERATION	page 44 page 50			
	2-20 Process to determine remuneration	2.5.2. PAY STRUCTURE 3.1.1.1. REMUNERATION	page 44 page 50			
	2-21 Annual total compensation ratio	2.5.2. PAY STRUCTURE	page 44			
	2-22 Statement on sustainable development strategy	MESSAGE FROM THE CHAIRMAN 2.4. SOCOTEC GROUP'S CSR ROADMAP	page 4 page 30			
	2-23 Policy commitments	1.4.2. CSR PARTNERSHIPS AND COMMITMENTS 1.4.3 OUR CSR TRAJECTORY 2. SOCOTEC GROUP'S CSR STRATEGY 2.4. SOCOTEC GROUP'S CSR ROADMAP 3.4.1.1.B THE SOCOTEC GROUP CODE OF ETHICS	page 20 page 22 page 24 page 30 page 94			
	2-24 Embedding policy commitments	2. SOCOTEC GROUP'S CSR STRATEGY 2.4. SOCOTEC GROUP'S CSR ROADMAP 3.1. GROWING TOGETHER (OUR TALENT) 3.2. INCLUSION, DIVERSITY AND EQUAL OPPORTUNITIES 3.3. IMPLEMENTING ENVIRONMENTAL TRANSITION PROJECTS 3.4. ETHICS AND OPERATIONAL PERFORMANCE	page 24 page 30 page 46 page 65 page 73 page 93			
	2-25 Processes to remediate negative impacts	2.5.3. MANAGEMENT OF THE GROUP'S RISKS 3.4.1.1. A. MECHANISMS FOR SEEKING ADVICE AND RAISING ETHICAL CONCERNS	page 44 page 93			
	2-26 Mechanisms for seeking advice and raising concerns	3.4.1.1. A. MECHANISMS FOR SEEKING ADVICE AND RAISING ETHICAL CONCERN	page 93			
	2-27 Compliance with laws and regulations	2.4.4. ETHICS: CENTRAL TO OUR ROLE AS AN INDEPENDENT TRUSTED THIRD PARTY 2.5.3. B. IDENTIFYING AND ASSESSING RISKS 3.4.1.1. BUSINESS ETHICS	page 36 page 45 page 93	Total number and monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period.	Not applicable	No fines known
2-28 Membership associations	1.4.2. CSR PARTNERSHIPS AND COMMITMENT	page 20				
2-29 Approach to stakeholder engagement	1.4.3.3 APPROACH TO STAKEHOLDER ENGAGEMENT 3.1.1.6. LISTENING TO AND ENGAGING WITH EMPLOYEES – An annual survey of employees and a managerial approach based on improvement plans	page 23 page 59				
2-30 Collective bargaining agreements	3.1.1.6. LISTENING TO AND ENGAGING WITH EMPLOYEES – Social dialogue	page 60				
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2.2 SOCOTEC'S MATERIALITY MATRIX	page 26	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.		
	3-2 List of material topics	2.3. MAIN RELEVANT MATTERS	page 27			
INDIRECT ECONOMIC IMPACTS						
GRI 3: Material Topics 2021	3-3 Management of material topics	3.2.2. COMMITTING TO EMPLOYING YOUNG PEOPLE THROUGH A SOCIAL INCLUSION PROGRAMME	page 69			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGES	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	3.2.2. COMMITTING TO EMPLOYING YOUNG PEOPLE THROUGH A SOCIAL INCLUSION PROGRAMME 3.2.2.1. REBOND FAVORABLE INCLUSION PROGRAMME 3.2.2.2. SOCOTEC'S APPRENTICE TRAINING CENTRE (ATC)	page 69 page 69 page 71			
	203-2 Significant indirect economic impacts	3.2.2. COMMITTING TO EMPLOYING YOUNG PEOPLE THROUGH A SOCIAL INCLUSION PROGRAMME 3.2.2.1. REBOND FAVORABLE INCLUSION PROGRAMME 3.2.2.2. SOCOTEC'S APPRENTICE TRAINING CENTRE (ATC)	page 69 page 69 page 71			
PROCUREMENT PRACTICES						
GRI 3: Material Topics 2021	3-3 Management of material topics	3.4.3. PURCHASING	page 106			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	3.4.3. PURCHASING	page 106	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). The organisation's geographical definition of 'local'. The definition used for 'significant locations of operation'.	Information unavailable/incomplete	Availability of data targeted in 2024:
ANTI-CORRUPTION						
GRI 3: Material Topics 2021	3-3 Management of material topics	3.4.1.3. ANTI-CORRUPTION	page 98			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	3.4.1.3. ANTI-CORRUPTION	page 98			
	205-2 Communication and training about anti-corruption policies and procedures	3.4.1.3. ANTI-CORRUPTION – training and awareness – ethic	page 98			Ventilation par CSP non disponible
	205-3 Confirmed incidents of corruption and actions taken	3.4.1.3. ANTI-CORRUPTION	page 98	a. Total number of confirmed cases of corruption. Total number of confirmed cases of corruption in which employees were dismissed or disciplined for corruption. b. total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. c. public legal cases regarding corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases.	Confidentiality constraints	
ENERGY						
GRI 3: Material Topics 2021	3-3 Management of material topics	3.3. IMPLEMENTING ENVIRONMENTAL TRANSITION PROJECTS 3.3.3. ENERGY RESTRAINT ACTION PLAN FOR SOCOTEC'S ACTIVITIES	page 73 page 83			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	3.3.3. ENERGY RESTRAINT ACTION PLAN FOR SOCOTEC'S ACTIVITIES 4. CSR INDICATOR SUMMARY TABLES – 4.1 ENVIRONMENT	page 83 page 110			
	302-2 Energy consumption outside of the organization	3.3.3. ENERGY RESTRAINT ACTION PLAN FOR SOCOTEC'S ACTIVITIES 4. CSR INDICATOR SUMMARY TABLES – 4.1 ENVIRONMENT	page 83 page 110			
	302-3 Energy intensity	3.3.3. ENERGY RESTRAINT ACTION PLAN FOR SOCOTEC'S ACTIVITIES 4. CSR INDICATOR SUMMARY TABLES – 4.1 ENVIRONMENT	page 83 page 110			
	302-4 Reduction of energy consumption	3.3.3. ENERGY RESTRAINT ACTION PLAN FOR SOCOTEC'S ACTIVITIES 4. CSR INDICATOR SUMMARY TABLES – 4.1 ENVIRONMENT	page 83 page 110			
	302-5 Reductions in energy requirements of products and services	3.3.1. HELPING CLIENTS TO REDUCE THEIR ENVIRONMENTAL IMPACT: SOCOTEC PROVIDES GREEN TRUST SERVICES	page 74			
ÉMISSIONS						
GRI 3: Material Topics 2021	3-3 Management of material topics	3.3. IMPLEMENTING ENVIRONMENTAL TRANSITION PROJECTS 3.3.2. HELPING MITIGATE CLIMATE CHANGE BY REDUCING OUR GREENHOUSE GAS (GHG) EMISSIONS	page 73 page 78			
GRI 3: Material Topics 2021	305-1 Direct (Scope 1) GHG emissions	3.3.2. HELPING MITIGATE CLIMATE CHANGE BY REDUCING OUR GREENHOUSE GAS (GHG) EMISSIONS 4. CSR INDICATOR SUMMARY TABLES – 4.1 ENVIRONMENT	page 78 page 110			
	305-2 Energy indirect (Scope 2) GHG emissions	3.3.2.5. THE SOCOTEC GROUP'S CARBON FOOTPRINT 4. CSR INDICATOR SUMMARY TABLES – 4.1 ENVIRONMENT	page 80 page 110			
	305-3 Other indirect (Scope 3) GHG emissions	3.3.2.5. THE SOCOTEC GROUP'S CARBON FOOTPRINT 4. CSR INDICATOR SUMMARY TABLES – 4.1 ENVIRONMENT	page 80 page 110			
	305-4 GHG emissions intensity	3.3.2.5. THE SOCOTEC GROUP'S CARBON FOOTPRINT 4. CSR INDICATOR SUMMARY TABLES – 4.1 ENVIRONMENT	page 80 page 110			

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGES	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 3: Material Topics 2021	305-5 Reduction of GHG emissions	3.3.2.5. THE SOCOTEC GROUP'S CARBON FOOTPRINT 4. CSR INDICATOR SUMMARY TABLES - 4.1 ENVIRONMENT	page 80 page 110			
	305-6 Emissions of ozone-depleting substances (ODS)				Not applicable	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions				Not applicable	
EMPLOYMENT						
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1. GROWING TOGETHER (OUR TALENT)	page 46			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	1.3.1. FINANCIAL AND OPERATIONAL PERFORMANCE 4. CSR INDICATOR SUMMARY TABLES - 4.2 Workforce	page 12 page 114	Rate of new employee hires during the reporting period, by age group, gender and region;	Information unavailable/incomplete	Availability of data targeted in 2024:
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3.1.1.2. EMPLOYEE BENEFITS	page 51	life insurance; parental leave; pension;	Information unavailable/incomplete	Availability of data targeted in 2024:
	401-3 Parental leave			Total number of employees that were entitled to parental leave, by gender. Total number of employees that took parental leave, by gender. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender d. Return to work and retention rates of employees that took parental leave, by gender.	Information unavailable/incomplete	Availability of data targeted in 2025:
OCCUPATIONAL HEALTH AND SAFETY						
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1.2. PROTECTING THE HEALTH AND ENSURING THE SAFETY OF OUR EMPLOYEES AT WORK	page 60			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	3.1.2.1. AN AMBITIOUS QUALITY, SAFETY AND SECURITY POLICY 3.1.2.2. A SAFETY MANAGEMENT SYSTEM BASED ON ISO 45001 GUIDELINES	page 62			
	403-2 Hazard identification, risk assessment, and incident investigation	3.1.2. PROTECTING THE HEALTH AND ENSURING THE SAFETY OF OUR EMPLOYEES AT WORK 3.1.2.3. ACTION PLANS AND TARGETS	page 60 page 63			
	403-3 Occupational health services	3.1.2.5. HEALTH	page 64			
	403-4 Worker participation, consultation, and communication on occupational health and safety	3.1.2.2. A SAFETY MANAGEMENT SYSTEM BASED ON ISO 45001 GUIDELINES	page 62			
	403-5 Worker training on occupational health and safety	3.1.2.4. SAFETY TRAINING - SKILLS MONITORING	page 64			
	403-6 Promotion of worker health	3.1.2.5. HEALTH	page 64			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.1.2. PROTECTING THE HEALTH AND ENSURING THE SAFETY OF OUR EMPLOYEES AT WORK 3.1.2.2. A SAFETY MANAGEMENT SYSTEM BASED ON ISO 45001 GUIDELINES 3.1.2.3. ACTION PLANS AND TARGETS	page 60 page 62 page 63			
	403-8 Workers covered by an occupational health and safety management system	3.1.2. PROTECTING THE HEALTH AND ENSURING THE SAFETY OF OUR EMPLOYEES AT WORK 6. APPENDIX	page 60 page 132	The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system; the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been internally audited; the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been audited or certified by an external party. whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Information unavailable/incomplete	Availability of data targeted in 2025
	403-9 Work-related injuries	3.1.2.2. A SAFETY MANAGEMENT SYSTEM BASED ON ISO 45001 GUIDELINES Group 2022 health and safety results	page 61			
	403-10 Work-related ill health				Not applicable	
TRAINING AND EDUCATION						

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	PAGES	OMISSION		
				REQUIREMENT(S) OMITTED	REASON	EXPLANATION
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1.1.3. YOU GROW, WE GROW: A LEARNING ORGANISATION 3.1.1.3. A. TRAINING POLICY	page 51 page 52			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	3.1.1.3. A. TRAINING POLICY	page 54			
	404-2 Programs for upgrading employee skills and transition assistance programs	3.1.1.3. YOU GROW, WE GROW: A LEARNING ORGANISATION	page 51	Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Information unavailable/incomplete	Availability of data targeted in 2025
	404-3 Percentage of employees receiving regular performance and career development reviews	3.1.1.3. B. CAREER AND SKILLS MANAGEMENT	page 56			
DIVERSITY AND EQUAL OPPORTUNITY						
GRI 3: Material Topics 2021	3-3 Management of material topics	3.2.1. DIVERSITY AND EQUAL OPPORTUNITIE	page 65			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	3.2.1.2. DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES	page 67			
	405-2 Ratio of basic salary and remuneration of women to men	3.2.1.1. COMMITMENT TO EQUAL OPPORTUNITIES BETWEEN WOMEN AND MEN – our performance 4. CSR INDICATOR SUMMARY TABLES – 4.2 Social – Gender equity in compensation	page 65 page 66 page 115			
NON-DISCRIMINATION						
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1.1.1. REMUNERATION – equal treatment 3.1.1.3. B. CAREER AND SKILLS MANAGEMENT 3.2. INCLUSION, DIVERSITY AND EQUAL OPPORTUNITIES 3.2.1.3. COMMITMENT TO EMPLOYING PEOPLE WITH DISABILITIES	page 50 page 56 page 65 page 68			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	3.2. INCLUSION, DIVERSITY AND EQUAL OPPORTUNITIES	page 65	Total number of incidents of discrimination during the reporting period. Status of the incidents and actions taken with reference to the following: - incidents reviewed by the organisation; - remediation plans being implemented; - remediation plans that have been implemented, with results reviewed through routine internal management review processes; - incidents no longer subject to action.	Confidentiality constraints	
CUSTOMER PRIVACY						
GRI 3: Material Topics 2021	3-3 Management of material topics	3.4.1.4. CUSTOMER PRIVACY	page 100			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	3.4.1.4. CUSTOMER PRIVACY	page 100	Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: complaints received from outside parties and substantiated by the organisation; complaints from regulatory bodies.	Confidentiality constraints	
SPECIFIC MATERIAL TOPICS DEDICATED TO SOCOTEC						
Amélioration de la qualité du bâti et réduction des risques	3-3 Management of material topics	3.3. IMPLEMENTING ENVIRONMENTAL TRANSITION PROJECTS 3.3.1. HELPING CLIENTS TO REDUCE THEIR ENVIRONMENTAL IMPACT: SOCOTEC PROVIDES GREEN TRUST SERVICES	page 73 page 74			
Fidélisation et attractivité employeur Management des Talents	3-3 Management of material topics	3.1. GROWING TOGETHER (OUR TALENT) 3.1.1. EMPLOYEE VALUE PROPOSITIO	page 46 page 49			
Egalité entre les femmes et les hommes	3-3 Management of material topics	3.2.1. DIVERSITY AND EQUAL OPPORTUNITIES 3.2.1.1. COMMITMENT TO EQUAL OPPORTUNITIES BETWEEN WOMEN AND MEN	page 65 page 65			
Expertise technique	3-3 Management of material topics	2.3. MAIN RELEVANT MATTERS 3.4.2. OPERATIONAL PERFORMANCE 6. APPENDIX – External accreditations in France, international external accreditations	page 27 page 102 page 132			
Conformité réglementaire	3-3 Management of material topics	2.3. MAIN RELEVANT MATTERS 3.4.2. OPERATIONAL PERFORMANCE 6. APPENDIX – External accreditations in France, international external accreditations	page 27 page 102 page 132			
Relation clients	3-3 Management of material topics	3.4.2. OPERATIONAL PERFORMANCE	page 102			
Réputation et gestion des risques	3-3 Management of material topics	2.5.3. MANAGEMENT OF THE GROUP'S RISKS	page 44			
Innovation	3-3 Management of material topics	1.3.3. VALUE CHAIN 2.3. SUMMARY OF RELEVANT MATTERS	page 15 page 27			

6. APPENDIX

6.1. EXTERNAL ACCREDITATIONS IN FRANCE

ACCREDITATIONS IN FRANCE

Entity	Issuer	Activity	Type	Description
SOCOTEC Réunion	CNPP	TI&V	Authorisation	Authorisation Assurance of electrical installations verification bodies (Q18)
SOCOTEC Formation	INRS	Training	Accreditation	Training framework accreditation: Acteur SST (workplace first-aider)
SOCOTEC Formation	Bas Rhin prefecture	Fire safety	Authorisation	SSIAP training – Issuance of fire safety assistance service (SSIAP) diplomas to permanent staff in the safety units of ERPs (public venues) and IGHs (tall buildings) (1st, 2nd and 3rd degree) – Geispolsheim agency
SOCOTEC Formation	Prefecture – Loire Atlantique	Training	Authorisation	SSIAP training – Issuance of fire safety assistance service (SSIAP) diplomas to permanent staff in the safety units of ERPs (public venues) and IGHs (tall buildings) (1st, 2nd and 3rd degree) – Saint-Herblain agency
Contrôles Industriels Cherbourgeois	Prefecture – Basse Normandie region	Training	Declaration	Declaration of activities as a training organisation
SOCOTEC Formation	INRS	Training	Accreditation	Training framework accreditation: SST trainer
SOCOTEC Formation	INRS	Training	Accreditation	Training framework accreditation: PRAP-IBC participant
SOCOTEC Formation	INRS	Training	Accreditation	Training framework accreditation: PRAP-IBC trainer
SOCOTEC Formation	UIC Ile de France	Training	Label of quality	General training for staff of external businesses involved in chemicals and petrochemicals industry – Ile de France agency
SOCOTEC Formation	UIC	Training	Attestation	Multi-regional analysis of training materials Levels 1 and 2 and DT 40 recycling – Training institute
S2M	CEFRI	Energy and nuclear	Certification	Activities under ionising radiation in basic nuclear installations – Certification scope: S2M at Saint Martin du Manoir (Seine-Maritime) Handling of high-activity sealed sources, Implementation of devices emitting ionising radiation, Maintenance work or servicing, Specialised intellectual services, Audit services, Inspection services
SOCOTEC Environnement	Ministry of Labour	Environment and QHSE	Authorisation	Aeration and sanitation control and measurements in work premises
SOCOTEC Infrastructure	Ministry of Ecology, Sustainable Development and Energy	Infrastructure	Authorisation	Authorisation concerning the safety of guided public transport to carry out safety assessment assignments: guided public transport systems subject to the provisions of titles II, III and IV, other than mechanical lifts and in the technical fields of "Infrastructure", "Rail control, command and signalling", "Energy" and "Rolling stock".
SOCOTEC Infrastructure	OPQIBI	Infrastructure	Qualification	Detailed inspection of standard (1110) and non-standard (1111) engineering structures – Diagnostics on engineering structures (1820).
SOCOTEC Infrastructure	Ministry for the Ecological Transition and for Solidarity	Infrastructure	Authorisation	Authorisation concerning the safety of hydraulic structures (class C dams and dykes: studies and diagnostics).
SOCOTEC Formation	CARSAT Rhône Alpes	Training	Accreditation	Training bodies preparing for electrical accreditation – Electrical accreditation – Echirolles, Saint-Etienne, Corbas and Alby sur Chéran sites.
SOCOTEC Formation	INRS	Training	Accreditation	Training framework accreditation: CATEC (work in confined space) monitor and operator
SOCOTEC Formation	France CHIMIE	Training	Quality label certificate	Training of employees of external businesses working on chemicals and petrochemicals sites at levels N1 and N2 and refresher courses – Toulouse training institute.
SOCOTEC Formation	France CHIMIE	Training	Label of quality	General training for staff of external businesses involved in chemicals and petrochemicals industry – Nantes agency

ACCREDITATIONS IN FRANCE

Entity	Issuer	Activity	Type	Description
SOCOTEC Formation	Ministry of Labour	Training	Authorisation	Order of 21 December 2022 authorising competent bodies for training in live works on electrical installations pursuant to Article R. 4544-11. SOCOTEC Roissy, Corbas, Lesquin and Tours.
SOCOTEC Equipements	Ministry for the Ecological Transition and for Solidarity	TI&V	Authorisation	Order of 3 April 2019 concerning the authorisation of Socotec Equipements pursuant to Article R. 311-34 of the French Energy Code.
SOCOTEC Power Services	MASE/UIC	Energy and nuclear	Certification	MASE/UIC joint system certificate – Certifies the SOCOTEC Power Services safety, health and environment management system – St-Paul Trois Châteaux agency for the sale and provision of non-destructive testing services.
SOCOTEC Environnement	COFRAC	Environment and QHSE	Accreditation	Accreditation of laboratory for SOCOTEC Environnement, north-east cluster – Lesquin Nord Normandie, Woippy Lorraine, Mesures IDF agencies: AIR QUALITY, QUALITY OF WATER AND WORKPLACES/AIR - LAB REF 22: Air quality – Fixed emission sources - LAB GTA 29: Water sampling for the purposes of on-site physical and chemical analyses and water analyses. - LAB REF 27: Control on occupational exposures to chemical agents circulating in the air at workplaces. *Accreditation no. 1-6535 rev. 8, trials, scope available on www.cofrac.fr
SOCOTEC Environnement	COFRAC	Environment and QHSE	Accreditation	Accreditation Laboratory for SOCOTEC Environnement Guyancourt (Yvelines) ENVIRONMENT, AIR QUALITY, QUALITY OF WATER AND WORKPLACES/AIR In the following units: Lorraine agency, Auvergne Rhône Alpes Mesures agency, Ile de France Mesures agency, Loire-Bretagne Mesures agency, Méditerranée Mesures agency, Nord Pas de Calais agency, Sud Ouest Mesures agency *Accreditation no. 1-7125 rev. 0, trials, scope available on www.cofrac.fr
SOCOTEC Environnement	COFRAC	Environment and QHSE	Accreditation	Accreditation Inspection Environment: Periodic control of certain categories of classified installations as regards environmental protection that have to be declared (groups 1, 2, 3, 5, 6, 7 and 8) *Accreditation No. 3-1595 rev. 5, Inspection, list of accredited sites and scope available on www.cofrac.fr
SOCOTEC Environnement	COFRAC	Environment and QHSE	Accreditation	Accreditation Inspection services: Verification of workforce, environmental and social information in the annual reports by the Board of Directors or the Management Board. *Accreditation No. 3-1595 rev. 5, Inspection, list of accredited sites and scope available on www.cofrac.fr
SOCOTEC Environnement	LNE	Environment and QHSE	Certification	Site and polluted soil certification services for: Research, assistance and control – Socotec Environnement's headquarters in Guyancourt (Yvelines), Certified Socotec Environnement units: Lyon, Montpellier, Lesquin, Maisons Alfort, Strasbourg, Troyes, Saint Herblain, Aix en Provence, Saint Avertin, Toulouse.
SOCOTEC Environnement	LNE	Environment and QHSE	Certification	Site and polluted soil certification services for: Rehabilitation work engineering – Socotec Environnement's headquarters in Guyancourt (Yvelines), Certified Socotec Environnement units: Lyon, Montpellier, Lesquin, Maisons Alfort, Strasbourg, Troyes, Saint Herblain, Aix en Provence, Saint Avertin, Toulouse.
SOCOTEC Equipements	CNPP	TI&V	Certification	Periodic verification of automatic sprinkler system certification service.
SOCOTEC Construction	COFRAC	Construction & Real Estate	Accreditation	Accreditation Inspection Electricity: Electrical installations at workplaces, public venues and tall buildings Construction – Civil engineering: new facilities under construction or work on existing facilities *Accreditation No. 3-1592 rev. 9, Inspection, list of accredited sites and scope available on www.cofrac.fr
SOCOTEC Construction	COFRAC	Construction & Real Estate	Accreditation	Accreditation Inspection Construction – Civil Engineering Electrical installations, buildings (new facilities under construction or work on existing facilities) *Accreditation No. 3-1592 rev. 9, Inspection, list of accredited sites and scope available on www.cofrac.fr
SOCOTEC Equipements	COFRAC	TI&V	Accreditation	Accreditation Inspection Electricity: Electrical installations, «Accreditation no. 3-1593 rev. 10, Inspection, list of accredited sites and scope available on www.cofrac.fr »
SOCOTEC Equipements	COFRAC	TI&V	Accreditation	Accreditation Inspection Electromechanical: Work equipment, mechanical transport, rides and attractions, «Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr »
SOCOTEC Equipements	COFRAC	TI&V	Accreditation	Accreditation Inspection Thermal and fluids: Thermal and air conditioning installations, «Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr »
SOCOTEC Equipements	COFRAC	TI&V	Accreditation	Accreditation Inspection – IT – Telecommunications: Radioelectric communications «Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr »
SOCOTEC Equipements	COFRAC	TI&V	Accreditation	Accreditation Inspection Health: medical devices, equipment used for aesthetic surgery «Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr »
SOCOTEC Equipements	COFRAC	TI&V	Accreditation	Accreditation Inspection Construction – Civil Engineering: Facilities in operation, Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr
SOCOTEC Equipements	Ministry of the Interior	TI&V	Authorisation	Authorisation to control rides, machines and installations for fairs and amusement parks Socotec Equipements Guyancourt (Yvelines)
SOCOTEC Equipements	Ministry of the Interior	TI&V	Authorisation	Public venues (ERP) Art 1 – Regulatory verification in line with the COFRAC INS REF 18 rev. 4 document Tall buildings (IGHs) Art 2 – Regulatory verification in line with the COFRAC INS REF 18 rev. 4 document
SOCOTEC Equipements	Ministry of Labour	TI&V	Accreditation	Accreditation of organisations responsible for CE reviews for presses and household refuse collection trucks
SOCOTEC Construction	Ministry for Territorial Cohesion	Construction & Real Estate	Authorisation	Authorisation as a technical controller *A.1 – All building structures for all control assignments: all aspects of buildings* *D. – All civil engineering structures for all control assignments*.

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Entity	Issuer	Activity	Type	Description
SOCOTEC Réunion	Ministry for Territorial Cohesion	Construction & Real Estate	Authorisation	Authorisation as a technical controller "A.1 – All building structures for all control assignments: all aspects of buildings" "D. – All civil engineering structures for all control assignments".
SOCOTEC Antilles-Guyane	Ministry for Territorial Cohesion	Construction & Real Estate	Authorisation	Authorisation as a technical controller "A.1 – All building structures for all control assignments: all aspects of buildings" "D. – All civil engineering structures for all control assignments".
CIS	MASE/UIC	Industry	Certification	Non-destructive testing (other than radiography) Inspection and Supervision Harfleur site (Seine-Maritime)
SOCOTEC Formation	Prefecture – Bouches du Rhône	Training	Authorisation	SSIAP training – Training of permanent fire safety assistance staff for tall buildings and public venues (1st, 2nd and 3rd degree) – Les Pennes Mirabeau agency
SOCOTEC Environnement	Ministry for the Ecological Transition and for Solidarity	Environment and QHSE	Authorisation	Sampling and analyses of substances discharged into the atmosphere for the Socotec Environnement north-east cluster (Mesures IDF agency), north-west cluster (Loire Bretagne agency), southern cluster (Mesures Auvergne Rhône Alpes unit, Sud Ouest agency and Méditerranée agency), north-east cluster (Nord Normandie agency), north-east cluster (Lorraine agency) agencies.
SOCOTEC Equipements	Nuclear safety authority	TI&V	Authorisation	Radioprotection inspections (medical, veterinary, industry and research sectors). Body approved by the nuclear safety agency pursuant to Article R. 1333-172 of the French Public Health Code – detailed scope of the authorisation available on demand – Health Infrastructure agencies: IDF/NORD EST (Guyancourt, Yvelines), Ouest/Sud Ouest (Saint Herblain, Loire-Atlantique), Sud Est (Lyon, Rhône)
SOCOTEC Environnement	Ministry for the Ecological Transition and for Solidarity	Environment and QHSE	Authorisation	Periodic control of certain categories of classified installations that have to be declared plus the following taxonomy headings: Groups 1 to 3 and 5 to 8
SOCOTEC Formation	Nord prefecture	Training	Authorisation	SSIAP training – Training of fire safety staff for tall buildings and public venues (1st, 2nd and 3rd degree) – Lesquin agency
SOCOTEC Equipements	LNE	TI&V	Qualification	Qualification of energy audit provider. Areas: buildings, industrial processes and transportation. Allocation list of technical correspondents: Socotec Equipements Saint Quentin en Yvelines (Yvelines)
SOCOTEC Construction	QUALIBAT	Construction & Real Estate	Certification	Qualification 8721 – Implementation of a measurement system and measurements of the permeability to the air of buildings' ventilation networks – Mérignac, Toulouse, Montpellier, Mulhouse, Cesson Sevigne, Lyon, Saint Herblain, Bayonne, Echirrolles, Fleury les Aubrais, Chavigny, Bezannes, Lorient, Dijon, Narbonne, Isneauville, Lesquin, Marseille, La Garde, Maisons Alfort agencies
SOCOTEC Formation	GLOBAL Certification	Training	Certification	Certification of bodies training "Safety and Health Protection" coordinators in the Design (levels I-II-III) and Implementation (levels I-II-III) phase Socotec Formation Guyancourt (Yvelines)
SOCOTEC Equipements	Directorate-General of Planning, Housing and Heritage (DGALN)	TI&V	Notification	Implementation of the requisite conformity assessment procedures for CE marks on lifts and their components
SOCOTEC Equipements	Directorate General of Labour	TI&V	Notification	Taxonomy based on Article R. 4313-78 of the French Labour Code 1) Presses, including press-brakes, for the cold working of metals, with manual loading and/or unloading, whose movable working parts may have a travel exceeding 6 mm and a speed exceeding 30 mm/s. 2) Manually loaded trucks for the collection of household refuse incorporating a compression mechanism
SOCOTEC Construction	CEFRI	Construction & Real Estate	Certification	Activities under ionising radiation in basic nuclear installations – Certification scope: SOCOTEC CONSTRUCTION in Guyancourt (Yvelines) for the following activities: Handling of high-activity sealed sources, Implementation of devices emitting ionising radiation, Maintenance work or servicing, Specialised intellectual services, Audit services, Inspection services
SOCOTEC Equipements	CNPP	TI&V	Authorisation	Authorisation Assurance of electrical installations verification bodies (Q18)
SOCOTEC Equipements	CNPP	TI&V	Certification	Certification for services providing "Fire prevention and advisory audit" assignments
SOCOTEC Infrastructure SASU	LRQA	Infrastructure	Certification	Guyancourt (Yvelines): ISO 14001: 2015 – Management and Human Resources function – Inspections – Technical assistance – Project management support services – Consultancy – Organisation of training – Studies and works control – Security, risk and danger assessment
SOCOTEC Civil Engineering SASU	LRQA	Infrastructure	Certification	Guyancourt (Yvelines): ISO 14001: 2015 – Inspections – Technical assistance – Project management support services – Consultancy – Organisation of training – Studies and works control – Security, risk and danger assessment
SOCOTEC Infrastructure SASU	LRQA	Infrastructure	Certification	Montpellier (Hérault): ISO 14001: 2015 – Inspections – Technical assistance – Project management support services – Consultancy – Organisation of training – Studies and works control.
SOCOTEC Monaco	LRQA	Construction & Real Estate	Certification	Monaco – ISO 9001: 2015 – Inspections – Technical assistance – Project management support services – Consultancy – Organisation of training – Studies and works control – Security, risk and danger assessment
SOCOTEC Construction	Nuclear safety authority	Construction & Real Estate	Authorisation	Authorisation to conduct nuclear activities for non-medical purposes Detection of lead in paint Authorisation to own and use radionuclides in sealed sources Agencies: Bois Guillaume, Le Havre, Cherbourg, Evreux and Hérouville St-Clair.
SOCOTEC Construction	Nuclear safety authority	Construction & Real Estate	Authorisation	Authorisation to conduct nuclear activities for non-medical purposes (radionuclides in sealed sources) for the Alforville, Meudon la Forêt, Villepinte, Fleury Mérogis (Ste Geneviève des Bois) and Meudon agencies
SOCOTEC Equipements	COFRAC	TI&V	Accreditation	Accreditation Inspection (in connection with ASAP) Pressurised equipment (including transportable) – TDG – Piping – Welding – Other permanent assemblies. "Accreditation no. 3-061 rev 22, Inspection, list of accredited sites and scope available on www.cofrac.fr"

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Entity	Issuer	Activity	Type	Description
SOCOTEC Equipements	AFNOR Certification	TI&V	Certification	ISO 9001: 2015 – Metrological verifications, calibrations and measurements Lesquin: Non-destructive testing Site: Lesquin (Nord)
SOCOTEC Construction	QUALIBAT	Construction & Real Estate	Certification	Qualification 8711 – Implementation of a measurement system and measurements of the building envelope's permeability to the air – Mérignac, Echirrolles, Cesson Sévigné, Saint-Herblain, Bayonne, Toulouse, Montpellier, Lyon, Mulhouse, Fleury les Aubrais, Narbonne, Maisons Alfort, Marseille, Lesquin, Lorient, La Garde, Chavigny, Isneauville, Bezannes and Dijon agencies
SOCOTEC Equipements	COFRAC	TI&V	Accreditation	Accreditation Laboratory temperature: Calibration of temperature measurement chains and other thermometers for the Technical assistance cluster in Lesquin (Nord) "Accreditation no. 2-6628 rev. 4, calibration, scope available on www.cofrac.fr"
SOCOTEC Environnement	CEFRI	Environment and QHSE	Certification	Activities under ionising radiation in basic nuclear installations – Certification scope: SOCOTEC Environnement in Guyancourt (Yvelines) For the following activities: Handling of high-activity sealed sources, Implementation of devices emitting ionising radiation, Maintenance work or servicing, Specialised intellectual services, Audit services, Inspection services
SOCOTEC Equipements	CEFRI	Energy and nuclear	Certification	Activities under ionising radiation in basic nuclear installations – Certification scope: SOCOTEC Equipements in Guyancourt (Yvelines) For the following activities: Handling of high-activity sealed sources, Implementation of devices emitting ionising radiation, Maintenance work or servicing, Specialised intellectual services, Audit services, Inspection services
SOCOTEC Equipements	INERIS	TI&V	Certification	Analysis of the lightning risk – Technical studies – Inspections
SOCOTEC Power Services	Nuclear safety authority	Energy and nuclear	Authorisation	Authorisation to conduct nuclear activities for non-medical purposes
SOCOTEC Construction	Nuclear safety authority	Construction & Real Estate	Authorisation	Authorisation to conduct nuclear activities for non-medical purposes and to own and use devices containing radionuclides in sealed sources – for analytical purposes by X-ray fluorescence for the detection of lead in paint
SOCOTEC Formation	TÜV PROF. CERT	Training	Qualification	Training in safety in the windpower field, for the following modules of the GWO standards: Manual handling, fire, first-aid, working at heights.
SOCOTEC Construction	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes.
SOCOTEC Antilles-Guyane	CNPP	TI&V	Authorisation	Authorisation Assurance of electrical installations verification bodies (Q18)
SOCOTEC Construction	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes.
SOCOTEC Construction	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes.
SOCOTEC Equipements	MASE/UIC	Industry	Certification	MASE/UIC joint certification system – MASE Est association Regulatory control and inspection, technical assistance and measurements in the fields of the environment, health and safety. Agency: Strasbourg
SOCOTEC Equipements	MASE/UIC	Industry	Certification	Certifies the HSE management system of SOCOTEC Equipements – Le Havre agency for the following activities: control and technical assistance and regulatory expertise: electricity, fire, work equipment
SOCOTEC Equipements	MASE/UIC	Industry	Certification	Certifies the HSE management system of SOCOTEC Equipements – SOCOTEC Équipements Rouen agency for the following activities: Inspection, verification, support, regulatory expertise
SOCOTEC AIR BTP	COFRAC	Construction & Real Estate	Accreditation	Environment Laboratory Accreditation/Asbestos – Sampling LAB REF 26 – LAB REF 28 – HP ENV SOCOTEC AIR BTP Sud Ouest site (33150 Cenon) Accreditation No. 1-6132 rev 10 press release available on www.cofrac.fr
SOCOTEC Equipements	COFRAC	TI&V	Accreditation	Accreditation Inspection services: «Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Formation	France CHIMIE	Training	Label of quality	General training for staff of external businesses involved in chemicals and petrochemicals industry – Trainer Jimmy Monchatre's seal of quality awarded to the Socotec training body in the Centre Val de Loire region
CIS	CEFRI	Industry	Certification	Activities under ionising radiation in basic nuclear installations – Certification scope: CIS in Harfleur (Seine-Maritime) For the following activities: Handling of high-activity sealed sources, Implementation of devices emitting ionising radiation, Maintenance work or servicing, Specialised intellectual services, Audit services, Inspection services
SOCOTEC Formation	GLOBAL Certification	Training	Certification	Certification of CACES qualification: worksite machinery
SOCOTEC Formation	GLOBAL Certification	Training	Certification	Certification of CACES qualification: Overhead bridge cranes and gantry cranes
SOCOTEC Formation	GLOBAL Certification	Training	Certification	Certification of CACES qualification: Stackers with a driver
SOCOTEC Formation	GLOBAL Certification	Training	Certification	Certification of CACES qualification: Mobile elevating work platforms
SOCOTEC Formation	GLOBAL Certification	Training	Certification	Certification of CACES qualification: Self-propelled variable reach trucks
SOCOTEC Formation	GLOBAL Certification	Training	Certification	Certification of CACES qualification: Auxiliary vehicle loader cranes
SOCOTEC Environnement	MASE/UIC	Environment and QHSE	Certification	MASE/UIC joint system certification – SOCOTEC ENVIRONNEMENT E&S Ile de France cluster for the following activities: audits and diagnostics, studies and consultancy, measurements and controls, quality, environment, worker health and safety project management support Agency: MAISONS ALFORT (Val-de-Marne)

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Entity	Issuer	Activity	Type	Description
SOCOTEC Environnement	MASE/UIC	Environment and QHSE	Certification	MASE/UIC joint system certification – SOCOTEC ENVIRONNEMENT E&S north-east cluster for the following activities: audits and diagnostics, studies and consultancy, measurements and controls, quality, environment, worker health and safety project management support Agency: WOIPPY (Moselle)
SOCOTEC Environnement	MASE/UIC	Environment and QHSE	Certification	MASE/UIC joint system certification – SOCOTEC ENVIRONNEMENT ET SECURITE SUD EST for the following activities: audits and diagnostics, studies and consultancy, measurements and controls, quality, environment, worker health and safety project management support Agency: AIX EN PROVENCE (Bouches-du-Rhône)
SOCOTEC Environnement	MASE/UIC	Environment and QHSE	Certification	MASE/UIC joint system certification – SOCOTEC ENVIRONNEMENT West Cluster for the following activities: audits and diagnostics, studies and consultancy, measurements and controls, quality, environment, worker health and safety project management support Agency: MERIGNAC (Gironde)
SOCOTEC Formation Nucléaire	CEFRI	Training	Certification	Delivery of training courses to personnel working at establishments with at least one basic nuclear installation or individual installation within the scope of a secret nuclear installation. Scope of certification: SOCOTEC Formation Nucléaire, Dunkirk (Nord) And other worksite schools (see certificate)
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Delivery in French, German, English, Portuguese, Polish and Italian of the initial and refresher training on General Nuclear Training (SCN) levels 1 and 2, Additional Safety and Quality module (CSQ) and Radioprotection (RP) levels 1 and 2 for employees of businesses providing services at EDF nuclear facilities in operation Organisation code no. 42 – Dunkirk agency (Nord)
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Delivery of the initial and refresher training on General Nuclear Training (SCN) levels 1 and 2, Additional Safety and Quality module (CSQ) for service providers working on nuclear power production plants Worksite school SCN & CSQ – No. 42-1 – Dunkirk site
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Delivery of the initial and refresher training on General Nuclear Training (SCN) levels 1 and 2, Additional Safety and Quality module (CSQ) for service providers working on nuclear power production plants Worksite school SCN & CSQ – No. 42-5 – Pierrelatte site
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Delivery of the Radioprotection initial and refresher training for service providers working on nuclear power production plants Chantier ECOLE RP – No. 42-55 – Pierrelatte site
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Delivery of the initial and refresher training on General Nuclear Training (SCN) levels 1 and 2, Additional Safety and Quality module (CSQ) for service providers working on nuclear power production plants Worksite school SCN & CSQ – No. 42-7 – Dieppe site
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Delivery of the initial and refresher training on General Nuclear Training (SCN) levels 1 and 2, Additional Safety and Quality module (CSQ) for service providers working on nuclear power production plants Worksite school SCN & CSQ – No. 42-9 – Dieppe site
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Delivery of the initial and refresher training on General Nuclear Training (SCN) levels 1 and 2, Additional Safety and Quality module (CSQ) for service providers working on nuclear power production plants Worksite school SCN & CSQ – No. 42-8 – Rungis site
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Delivery of the Radioprotection initial and refresher training for service providers working on nuclear power production plants Chantier ECOLE RP – No. 42-58 – Rungis site
SOCOTEC Power Services	CEFRI	Energy and nuclear	Certification	Activities under ionising radiation in basic nuclear installations – Certification scope: SOCOTEC Power Services in Guyancourt (Yvelines) For the following activities: Handling of high-activity sealed sources, Implementation of devices emitting ionising radiation, Maintenance work or servicing, Specialised intellectual services, Audit services, Inspection services
SOCOTEC Power Services	CEFRI	Energy and nuclear	Certification	Activities under ionising radiation in basic nuclear installations – Certification scope: SOCOTEC Power Services in Equeurdreville (Manche) For the following activities: Handling of high-activity sealed sources, Implementation of devices emitting ionising radiation, Maintenance work or servicing, Specialised intellectual services, Audit services, Inspection services
SOCOTEC Diagnostic	CEFRI	Energy and nuclear	Certification	Activities under ionising radiation in basic nuclear installations – Certification scope: SOCOTEC Diagnostic in Avesnes les Bapaumes (Pas-de-Calais) For the following activities: Handling of high-activity sealed sources, Implementation of devices emitting ionising radiation, Maintenance work or servicing, Specialised intellectual services, Audit services, Inspection services
SOCOTEC AIR BTP	CEFRI	Energy and nuclear	Certification	Activities under ionising radiation in basic nuclear installations – Certification scope: SOCOTEC AIR BTP at Avesnes les Bapaumes (Pas-de-Calais) For the following activities: Handling of high-activity sealed sources, Implementation of devices emitting ionising radiation, Maintenance work or servicing, Specialised intellectual services, Audit services, Inspection services
SOCOTEC Equipements	EDF	Energy and nuclear	Qualification	Metrology: Missions on sites in operation and assembly on non-operational sites. Intellectual services and technical assistance: Missions on sites in operation and assembly on non-operational sites.
SOCOTEC Construction	EDF	Energy and nuclear	Qualification	Metrology: Missions on sites in operation and assembly on non-operational sites. Intellectual services and technical assistance: Missions on sites in operation and assembly on non-operational sites.
SOCOTEC Environnement	EDF	Energy and nuclear	Qualification	Metrology: Missions on sites in operation and assembly on non-operational sites. Intellectual services and technical assistance: Missions on sites in operation and assembly on non-operational sites.
SOCOTEC Power Services	EDF	Energy and nuclear	Qualification	Metrology: Missions on sites in operation and assembly on non-operational sites. Intellectual services and technical assistance: Missions on sites in operation and assembly on non-operational sites.
SOCOTEC Réunion	COFRAC	Construction & Real Estate	Accreditation	Accreditation Inspection Electricity: Electrical installations "Accreditation No. 3-1592 rev. 9, Inspection, list of accredited sites and scope available on www.cofrac.fr"

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Entity	Issuer	Activity	Type	Description
SOCOTEC Réunion	COFRAC	Construction & Real Estate	Accreditation	Accreditation Inspection Buildings – Civil engineering – new facilities under construction or work on existing facilities "Accreditation No. 3-1592 rev. 9, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Antilles-Guyane	COFRAC	Construction & Real Estate	Accreditation	Accreditation Inspection Electricity: Electrical installations "Accreditation No. 3-1592 rev. 9, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Antilles-Guyane	COFRAC	Construction & Real Estate	Accreditation	Accreditation Inspection Buildings – Civil engineering – new facilities under construction or work on existing facilities "Accreditation No. 3-1592 rev. 9, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Réunion	COFRAC	TI&V	Accreditation	Accreditation Inspection Electricity: Electrical installations, «Accreditation no. 3-1593 rev. 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Réunion	COFRAC	TI&V	Accreditation	Accreditation Inspection Electromechanical: Work equipment, mechanical transport, rides and attractions, "Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Réunion	COFRAC	TI&V	Accreditation	Accreditation Inspection Thermal and fluids: Thermal and air conditioning installations, "Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Réunion	COFRAC	TI&V	Accreditation	Accreditation Inspection – IT – Telecommunications: Radioelectric communications"Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Réunion	COFRAC	TI&V	Accreditation	Accreditation Inspection Health: medical devices, equipment used for aesthetic surgery "Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Réunion	COFRAC	TI&V	Accreditation	Accreditation Inspection Construction – Civil Engineering: Facilities in operation, Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Réunion	COFRAC	TI&V	Accreditation	Accreditation Inspection Services – tourism "Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Antilles-Guyane	COFRAC	TI&V	Accreditation	Accreditation Inspection Electricity: Electrical installations, «Accreditation no. 3-1593 rev. 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Antilles-Guyane	COFRAC	TI&V	Accreditation	Accreditation Inspection Electromechanical: Work equipment, mechanical transport, rides and attractions, "Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Antilles-Guyane	COFRAC	TI&V	Accreditation	Accreditation Inspection Thermal and fluids: Thermal and air conditioning installations, "Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Antilles-Guyane	COFRAC	TI&V	Accreditation	Accreditation Inspection – IT – Telecommunications: Radioelectric communications"Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Antilles-Guyane	COFRAC	TI&V	Accreditation	Accreditation Inspection Health: medical devices, equipment used for aesthetic surgery" Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Antilles-Guyane	COFRAC	TI&V	Accreditation	Accreditation Inspection Construction – Civil Engineering: Facilities in operation, Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Antilles-Guyane	COFRAC	TI&V	Accreditation	Accreditation Inspection services: "Accreditation no. 3-1593 rev 10, Inspection, list of accredited sites and scope available on www.cofrac.fr"
ASAP	COFRAC	TI&V	Accreditation	Accreditation Inspection (in connection with ASAP) Pressurised equipment (including transportable) – TDG – Piping – Welding – Other permanent assemblies. "Accreditation no. 3-061 rev 22, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Environnement	Nuclear safety authority	Environment and QHSE	Authorisation	Accreditation to carry out measurements of the activity concentration of radon Socotec Equipements in Saint Quentin en Yvelines (Yvelines)
SOCOTEC Diagnostic	MASE/UIC		Certification	MASE/UIC joint system certification – SOCOTEC DIAGNOSTICS for the following activities: Building scans and diagnostics for asbestos and lead pollutants For the AVESNES LES BAPAUMES agency and the Nancy outpost
SOCOTEC Construction	Ministry of the Interior	Construction & Real Estate	Authorisation	Regulatory technical inspections at public venues and tall buildings
SOCOTEC Antilles-Guyane	Ministry of the Interior	Construction & Real Estate	Authorisation	Regulatory technical inspections at public venues and tall buildings
SOCOTEC Réunion	Ministry of the Interior	Construction & Real Estate	Authorisation	Regulatory technical inspections at public venues and tall buildings
SOCOTEC Formation Nucléaire	Nuclear safety authority	Training	Authorisation	Authorisation to conduct nuclear activities for non-medical purposes Authorisation to own and use radionuclides in sealed sources Scope: Socotec Formation Nucléaire de Lagnieu (Aisne), Pierrelatte (Drôme), Rouxmesnil-Bouteilles (Seine-Maritime), Dunkirk (Nord)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources Category: Detection of lead in paint Unit: Valbonne (Alpes-Maritimes)

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Entity	Issuer	Activity	Type	Description
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Aix en Provence (Bouches-du-Rhône)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Hérouville Saint Clair (Calvados)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Dijon (Côte-d'Or)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Toulouse (Haute-Garonne)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Cenon (Gironde)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Montpellier (Hérault)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Cesson Sévigné (Ille-et-Vilaine)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Saint Avertin (Indre-et-Loire)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Echirrolles (Isère)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Saint Herblain (Loire-Atlantique)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Angers (Maine-et-Loire)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Bezannes (Marne)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Chavigny (Haute-Marne)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Lorient (Morbihan)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Lesquin (Nord)

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Entity	Issuer	Activity	Type	Description
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Avesnes les Bapaumes (Pas-de-Calais)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Coquelles (Pas-de-Calais)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Clermont Ferrand (Puy-de-Dôme)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Strasbourg (Bas-Rhin)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Lyon (Rhône)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Isneauville (Seine-Maritime)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Magny le Hongre (Seine-et-Marne)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Poissy (Yvelines)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Fleury Mérogis (Essonne)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Meudon (Hauts-de-Seine)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Villepinte (Seine-Saint-Denis)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Maisons Alfort (Val-de-Marne)
SOCOTEC Diagnostic	Nuclear safety authority	Construction & Real Estate	Declaration	Receipt of declaration that nuclear activities are being conducted for non-medical purposes: ownership and use of radioactive sources and devices containing radioactive sources. Category: Detection of lead in paint Unit: Eragny (Val-d'Oise)
SOCOTEC Power Services	Nuclear safety authority	Energy and nuclear	Authorisation	Authorisation to conduct nuclear activities for non-medical purposes
SOCOTEC Equipements	MASE/UIC	Industry	Certification	Certifies the HSE management system of SOCOTEC Equipements Arras agency
SOCOTEC Equipements	MASE/UIC	Industry	Certification	Certifies the HSE management system of SOCOTEC Equipements Dunkirk agency
SOCOTEC Equipements	MASE/UIC	Industry	Certification	Certifies the HSE management system of SOCOTEC Equipements Lesquin agency
Socotec Diagnostic	OPQIBI	Construction & Real Estate	Qualification	Pollution, environmental quality and health

ACCREDITATIONS IN FRANCE

Entity	Issuer	Activity	Type	Description
SOCOTEC Formation	France CHIMIE	Training	Attestation	Multi-regional analysis of France Chimie's DT40 training materials: Training level 1 and 2 Socotec Formation Guyancourt (Yvelines)
SOCOTEC Power Services	AFNOR Certification	Energy and nuclear	Certification	Technical assistance: expertise and supervision for operation and maintenance of the installations Regulatory control of the equipment. Implementation, adaptation and execution of non-destructive system controls Sites: Guyancourt (Yvelines), St Paul les Durance (Bouches-du-Rhône), St Paul Trois Châteaux (Drôme), Woippy (Moselle), Cherbourg en Cotentin (Manche)
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Authorised to deliver the initial and refresher Radioprotection and nuclear power plant safety internship training for service providers working on nuclear power production plants. Organisation code no. 42 - Dunkirk agency (Nord)
Socotec Diagnostic	COFRAC	Diagnostics	Accreditation	Accreditation Inspection Health: Risks linked to hazardous materials (inspections of asbestos risk prevention and to determine whether any hazardous materials are present, Lorient agency (Morbihan) *Accreditation no. 3-1783, Inspection, list of accredited sites and scope available on www.cofrac.fr
SOCOTEC Infrastructure SASU	LRQA		Certification	Guyancourt (Yvelines): ISO 45001:2018 Management and Human Resources function - Inspections - Technical assistance - Project management support services - Consultancy - Organisation of training - Studies and works control - Security, risk and danger assessment
SOCOTEC Civil Engineering SASU	LRQA		Certification	Guyancourt (Yvelines): ISO 45001:2018 Inspections - Technical assistance - Project management support services - Consultancy - Organisation of training - Studies and works control - Security, risk and danger assessment
SOCOTEC Infrastructure SASU	LRQA		Certification	Montpellier (Hérault): ISO 45001:2018 Inspections - Technical assistance - Project management support services - Consultancy - Organisation of training - Studies and works control.
SOCOTEC Infrastructure SASU	LRQA		Certification	Guyancourt (Yvelines) - ISO 9001: 2015 - Inspections - Technical assistance - Project management support services - Consultancy - Organisation of training - Studies and works control - Security, risk and danger assessment
SOCOTEC Civil Engineering SASU	LRQA		Certification	Guyancourt (Yvelines) - ISO 9001: 2015 - Inspections - Technical assistance - Project management support services - Consultancy - Organisation of training - Studies and works control - Security, risk and danger assessment
SOCOTEC Infrastructure SASU	LRQA		Certification	Montpellier (Yvelines) - ISO 9001: 2015 - Inspections - Technical assistance - Project management support services - Consultancy - Organisation of training - Studies and works control
SOCOTEC Formation Nucléaire	CEFRI	Energy and nuclear	Certification	Assignments by a radioprotection-competent body Level 1 - Level 2 (medical sector and industry) Units: SOCOTEC Formation Nucléaire Dunkirk (Nord)
SOCOTEC Equipements	CEFRI	Energy and nuclear	Certification	Assignments by a radioprotection-competent body Level 1 - Level 2 (medical sector and industry) Units: Socotec Equipements Guyancourt (Yvelines)
SOCOTEC Réunion	(638)	Energy and nuclear	Certification	Assignments by a radioprotection-competent body Level 1 - Level 2 (medical sector and industry) Units: Socotec Réunion Sainte Marie (97)
CIS	AFNOR Certification	Industry	Certification	Technical assistance services: Non-destructive testing and inspections of components and mechanically-welded equipment Site: Harfleur (Seine-Maritime)
CIS	Bureau Veritas	Industry	Certification	To carry out and report on thickness measurements of structural material of ships or mobile offshore CIS at Harfleur (Seine-Maritime)
S2M	DNV GL		Certification	Compliant with the Quality management system standard Covers the Inspection, Technical assistance and Thermal treatment services S2M at Saint Martin du Manoir (Seine-Maritime)
S2M	MASE/UIC		Certification	Certifies the HSE management system of S2M For the Supervision - Inspection - Thermal treatment activities Saint Martin du Manoir agency (Seine-Maritime)
SOCOTEC Equipements	Ministry for the Ecological Transition	Ti&V	Authorisation	Authorisation from ASAP (French association for the safety of pressurised devices) for materials intended for transporting dangerous goods by land and sea
SOCOTEC Gestion	CEFRI	Energy and nuclear	Certification	Assignments by a radioprotection-competent body Level 1 - Level 2 (medical sector and industry) Units: Socotec Gestion Guyancourt (Yvelines)
SOCOTEC Gestion	CEFRI	Energy and nuclear	Certification	Activities under ionising radiation in basic nuclear installations - Certification scope: Socotec Gestion Guyancourt (Yvelines) For the following activities: Handling of high-activity sealed sources, Implementation of devices emitting ionising radiation, Maintenance work or servicing, Specialised intellectual services, Audit services, Inspection services
SOCOTEC Smart Solutions	OPQIBI		Qualification	Fire, energy performance, accessibility/disability For the SOCOTEC Smart Solutions Thiais (Val-de-Marne), Rouen (Seine-Maritime), Eragny (Val-d'Oise) branches
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Delivery of the Radioprotection initial and refresher training for service providers working on nuclear power production plants Chantier ECOLE RP - No. 42-55 - Pierrelatte site

ACCREDITATIONS IN FRANCE

Entity	Issuer	Activity	Type	Description
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Delivery of the Radioprotection initial and refresher training for service providers working on nuclear power production plants Chantier ECOLE RP - No. 42-56 - Lagnieu site
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Delivery of the Radioprotection initial and refresher training for service providers working on nuclear power production plants Chantier ECOLE RP - No. 42-57 - Dieppe site
SOCOTEC Formation Nucléaire	EDF	Training	Authorisation	Delivery of the Radioprotection initial and refresher training for service providers working on nuclear power production plants Chantier ECOLE RP - No. 21-52 - Dunkirk site
SOCOTEC Environnement	LNE	Environment and QHSE	Certification	Compliance certificate Central office: Socotec Environnement Guyancourt (Yvelines) Facilities certified: Nantes (Saint Herblain), Maisons Alfort, Lyon, Montpellier, Vitrolles (Aix en Provence), Tours (Saint Avertin), Lesquin, Strasbourg, Troyes, Toulouse
SOCOTEC Formation	France CHIMIE	Training	Label of quality	General training for staff of external businesses involved in chemicals and petrochemicals industry - Roissy CDG agency (Val-d'Oise)
SOCOTEC MONITORING France SAS	LRQA		Certification	Palaiseau (Essonne) - ISO 9001: 2015 - Inspection - Monitoring - Technical assistance - Project management support services - Consultancy - Organisation of training - Security, risk and danger assessment - Development of tools and products.
CEMENTYS SAS	LRQA		Certification	Palaiseau (Essonne) - ISO 9001: 2015 - Inspection - Monitoring - Technical assistance - Project management support services - Consultancy - Organisation of training - Security, risk and danger assessment - Development of tools and products.
Sensoptix SAS	LRQA		Certification	Palaiseau (Essonne) - ISO 9001: 2015 - Inspection - Monitoring - Technical assistance - Project management support services - Consultancy - Organisation of training - Security, risk and danger assessment - Development of tools and products.
SOCOTEC Formation Nucléaire	CEFRI	Energy and nuclear	Certification	Activities under ionising radiation in basic nuclear installations - Certification scope: SOCOTEC Formation Nucléaire at Dunkirk (Nord) For the following activities: Handling of high-activity sealed sources, Implementation of devices emitting ionising radiation, Maintenance work or servicing, Specialised intellectual services, Audit services, Inspection services
Geotys SAS	LRQA		Certification	Palaiseau (Essonne) - ISO 9001: 2015 - Inspection - Technical assistance
SOCOTEC Formation Nucléaire	QUALIOPI	Training	Certification	Conformity of the SOCOTEC FORMATION NUCLEAIRE (quality of professional training initiatives, quality of competency development initiatives) Scope: Dieppe, Rungis, Avoine, Pierrelatte, Lagnieu
SOCOTEC Construction	COFRAC	Construction & Real Estate	Accreditation	Accreditation Inspection Electromechanical: Work equipment *Accreditation No. 3-1592 rev. 9, Inspection, list of accredited sites and scope available on www.cofrac.fr
SOCOTEC Formation	GLOBAL Certification	Training	Certification	Training initiatives Training initiatives per apprenticeship for training sites located at Geispolsheim, Lesquin, Dunkirk, Roissy Charles de Gaulle, St Herblain, Cesson Sevigne, Demouville, Parclay Meslay, St Jean de Bray, Mérignac, Corbas, Clermont Ferrand, Alby sur Cheran, Les Pennes Mirabeau, Toulouse, Montpellier, Saint Quentin en Yvelines
SOCOTEC Equipements	Socotec Certification France		Certification	Certifies that the management system has been assessed and deemed in conformity with the requirements of ISO 45001:2018 Site: Socotec Equipements Nevers (Vareennes Vauzelles)
SOCOTEC Antilles-Guyane	QUALIOPI	Training	Certification	Conformity of SOCOTEC ANTILLES GUYANE (quality of professional training initiatives, quality of competency development initiatives) Site: Abymes (97)
SOCOTEC Equipements	Secretary of State to the Economy (SECO)	Ti&V	Accreditation	Accreditation valid on installations in categories 2-4 (fairground installations) For Socotec Equipements - Expertise Technique Nord Lesquin (Nord) Nicolas Renard
CIS	Bureau Veritas	Industry	Certification	Recognition of Non-Destructive Testing Suppliers: Magnetic Testing, Ultrasonic Testing, Penetrant testing, Visual Testing Scope: CIS GROUPE SOCOTEC Saint Martin du Manoir, Saint Nazaire, Saint Paul Trois Châteaux agencies
SOCOTEC Construction	CNPP		Authorisation	Body authorised to deliver the periodic verification report (Q18)
SOCOTEC Power Services	EDF	Energy and nuclear	Qualification	"Control", "civil engineering", "Intellectual services and technical assistance" and "Transport" qualification for Socotec Power Services
Socotec Formation	Haute Garonne prefecture	Training	Authorisation	Authorisation SSIAP 1-2-3 Socotec training school Toulouse (Haute-Garonne)
SOCOTEC Equipements	MASE/UIC		Certification	Certifies the HSE management system of SOCOTEC Equipements Clermont Ferrand agency
Socotec Gestion	LNE	Energy and nuclear	Qualification	Qualification of energy audit provider. Allocation list of technical correspondents: Socotec Gestion Saint Quentin en Yvelines (Yvelines) Areas: buildings, industrial processes and transportation.
SOCOTEC Environnement	LNE	Energy and nuclear	Qualification	Qualification of energy audit provider. Allocation list of technical correspondents: Socotec Environnement in Saint Quentin en Yvelines (Yvelines) Areas: buildings, industrial processes and transportation.
SOCOTEC Equipements	COFRAC	Ti&V	Accreditation	Accreditation Inspection - Health *Accreditation No. 3-1946 rev. 0, Inspection, list of accredited sites and scope available on www.cofrac.fr
SOCOTEC Environnement	EDF	Energy and nuclear	Qualification	"Control" and "Intellectual services and technical assistance" qualification for Socotec Environnement

ACCREDITATIONS IN FRANCE

Entity	Issuer	Activity	Type	Description
SOCOTEC Equipements	EDF	Energy and nuclear	Qualification	"Control" and "Intellectual services and technical assistance" qualification for Socotec Equipements
SOCOTEC Construction	EDF	Energy and nuclear	Qualification	"Intellectual services and technical assistance" qualification for Socotec Construction
Socotec Gestion	LNE	Energy and nuclear	Qualification	Qualification of energy audit provider. Areas: Industrial processes. Allocation list of technical correspondents: Socotec Gestion Saint Quentin en Yvelines (Yvelines)
SOCOTEC Power Services	LNE	Energy and nuclear	Qualification	Qualification of energy audit provider. Areas: Industrial processes. Allocation list of technical correspondents: Socotec Power Services in Saint Quentin en Yvelines (Yvelines)
SOCOTEC Environnement	COFRAC	Environment and QHSE	Accreditation	Accreditation Certifications: Verification of greenhouse gas emissions declarations Lesquin site (Nord) *Accreditation no. 4-0607 rev., Certifications, list of accredited sites and scope available on www.cofrac.fr*
SOCOTEC Environnement	MASE/UIC	Environment and QHSE	Certification	MASE/UIC joint system certification - SOCOTEC ENVIRONNEMENT West Cluster for the following activities: audits and diagnostics, studies and consultancy, measurements and controls, quality, environment, worker health and safety project management support Agency: Lesquin (Nord)
SOCOTEC Monaco	Government of the Principality of Monaco	Fire safety	Authorisation	Authorisation of bodies for SSIAP training and building caretakers Socotec Monaco (98000)
SOCOTEC Diagnostic	COFRAC	Diagnostics	Accreditation	Accreditation Environment/asbestos: Sampling, analysis Socotec Diagnostic Cenon (Gironde) *Accreditation no. 1-7224, Laboratory, list of accredited sites and scope available on www.cofrac.fr*
SOCOTEC Power Services	Ministry for the Ecological Transition	Energy and nuclear	Authorisation	Authorisation for all the controls stated in the energy code Socotec POWER SERVICES Guyancourt (Yvelines)
SOCOTEC Certification France	COFRAC	Certification	Accreditation	Accreditation for the certification of Air conditioning and reversible heat pump system inspectors - *Accreditation no. 4-0085, certification of individuals, scope available on www.cofrac.fr*
SOCOTEC Certification France	COFRAC	Certification	Accreditation	Accreditation for the certification of individuals carrying out technical building surveys in the fields of lead, asbestos, termites, energy performance, gas and electricity. *Accreditation no. 4-0085, certification of individuals, scope available on www.cofrac.fr*
SOCOTEC Certification France	COFRAC	Certification	Accreditation	Accreditation for the certification of individuals connected with the construction and real estate sectors (BIM user) *Accreditation no. 4-0085, certification of individuals, scope available on www.cofrac.fr*
SOCOTEC Certification France	COFRAC	Certification	Accreditation	Accreditation for the issuance of capacity certificates referred to in Article R. 543-99 of the French Environment Code *Accreditation no. 5-0591, Certification of products and services List of accredited sites and scope available on www.cofrac.fr, scope available on www.cofrac.fr*
SOCOTEC Certification France	COFRAC	Certification	Accreditation	Accreditation for the certification of training organisations according to the Qualiopi guidelines *Accreditation no. 5-0591, Qualiopi training List of accredited sites and scope available on www.cofrac.fr*
SOCOTEC Certification France	COFRAC	Certification	Accreditation	Accreditation for the certification of environment management systems according to the ISO 14001:2015 standard *Accreditation no. 5-0591, Certification of products and services List of accredited sites and scope available on www.cofrac.fr, scope available on www.cofrac.fr*
SOCOTEC Certification France	COFRAC	Certification	Accreditation	Accreditation for the certification of quality management systems according to the NF EN ISO 9001:2015 standard *Accreditation no. 4-0549, Management system certification, scope available on www.cofrac.fr*
SOCOTEC Certification France	COFRAC	Certification	Accreditation	Accreditation for the certification of occupational health and safety management systems according to the ISO 45001: 2018 standard *Accreditation no. 4-0549, Management system certification, scope available on www.cofrac.fr*
SOCOTEC Certification France	COFRAC	Certification	Accreditation	Accreditation for the certification of energy management systems according to the NF EN ISO 50001: 2018 standard *Accreditation no. 4-0549, Management system certification, scope available on www.cofrac.fr*
SOCOTEC Certification France	Ministry for the Ecological Transition and for Solidarity	Certification	Authorisation	Order of 10 July 2009 authorising an organisation to issue operators with capacity certificates provided for by Article R. 543-99 of the French Environment Code. NOR authorisation: DEVPO910479A
SOCOTEC Certification France	GSTC	Certification	Recognition	CSR certification - Hotels

6.2. INTERNATIONAL EXTERNAL ACCREDITATIONS

INTERNATIONAL ACCREDITATIONS

Entity	Issuer	Activity	Type	Description
SOCOTEC Luxembourg	Civil Service Ministry		Authorisation	Authorisation Safety in the civil service
SOCOTEC Luxembourg	Ministry of the Economy		Authorisation	Energy audit performance - Verification of conformity with the standards laid down by law and the regulations on energy - Calculation of energy performance and preparation of the energy performance certificate for a residential building
Socotec BELGIUM	Ministry of Housing		Authorisation	Authorisation "energy auditor or energy audit specialist"
SOCOTEC Luxembourg	Ministry of the Environment		Authorisation	Authorisation Technical study and verification tasks concerning environmental issues - noise, vibration, electromagnetic waves and wave reception and emission
Socotec ASBL	OLAS		Accreditation	Accreditation Safety inspection Areas: INS2 Building safety, INS4 Pressurised equipment, INS7 Machines/Protective equipment, INS8 Hazardous fluids,
SOCOTEC Belgium srl	LRQA		Certification	Kraainem, Belgium - ISO 9001: 2015 - Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training, Studies and works control ISO 9001: 2015 - Technical assistance - Project management support services - Organisation of training - Studies and works control.
SOCOTEC AFRICA	LRQA		Certification	Abidjan, Côte d'Ivoire - ISO 9001: 2015 - Security, Control, Organisation of training, Studies and works control, Security, risk & danger assessment ISO 9001: 2015 - Inspections - Organisation of training - Studies and works control - Security, risk and danger assessment
SOCOTEC Polynésie SA	LRQA		Certification	Papeete, French Polynesia - ISO 9001: 2015 - Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training, Studies and works control ISO 9001: 2015 - Inspections - Technical assistance - Project management support services - Consultancy - Organisation of training - Studies and works control.
SOCOTEC Calédonie SAS	LRQA		Certification	Noumea, New Calédonia - ISO 9001: 2015 - Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training, Studies and works control ISO 9001: 2015 - Inspections - Technical assistance - Project management support services - Consultancy - Organisation of training - Studies and works control.
SOCOTEC Gulf SPC	LRQA		Certification	Bahrain - ISO 9001: 2015 - Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training, Studies and works control ISO 9001: 2015 - Inspections - Technical assistance - Project management support services - Consultancy - Organisation of training - Studies and works control.
SOCOTEC LIBAN	LRQA		Certification	Beirut, Lebanon - ISO 9001: 2015 - Security, Control, Organisation of training, Studies and works control, Security, Risk & danger assessment ISO 9001: 2015 - Inspections - Organisation of training - Studies and works control - Security, risk and danger assessment
SOCOTEC Luxembourg SARL	LRQA		Certification	Livange, Luxembourg - ISO 9001: 2015 - Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training ISO 9001: 2015 - Technical assistance - Project management support services - Organisation of training
SOCOTEC MAROC	LRQA		Certification	Casablanca, Morocco - ISO 9001: 2015 - Top Management and Human Resources, Technical control, Organisation of training, Studies and works control, Security, risk & danger assessment ISO 9001: 2015 - Management and Human Resources function - Inspections - Organisation of training - Studies and works control - Security, risk and danger assessment
SOCOCONSULT	LRQA		Certification	Casablanca, Morocco - ISO 9001: 2015 - Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training ISO 9001: 2015 - Technical assistance - Project management support services - Organisation of training
SOCOTEC Consultancy LLC	LRQA		Certification	United Arab Emirates - ISO 9001: 2015 - Top Management and Human Resources, Technical control, Organisation of training, Studies and works control, Security, risk & danger assessment ISO 9001: 2015 - Management and Human Resources function - Inspections - Organisation of training - Studies and works control - Security, risk and danger assessment
SOCOTEC International (Dubai Br.)	LRQA		Certification	United Arab Emirates - ISO 9001: 2015 - Top Management and Human Resources, Technical control, Organisation of training, Studies and works control ISO 9001: 2015 - Management and Human Resources function - Inspections - Organisation of training - Studies and works control
SOCOTEC International ABU DHABI	LRQA		Certification	United Arab Emirates - ISO 9001: 2015 - Technical control - Technical assistance - Project management support services - Consultancy - Organisation of training ISO 9001: 2015 - Technical assistance - Project management support services - Organisation of training
SOCOTEC Belgium ASBL	BELAC		Accreditation	Accreditation scope 200-INSP - BELAC Lifts and lifting devices, controls on electrical installations, controls on fire detection installations, controls on natural gas-powered installations, stands

INTERNATIONAL ACCREDITATIONS

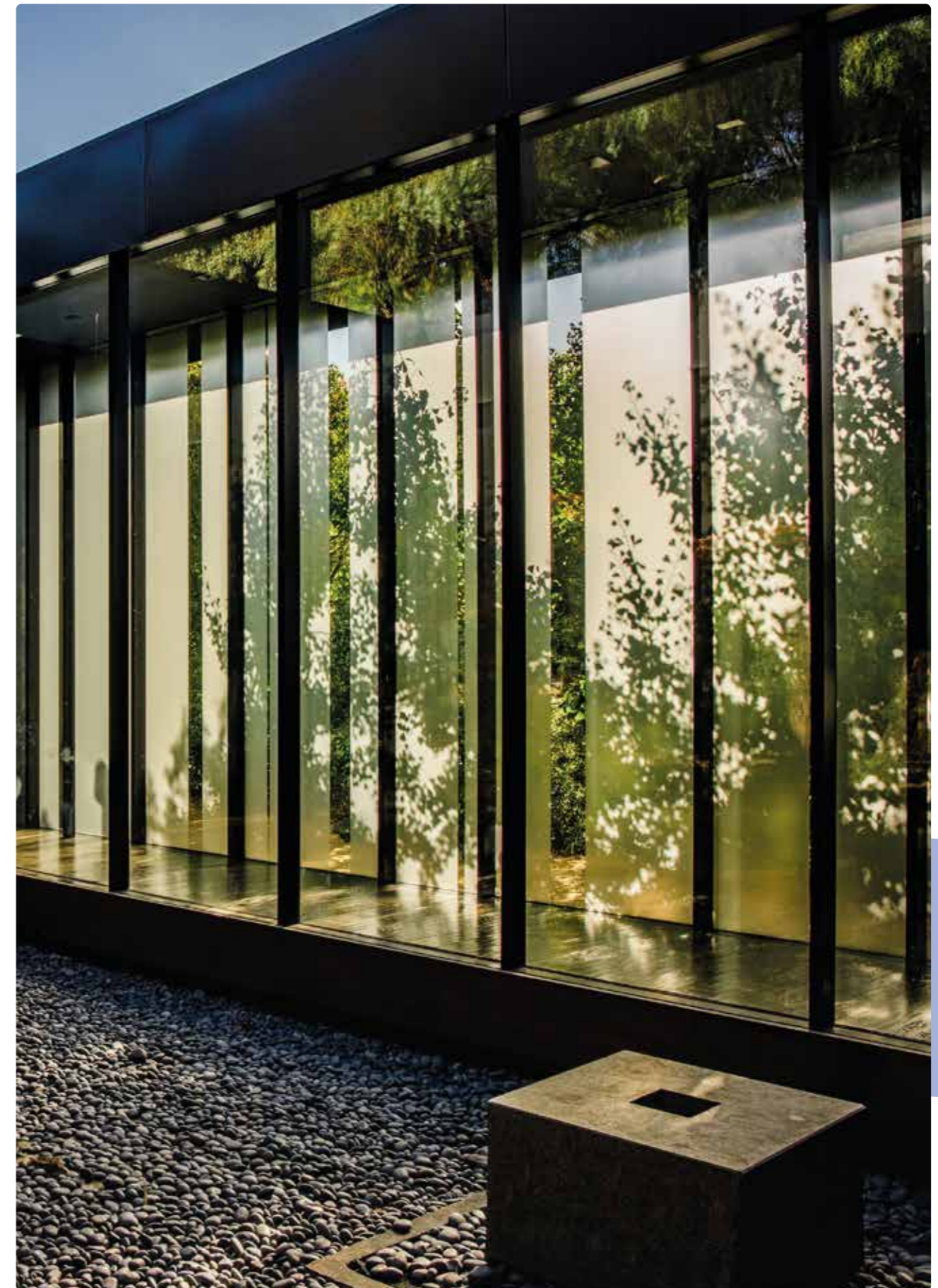
Entity	Issuer	Activity	Type	Description
SOCOTEC Gulf SPC	LRQA		Certification	Bahrain: ISO 45001:2018 Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training. Studies and works control
SOCOTEC International ABU DHABI	LRQA		Certification	United Arab Emirates: ISO 45001:2018 Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training. Studies and works control
SOCOTEC Consultancy LLC	LRQA		Certification	United Arab Emirates: ISO 45001:2018 Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training. Studies and works control, Safety, risk & danger assessment
SOCOTEC International (Dubai Br.)	LRQA		Certification	United Arab Emirates: ISO 45001:2018 Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training. Studies and works control, Safety, risk & danger assessment
SOCOTEC Gulf SPC	LRQA		Certification	Bahrain: ISO 14001:2015 Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training. Studies and works control
SOCOTEC International ABU DHABI	LRQA		Certification	United Arab Emirates: ISO 14001:2015 Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training. Studies and works control
SOCOTEC Consultancy LLC	LRQA		Certification	United Arab Emirates: ISO 14001:2015 Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training. Studies and works control, Safety, risk & danger assessment
SOCOTEC International	LRQA		Certification	United Arab Emirates: ISO 14001:2015 Technical control, Technical assistance, Project management support services, Consultancy, Organisation of training. Studies and Works Control
SOCOTEC Infrastructure Maroc	LRQA		Certification	Rabat Hassan, Morocco - ISO 9001:2015 - Top Management and Human Resources, Technical control, Organisation of training, Studies and works control, Security, risk & danger assessment ISO 9001:2015 - Management and Human Resources function - Inspections - Organisation of training - Studies and works control - Security, risk and danger assessment
SOCOTEC Calédonie SAS	Government of New Caledonia	Construction & Real Estate	Authorisation	Authorisation as a technical controller for construction and civil engineering "A.1 - All building structures for all control assignments:" "C. - All civil engineering structures for all control assignments in sub-categories D.1 to D.4".
Socotec MTS LTD	COFRAC	Construction & Real Estate	Accreditation	Accreditation Inspection Construction - Civil Engineering "Accreditation No. 3-1949 rev. 0, Inspection, list of accredited sites and scope available on www.cofrac.fr"
SOCOTEC Italia	ILAC MRA	International	Accreditation	ISO/IEC 17025 management system Environmental Laboratory of Milan
SOCOTEC Italia	CISO	International	Certification	ISO 9001:2015 quality management system
SOCOTEC Italia	CISO	International	Certification	ISO 14001:2015 environment management system
SOCOTEC Italia	AUDISCO	International	Certification	ISO 30415:2021
SOCOTEC Italia	CISO	International	Certification	ISO 45001:2018 security management system
SOCOTEC Italia	Ministry	International	Authorisation	Geotechnical laboratory - Avellino site
SOCOTEC Italia	Ministry	International	Authorisation	Building materials laboratory - Avellino site
SOCOTEC Italia	Ministry	International	Authorisation	Geotechnical laboratory - Ferrara site
SOCOTEC Italia	Ministry	International	Authorisation	Building materials laboratory - Ferrara site
SOCOTEC Italia	Ministry	International	Authorisation	Building materials laboratory - Genova site
SOCOTEC Italia	Ministry	International	Authorisation	Building materials laboratory - Milano site
SOCOTEC Italia	Ministry	International	Authorisation	Building materials laboratory - Ferrara site
SOCOTEC Italia	Ministry	International	Authorisation	Regulation (EU) No 305/2011
SOCOTEC Italia	SOA	International	Attestation	GEOGNOSTIC SURVEYS-IV Ranking and Category OS 20-A TOPOGRAPHY-II Ranking
Schollenberger	RAL	International	Label of quality	Guteschutzgemeinschaft Kampfmittelraumung Deutschland
Schollenberger	DAKKS	International	Accreditation	Gütegemeinschaft Kampfmittelraumung Deutschland - Akkreditierung in folgenden Bereichen: Sondierung von Kampfmitteln an Land und in Gewässern mit den geophysikalischen Verfahren magnetik, elektromagnetik und georadar, vermessung safety requirements for employees and technical equipment and thus permanently guarantees safety and quality in explosive ordnance disposal
Schollenberger	BAU	International	Certification	die Anforderungen für Kampfmittelräumfirmen zur Abdichtung von hydraulisch wirksamen Trennschichten bei Erkundungsbohrungen und Bohrungen zur Kampfmittelsondierung
Schollenberger	BAU	International	Qualification	Prequalification is the upstream, contract-independent examination of the evidence of suitability

INTERNATIONAL ACCREDITATIONS

Entity	Issuer	Activity	Type	Description
Schollenberger	DAKKS	International	Certification	SCCP - Detektion und Bergung von Kampfmitteln aller Art, Vermessung und Dokumentation
Socotec UK	AVETTA	International	Authorisation	SSIP CDM Scope: Contractor
Socotec UK	UVDB	International	Certification	UVBD - Safety, Health, Environmental and Quality practices and procedures as a registered supplier on UVDB Verify Category B2 Audit - Category B2
Socotec UK	CHAS	International	Accreditation	ISO 45001 - CDM Regulations 2015
Socotec UK	Cyber essentials plus	International	Certification	Certificate of Assurance complies with the requirements of the cyber essentials plus schemes
Socotec UK	SGS	International	Certification	ISO 45001:2018
Socotec UK	SGS	International	Certification	ISO 9001:2015
Socotec UK	SGS	International	Certification	ISO 14001:2015
Socotec UK	RISQS	International	Certification	Certificate of audit - Construction Design and Management Comply, Core, Sentinel
Socotec UK	Alcumus	International	Accreditation	Safe Contractor accreditation Ability to Subcontract, Consultancy Services, Indoor Air Quality, Principal Contractor, Stack Emissions Monitoring, Water Treatment Services
Socotec UK	FORS	International	Accreditation	FORS Silver Socotec Wokingham
Socotec UK	Environment Agency	International	Certification	Waste Carrier Licence
Socotec Belgium ASBL	BELAC	International	Certification	Technical inspections in work equipment sectors - mechanical transportation - electricity - gas - fire - ATEX - non-destructive testing - telecoms
Bac Engineering Consultancy Group	ONAC	International	Certification	15-LAB-001 General requirements for the competence of calibration and testing laboratories
Bac Engineering Consultancy Group	OCA GLOBAL	International	Certification	Quality management systems
Bac Engineering Consultancy Group	OCA GLOBAL	International	Certification	Environmental management
Bac Engineering Consultancy Group	OCA GLOBAL	International	Certification	Safety Qualification Occupational health and safety management systems
Bac Engineering Consultancy Group	OCA GLOBAL	International	Certification	R&D&i management
SOCOTEC Certification Japan	JAB		Accreditation	General principles and requirements for bodies validating and verifying environmental information against ISO 14064-1:2018/ ISO 14064-2 (Greenhouse gases)
SOCOTEC Certification Japan	JAB		Accreditation	ISO/IEC 17021-1:2015 - Conformity assessment - Requirements for bodies providing audit and certification of management systems, for Quality Management Systems (ISO 9001)
SOCOTEC Certification Japan	JAB		Accreditation	ISO/IEC 17021-1:2015 - Conformity assessment - Requirements for bodies providing audit and certification of management systems, for Environmental Management Systems (ISO 14001)
SOCOTEC Certification Philippines	PAB		Accreditation	ISO/IEC 17021-1:2015 - Conformity assessment - Requirements for bodies providing audit and certification of management systems, for Quality Management Systems (ISO 9001)
SOCOTEC Certification Philippines	PAB		Accreditation	ISO/IEC 17021-1:2015 - Conformity assessment - Requirements for bodies providing audit and certification of management systems, for Environmental Management Systems (ISO 14001)
SOCOTEC Certification Philippines	JAS ANZ		Accreditation	ISO/IEC 17021-1:2015 - Conformity assessment - Requirements for bodies providing audit and certification of management systems, for Quality Management Systems (ISO 9001)
SOCOTEC Certification Thailand	ACFS		Accreditation	GMP (good manufacturing practices) / HACCP (Hazard analysis and critical point)
SOCOTEC Certification UK	UKAS		Accreditation	ISO/IEC 17021-1:2015 - Conformity assessment - Requirements for bodies providing audit and certification of management systems, for Environmental Management Systems (ISO 14001) UKAS accredited certification body No.0063
SOCOTEC Certification UK	UKAS		Accreditation	ISO/IEC 17021-1:2015 - Conformity assessment - Requirements for bodies providing audit and certification of management systems, for Occupational health and safety management systems (ISO 45001) UKAS accredited certification body No.0063
SOCOTEC Certification UK	UKAS		Accreditation	ISO/IEC 17021-1:2015 - Conformity assessment - Requirements for bodies providing audit and certification of management systems, for Information Security Management Systems (IEC / ISO 27001)
SOCOTEC Certification UK	UKAS		Accreditation	ISO 22003 - Conformity assessment - Requirements for bodies providing audit and certification of management systems, for Food Safety Management Systems (ISO 22000) UKAS accredited certification body No.0063

INTERNATIONAL ACCREDITATIONS

Entity	Issuer	Activity	Type	Description
SOCOTEC Certification UK	UKAS	Certification	Accreditation	ISO/IEC 17021-1:2015 - Conformity assessment - Requirements for bodies providing audit and certification of management systems, for Quality Management Systems (ISO 9001) UKAS accredited certification body No.0063
SOCOTEC Certification UK	UKAS	Certification	Accreditation	ISO/IEC 17021-1:2015 - Conformity assessment - Requirements for bodies providing audit and certification of management systems, for Energy Management Systems (ISO 50001) UKAS accredited certification body No.0063
SOCOTEC Certification UK	Foundation FSSC	Certification	License	License to audit and certify organisations against FSSC 22000 scheme v.5.1 requirements
SOCOTEC Certification UK	SSIP	Certification	Membership	Certification Body Member of the Safety Schemes in Procurement (SSIP) Ltd Forum
SOCOTEC Certification UK	BAFE	Certification	Licence	License to use BAFE SP101 competency scheme
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Cold Chain Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Information Security Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Water Efficiency Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Anti-Bribery Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Asset Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Business Continuity Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Energy Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Environmental Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Food Safety Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Good Distribution Practice for Medical Devices
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Hazard Analysis Critical Control Point-Based Food Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Learning Service Providers
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Medical Device-Quality Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Multi-Tiered Cloud Computing Security
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Occupational Safety and Health Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Quality Management System
SOCOTEC Certification Singapore	SAC	Certification	Accreditation	Product: Ready-Mixed Concrete, Structural Steelwork Fabricator, Good Agricultural Practice





- **GRI 2-1**
SOCOTEC Gestion - SAS [simplified public limited company] with share capital of €1,000,100 - 834 041 121
RCS Versailles - Registered Office: Bâtiment Mirabeau
- **SOCOTEC.COM**
- **BUILDING TRUST FOR A SAFER AND SUSTAINABLE WORLD**
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