



## Developing our regional roots and social utility sustainably

In France and abroad, NGE works for, and with, local areas and communities to build infrastructures that bring people together and strengthen relationships by facilitating travel, better standards of living and greater interaction. We work to create and nurture long-term and local relationships.



# Our challenges and contribution to achieving the SDGs

NGE is a major contributor to regional economic, social and environmental development.

Contributing to economic vitality, taking action on environmental protection and ensuring social cohesion are major levers for boosting the appeal and performance of the Group without compromising on its values.

## OUR CHALLENGES & VISION

NGE is a valuable partner in boosting regional appeal and development. As local contributors, we are able to work closely alongside regions to help them connect with others, and facilitate interaction by developing mobility and/or communication solutions.

We are also an effective partner in boosting regional resilience. In response to the increasing prevalence of extreme weather events, we can help to limit the risk of landslides and coastal flooding, provide emergency response to support



local communities, and repair and restore infrastructures as part of our commitment to reducing regional vulnerability to climate change.

We contribute to local development in a number of different ways: economically, through local purchasing and job creation; socially, through employment inclusion and our support for local solidarity projects; and environmentally, through our contribution to the development of a circular economy.

### OUR WORK IS FOCUSED ON...

- Contributing to regional socio-economic vitality
- Creating jobs
- Promoting employment inclusion
- Supporting local solidarity projects



# Contributing to regional socio-economic vitality

NGE applies its expertise for the benefit of regions, their appeal for inward investment, their resilience and their future development. We build local relationships and facilitate the creation of high-quality, long-term relationships with our stakeholders.



## POLICY / RESOURCES

With more than 200 operating locations across 14 Multi-expertise regional divisions in France and 17 other countries, NGE is able to work closely with its customers in full knowledge of the realities of each region and its economic, social and environmental challenges.

Together, we build the structures they need to succeed in their housing, energy, communication, mobility and public service delivery challenges. Our ability to provide project funding on an equity basis can provide another route to regional development.

## OUR TARGETS

- To generate more than 25% of AR from repeat contracts
- To develop our new areas of specialist expertise in our local branches with their existing long-term regional presence
- To make 50% of all purchases from SMEs

## FLAGSHIP INITIATIVES

### Local socio-economic development

We support local VSEs and SMEs through the purchases we make (currently 41%). The local presence of our teams makes it

possible to build long-term, high-quality relationships with the local authorities from which we generate 23% of our annual revenue.

We are also an important local employer. We recruit locally, and our projects make a considerable contribution to local economic activity, as is the case in Panama, for example, where 85% of our teams have been recruited locally.

### Linking communities and boosting economic activity

In Côte d'Ivoire, NGE has built 7 road bridges as part of a government programme to link otherwise isolated villages several hundred kilometres apart.

NGE has installed 25 km of fibre optic backbone in a rural area of Germany to bring high-quality broadband connectivity to 1,300 private and business users.

### The circular and regional economies

NGE has created a national network of recovery and recycling centres to turn construction worksite waste into a valuable resource. 22 in-house centres and 6 REVAMA® sites open to local authorities and other construction companies serve the whole of France, and promote the development of the circular and regional economies, create jobs and provide a source of secondary raw materials.



**81**  
buyers  
throughout  
France and  
internationally  
work to develop  
local purchasing



**41%**  
of all purchases are  
made from SMEs\*

\* in France

# Creating jobs

A tight labour market and fierce competition for talent across the full spectrum of jobs present a real challenge for NGE, which needs to recruit all the new people required to ensure its ongoing growth. We are also working to attract and train young people for successful careers in a fast-expanding industry.



56

final-year trainees recruited under permanent contracts of employment: a conversion rate of 65% (up 10% on 2021)\*



712

Work-study trainees and vocational training contracts\*

## ▾ POLICY / RESOURCES

Recruitment is a key factor governing the successful future growth of the Group. To achieve our ambitions and attract the most talented people, we actively promote recommendation and maintain close relationships with graduate schools in all our operating regions.

We also have our own Plate Forme training hub, which has been certified as a State-approved Apprenticeship Training Centre (CFA) since 2019, and acts as a powerful springboard for employment development.

## ▾ OUR TARGETS

- To recruit 4,000 new people every year
- To sign at least 600 work/study contracts, including 300 with young site operators

## ▾ FLAGSHIP INITIATIVES

### Close relationships with graduate schools

NGE has partnerships in place with more than 50 engineering graduate schools around the world. We recently signed an agreement with the École Polytechnique de Thiès in Senegal to train and integrate engineers on the continent of Africa. In 2022, more than 150 Group employees attended around 100 careers events alongside academic institutions. As part of raising its profile and showcasing all the career opportunities offered by the Group, a new newspaper called 'chaNGE' is now distributed to students, educational staff, principles and careers advisers.



### Induction courses

In 2022, NGE brought together all final-year Master's level trainees and work-study students for a presentation showcasing the strengths of the Group and its real-life career opportunities. The Group also launched a Graduate Program during the year, which currently includes 9 graduate engineers who will spend 3 periods of between 8 and 12 months in 3 Group subsidiaries operating in very different areas of specialist expertise. Each mentored by a member of the Operations Committee, all 9 will therefore have the opportunity to develop a wide range of skills and explore career options.

### Local job creation projects

NGE projects create direct and indirect jobs in all its operating regions. As joint funding provider, operating concession holder, builder and operator of the A69 motorway link between Toulouse and Castres, NGE will make a major contribution not only to opening up the region, but also to local employment with the creation of 1,000 new jobs.

# Promoting employment inclusion

The ability to build tomorrow's infrastructures relies on putting in place the necessary human resources today, with particular emphasis on integrating jobseekers. Offering training and workplace integration pathways is therefore part of NGE's wider responsibility as a major contributor to regional development, and has helped the Group to comply with the employment integration clauses of public-sector contract tenders.

## ▾ POLICY / RESOURCES

NGE believes that the richness of a company also relies on the diversity of its people, their careers and life experiences. Our ambition is to offer jobs and career opportunities to jobseekers.

The mission of our new Work/Study & Employment Inclusion department is to identify candidates for recruitment, and then to provide them with the support and training needed to gain qualification and secure permanent employment. The Group maintains a close working partnership with the Pôle Emploi national employment agency network, and a specialist consultant connects Group entities with their local employment branch offices. The consultant also works with trainees at the Group's Apprenticeship Training Centre.

## ▾ OUR TARGETS

To identify the additional human resources required locally to meet operational needs:

- 500 people recruited via our employment inclusion scheme in 2023
- 30 young work/study trainees under the French voluntary military service (SMV) scheme between 2021 and 2023

## ▾ FLAGSHIP INITIATIVES

### Contractual employment inclusion and long-term employment clauses

Public-sector contract tenders include employment integration clauses to reduce unemployment and exclusion from the world of work. NGE believes that these provisions offer a valuable springboard to employment. This commitment to employment integration is

a major factor in the decision of SNCF Réseau to present TSO Catenaires with an Eole Project Victoires de la Sécurité et du Développement Durable sustainable development award. This project significantly exceeded its employment integration target, and 10 of those who benefited from the scheme were recruited under permanent contracts of employment at the end of the process.

## Promoting our jobs and careers

In conjunction with our partner Pôle Emploi, we have continued to promote careers in the construction public contracting industry, introducing innovative schemes such as job stand-up presentations, reverse job dating events, potential identification workshops and the Pop-Up Companies for Jobs (EEE) scheme. The Group also attended 54 jobs forums and 41 careers information meetings, as well as taking part in Cafés Contact de l'Emploi and job cruise events in La Plaine Saint Denis.

## Qualification-based and job skills programmes

Plate Forme conducted 10 group and individual Operational Employment Preparatory (POE) courses during the year, providing 260 people with the training needed to prepare them for employment.

To date, 17 young jobseekers have joined the Group through the French Voluntary Military Service (SMV) social and employment integration scheme.

12 of them have continued their adventure in a permanent job within the Group.



137,907

hours of employment integration training provided by partner temporary employment agencies\*



199

people recruited on completion of POE and SMV training\*



# Supporting local and solidarity projects

NGE is closely involved in local social and environmental projects in France and abroad, and also contributes to regional development and improving the quality of life for local people.



520 trees. In Cameroon, NHPC, the Nachtigal Dam project company, has distributed 76,000 cocoa plants and 6,000 tree seedlings to 9 surrounding villages as part of a programme to promote sustainable cocoa farming and biodiversity conservation. In Senegal, NGE cleared and prepared a plot of land in preparation for the forthcoming construction of premises for a non-profit organisation and the Niuro urban culture centre.

### Adapting to climate change

NGE is involved in the HYDRO-TARN project. The French department of Tarn is investing massively in initiatives to promote the use of green HGVs. NGE is contributing its expertise in project funding to build the green hydrogen production infrastructures required to achieve this goal.

### Supporting local communities

We also respond to regional emergencies like the wildfires that ravaged the department of Gironde in July 2022, when our teams worked alongside the fire services to build firebreaks to stop the spread of the fires at La Teste de Buch.

### Supporting sport

NGE has signed a partnership agreement with the Blagnac Rugby women's team, which has more players in the French national squad than any other club. This partnership is extremely important to the Group, and another clear demonstration that, like the construction industry, rugby is no longer an exclusively male preserve. It also provides a great opportunity to share NGE core values and inspire careers and vocations.

## ▸ POLICY / RESOURCES

As a business that builds connections, brings people together and is fully aware of its social and environmental impact, NGE helps to benefit local communities by supporting effective initiatives.

## ▸ OUR TARGETS

- To contribute to improving people's quality of life and protecting the environment
- To develop socially beneficial initiatives

## ▸ FLAGSHIP INITIATIVES

### Protecting and conserving biodiversity

No fewer than 100 trees were planted in the village of Athanor in Côte d'Ivoire as part of a reforestation project involving villagers and partners. In Mexico, 60 employees and their families have planted an impressive



**€1,256,000**  
in sponsorship funding

# In summary

## ▸ RISKS & risk prevention measures

### PROBLEMS AROUND SUPPORTING LOCAL JOBS

Network of recruiters across Group entities  
Employment Inclusion Department  
PLATE FORME training programmes  
Partnerships with local employment services, armed forces, graduate schools, etc.

### LACK OF EFFECTIVE LOCAL PRESENCE AND ROOTS

Regional networking, decentralised organisational structure and local senior management  
Local purchasing and SME support policy  
Support for the local economies

### MISALIGNMENT BETWEEN OUR RANGE OF SERVICES AND REGIONAL EXPECTATIONS

Regional networking, decentralised organisational structure and local senior management  
Sales department structured by geographic sectors, business lines and key accounts  
Dedicated points of contact for high-profile societal projects

## ▸ TARGETS

- To convert employment integration contracts into permanent jobs
- To have 18 operational REVAMA® centres in 2023

- To generate more than 25% of AR from repeat contracts
- To recruit and train new employees

- To recruit 4,000 new people every year
- To promote employment inclusion

- To conduct more customer satisfaction surveys

## ▸ PERFORMANCE INDICATORS

**65%**

of employment integration contracts converted into permanent contracts of employment\*

**26%**

representation of repeat contracts in the regional order bank

**5,153**

recruitments (exc. transfers between subsidiaries)

**61%**

of employees completed at least 1 training course\*

**199**

trained via an employment integration scheme (POE or SMV)\*

**1,064**

customer satisfaction survey responses received\*

## ▸ OUTLOOK

NGE is conducting a survey to measure its socio-economic footprint in France, and continues to work towards its target of recruiting 4,000 new people every year without compromising the Group's core values and culture. Its Human Resources Department has also created a new Work/Study & Employment Inclusion Department to enhance the skills talent pool of worksite operators. At the same time, around a hundred students on Final Year Projects and a further hundred work-study students - 30% of them women - will also join NGE teams. A dedicated recruitment website is also planned.

NGE is working on the creation of its own Temporary Employment Integration Enterprise (ETTI), and is committed to ensuring that 10% of the 135,000+ hours worked on its A69 construction project will be the result of employment integration.