

ANNUAL REPORT



2024

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YVES METZ
CHAIRMAN

EDITORIAL

“
More and more services geared towards excellence
”

In response to the major challenges related to ecological, energy and digital transitions, Ingerop intensified the development of its service offerings in 2024 to provide its clients with increasingly innovative, efficient, and resilient solutions.

Regarding ecological transition, 2024 is a milestone year for our Group, marked by a series of key moments that position us today, both in France and internationally, as a key player in consulting engineering dedicated to serving life.

Actierra, creator of positive ecological impacts

As of 1st January 2024, we established Actierra, our subsidiary dedicated to ecological excellence. Bringing together more than **260 multidisciplinary experts**, Actierra actively contributed throughout the year to winning significant tenders where ecological expertise was paramount.

Deltaedre Engineering: for optimal process engineering

After acquiring **Deltaedre Engineering**, specialised in process engineering for material transformation, also in January 2024, we strengthened our advanced ecological expertise with three major acquisitions.

City Climate X: fine-tuned modelling of urban thermal comfort

With this startup's unique expertise in **urban thermal comfort modelling**, powered by AI, we are enhancing our services in designing developments that combat urban thermal discomfort as effectively as possible.

Envirotech Ingénierie: new expertise in tropical ecosystems

This Réunion-based company operates in key areas such as ecology, regulatory compliance, land-use planning, management of polluted sites, asbestos removal and the preparation of **ICPE1 files**³. By integrating it into our Group, we strengthen our position as a key partner in ecological engineering in the Indian Ocean region.

Citizing: maximizing the positive impacts of investments for society and the planet

With this acquisition in December 2024, we bring our clients expertise in **environmental legislation** and in assessing the economic, **social, and environmental impacts of projects** serving the public interest. In doing so, we help improve project acceptance and enhance their sustainability.

Effective deployment of resilience and carbon indicators

In 2024, we deployed across all our operations our resilience indicator, measuring the adaptation of our design and construction supervision projects to climate change, as well as our carbon impact indicator within our Infrastructure & Mobility, Urban Development, and Transport activities.

Objective for 2027: evaluate 80% of the projects where we provide design and construction supervision services. At the same time, we have developed our training programme **Environment 360**, fully dedicated to ecology, with the goal of training 100% of our project managers on these essential issues by 2027.

Evectra: for controlled charging point engineering

In the energy transition sector, alongside major ongoing projects such as the Hinkley Point C nuclear power plant for EDF in England, high-voltage electricity transmission for TenneT in Deutschland and RTE in France and the winning of new contracts like design and construction supervision for a cathode manufacturing plant for the Chinese company **XTC New Energy** and the French company Orano, we made a strategic acquisition in Spain: **Evectra**.

This company, specialised in electric mobility, brings us its expertise in a promising and specialised field: consulting and engineering for electric vehicle charging installations.

Measuring the potential of generative AI

Digital transformation is also at the heart of our activities, and the rapid rise of generative AI has prompted us to launch several **proof of concept (POC)** projects - for example, to improve productivity, save time, and increase efficiency in handling tender processes.

Ingerop at the heart of the global sporting event of summer 2024 and Notre-Dame de Paris

In 2024, we raised our operational excellence to the highest level by contributing to the success of two global events: hosting athletes and para-athletes from around the world with engineering missions across numerous sites, from the Grand Palais and the Stade de France to the Athletes' Village, and the reopening of Notre-Dame with the redevelopment of its forecourt.

All our teams can be proud of this.

Success of our 5th LMBO

At the core of our complete freedom to act, our independence was strengthened in 2024 with the successful completion of our 5th LMBO. 150 new shareholders have thus joined our Group's shareholder base, bringing the total number of our executive shareholders to 530, who hold 90% of the capital, with the remaining 10% owned by our employees in France through our the mutual fund.

Despite the uncertainties looming in France and worldwide in 2025, I am confident in the future of our Group, supported by very strong financial indicators and inspired by the energy of our diverse talents, more than 3,300 at the end of 2024, mobilised to rethink and reshape the world of today and tomorrow.

Our 3 main non-financial indicators in 2024

6.9% **Professional excellence**
Evaluating the Group's investment in technical excellence, training and innovation

-25% **Reduction of the Group's unit carbon footprint** (estimated April 2025 - Ademe methodology - 2024 value compared to the 2019 baseline)

28% **Percentage of women in our management bodies**



Inauguration of Notre-Dame de Paris by President Emmanuel Macron, in the presence of Bas Smets (lead architect for the redevelopment of Notre-Dame's forecourt) and the Ingerop teams.

⁽¹⁾ ICPE: facilities classified for environmental protection

2024

INGEROP KEY FIGURES

ALMOST

3,500



EMPLOYEES
AROUND THE WORLD

SHAREHOLDING

100%

of the capital held
by employees

90%

held by
executives

10%

held by its employees through
the company mutual fund

105

LOCATIONS

PERMANENT LOCATIONS



ORDER BOOK

(in M€)

744

at the end of 02.2025, that is...

17.3

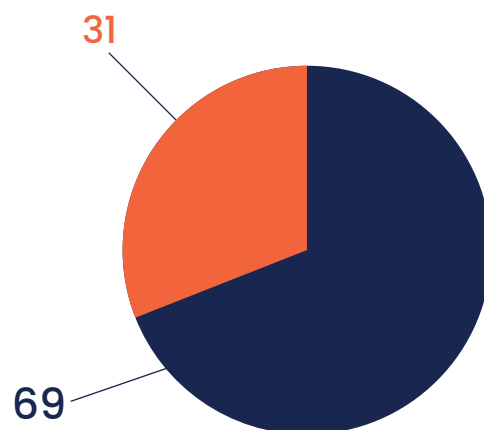
months
of activity



DISTRIBUTION TURNOVER

(IN %)

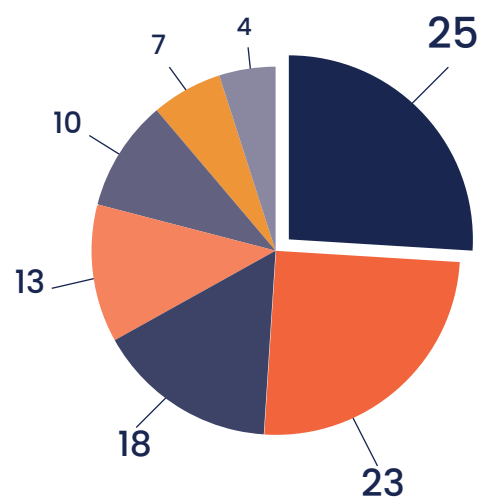
- International
- France



BREAKDOWN OF ACTIVITIES

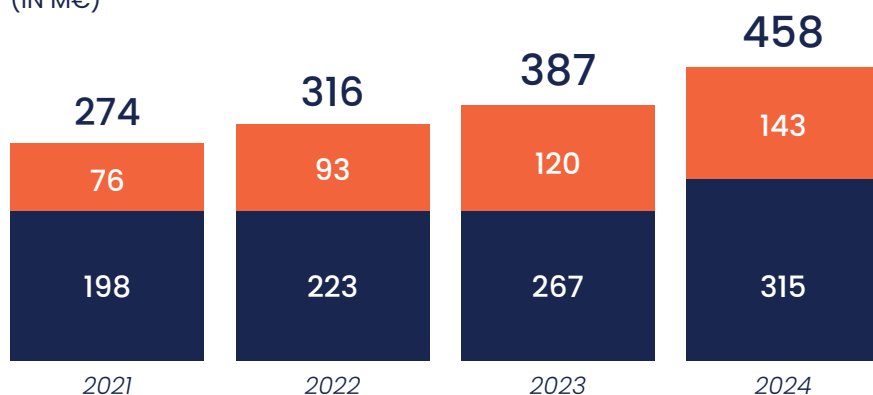
(IN%)

- 25% Infrastructure & Mobility
- 23% Buildings
- 18% Transport
- 13% Industry
- 10% Energy
- 7% Water
- 4% Urban development



TURNOVER

(IN M€)



● Consolidated turnover

● International activity (including exports)

● Turnover for activity in France

A PROACTIVE CSR POLICY



Based on environmental, social and societal commitments, Ingerop's CSR approach continued to advance in 2024, confident that these transformations offer a remarkable opportunity to rethink design and rebalance the relationship between humans and nature.

A Group carbon footprint that is constantly decreasing

The worsening impacts of global warming are driving us to implement an ambitious environmental policy, particularly aimed at reducing our carbon footprint. To reduce our greenhouse gas (GHG) emissions, which come 60% from our travel, we promote soft mobility and obtained the AFNOR pro-bike label in 2024 (Rueil site). Thanks to this initiative and many others, such as reducing our energy and digital consumption, our Group has decreased its carbon footprint by 25% (estimated April 2025) compared to 2019.



CSR at the heart of our purchasing policy

Our responsible purchasing policy specifies our objectives and commitments. For example, in our supplier and subcontractor contracts, we include a clause on respecting human rights and require commitments to cybersecurity and eco-friendly practices. **For service providers subject to a framework agreement, 80% of them must be certified with an Ecovadis Silver rating by 2027.**

Continuous improvement of social issues

Every year, the quality of our social dialogue is praised by our employees. In 2024, more than 78% of them recommend Ingerop. In all other aspects of our commitments - respect for workers' rights, health and safety protection, diversity, well-being at work - continuous improvement is our watchword. Our goal is to progress each year as demonstrated by our Ecovadis score: 70 in 2024 versus 66 in 2023.

Launch of our internal indicators

To drive environmental excellence across all our project management activities, our Group decided in 2024 to progressively deploy two internal indicators:

the carbon indicator, which measures the decarbonisation potential of our projects.

the resilience indicator, which assesses the vulnerability of projects to climate-related risks.

By 2027, these two indicators will be applied to 80% of our Group's project management assignments.

Main CSR indicators 2024 Scope: France	2024
Group unit carbon impact (versus 2019)	-25 % (estimated April 2025)
% of employees receiving at least one training course per year	78 %
% of employees with disabilities	3.7 % ²
Coefficient of the frequency of labour accidents	3.2 ³
Number of days of safety training	633 j

⁽¹⁾ CSR: Corporate Social Responsibility - ⁽²⁾ the legal target is set at 6%

⁽³⁾ the industry average in 2023 is 3.9

2024 HIGHLIGHTS



a score of 70 out of 100 for the robustness of our CSR management system and for our environmental, social and societal performance.

Ingerop among the 500 best employers in France in Capital magazine rankings and 2nd in the Engineering category.

Ingerop is a member of the Collège des Directeurs du Développement Durable (C3D) for collaborative sharing of difficulties encountered and good ideas.

Signature of the Syntec Charter of Engineering for Climate and Biodiversity, formerly named the Climate Charter.



A PRAGMATIC APPROACH TO CSRD

In April 2024, a multidisciplinary team took on the CSRD project 3 at Ingerop, adopting a pragmatic approach. This work led us to question how CSR issues are considered across our entire Group, to identify the affected stakeholders, and to reflect on strategic opportunities.

Affected stakeholders and formalisation of our value chain

Our Group is part of a value chain that encompasses all our national and international activities as well as all our affected stakeholders. The relationships we maintain with our clients, partners, and suppliers are long-term collaborations, characterised by adherence to standards and regulations and a strong mutual commitment. Our employees play a major role in meeting our CSR challenges.

Our value chain has been defined to take into account:

Upstream of our engineering consulting and project management services, which apply to each of our seven activities (Buildings, Water, Energy, Industry, Infrastructure & Mobility, Transport and Urban Development).

This upstream chain highlights the essential resources required to develop our services and produce the deliverables essential for deploying the downstream chain.

Downstream of the main stages of the construction projects entrusted to us, from design through to the end of life of the structures.

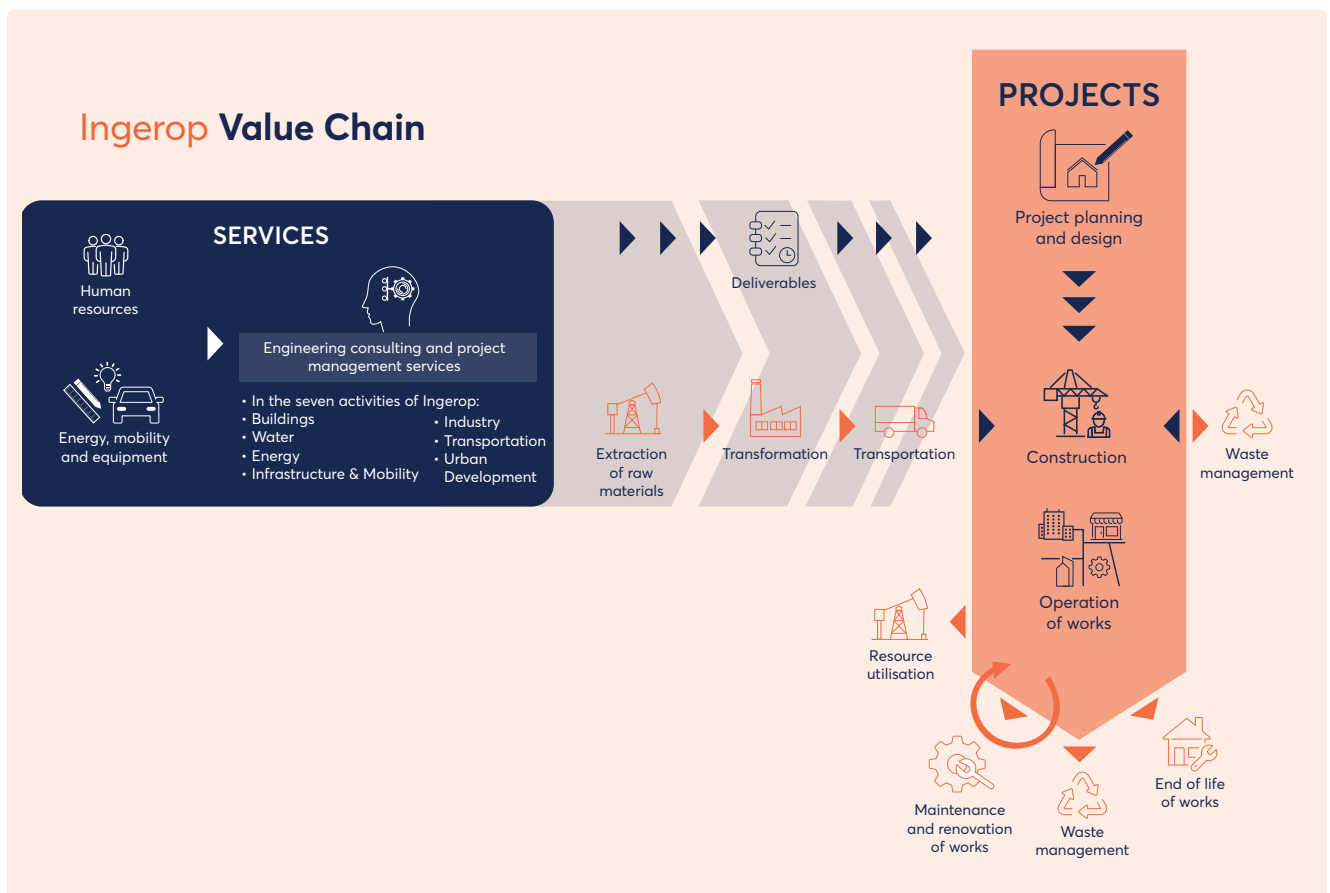
This downstream chain highlights the raw materials and resources required throughout their life cycle.

Identification and assessment of Impacts, Risks and Opportunities (IRO)

At the conclusion of the double materiality analysis conducted with around 50 French and international experts from Ingerop, the Impacts, Risks and Opportunities that Ingerop deems material were catalogued.

The majority of the material Impacts, Risks and Opportunities identified are already taken into account by our organisation, our strategy and our policy.

⁽¹⁾ CSRD: Corporate Sustainability Reporting Directive



AN EXEMPLARY ECOLOGICAL TRANSFORMATION



By leveraging its subsidiary Actierra's new ecological services, Ingerop positions itself as a leading provider of integrated eco-design within engineering, enabling it to win new large-scale projects in France and around the world.

In the French engineering landscape, the creation of Actierra in early 2024 did not go unnoticed, sending a strong signal to all our stakeholders: **we are accelerating our ecological transformation and moving up a gear in eco-design.** Already invested in the creation of low-carbon design tools such as Calcab or Ecale, our engineering teams were able to capitalise throughout 2024 on the know-how of Actierra's teams to go further in a holistic approach to our clients' challenges.



The resilience of transport infrastructure in Ivory Coast

The climate change adaptation study for transport infrastructure in Ivory Coast, awarded in 2024, is a prime example of Ingerop and its subsidiary Actierra's ability to combine traditional engineering expertise with ecological know-how on a national scale, in the context of climate change.

Largely funded by the World Bank, the study covers the entire Ivorian territory and focuses on assessing the resilience of all the country's transport **80,000 km of roads, over 600 km of railways, two ports and seven airports.** For these infrastructures, Ingerop and Actierra are tasked with several missions, including assessing vulnerability and defining the key areas and strategic directions for resilience and adaptation.



The Promenade du Paillon in Nice in the spotlight

The Promenade du Paillon (phase 2) in Nice, winner of the **2024 National Engineering Grand Prize**, is another project that reveals the clout of Ingerop and Actierra in terms of ecological solutions and, more specifically, the resilience of cities to climate change.

Through this project, an **urban forest of over 2,500 trees** will be planted across more than eight hectares to help mitigate urban heat islands. At the same time, to achieve water self-sufficiency for the park, a system for collecting, draining and storing rainwater will be implemented. Finally, the BRT system and soft modes of transport, thanks to bike lanes and pedestrian pathways, will be prioritised. All these solutions are the result of close collaboration between the Group's technical engineers and climate experts.



The imposing environmental challenge of the Grand Palais

The third major project providing an exemplary illustration of the ecological expertise acquired by the Group is the restoration of the Grand Palais in Paris.

In this historical monument, all the Group's expertise in "existing structure" engineering and environmental performance made it possible to meet a triple challenge: **reducing the carbon impact of the restoration through careful material selection and an ex-situ reuse strategy for site materials; improving thermal comfort in the large nave both summer and winter** using a low-carbon concrete active slab; and achieving **HQE sustainable building certification** for the Grand Palais. Final feat: adhering to a tight schedule to successfully welcome athletes and para-athletes from around the world on time for summer 2024.

Ecology, a major focus for growth



To strengthen our environmental expertise in 2024, we also relied on our intensive external growth strategy. Following City Climate X and Envirotech Ingénierie, Citizing joined us at the end of the year, bringing new services to assess and measure the social, **environmental, and economic impacts of projects, and to ensure regulatory compliance-supporting decision making, providing guidance and steering project activities.**

As the 1st pillar of our Vision 2027 corporate strategy, ecology, will more than ever, be at the heart of our projects, actions and commitments in 2025, as we work to shape the world of tomorrow in service of all living things.

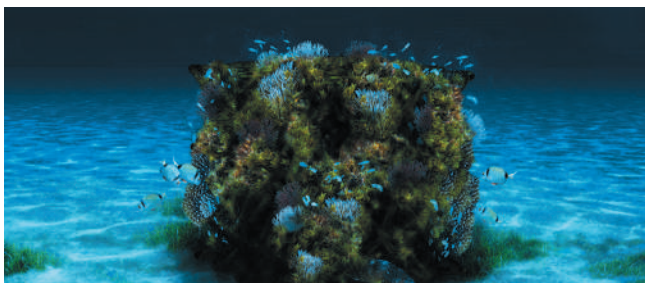


AN EXPANDED FIELD OF EFFICIENT INNOVATIONS

In 2024, our Group's innovation and R&D drive drew on the creative capacity of our engineers, our increased participation in national and European research programs, and our external growth to optimise the performance of our current services and design innovative solutions.

Support for climate-related theses

In **Research and Development**, given the accelerating effects of climate change, interdisciplinary cooperation is essential. For several years now, we have been supervising doctoral students during their dissertations in order to strengthen our close links with the academic world, and two of them, dealing with ecological issues, were successfully defended last year. One, developed with the University of Le Havre, deals with the **effect of global warming on coastal protection structures**, with rising sea levels exacerbating the impact of extreme swells, while the other explores the **increasingly topical issue of urban heat islands**.



Bio-inspired coastal erosion protection reefs developed by Lineup Ocean in collaboration with Ingerop.

Ingerop involved in major European research programmes

Still with this goal of knowledge sharing in mind, we significantly increased our participation in major collaborative research programs funded by France or the European Union in 2024. Among these programs placing us at the cutting edge of the state of the art, let us mention one of the most emblematic: **ClimateFit aims to support EU territories in their adaptation to climate change through innovative financing mechanisms**. With a budget of €6 million, this project is notable for integrating, alongside traditional partners (cities, institutions, companies, etc.) and financial organisations that drive sustainable investments.

Innovating for greater efficiency and productivity

The 4th edition of IN3 - our international intrapreneurship programme and incubator for innovative client services like Ecale, Calcab and Infracost - is scheduled for 2025. In 2024, our internal innovation policy focused on enhancing the performance and productivity of our current engineering consulting services. Two innovations have thus been developed based on artificial intelligence. The first, called **RETIN**, is a digital solution that processes satellite or aerial images faster and with higher quality in our land development projects, resulting in time savings and reduced workload for engineers. The second is an automated rebar plan checking tool that uses image recognition with robust and reliable algorithms, once again saving us valuable time to focus on higher-value tasks.

Ingér'Up dedicated to industrial start-ups

In 2024, we also launched **Ingér'Up**, an **engineering-consulting service offer dedicated to start-ups with an industrial vocation** and in line with the France 2030 plan. Tailored to each stage of these start-ups' development, from pre-funding to factory commissioning, Ingér'Up has helped us secure half a dozen contracts and connect with the latest industrial innovations.



New expertise in urban thermal comfort modelling

As for Our desire to expand our portfolio of innovative services through external growth, was pursued throughout 2024 with the acquisition, City Climate X, which has unique expertise in the collection and processing, via AI, of extremely fine data, i.e. on a metre scale. This represents a decisive step forward in the fight against urban thermal discomfort.

In 2025, our Group's innovation and R&D strategy will be more in tune than ever with the aspirations of our customers and in symbiosis with the planet to meet the major challenges facing us.

187,000 hours

**dedicated to R&D
and Innovation**

*Vision's 150,000 hour goal for 2027
was exceeded as early as 2024*

12

**European collaborative
research programmes**
in which Ingerop is involved

49

scientific publications

A CONSTANTLY EVOLVING RANGE OF SERVICES



Anticipating energy, ecological and digital transitions, Ingerop has been evolving its service offering for several years; a process that continued in 2024 through driving innovative projects, an active acquisition strategy and ongoing training for its engineers.

Proof through agility

Today, faced with increasingly complex projects and the need to address issues such as biodiversity, carbon footprint, resilience, energy efficiency, climate risks, existing conditions and the use of AI, we demonstrate great agility in adapting. This agility is thanks to the broad scope and diversity of **our expertise**, where we combine traditional technical know-how with cutting-edge ecological skills. **Agility thanks to our ability to mobilise multiple activities across our seven business lines** to address new markets or tackle emerging challenges for our clients.

Identifying subsidiaries dedicated to sectors of the future

Our adaptability to client needs is reflected in new specialised subsidiaries such as ILS (Ingerop Life Sciences), founded in 2019 and dedicated to engineering the construction of pharmaceutical sites. **One of ILS's major projects was inaugurated in 2024 in Toulouse: the therapeutic antibody production plant for Just-Evotec Biologics.** As the lead contractor of the consortium formed for this project, Ingerop offered, within its comprehensive proposal, innovative services based on G-CON modular technology, BIM, and 3D modelling for managing the site's construction, achieving the LEED Silver environmental certification, and handling the ICPE regulatory file.

Enriching our services through internal innovation and external growth

The evolution of our range of services is also based on the innovations of our engineers developed in-house, in particular thanks to our intrapreneurship programme IN3 and to our external growth. In 2024, we acquired new expertise

in electric mobility with Evectra, in the fight against urban thermal discomfort with **City Climate X**, in the protection of tropical ecosystems with Envirotech Ingénierie or in the assessment of the economic, social and environmental impact of projects of general interest with Citizing.

Broadening the scope of training

The final component of our service evolution approach is the ongoing training of our engineers with a focus on **a systemic vision of projects**. This means that, in addition to training on the evolution of traditional engineering consulting techniques, ensuring the strength and durability of structures, our engineers now also receive training on 'existing conditions' engineering and ecological challenges, provided through our internal training school, Campus Ingerop or external providers. In 2024, we developed a comprehensive Environment 360 training programme covering 100% ecological topics, which will be mandatory for all our project managers by 2027.

In 2025, the development of our range of services is expected to accelerate in line with the key strategic directions of Vision 2027, notably through an active policy of new acquisitions aligned with our selectivity criteria.



Athlete's Village

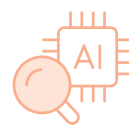


The Athletes' Village, a hub of innovation

Our projects themselves are a constant source of adaptation and evolution for our services, helping us reinvent how things are done. Inaugurated at the end of February 2024, the Athletes' Village, winner of the 2022 National Engineering Grand Prize, is a prime example of this. Through its environmental **ambitions, within an exceptional regulatory and technical context, we turned it into a laboratory of innovative services** to minimise environmental impacts, maximise material reuse, ensure sustainable use beyond summer 2024, experiment with new materials, build reversible facilities, create a rewilded neighbourhood and provide universal accessibility for people with disabilities.

DIGITAL SOLUTIONS

SOON TO BE BOOSTED BY AI



The rapid rise of Artificial Intelligence generative (IA) (GenAI) led Ingerop to launch initial experiments in 2024. They are expected to quickly enable us to leverage the power of IA technologies to develop new efficient and streamlined tools, generating internal efficiency gains or creating distinctive services for our clients.

DIG as in DIGITAL: digital experts supporting operational teams

Noticing that our operational teams were brimming with ideas but didn't always master the digital technologies needed to implement them, we established, in 2024, a team of about ten software developers called DIG, tasked with supporting the **rapid and agile development of new solutions based on digital technologies**.

All our internal applications in a single portal

Another advance to be credited to the DIG team: the deployment of the **BTS (Business Tools Sharing)** portal hosting the fifty or so applications already developed within the Group. By making these internal solutions accessible to everyone through a single site, the DIG team promotes knowledge sharing and the wider use of these tools.

AI is already here

Early examples of internal tools based on the latest AI technologies have already emerged: RETIN, for processing **satellite and aerial images** in our land development projects, and a tool for the automatic and rapid detection of **anomalies in rebar plans** to facilitate final inspection by our engineers.

Unique expertise in thermal comfort modelling

Beyond our high-value internal expertise in BIM mastery, parametric design, and digital twins, we are also integrating expertise gained through our external growth. **City Climate X**, a start-up acquired in 2024, is a perfect example. The contribution of its unique expertise in collecting and modelling, using AI tools, satellite data, land use, and urban morphologies at a very fine scale, down to the metre, enables us to offer comprehensive planning **solutions that effectively combat thermal discomfort, both in France and worldwide**.

Enhancing our technical data

Convinced that the technical data heritage accumulated by our Group since its founding holds valuable worth, we have embarked on a process of **analysing, preparing and structuring this data**. Objective: to leverage them through AI algorithms to achieve even greater speed and relevance.

Strengthening internal cybersecurity

As cybersecurity is a matter of utmost vigilance, we have taken numerous measures to strengthen our digital security in 2024, such as **intensifying penetration testing**, decommissioning outdated applications and segmenting our networks using SD-WAN technology.

Cybersecurity consulting assignments on sensitive infrastructures

With our clients, we are increasingly carrying out consulting missions on cybersecurity challenges related to the proliferation of connected

devices within their operating systems, which make them easy targets for cybercriminals. We are supporting the **Société des Grands Projets on several stations of the Grand Paris Express** to achieve a level of cybersecurity that complies with the new requirements of the European NIS 2 Directive.

At the beginning of 2025, the integration of the DIG team into the Digital Services Directorate (DSN) and the strengthening of our roadmap to capitalise on our data through AI already set this year under the banner of **acceleration and maximising synergies**, aimed at facilitating the adoption of digital technologies by operational teams and continuously developing more innovative services.

Workshop during the 1st DEV DAY



1st DEV DAY in France

On 4 December 2024, the 1st DEV DAY was held at the Rueil-Malmaison headquarters, bringing together 30 of our software developers spread across our operational units in France and key foreign subsidiaries (Deutschland, Spain, United Kingdom). A unique opportunity to share our strengths and ambitions in the digital field in person.

STRENGTHENED APPEAL



Alongside the successful onboarding and integration of more than 600 new employees in 2024, Ingerop's Human Resources department has contributed to each individual's growth and everyone's well-being through new social and societal advancements.

A rapidly growing workforce

The creation of Actierra, major acquisitions, organically growing brand awareness supported by regular social media campaigns, strengthened partnerships with academic institutions and prestigious projects. The combination of all these factors has led to a significant increase in the Group's workforce. More than 600 employees, more than **400 in France and nearly 200 internationally**, joined Ingerop in 2024!

A dedicated recruitment service in France

To recruit, welcome, and integrate all these new hires under the best conditions, the Human Resources department in France has relied on an internal recruitment team since late 2023. The team comprises **five recruiters and one assistant**, as well as a network of HR professionals. The efforts of this team culminated in the **organisation of onboarding days** at the end of the probation period. For all new Ingerop employees, this stage provides a unique opportunity to connect at Ingerop's headquarters with activity directors, functional business line directors and the company president, centred around a shared purpose and common values.

A redesigned onboarding journey for 2025

A new onboarding programme is being rolled out for 2025. It will notably include **an e-learning module on everyday sexism and anti-corruption**, as well as an **'Ambassadors' session** to familiarise employees with the Group's history, strengthen their sense of belonging and foster our shared corporate culture, Human Resources playing a key role in transmitting and sharing Ingerop's DNA with every employee from their very first day in the Group.

More features within HRIS¹

Still aiming to improve recruitment processes, a new applicant tracking system (ATS) was added to enhance the HRIS features in 2024. Skillfully led by our recruitment team, this project notably optimises the management of the CV pool submitted through the new Careers portal, with a redesigned interface that enhances the candidate experience. Another key milestone in the digitalisation of HR practices in 2024 was the rollout of the "Performance and Careers" module within the HRIS.

A constantly expanding range of training

In the area of training, Ingerop ensures that every employee has the opportunity to grow and develop their professional skills. **Meanwhile, the training catalogue continues to expand its range of available courses, now over 70, adding new topics related to soft skills and environmental and societal challenges alongside those focused on technical expertise.**

Manager training based on six key competencies

As managers play a crucial role in leading the company, the Human Resources department continually adapts the managerial training curriculum to address emerging challenges. Within the Ingerop Campus, this programme is structured around the development of six key skills essential to being a good leader: **adaptive leadership, mastery of digital tools, emotional intelligence, change management, decision-making agility, and finally, the ability to balance performance and well-being at work among one's teams.**



Odyssea race in Villeneuve-d'Ascq on Sunday 26 May 2024.





*Stereotypes?
Not our style!
A guide to
a more equitable
workplace*

An ambitious plan to increase gender diversity within the Group

Gender diversity and professional equality between women and men being powerful drivers of the Group's attractiveness and strength, we implemented an ambitious plan to increase the representation of women in our workforce, featuring several key initiatives in 2024.

To increase the percentage of women in our leadership bodies, with a 2027 target of 35%, we launched a **'Women in Leadership'** training programme and rolled out 'people reviews' for every employee to **identify high-potential talent** and support their career development over several years.

To break down prejudices, we distributed a **kit on gender stereotypes**, implemented **mandatory micro-learning on everyday sexism**, and launched an **internal poster campaign** on these topics.

To support a better work-life balance, we extended the reimbursement scheme for additional childcare costs to include **business travel**, while also **expanding remote work options** for parents of sick children under 12 and for young mothers returning from maternity leave. We also established a **part-time work observatory** to identify the conditions for its development, including in high-responsibility positions.

Better understanding of disabilities

The conclusion of a new disability agreement in 2024 allowed us to recognise that the actions taken in previous years have borne fruit. To continue combating prejudices, we distributed **several guides on disability** promoting the Recognition of Disabled Worker Status (RQTH). We also trained our HR teams to establish a support service for compiling the administrative file required to obtain RQTH status. Finally, Ingerop covers **100% of the Universal Employment Service Voucher (CESU)** for employees with disabilities, enabling them to receive assistance in their daily lives.



In 2025, Human Resources will mobilise to develop, as part of the ERP2 project, a core HRIS solution for our main subsidiaries (South Africa, Deutschland, Australia, Spain and the United Kingdom) to adopt unified tools and practices.

⁽²⁾ ERP: Enterprise Resource Planning

Data for France

almost
200 Interns
welcomed in 2024

26 schools
visited by our
engineers in 2024

5% of the Group's payroll
dedicated to training

78% of employees
receiving at least one
training course per year



Happy Trainees 2024
Ingerop

Solidarity in full swing

Beyond the Group's purchase of race bibs enabling many employees to participate in charity runs, solidarity at Ingerop has also been expressed through the continuation of:

The Congés Solidaires® programme, giving Ingerop employees the opportunity to spend 15 days (one week of leave plus one week granted by Ingerop) on humanitarian missions around the world.

Solidarity RTT days, where employees dedicate their time off to meet with young people far from employment as part of the second chance school programme.

1 school, 1 Ingeropien

As part of strengthening school relationships, the HR teams launched in early 2024 an initiative called '1 School, 1 Ingeropian', where recent engineering school graduates now working at Ingerop take part in their schools' forums and share their positive experiences at Ingerop to attract future employees.

AN ACTIVE ACQUISITION POLICY

IN 2024...



Citizing - France

Founded in 2015 to respond to the urgency of social and environmental challenges, this research and consultancy agency supports the design and deployment of general interest projects that are more streamlined and more useful to society and the planet.

It has a dual expertise:

Assessing and measuring the social, environmental and economic impact of projects, with a view to aiding decision-making and steering activities,

Ensuring regulatory certainty by assisting with strategic choices and the implementation of procedures, as well as compliance with regulatory requirements (environmental law, town planning law, etc.).



Deltaedre Engineering - France

Founded in 2008 near Toulouse, this company specialises in process engineering for material transformation and operates from design to validation of the industrial process. It has worked with many key players in the fine chemicals, food processing, green energy and pharmaceutical industries.



Evecetra - Spain

Founded in 2012 in Barcelona, Evecetra is a consulting and engineering company specialising in electric mobility. It responds to a major ecological transition issue for private and public organisations: the transition of vehicle fleets - car or truck fleets, bus networks - to electric.

... AND EARLY 2025



Hyna + Weiß - Deutschland

Founded in 1990 and based in Augsburg, Hyna + Weiß Bauingenieure GmbH is an engineering firm specialising in civil engineering and road infrastructure. This acquisition in March 2025 responds to a highly strategic issue for Ingerop: strengthening its infrastructure service offerings in Deutschland, in addition to the skills we were developing there in geotechnics, underground structures and hydraulic structures.

2024 HIGHLIGHTS



BUILDINGS

Monday 15 April 2024
Visit by Emmanuel Macron, President of the French Republic, to the Grand Palais construction site.



WATER

April 2024
Inauguration of the Roucas Blanc Nautical Stadium in Marseille.



ENERGY

January 2024
Qualification of our Tours branch as a Safe Site by EDF.



INDUSTRY

September 2024
Inauguration of the Just-Evotec Biologics biotherapeutic unit in Toulouse.



INFRASTRUCTURE & MOBILITY

June 2024
Inauguration of the Robert Poujade footbridge in Toulouse.



TRANSPORT

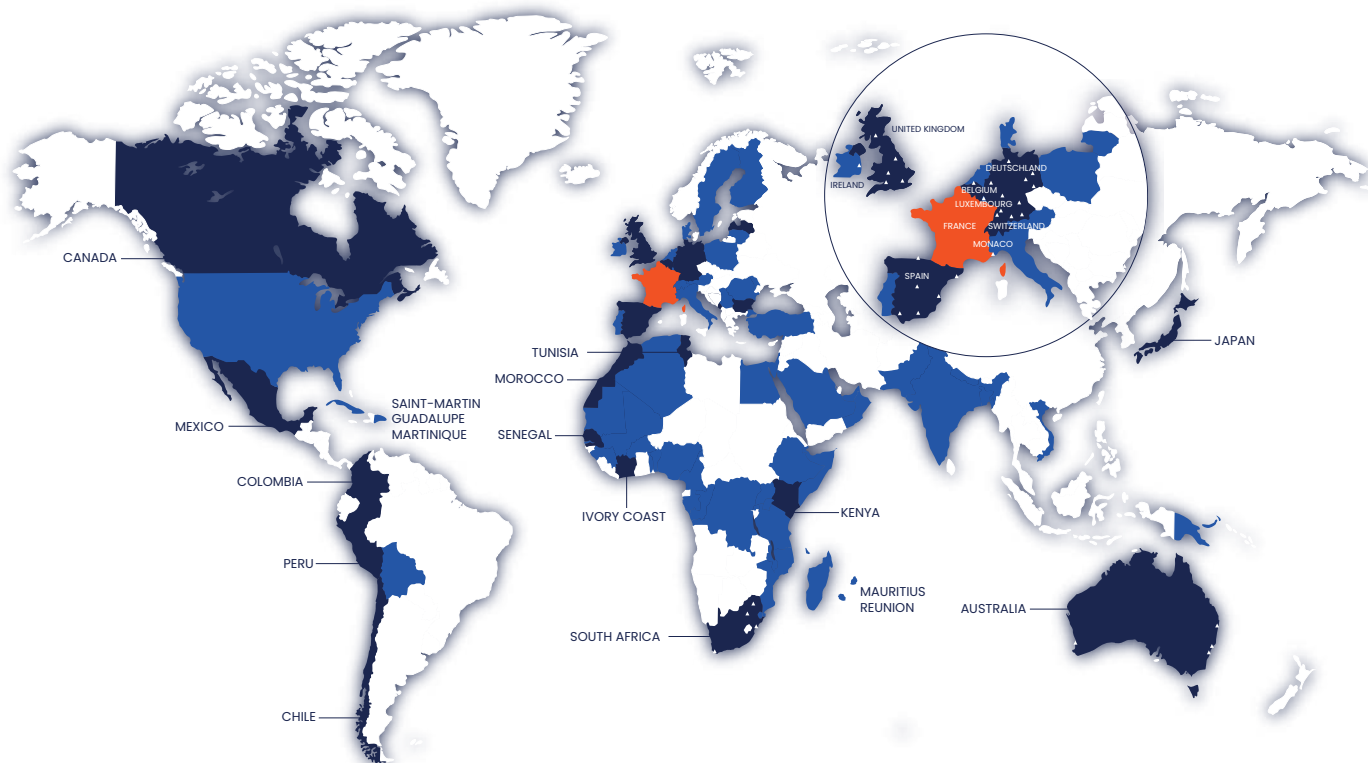
November 2024
Inauguration of the Barcelona tram extension in Spain.



URBAN DEVELOPMENT

October 2024
Redevelopment of the surroundings of Notre-Dame: 1st stage completed with the "small forecourt."

INGEROP AROUND THE GLOBE



INTERNATIONAL

● Locations

● Recent export projects

△ Branches

OUR INTERNATIONAL SUBSIDIARIES...

NORTH AMERICA

Ingerop Canada
Ingerop Rendel Canada
Ingerop Mexico

SOUTH AMERICA

Ingerop Peru
Ingerop Chile
Ingerop Colombia

AFRICA

Horizon Project Management
Ingerop Benin
Ingerop International Consultants
Ingerop South Africa
Ingerop Afrique Ingénierie
Ingerop East Africa
Ingerop Ivory Coast
Intec
SGI Tanzania
SGI Senegal

ASIA & THE PACIFIC

ASPEC
Ingérosec
Rendel Ingerop

EUROPE

Geos Consulting Engineers
Helveos
Ingerop Belgium
Ingerop Bulgaria
Ingerop Deutschland:
▸ Hyna + Weiß
▸ IBF



FRANCE



Headquarters



Regional offices



Locations

) EUROPE CONTINUED

Ingerop Montenegro
 Ingerop Monaco
 Ingerop Latvia
 Ingerop Luxembourg
 Ingerop Polska
 Ingerop T3:
 ▶ Evectra
 ▶ Leedeo Engineering
 ▶ Smart2
 Rendel
 ▶ Ingerop Ireland
 ▶ Stonebridge Commercial
 Solutions Ltd
 ▶ T&RS Engineering

... AND FRENCH

Actierra
 ACXES by Ingerop
 Arcora
 Atelier des Territoires
 AVLS
 Axfer
 Cicad
 Citizing
 City Climate X
 Deltaedre Engineering
 En-Lab
 Envirotech
 Geos Consulting Engineers
 GLI
 Caribbean Guez
 Ingerop Contracting
 Ingerop Life Sciences
 Mazet & Associés



7 AREAS OF ACTIVITIES

BUILDINGS

Design high-performance, ethical buildings in which people can learn, live, work, be cared for and feel good.

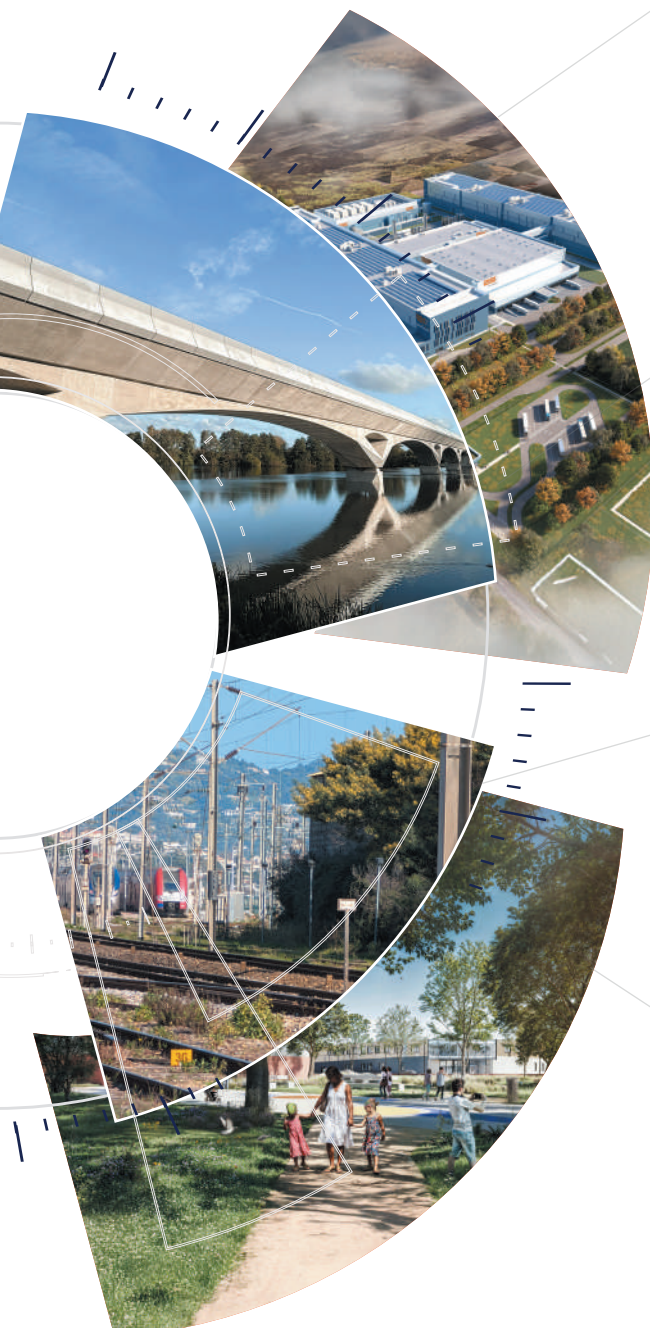
WATER

Designing hydraulic infrastructures and river works. Creating, extending or redeveloping port areas. Encouraging controlled development to preserve natural environments.

ENERGY

Address the climate emergency by responding to the challenges of producing carbon-free electricity and by offering virtuous solutions for energy storage, management and transport.





INDUSTRY

Meeting clients' needs at every stage of their projects. Innovating alongside manufacturers to successfully navigate the transitions ahead and meet the challenges of tomorrow.

INFRASTRUCTURE & MOBILITY

Designing, implementing and requalifying sustainable transport infrastructure. Imagining forms of mobility capable of responding to changing uses.

TRANSPORT

Enabling everyone to move and access comfortable modes of transport. Developing networks with the most modern systems. Anticipating new mass travel needs.

URBAN DEVELOPMENT

Work to transform cities into low-carbon, resilient and climateresilient territories.

BUILDINGS

“Across all building types – healthcare facilities, educational institutions, office buildings, train stations, airports – whether new construction or renovation, we continually adapt by complementing our traditional expertise with new, advanced skills in decarbonisation, smart buildings, cybersecurity, and energy efficiency.”



LUDOVIC VAZ

Director of Buildings Activity



MIRABEAU TOWER



PARIS 15TH
France



GECINA

Designed by architects Le Maresquier & Heckly in 1972, the Mirabeau Tower, located on the Seine quays in Paris's 15th arrondissement, is currently undergoing a full renovation initiated by its owner, the GECINA group, in partnership with ORFEO and the architectural firm CRO&CO. With an area of approximately 37,900 m² sdp⁽¹⁾, it comprises 17 office levels. The project aims to rethink the tower's interior spaces to meet the needs of today's and tomorrow's users, including a complete renewal of all technical equipment. The main challenges being to improve visual comfort, summer comfort, as well as thermal and acoustic performance, this renovation incorporates a strong environmental ambition, including among other things:

- the objective of BREEAM and HQE Sustainable Building certifications, as well as the BBCA Renovation and BBC Effinergie labels,
- the implementation of a material reuse initiative,
- the use of renewable energy through the continuation of the existing geothermal loop.



) RÉSURGENCE PROJECT MOULINS-YZEURE HOSPITAL CENTRE



MOULINS-YZEURE (03)
France



Centre Hospitalier
Moullins-Yzeure

The Ingerop Group's knowledge of the hospital sector and its constraints enables it to propose functional and efficient architectures. That's why the Moullins-Yzeure hospital centre chose our bid to restructure the facility.

The 7,700 m² project comprises:

- the construction of a new building to house the emergency department, the SAMU departmental call centre and the SMUR, with a helipad,
- the redevelopment of five existing floors, spread over three buildings, to create an outpatient unit, two medical units and a paediatric ward.

The entire operation is being carried out on an occupied site, with activities being maintained.

The Ingerop teams are more specifically in charge of project management for the design (concrete structure, steel structure, external works, HVAC, electricity, medical fluids and sanitary plumbing).

Architect: Michel Remon & Associés

) EXTENSION OF THE BOBIGNY JUDICIAL COURT



BOBIGNY (93)
France



APIJ
(Government agency for the Real Estate of the Justice System)

The second largest court in France, the Bobigny judicial court is expanding with the construction of a new building, which will be linked to the historic building by several footbridges. This triangular extension of more than 20,000 m² is a major challenge for improving the court's operations. A vast forecourt bordered by gardens will be laid out on the rest of the plot, creating a link with the city.

For this project, Ingerop is responsible for the following tasks: for HVAC, plumbing, electricity, lifts, external works, operation and maintenance, pre-synthesis, regulatory thermal calculations, BIM, as well as project management via its subsidiary Cicad.

Architect: PCA-Stream

BUILDINGS



AIRPORT MAIN BUILDING



MÉRIGNAC (33)
France



Bordeaux-Mérignac Airport

Bordeaux-Mérignac airport is planned to create a central, flexible infrastructure between the two historic terminals (halls A and B) by 2028. The new entity will enable the airport to aim for the best European standards in terms of passenger experience, with a simplified, intuitive and seamless journey.

With a view to modernisation, the project also aims to meet the latest regulatory safety requirements while ensuring that the facilities can be upgraded.

This 21,000 m² building represents a major challenge in terms of creating a coherent, high-performance facility that can meet the challenges of decarbonisation. As well as shops and waiting areas, it will house a central screening checkpoint (PIF), a new hold baggage handling and control system (STB) and a series of offices.

The project will be carried out on an occupied site, without interrupting airport operations. Economically, the new terminal will also be the most ambitious building in the history of Mérignac.

Architect: Enia architects

THE STACK



MUNICH
Deutschland



AXA

A hybrid timber office building, designed to high standards of sustainability and technology, will be built by the end of 2025 in the vicinity of Munich's main railway station. It will offer around 17,000 m² of modular multifunctional rental space, a roof garden and a lobby for interaction, communication and complementary retail and restaurant facilities.

IBF Ingenieure – a subsidiary of Ingerop – was responsible for the design and supervision of all the building's technical installations.

Architect: Wilmotte & Associés

OUR TALENTS AT YOUR SERVICE



WOOD



GRENOBLE (38)
France



VINCI Real Estate

Located in the heart of Grenoble's peninsula, Wood is an innovative project in terms of energy consumption, ecological footprint and thermal comfort.

The office building is located on a disused industrial site, allowing 454 m² of green space to be regenerated. The project adopted a responsible design approach, using wood for the framework, posts and beams, walls and cladding on the façades.

Wood uses renewable energies (geothermal and geocooling) and has been designed to be bioclimatic (natural ventilation, optimisation of natural light, etc.). The project also promotes biodiversity by integrating nesting boxes into the thickness of the façades.

Wood won two awards at the Pyramides d'Argent: the Business Property Prize and the Regional Grand Prize. It is certified NF HQE Bâtiment Durable 'Très Performant', Ready to Osmoz, BEPOS Efficacité 2017, BiodiverCity, E+/C- (level E3C2) and RT2012 -77%.

Arcora, a subsidiary of the Ingerop Group, was responsible for the façade engineering.

Architect: ECDM Architects



ÉNORA DESSERTÉ

Building/Industry Project Manager
Toulouse (France)

"With five years' experience in building and industrial project management, I'm delighted to be able to put my expertise to good use, from design to handover, including rigorous monitoring and effective coordination. I joined Ingerop Toulouse at the beginning of 2024 and I'm proud to be working with a dynamic, talented team with exceptional interpersonal skills. This enables us to offer a quality service and guarantee the success of each project."



ALIÉNOR TOURNADE

Project Manager Private Building Division
Rueil-Malmaison (France)

"Since the pandemic, which had a major impact on office property requirements, we've seen a real change in our business, with an increase in the number of renovation projects. This gives me the opportunity to capitalise on my previous experience in commercial property refurbishment to support project teams for whom this change is new. Energy transition and climate resilience obviously remain key concerns for our customers."

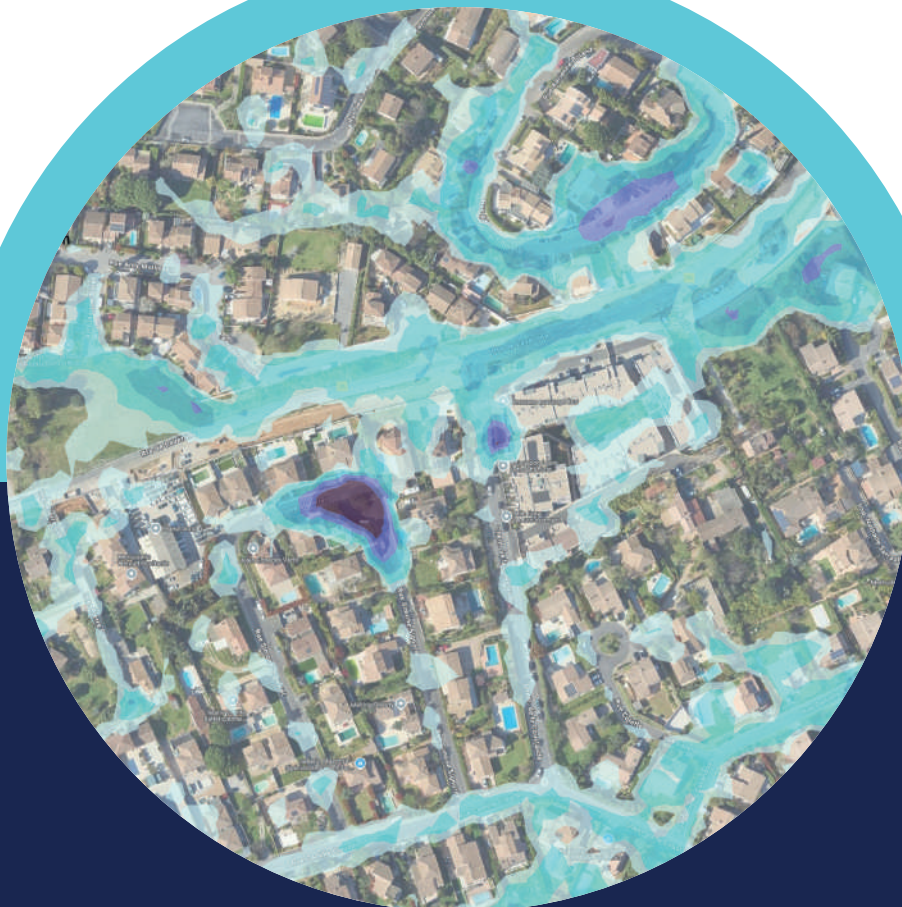
WATER

“To design new projects, rehabilitate existing structures and provide periodic monitoring, we have the full range of skills – geology, geotechnics, hydrology, hydraulics, river and maritime civil engineering – to offer innovative services that take account of the effects of climate change.”



LUDOVIC GAUTIER

Director of the Water Division



RUNOFF STUDIES AND STORMWATER MASTER PLANS FOR MONTPELLIER



METROPOLIS OF MONTPELLIER
MEDITERRANEAN (34)
France

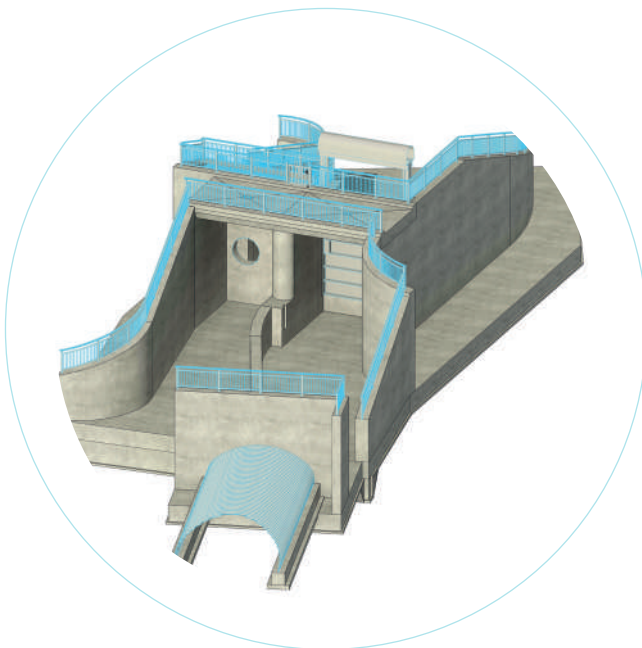


Montpellier Mediterranean
Metropolis

In order to improve knowledge of the risk of flooding due to rainwater run-off in the Montpellier Mediterranean Metropolis area, the aim of this project is to model flood-prone areas throughout the region.

It enables flood-prone areas to be characterised, flood hazards to be mapped and development solutions to be proposed. The results will be used to prepare the PLUil, crisis management and vulnerability reduction.

The study covers 860 km of hydrographic network, in both urban and natural environments. The 2D hydrological and hydraulic modelling is carried out by applying rainfall to the natural terrain survey and utilising high-definition LIDAR data (IGN). A detailed sensitivity analysis is conducted on test areas (grids, buildings, and small walls). The results will then be used to support crisis management.



› BURG AU FLOOD RETENTION BASIN



BURGAU – BAVARIA
Deutschland



Water utility
of Donauwörth

The State of Bavaria, via the Donauwörth water management service, is building a flood retention basin on the Mindel to protect the town of Burgau. This largescale project includes a retention capacity of 1.4 million m³.

The basin is based on a slightly curved dam dike, 1.5 km long and 6 m high, as well as on four dam structures with several fields to regulate the retention area. The objective is to reduce the flow from 135 m³/s to 65 m³/s.

The project also takes into account the constraints related to the adjacent railway line and the federal highway, which require careful management of the interfaces.

› SEAPORT OF GARACAD



GARACAD
Somalia



Wadaagsan Company LLC

The port of Garacad is a new container terminal under construction in the city of Garacad, Somalia. This new port has been planned to open up the Horn of Africa, central Somalia, and southeastern Ethiopia to more accessible trade routes with the rest of the world, especially the Arabian Gulf and Asia.

Ingerop and its international subsidiaries were involved in the detailed design of the container terminal and in overseeing the site supervision.

The scope of the study also included conducting an audit for a port operator to validate quay usage, wave effects and the estimation of CAPEX/OPEX for different options.

WATER



REHABILITATION OF THE ROPHÉMEL DAM



GUENROC – PLOUASNE (22)
France



Community Water
of the Rennes Basin (CEBR)

The hazard study carried out in 2020 by Ingerop revealed the need to reinforce the upstream waterproofing of the empty reservoir dam. In 2021, the CEBR launched a work schedule that incorporates environmental requirements and drinking water needs. Ingerop is managing the execution of this work, which began in 2024.

The project is structured around an initial phase of draining the reservoir, followed by dredging of the sediments. Next, the rehabilitation work takes place with the reservoir drained, notably including the installation of a waterproof geomembrane on the upstream face of the dam and the rehabilitation of the hydromechanical equipment. The work continues with the refilling of the reservoir and the repair of the civil engineering defects.

LOWER UMKHOMAZI WATER SUPPLY



DURBAN
South Africa



uMngeni-uThukela Water

Faced with the insufficient water resources on the south coast of KwaZulu-Natal, the Lower uMkhomazi water supply project aims to meet the growing demand.

This large-scale project involves the construction of a water treatment plant with a capacity of 134 ML/day, incorporating a comprehensive recycling system. Potable water will be transported through a 1400 mm gravity pipeline over a distance of 3 km, leading to a 35 ML storage reservoir.

Ingerop in South Africa is managing the entire project: design, tendering, construction supervision and commissioning.

OUR TALENTS AT YOUR SERVICE



EXTENSION OF CONGO TERMINAL ON THE EAST PIER



POINTE-NOIRE
Congo



Congo Terminal (AGL)

Congo Terminal aims to enhance its capacity by adding two new quay berths and expanding its storage area through the construction of a new container terminal on the East Mole of Pointe-Noire port.

The project plans to accommodate 400-metre-long container ships, requiring the adaptation of existing and future infrastructure to handle these large vessels.

The project includes both the design and construction of a new 750-metre quay, as well as the necessary dredging to accommodate large-capacity container ships. It also includes conducting a navigability study and a wave agitation study, as well as the essential embankments for the northern extension of the east mole.



MICHAËL DALIN

Director HELVEOS – Geneva (Switzerland)

"Helveos, born from the merger of SGI Suisse and Geos Suisse, strengthens our water expertise in France, Switzerland, and Africa.

Our project in Dakar, carried out with the National Sanitation Office (ONAS) for the cleanup of Hann Bay, showcases our expertise: hydraulic skills, multidisciplinary project management and deep understanding of the Senegalese context. This synergy within Ingerop positions us as a key player in addressing future water challenges."



JULIE LE BUNETEL

Hydraulic DST Manager – Rennes (France)

"The hydraulic, scientific and technical department supports Ingerop's water expertise. It fosters research, develops proprietary tools and manages technical projects. Each year, it actively encourages its members to participate in scientific conferences and external working groups. In 2024, we collaborated with Lineup Ocean on the design of bio-inspired coastal reefs. This illustrates our commitment to sustainable and innovative solutions."

ENERGY

"To complement our expertise in low-carbon electricity generation (nuclear and renewables) and in the use of hydrogen as an energy carrier, we are now fully committing to a major global challenge of the future: the distribution and storage of electricity."



FRANÇOIS LAUPRÊTRE

Director of Energy Activity



PASTEL PROJECT



SAINT-PAUL-TROIS-CHÂTEAUX,
PIERRELATTE, TRICASTIN (26)
BOLLÈNE (84)
France



ORANO
Chemistry and Enrichment

At its 650-hectare Tricastin site, one of the largest in Europe, the Orano group wants to renew its facilities for treating uranium effluent from the site's activities. The Ingerop teams, thanks to their expertise in nuclear processes, have researched and proposed several innovative equipment solutions:

- analysis of various evaporation technologies and their compatibility with uranium-containing effluents to select the industrial evaporator that will reduce the annual treatment volume by a factor of five,
- sizing, energy efficiency optimisation and safety assessment for filter press filtration technologies. The main challenge is automating the system and improving radiation protection for the operators.



FRAMEWORK AGREEMENTS FOR ENERGY TRANSPORT NETWORKS



France



RTE

Following an initial first framework agreement aimed at outsourcing the complete project management for certain overhead line rehabilitation and underground line construction projects, RTE, the operator of France's electricity transmission network, is once again placing its trust in Ingerop's teams by awarding them two new framework agreements:

- research and processing of declarations of public utility and agreements for HTB⁽¹⁾ overhead lines, in partnership with SEGAT (subcontractor),
- complete outsourcing of project management for the construction or extension of certain Very High Voltage substations. Our mission notably includes civil engineering, high voltage/low voltage studies, and telecommunications networks.

Group: Ingerop - Grüner - Axe Ingénierie - Architecture Malacan Martres - Geos - Actierra.

This ambitious programme enables us to support RTE in the development and modernisation of its power grid for at least the next three years.

ELECTRIFICATION OF THE CARABANCHEL BUS DEPOT



MADRID
Spain



EMT Madrid (Madrid Municipal
Transport Company)

EMT Madrid wanted to equip its depot with electric charging stations to strengthen the infrastructure needed for operating zero-emission vehicles. Our subsidiary Evecetra was selected for its expertise in electrical engineering for the final three phases of the project:

- **phase 2** – Electrification of 52 buses with 7.5 MVA electrical connection. Installation of two underground transformer centres (5,000 kVA each), a low-voltage busbar system, and a 333 kWp photovoltaic power plant,
- **phase 3** – electrification of 118 buses with the installation of two new transformer centers, an upgraded low-voltage system, and a 696 kWp photovoltaic power plant,
- **phase 4** – extension for 60 buses including adaptation of the medium-voltage ring, a new transformer centre, reinforcement of the low-voltage system, and a photovoltaic power plant 333.>

This project embodies a commitment to developing integrated solutions that facilitate the energy transition and contribute to sustainable, innovative transport.

⁽¹⁾ HTB: high voltage B



REFHYNE PROJECT 2



WESSELING
Deutschland



Linde

Refhyne 2 is a European initiative aimed at demonstrating the industrial feasibility of large-scale green hydrogen production, particularly for the mobility and industrial sectors.

This project focuses on producing hydrogen through water electrolysis powered by solar and wind energy, integrating it into the Shell refinery located in Wesseling, a suburb of Cologne, Deutschland.

Ingerop Deutschland is responsible for the design of buildings, infrastructure, and utilities for this European green hydrogen production demonstrator with a capacity of 100 MW.

ACIT 3 - ASSISTANCE IN THE DESIGN OF TECHNICAL INSTALLATIONS



France



CEA DAM (Directorate of
Military Applications)

After successfully completing an first initial four-year mission, CEA DAM has renewed its trust in Ingerop with a new framework contract, in partnership with Tractebel and Assystem. The mission remains unchanged: to carry out design studies, renovation and creation of new complex and unique facilities (storage, manufacturing, maintenance) as well as scientific ones (data centers, research & development units, etc.). The Ingerop teams will be specifically responsible for project management, industrial architecture, coordination and BIM, civil engineering, roadworks and utilities (VRD), geotechnics and handling mechanics. Organised into dedicated workspaces near the CEA in Bruyères-le-Châtel, they will be best positioned to meet the client's requests.

OUR TALENTS AT YOUR SERVICE

) **SIZEWELL C**

SIZEWELL
United Kingdom



NNB Generation Company

The United Kingdom aims for carbon neutrality by 2050 and seeks to accelerate the development of nuclear energy. It has therefore approved the project to replicate Hinkley Point C at the Sizewell site. This project includes the construction of two pressurised water reactors of the EPR type with a total capacity of 3.2 GW.

Thanks to their expertise on the Hinkley Point C plant, the Ingerop teams have been commissioned, through a framework agreement, to carry out the detailed civil engineering studies for four nuclear island buildings dedicated to effluent storage and control, utilities, waste treatment and storage. The scope of the studies is as follows:

- Global calculations (soil-structure interaction, building modelling, reinforcement detailing),
- Local calculations (rebar detailing),
- Creation of 3D models (formwork and reinforcement).

) **MAËLLE CAHU**

Hydrogen Process Engineering Project Manager – Clermont-Ferrand (France)

"We support our clients from the very definition of their industrial needs. Building on our experience and expertise, we innovate alongside them to offer efficient and sustainable solutions, particularly in the hydrogen sector. We also develop scenario assessment tools that enable us to size and optimize their installations."

) **AMÉLIE VIENNE**

International Development Manager (Francophone Region) – Valencia (Spain)

"I began my journey at Ingerop by joining the Energy department of our Spanish subsidiary, T3. There, I gained expertise in energy challenges within transportation, particularly in the key sector of electric mobility, now driven by our subsidiary Evectra. We design electrical energy solutions for mobility (eBus depots, EV charging infrastructure) as well as for industrial sites (water treatment plants, cogeneration), while promoting green energy."

INDUSTRY

"Facing the major challenges of France's reindustrialisation and the massive decarbonisation of industrial sectors, we mobilise all our expertise to provide both comprehensive and highly targeted solutions to all our clients, from large corporations to startups, for which we have developed tailored support services."



JEAN-LUC GAILLARD

Director of Industry Activity



BATTERY MATERIAL MANUFACTURING PLANT (GREEN FIELD)



DUNKIRK (59)
France



NEOMAT.CAM
Orano - XTC New Energy

Orano, a world leader in the nuclear fuel cycle, has partnered with XTC New Energy, a Chinese industrial company specialising in cathode materials for batteries, to build an industrial platform integrating three functions of the battery materials lifecycle: a plant for extracting valuable materials from used batteries (UHM), a plant for recovering precursors of recycled Cathode Active Materials (pCAM) and a plant for producing Cathode Active Materials (CAM), managed through the joint venture Neomat CAM.

The Ingerop teams provide their expertise in sizing for the overall integration of the CAM industrial process and manage the project execution for all installations within the CAM area, the site entrance and support facilities for the three entities of the industrial platform. The design and construction supervision consortium's missions began at the preliminary design (APS) stage and will continue through 2025 up to the contractor tender phase, covering all disciplines including structural engineering, MEP, fire protection, physical security and water treatment processes.



INDUSTRIAL PILOT



CLERMONT-FERRAND (63)
France



Capillum

Capillum, a startup based in Clermont, is developing a hair recycling sector, from collection to transformation into eco-friendly solutions (pollution-absorbing materials agricultural mulch) and for health benefits (medical research on keratin).

As part of the installation of its industrial pilot at the Sustainable Materials Centre in the Cataroux park, IngérUp, our support offering for startups in their industrialisation strategy, carried out the site layout and industrial needs study, notably optimising usable space based on the available area. The IngérUp team acted as a technical partner and trusted intermediary, assisting Capillum in its relationship with the property landlord.

RESTRUCTURING A PRODUCTION SITE



SELLES-SAINT-DENIS (41)
France



MBDA

Faced with significant production challenges in the defence sector, MBDA has implemented an ambitious investment plan in France. Phased until 2030, it includes, among other things, the redevelopment and modernisation of the office area of the Selles-Saint-Denis unit. The objectives of this transformation are to equip the site with sufficient production capacity and to provide employees with modern and safe working environments.

The scope of the project includes the construction of new buildings, a security gatehouse, and an outdoor parking lot equipped with a 5,000 m² photovoltaic canopy designed to produce 20% of the site's energy needs. All installations are designed to meet high levels of safety and security.

Ingerop supports this transformation through successive missions: building and site diagnostics, feasibility study, master development plan for the site, followed by assistance to the Owner.



CONSTRUCTION OF A PRODUCTION UNIT FOR THE LUXURY INDUSTRY



TORCY (71)
France



MCGP Group

Founded in 2004, MCGP has grown around traditional jewellery craftsmanship. As part of its expansion, the group called on Ingerop for the full design and construction supervision (all trades) of a new 7,000 m² production facility that will include several workshops: assembly, finishing, machining, maintenance, quality control and logistics.

The client's environmental requirements are also high: rainwater harvesting, industrial water recycling, use of renewable energies (geothermal and photovoltaic), green roofing, and the creation of green spaces including a permaculture vegetable garden. The goal is to achieve at least LEED Gold certification, with a target of Platinum level.

Partner subsidiaries: Actierra, AVLS.

PROJECT WERRA 2060



HERINGEN
Deutschland



K+S

The Werra 2060 project is an ambitious initiative aimed at restructuring the K+S plant to extend its operation until 2060 and secure the supply of potash in Europe, a key element in fertiliser production and various industrial processes. This operation is based on a substantial transformation of the plant to modernise its processes while integrating environmental protection practices and sustainable management. This includes considering the use of advanced technologies to reduce our CO₂ emissions, improved water resource management, as well as strategies aimed at minimising waste and increasing the sustainability of our processes.

The Ingerop Deutschland teams support this initiative by providing assistance to the Owner.

OUR TALENTS AT YOUR SERVICE



) REVAMPING OF PRODUCTION UNITS



GENNEVILLIERS (92)
France



MERSEN

A global expert in electrical specialties and advanced materials for high-tech industries, Mersen positions itself as a key supplier to the semiconductor industry. As part of its development, the Group aims to modernise the production lines of two buildings (7,000 m²) at its historic Gennevilliers site. The objective: to increase wafer production tenfold.

The Ingerop teams support this transformation by providing full design and construction supervision for the operation, as well as a dedicated process engineering mission. The latter includes flow studies to optimise yields and the layout planning of various networks and equipment (cooling circuits, water production, fluid distribution, etc.).

Partner subsidiaries: Partner Mazet & Associés, GLI, Cicad.

) **STÉPHANE CAZIN**

Ingér'Up Manager – Lyon (France)

"Because engineering must go beyond technical advice and serve society, Ingér'Up offers innovative support redesigned to meet the needs, expectations, and challenges of industrial startups! Tailored to their level of maturity, Ingér'Up brings together experts in industry, construction, and project management to support France's future industrial players and design the factories of tomorrow."

) **ANNE RAMBAUD**

*Senior Consultant Ingerop Life Sciences
Lyon (France)*

"Our goal at Ingerop Life Sciences? Supporting our clients at every stage of their project: operational and regulatory considerations, design and development of their production tools and implementation of their industrial projects."

As a process engineer and project manager, I provide strategic advice in process control, management of process transfers and related changes, as well as project management expertise to pharmaceutical and cosmetics companies."

INFRASTRUCTURE & MOBILITY

"In infrastructure engineering, civil engineering works, and new mobility solutions, for increasingly sustainable projects, we strengthen our expertise in existing assets and develop new high-performance services focused on mobility hubs and electric mobility infrastructures."



FRÉDÉRIC BURTON

Director of Infrastructure & Mobility Activity



HIGH SPEED 2 (HS2) CONTRACT LOT C1



FROM LONDON TO BIRMINGHAM
United Kingdom



ALIGN JV
(Bouygues Travaux Publics Iles,
VolkerFitzpatrick
& Sir Robert McAlpine)

HS2 Phase 1 is a new high-speed line covering 225 km from London to Birmingham, UK. The HS2 Phase 1 Lot C1 Contract was awarded to ALIGN JV. This section consists of 21.6 km of high-speed rail line and includes a viaduct, a twin-bore tunnel, earthworks, two road bridges, a footbridge and a wildlife crossing structure.

The Colne Valley viaduct is an iconic structure, 3.4 km long with approach embankments, stretching from the Northolt tunnel at the southern edge of the Colne Valley Regional Park up to the Chilterns at the northern end. It is set in a diverse and ever-changing landscape, made up of intertwined with forests and crosses major obstacles such as roads and a canal. The Chilterns tunnel comprises two 16 km-long bored tubes beneath an area of outstanding natural beauty. There are five intervention shafts along the route, four of which are also ventilation shafts.

Rendel and Ingerop contributed to the studies in the tender, project and execution phases and assisted the ALIGN JV design-build consortium made up of intertwined during the construction work.



CONSTRUCTION WORK ON SECTION 3A LINE 18 OF THE GRAND PARIS EXPRESS



GUYANCOURT (78)
France



Société des Grands Projets

Section 3A of Line 18 of the Grand Paris Express includes a 6.8 km long tunnel, eight ancillary structures and three stations, including Guyancourt. It is a buried structure with internal dimensions of 71.60 m long, 23.51 m wide and 16.50 m deep. The underground structures are made of reinforced concrete and cast in place.

In infrastructure, it has the following levels:

- a ground floor,
- an intermediate level,
- a platform level,
- an under-platform level.

Access to the future station will be via two outlets opening onto a future avenue that will contribute to the dynamic urban transformation of the area. As part of the project, Guyancourt station was the launch pad for the Awa tunnel boring machine, which is digging the planned 6.8 km tunnel.

REDEVELOPMENT OF THE LAMBRES-LEZ-DOUAI ROAD INTERCHANGE



DOUAI (59)
France



City of Douai,
North Region

The current interchange between the RD621 and the RD650 is complex, difficult for users to understand and dangerous. Recorded traffic amounts to 20,000 veh/d on the RD650 and 25,000 veh/d on the RD621, including a high proportion of heavy goods vehicles (20%). The successive changes made over time have resulted in movements that are no longer appropriate, and are causing numerous malfunctions.

The redevelopment of this interchange aims to:

- improve the visibility of the junction and user safety,
- streamline the traffic flow between the two departmental roads,
- develop a bike lane and a water retention basin,
- contribute to the economic development of the adjacent business park.

The new interchange, equipped with two roundabouts on the RD650, was built in a complex phased approach, while maintaining road operations at the site. The reclamation of the materials deposited and excavated, the management of rainwater and the planting of new woodland turn this project into a streamlined and sustainable development.

INFRASTRUCTURE & MOBILITY



DEVELOPMENT OF THE ROUTE DES PÊCHES PHASE (2)



COTONOU
Benin



Société des Infrastructures Routières et de l'Aménagement du Territoire (SIRAT)
(Road Infrastructure and Land Use Planning Company)

Ingerop, together with a local partner, serves as the project manager responsible for design check and supervising the construction work. The project involves developing and paving a 43.8 km stretch of the Route des Pêches, including access ramps. This route has strong economic and tourist potential, serving in particular the palaces of Abomey, important regions for voodoo culture and the memorial areas of the former slave trading posts.

The works include the construction of asphalt carriageways, six engineering structures (four composite bridges and two reinforced concrete girder bridges) and retaining walls.

Interventions also include landscaping and the implementation of environmental and social measures.

Additionally, Ingerop is conducting studies for the implementation of a toll system to secure funding for infrastructure maintenance.

STUDIES AND CONSTRUCTION OF RESERVED LANES



ÎLE-DE-FRANCE
France



Road management
authority of île-de-france (DIRIF)

The creation of reserved lanes (VROP) on the Île-de-France national road network was planned as part of the city of Paris' bid to host the global sporting event in the summer of 2024.

The purpose of these lanes was to guarantee a reliable journey time between the various competition sites for accredited vehicles.

They are arranged as left- or right-hand lanes on existing motorways and national roads serving the main sites.

Most of these dedicated lanes are temporary, i.e., they are set up during sports competitions. The reserved lanes on the A1 (in both directions of traffic) and the A13 (towards Paris) are known as 'heritage' lanes and, since 3 March 2025, have become reserved lanes for carpooling and public transport.

The Ingerop-CDVIA-Citizing consortium is the holder of the single-award framework agreement aimed, in particular, at building and delivering these lanes within the allotted time.

The consortium was entrusted with the complete design and construction supervision.

OUR TALENTS AT YOUR SERVICE



REPAIR WORK ON THE ANTI-CORROSION PROTECTION OF FOUR STRUCTURES ON THE A7 MOTORWAY



AUBERIVES-SUR-VARÈZE (38)
ALBON (26), CHANAS (38),
SAINT-UZE (26) – France



VINCI Autoroutes

As part of a maintenance programme dedicated to repairing the anti-corrosion protection of the metal frames of engineering structures on the VINCI Autoroutes network, our teams are carrying out a design and build project for the repainting of four engineering structures.

The bridges are of the prefabricated post-tensioned girder type (VIPP) and were widened between 1995 and 2000 with the addition of steel girders.

Work was completed at the end of 2024 on the first two bridges, located in the communes of Auberives-sur-Varèze (Isère) and Albion (Drôme), and is currently under way on the other two structures, at Chanas (Isère) and Saint-Uze (Drôme) respectively.

Actierra, our subsidiary, is also involved in this project, drafting the Porter-à-Connaissance (Water Law) documents for these structures crossing watercourses.



EVE CHANTÔME

*Metro Works Contract Manager
Abidjan (Ivory Coast)*

"After working for a number of years in the environment department at head office, I joined the Abidjan metro project as works contract manager. I'm lucky enough to be able to follow the infrastructure and civil engineering work on this fine project, which should ultimately improve mobility, the flow of urban traffic and the quality of life of the people of Abidjan. 37 km of line, 18 stations, 20 engineering structures, 1 viaduct, and a depot: quite a challenge!"



VINCENT TESSAURO

*Carbon, Air and Reuse Strategy Manager -
Infracost - Rueil-Malmaison (France)*

"When I started working on carbon accounting in 2015, I realised that we needed to take a better account of the environmental impact of our projects. Since then, I have been committed to structuring solid carbon expertise within the Group. My goal? To fully integrate these issues into our projects and support their transition to more sustainable infrastructure."



MARCOS REYNA

*Carbon Footprint Project Manager
Infracost - Rueil-Malmaison (France)*

"Thanks to my background combining civil engineering, urban planning and digital technology, I have always sought to combine innovation and environmental issues. My involvement in the development of our business tools, such as Infracost, has made it possible to structure and standardise the carbon accounting of infrastructures. My goal is to offer practical solutions to support the decarbonisation of our projects."

TRANSPORT

"Every year, we are committed to enriching our service offerings in all modes of transport with increasingly innovative, sustainable and efficient solutions. Thanks to our know-how, we are shaping the transport of tomorrow, combining technology and environmental responsibility."



PHILIPPE-ANDRÉ HANNA
Director of Transport



SUPERVISION FOR THE ACQUISITION OF TEN METRO TRAINS



SAINT-DOMINGUE
Dominican Republic



Oficina para reordenamiento
del transporte (OPRET)

The project aims to increase the transport capacity of Saint-Domingue's metro line 1 by adding ten trains and three Alstom Metropolis model 9000 vehicles. This involves overseeing the manufacturing and delivery of rolling stock units according to the planned schedule.

Ingerop's mission is to oversee the design, manufacture, testing and commissioning of rolling stock. Ingerop ensures the reliability of the trains and compliance with specifications, notably by making sure that every delivered unit has passed the required tests: each unit must leave the factory having successfully completed the scheduled inspections. The inspection will then focus on preventive and operational reliability.



NEW PROVENCE-CÔTE D'AZUR LINE (LNPCA)



MARSEILLE (13) – TOULON (83) –
NICE (06)
France



SNCF Network

Ingerop is involved in the design studies for the new Provence-Côte d'Azur rail line, on behalf of SNCF Réseau, aimed at modernising rail transport between Marseille, Toulon, and Nice. The Group's railway expertise is being put to use in this ambitious and structuring project for the Provence-Alpes-Côte d'Azur region. The work to be carried out must have minimal impact on train traffic and therefore on the daily lives of travelers.

Ingerop is first carrying out the preliminary studies for the relocation of the Cannes La Bocca station to the Cannes Marchandises site. This site hosts a maintenance base for the network, a freight yard, and a train storage and servicing centre. The arrival of the Azuréenne shuttle will enhance existing functionalities and contribute to freight development.

Actierra, Ingerop's environmental subsidiary, brings its expertise in climate and resilience to climate change to make this new infrastructure more sustainable and better adapted to heavy rainfall and heatwave events.

LILLE TO VILLENEUVE-D'ASCQ HIGH SERVICE LEVEL BUS PROJECT



LILLE – VILLENEUVE-D'ASCQ (59)
France



European Metropolis
of Lille (MEL)

MEL has developed a master plan for transport infrastructure that includes the creation of new major public transit links, including the Lille-Villeneuve-d'Ascq BRT line. This will extend over 18 km and will serve 37 stations across eight municipalities.

A frequency of less than ten minutes and 80% traffic on a dedicated site are among the ambitious objectives of this project.

As lead contractor of a consortium, Ingerop is carrying out the design and construction supervision for this line, which will complement the existing network to support urban development and land planning. This project is part of a sustainable mobility approach: it will encourage active modes of transport (walking and cycling) by integrating them into the design and provide a credible alternative to individual car use. The project has strong environmental ambitions, including a goal of HQE sustainable infrastructure certification.

TRANSPORT



NORTH-SOUTH EXTENSION OF MARSEILLE TRAMWAY PHASE 2



MARSEILLE (13)
France



Métropole
Aix-Marseille-Provence

The project involves a dual extension of the Marseille tram network: 7.1 km to the north and 1.4 km to the south. This is a flagship project for the region, as it is set to provide high-capacity public transport to some of the most isolated and disadvantaged neighbourhoods in the northern part of Marseille. This project is part of the metropolitan area's Urban Mobility Plan and aims to connect the tram network with several major traffic-generating hubs in the northern part of the city, as well as the future Saint-André railway stop planned as part of the new Provence-Côte d'Azur line (LNPCA).

With 60,000 m² of surfaces paved, over 2,300 trees planted along the route and the creation of 8 km of cycling paths, the project will also enhance the quality of life for Marseille residents by 2030. The project also includes the creation of 11 new stations in the north and three in the south.

As part of the project management consortium, Ingerop is responsible for part of the overall project management, as well as the engineering of the stations, road integration, mobility, road signage, low-voltage systems, and civil engineering structures.



CABLE TRANSPORT BETWEEN THE TWO BANKS OF THE GARONNE



COMMUNES DE BORDEAUX,
CENON ET LORMONT (33)
France



Bordeaux Métropole

Within the Bordeaux metropolitan area, home to over 800,000 inhabitants and with a limited number of bridges crossing the Garonne in its northern half, the creation of a cable connection would provide an effective solution to daily travel needs. An additional connection between tram lines A and B would thus be established. This mode of transport would guarantee users a high-performance service, with optimised investment and operating costs on this route, while minimising its environmental impact.

Since December 2024, the Ingerop teams have been supporting Bordeaux Métropole on this ambitious project with multiple challenges: climbing the hills on the right bank, crossing railway tracks, and spanning the Garonne River. It is on this last point that a technical challenge must be met to maintain the 53-metre clearance above the river; some pylons could reach heights of nearly 85 metres.

Ingerop's mission begins with the feasibility study and is expected to continue through to commissioning and monitoring the start of operations (targeted for 2032).

OUR TALENTS AT YOUR SERVICE

**FRÉDÉRIC LE CLÉZIO**

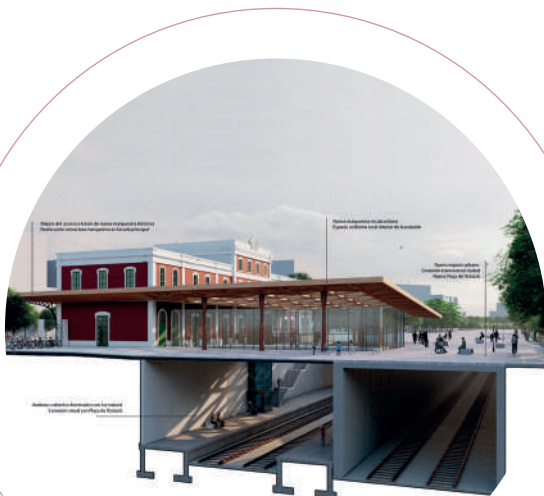
*Director of Intencités
15 Rueil-Malmaison (France)*

"As deputy director of integrated project management for the design-build consortium of the Grand Paris Express Line 15 West-South, I lead the design and construction supervision activities carried out by 150 Ingerop employees specializing in a wide range of fields: civil engineering, all-trades fit-outs, transport systems, railway equipment... An exceptional team for an exceptional project!"

**EMILIE BARRIOS**

*Research Engineer
Barcelona (Spain)*

"I began my Ingerop journey in Rueil-Malmaison, working in planning and transport, before joining the Barcelona team where I discovered the new catenary service. For several years now, we have been working on international projects, as well as in partnership with the group's French agencies on projects such as the Val'TRAM in Aubagne, the extension of Montpellier's line 1, and various projects on the Toulouse network."



ARCHITECTURAL STUDIES FOR THE INTEGRATION OF VILAFRANCA STATION



VILAFRANCA
Spain



ADIF

Ingerop is deploying its expertise in architecture and railway infrastructure for the development of this urban integration initiative in Vilafranca del Penedès, on the outskirts of Barcelona. This construction project involves covering the existing line over two separate areas to reduce the impact of train traffic and improve urban continuity. Accessibility to the station will also be optimised through new facilities that ease user movement.

Ingerop is responsible for the architectural and structural design of railway infrastructure and stations, while integrating electrification systems and civil protection measures adapted to the constraints of the underground railway environment. The installation of sound barriers will notably help reduce noise pollution and improve the comfort of local residents.

The mission includes drafting the construction project, as well as providing support during the tender process and the initial phase of the works, incorporating technical and regulatory requirements.

Finally, special attention will be given to critical components for safety and reliability, such as bogies, car bodies, braking equipment, the traction system and safety systems.

URBAN DEVELOPMENT

"In the face of growing climate challenges, adapting cities is our top priority. From strategic support in the early stages to project implementation, we deploy innovative solutions to strengthen urban resilience in the short, medium, and long term."



CARINE DUNOGIER

Director of Urban Development Activity



DEVELOPMENT OF PUBLIC SPACES IN THE LA BRIQUETTE DISTRICT



VALENCIENNES (59)
France



Valenciennes Métropole

Spanning 25 hectares across two municipalities, the NPNRU1 Briquette district is undergoing an ambitious redevelopment. In partnership with ADAUC and SLAP, Ingerop is providing full design and construction supervision for all outdoor spaces as well as site servicing for the future buildings.

The goal is to set the district on a new urban, social and economic trajectory by improving residents' living environment, renewing its image, and opening it up to the surrounding neighbourhoods.

The project rethinks the entire neighbourhood's transport network and upgrades the existing roads. It creates a large landscaped mixed-use promenade for both cyclists and pedestrians to cross the neighbourhood. It strengthens urban focal points and landscaped spaces, notably by upgrading the existing park, and implements sustainable stormwater management.

Ingerop's teams, experts in urban planning, along with those of its subsidiary Actierra, specialised in water regulations, are actively involved in this project.



PROGRAMMING AND DEVELOPMENT OF THE STATION'S MULTIMODAL INTERCHANGE HUB



NARBONNE (11)
France



Le Grand Narbonne

Designed in collaboration with Bruno Remoué & Associés and Studio Nemo, this project aims to strengthen the station's integration into the city by creating a connection with the historic centre and reinforcing its strategic role as a gateway to the region.

The programming phase made it possible to identify the available land and size the multimodal facilities to accommodate the various modes of transport amid increasing passenger traffic.

This multi-partner project involves Grand Narbonne, the City and SNCF. The latter is simultaneously carrying out the accessibility upgrades for the platforms. All facilities, including buses, coaches, bicycles, cars, and the creation of a mobility agency, are housed within a building adjacent to the forecourt, freeing up space for pedestrians.

The approach incorporates urban and landscape considerations, taking into account heritage and climate challenges. Special attention is given to waiting comfort during the summer months. The goal is to make the site a lively and welcoming place, serving as a dynamic showcase for the city.

QUAIS DE VILAINE, PLACE DE LA RÉPUBLIQUE AND AROUND THE PALAIS DU COMMERCE



RENNES (35)
France



Rennes Métropole

Rennes Métropole has entrusted the consortium Phytolab-Ingerop-Unité-Vicarini with full design and construction supervision for demolishing the Vilaine parking lot and redeveloping 750 metres of the quays. This major project aims to restore the riverine character of the historic center and to rethink the city-river interface.

Key tasks in this project include demolishing the parking structure, built in the 1960s, which currently covers the Vilaine River. They also aim to reinforce the République slab and the "Hennebique" concrete vaults dating from the early 20th century. The installation of floating docks on the Vilaine, the creation of a footbridge and terraces overlooking the river, as well as the urban and landscape redevelopment of the quays and place de la République, are also central to these tasks.

Ingerop is deploying its teams specialised in urban development, civil engineering structures, particularly rehabilitation and river engineering. Actierra handles regulatory aspects, while Geos is responsible for geotechnical work.

URBAN DEVELOPMENT



DESIGN AND CONSTRUCTION SUPERVISION OF PUBLIC SPACES IN THE LYON PART-DIEU DISTRICT



LYON (69)
France



SPL LYON Part-Dieu

Since 2022, in partnership with the Jacqueline Osty et Associés agency, Ingerop has been responsible for the design and implementation of the public spaces at the heart of the Part-Dieu district in Lyon.

The team designs the developments from a pedestrian's perspective to create human-scaled public spaces. This second phase of the project also aims to create new rest areas and to develop livable public spaces in a sector with very high pedestrian and traffic flow.

The urban redevelopment studies incorporate a strong commitment to sustainable city principles, addressing depaving, heat island mitigation, circular economy, biodiversity, resource efficiency and urban nature in an integrated manner.

The project involves complex construction phasing management with significant interfaces and very dense soft-mobility traffic.

By the end of 2025, the Bois de la Part-Dieu and the place des Martyrs de la Résistance will be delivered, providing a concrete example of the neighbourhood's "landscape revolution."

DESIGN AND CONSTRUCTION SUPERVISION OF L'AIRE DES VENTS, LEGACY OF PARIS 2024



DUGNY (93)
France



Departmental Council
of Seine-Saint-Denis

In collaboration with Agence TER, Ingerop is designing the redevelopment of the Aire des Vents (seven hectares dedicated to Dionysian events) to provide Seine-Saint-Denis with its ninth departmental park, covering 27 hectares.

This project transforms the Aire des Vents into a large park focused primarily on sports and recreation, incorporating an ambitious depaving strategy. 57% of the seven hectares are being restored to natural conditions, with a goal of zero rainwater discharge into the drainage systems. Biodiversity is enhanced through the planting of 8,200 trees and the creation of compensatory meadows to complement the existing woodlands.

The developments include a 1.5 km cycling loop, a climbing block utilising the existing earth-reinforced noise barrier wall, as well as cooling areas combining water features, shading and natural meadows. The project is based on a circular and efficient management of resources. Actierra supports this approach to circular economy and environmental resilience. The partial inauguration is scheduled for spring 2027.

OUR TALENTS AT YOUR SERVICE

**IRÈNE ALVAREZ DE MIRANDA**

*Head of the City and Mobility Department
- Madrid (Spain)*

"Architect and urban planner with 18 years of experience, I work on urban projects such as Madrid Río, a 120-hectare urban park that blends nature and urbanism."

Since 2023, as head of Madrid's City and Mobility department, I lead public space, urban planning, and mobility projects. My goal: to transform cities to meet environmental challenges and adapt transport infrastructure."

**FLORENCE CUSINATO**

*Head of Department - Urban Development
& Transport Department - Strasbourg
(France)*

"In the Urban Development sector, our projects stand out for their diversity, both in scale and nature. Our team supports each client in bringing projects with multiple challenges to fruition. Every day, we take on the challenge of combining technical expertise, usability, accessibility, quality and sustainability to shape spaces that meet the needs and challenges of tomorrow's Urban Development. A challenge that is both complex and exciting!"

REQUALIFICATION OF THE MULTIMODAL NODE IN PLAERRER



NUREMBERG
Deutschland



City of Nuremberg

In charge of leading the transformation project of the Plaerrer, a strategic multimodal hub in Nuremberg, Ingerop Deutschland is managing the urban project team to design a more functional and attractive public space.

The project involves a complete reorganisation of the infrastructure: redistribution of roadways, reconfiguration of tram and bus lines, improved connections with the metro, and renovation of access points. It also includes making the site accessible, creating dedicated spaces for pedestrians and cyclists, new urban amenities and new green spaces.

The goal is to optimise mobility, enhance accessibility, and improve quality of life, while ensuring the maintenance of existing functions throughout the construction work.

This project is part of the master plan 'Plaerrer becomes green', ensuring a balanced approach between technical, aesthetic, and environmental requirements.

OUR GOVERNANCE

A board of directors, an executive committee and a management committee make up Ingerop's governance.

This structure allows for defining the Group's strategic directions, refining its operational management, and ensuring its economic sustainability.

EXECUTIVE COMMITTEE

Yves Metz

Chairman

Christophe Blanc

International Director

Frédéric Burton

Director of Infrastructure
& Mobility Activity

Director of Infrastructure,
Urban Development and
Transport

Stéphane Gautier

Group Secretary General,
Director of Functional Services

It assists the president in the Group's operational management, particularly regarding its organisation and the preparation of strategic decisions.

François Lacroix

Scientific and Technical Director

Stéphane Potin

Director of Operations, France

Ludovic Vaz

Director of Building's Activity /
Director of Buildings and Facilities

EXECUTIVE COMMITTEE

Pierre Albasi

Deputy International Director

Olivier Bartoli

Director of Infrastructure,
Urban Development & Mobility

Deputy Director
Alpes-Centre-Est

Mathias Boutillier

North-East Director

Neel Daya

Managing Director of Ingerop
International Consultants and
Ingerop South Africa

Simon Dumoulin

Director of Actierra

Carine Dunogier

Director of Urban Development
Activity

Deputy Regional Director,
Grand Ouest

Jacques-Olivier Durand

Director of Human
and Legal Resources

It includes members of the executive committee and Ingerop's management team, serving as a forum for discussions on operational activities and the Group's major strategic directions.

Marie-Pierre Fally

Director of Quality, Safety
and Environment

Jean-Luc Gaillard

Director of Activity
Industry

Deputy Director
Alpes-Centre-Est

Ludovic Gautier

Director of the Water Division-
Mediterranean & Indian Ocean
Region Director

Christophe Guéguen

Director of Digital Services

Philippe-André Hanna

Director of Transport Activity
Director of Ingerop in Spain

Vardaman Jones

Managing Director of Rendel

Alexander Kammerl

Director Ingerop Deutschland

François Lauprêtre

Director of Energy Activity
Deputy Director Alpes-Centre-
Est

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Financial Director

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Olivier Poulet

Advisor to the Director of
Operations, France

Thomas Sontag

Managing Director Ingerop
Deutschland

Emmanuel Viglino

Director Arcora

BOARD OF DIRECTORS

Composed of eight members, including two independent female directors, the board of directors sets the Group's strategic directions and oversees their implementation.



Yves Metz
Chairman



Chloé Clair
Independent Member
President of Sun'R



Carine Dunogier
Director of Urban Development Activity
Deputy Regional Director, Grand Ouest



Stéphanie Dupuy- Lyon
Independent Member
Director of Corporate Social
Responsibility, Groupe La Poste



François Lacroix
Scientific and Technical Director



Virginie Lanfrey
Director of Rendel Transport activity



Stéphane Potin
Director of Operations, France



Thomas Sontag
Managing Director Ingerop Deutschland

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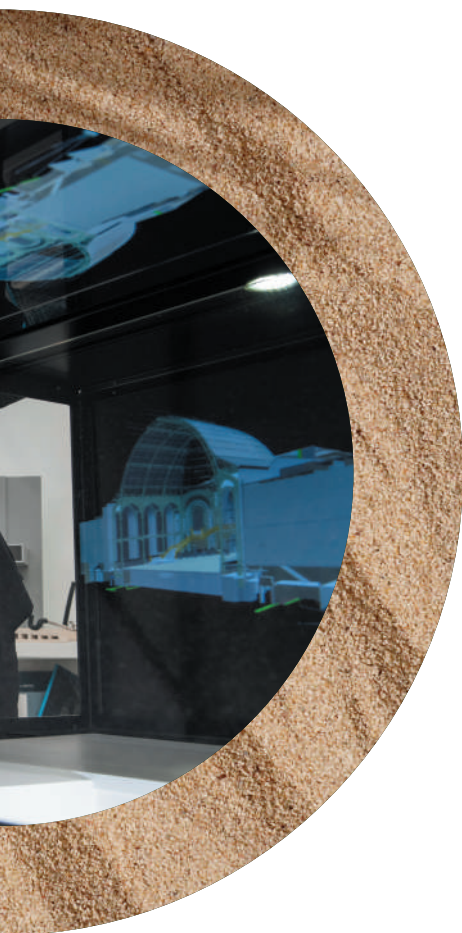
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OUR CERTIFICATIONS, APPROVALS AND ACCREDITATIONS

CERTIFICATIONS FRANCE



Ingerop, Cicad, Guez Caraïbes, Ingerop Conseil & Ingénierie, Arcora, Geos, Ingerop Engineering and Actierra are certified according to the ISO 9001 quality standard. Ingerop, Ingerop Conseil & Ingénierie, Arcora and Ingerop Engineering are certified according to the ISO 14001 environmental standard and 45001 safety standard.



Ingerop Conseil & Ingénierie, Arcora, Atelier des Territoires, Cicad, Citizing, Guez Caraïbes and Geos France are qualified by OPQIBI on more than 125 types of mission.



Clermont-Ferrand Branch

INTERNATIONAL CERTIFICATIONS



Ingerop in Quebec



Ingerop in Spain



Rendel in the United Kingdom, Rendel-Ingerop in Australia



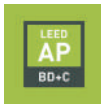
Ingerop Deutschland



Ingerop in South Africa

APPROVALS AND ACCREDITATIONS

Ingerop Group employees have the necessary accreditations to help their clients obtain the following environmental labels:



ECOVADIS SILVER 2024

In 2024, the Ingerop Group was awarded EcoVadis Silver for the quality of its CSR management system and its environmental, social and societal performance.



Guez Caraibes



Région
Alpes-Centre-Est



Cicad



Geos in Switzerland



Helveos



Ingerop Chile



AWARDS & RECOGNITIONS 2024

In 2024, Ingerop and its subsidiaries received numerous awards recognising the excellence of the work accomplished by their teams throughout the year.

Regional “Coup de coeur” Wood Construction Award of Normandy for the Huguette Maiza Pavilion in Saint-Lô (50)

Dedicated to the archives and offices of the Manche department, this L-shaped building complements the existing structure by creating a central courtyard accessible via elevated walkways. This innovative design combines functionality and aesthetics while offering breathtaking views of the surrounding landscape.

Ingerop Deutschland, winner of the TenneT OpenInnovation programme.



From left to right: Colin Uffelmann and Christian Bottcher.

This programme rewards TenneT's partner companies when they offer solutions focused on the efficient use of materials, modular construction methods and the integration of renewable energy sources, in line with sustainable design principles.

National Engineering Grand Prize for the design of the Promenade du Paillon in Nice (06).



Ingerop and its subsidiary Actierra won the 2024 National Engineering Grand Prize for the design of the Promenade du Paillon, a resilient urban forest in Nice.

Awarding of the Chevalier des Arts et des Lettres medal to Ingerop and Cicad employees as part of the restoration of the Grand Palais.



Surrounded by colleagues from Ingerop and Cicad, François Chatillon, Chief Architect for Historic Monuments in charge of the Grand Palais and Daniel Sancho, Director of the Grand Palais restoration project, some of the recipients of the Chevalier des Arts et des Lettres medal were awarded for their work on the restoration of the Grand Palais.

Numerous projects involving our subsidiary Arcora received awards in 2024, including:

The “La Traversée” programme in Clichy (92): Gold pyramid award from the FPI in the “commercial real estate category”

Led by WO2 and designed by the architectural firm Leclercq Associés, the “La Traversée” project includes a low-carbon rehabilitation and new construction. The jury was impressed by the open access to a large green space and the decarbonisation of the buildings through the use of over 350 tons of reused materials.

Grenoble Grand Place shopping centre: FACT award at SIEC 2024

The project marked the cornerstone of urban regeneration in a peripheral area of Échirolles, which has now been transformed into a vibrant new district. The 16,000 m² extension creates a new urban façade and green terraces with dining areas that open the project to the city, encouraging the development of adjacent zones.



Congratulations to our Chevaliers of Arts and Letters!

Ingerop:

- Catherine Chedeau
- Julien Guegan
- Cyril Leroux
- Philippe Le Portz
- Fabrice Momier

Cicad:

- Antoine Brod
- François Carré
- Manon Etienne
- Gueric Godec
- Chloé Salot

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