

SUSTAINABILITY POLICY

Taking responsibility – creating lasting value

At Equans Switzerland, sustainability is an integral part of our corporate governance and business success. Our policy embeds environmental, social and governance (ESG) principles into our decisions and processes and strengthens our role as a technical partner for the energy transition, digitalisation, and industrial change in Switzerland.

OUR RESPONSIBILITY

Our responsibility is guided by the ESG dimensions and is embedded in our corporate decision-making and our impact throughout the entire value chain. We identify, assess, and manage ESG-related risks arising from our activities to strengthen the long-term resilience of our company.

1. Environment & Climate: Our SBTi-validated climate targets in Scopes 1–3 guide our actions. We drive decarbonization, promote resource efficiency, and strengthen the circular economy – both in our own operations and in our projects and customer solutions.

2. People & Work: The health, safety, and well-being of our employees are our top priority. We are committed to maintaining the highest standards in occupational health and safety. We foster a safe, respectful, and inclusive work environment with fair working conditions, equal opportunities, and targeted skills development – including support for our apprentices. Regular awareness-raising and training sessions help to improve knowledge and foster a sense of personal responsibility. We prioritize long-term partnerships, high-quality standards, and actively contribute to society.

3. Governance & Integrity: We stand for transparent, responsible, and compliant corporate governance. Integrity, data protection, cybersecurity, the responsible use of technology, and compliance are non-negotiable for us. We maintain a zero-tolerance stance toward corruption, human rights violations, and any form of unethical behaviour across our entire value chain.

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Claudio PICECH, CEO Equans Switzerland

IMPLEMENTATION

Overall responsibility for sustainability lies with the Executive Board of Equans Switzerland. Sustainability is integrated into relevant processes and management systems – particularly in strategy, projects, quality, environment, occupational safety, ethics, cybersecurity, as well as procurement and supply chain management. In this context, we regularly assess our suppliers against ESG criteria and require compliance with our standards, including their formal commitment to our CSR Charter for Suppliers and Subcontractors, which all contractual suppliers are required to adhere to.

We define goals and key performance indicators and manage our performance through a continuous improvement process. By 2030, we aim to reduce our Scope 1 and 2 CO₂ emissions by 42% and our Scope 3 emissions intensity by 52% compared to 2023. Progress is regularly measured, evaluated, and made transparent. **Clear responsibilities, internal controls, and regular reviews ensure implementation and effectiveness in day-to-day operations, in projects and on construction sites.**

All employees are required to apply the sustainability principles and to address concerns or violations through the designated reporting channels.



Conclusion

Equans Switzerland's sustainability policy forms the strategic framework for responsible and sustainable growth. Only through the joint commitment of all employees and partners can we create measurable and lasting value for the environment, society, and the economy.