



SHAPING THE FUTURE TOGETHER

Sustainability Report Equans Switzerland 2025

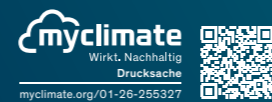


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FROM STRATEGY TO ACTION, 2025 IN REVIEW

In 2025, Equans Switzerland shifted from planning to practice. As the energy, digital, and industrial sectors converge, we have evolved from a service provider into a lead architect for a low-carbon Switzerland.

Our Climate Commitment: The 1.5°C Pathway

We align our operations with the SBTi 1.5°C goal. By 2030, we aim to reduce our Scope 1 and 2 CO₂ emissions by 42% and our Scope 3 emissions intensity by 52%. A key driver is our fleet of 2,500+ vehicles, which we are transitioning to reach 54% electrification by 2030.

Driving Client Success: Carbon Shift

Our impact is best measured by the success of our partners. In 2025 we launched Carbon Shift in Switzerland – a specialized division providing the technical expertise and integrated solutions, such as photovoltaics and industrial decarbonization, that our clients need to transition.

Excellence and Safety

- **Performance:** In 2025, we earned the EcoVadis Silver Medal and significantly strengthened our sustainability practices. This continuous effort enabled us to reach the EcoVadis Gold Medal during the certification renewal in early 2026.
- **Safety:** Protecting our team is my primary responsibility. Our safety standards meet and, in many areas, go beyond SUVA requirements, and our Head of Health & Safety reports directly to me.

Transparent Governance

Building on earlier preparatory work, we conducted our first structured and comprehensive double materiality assessment in 2025. This ensures our ESG strategy remains focused on the issues most critical to our business and our stakeholders.



“We aren’t just reporting on the past; we are shaping the Switzerland of tomorrow.”

Claudio PICECH,
CEO Equans Switzerland

OVERVIEW EQUANS SWITZERLAND

SUSTAINABILITY RATING

EcoVadis

In 2025, Equans Switzerland achieved the EcoVadis Silver Medal. This puts us in the top 15% of companies evaluated by EcoVadis world-wide.

Update (February 2026): EcoVadis Gold Medal Awarded

Following the submission of our updated EcoVadis questionnaire in late 2025, EcoVadis awarded us the Gold medal in February 2026. It reflects the progress driven by the initiatives begun during 2025.



SOCIAL PARTNERSHIP

Swiss Athletics Partner

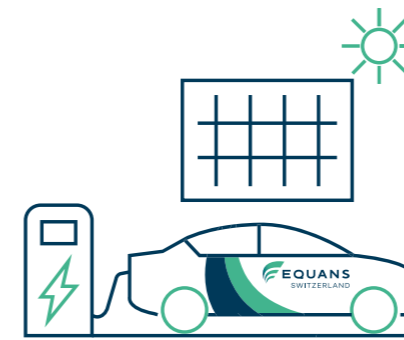
Proud premium partner of Swiss Athletics and the UBS Kids Cup, supporting the future of Swiss professional sports and youth development.



CLIMATE COMMITMENT

SBTi 1.5°C Pathway

Targets: -42% (Scope 1&2) and -52% (Scope 3 intensity) by 2030, driving Switzerland's decarbonization.



CLIENT EMPOWERMENT

Carbon Shift

With our dedicated Carbon Shift brand and strategy, we support our customers on their decarbonization journey – through energy monitoring and operational optimisation, the expansion of renewable energy, or the electrification of mobility and buildings.



HUMAN CAPITAL



Around 6,000 Employees

A diverse powerhouse of technical experts and engineers driving the triple transition across all Swiss Cantons.

FUTURE GENERATION



400+ Apprentices

Investing in the next generation as one of the largest technical training providers in the country.

OUR BUSINESS MODEL

Energy transition

Reducing our customers' carbon footprint.

Digital transition

Collecting, analysing, storing and protecting data to create value.

Industrial transition

Optimising productivity and contributing to the reindustrialisation of the regions.

Our aim: to be the undisputed leader in accelerating our customers' transition to a low-carbon, resilient world.

We deliver operational excellence



OUR COMPANIES: DIVERSITY IN EXPERTISE

At Equans Switzerland, we combine the interdisciplinary expertise of a wide range of companies, enabling us to always offer the ideal solution for your project across all industries and trades. Here you will find the individual companies that are united under the Equans Switzerland umbrella brand.



In more than 180 years, Equans Switzerland (which is part of the international Bouygues Group) has brought together what belongs together: visionary companies that do pioneering work. The common goal: successfully mastering the major challenges of the future and shaping the three transitions: Energy transition, digitalization and industrial change.

PRESENCE ACROSS THE ENTIRE VALUE CHAIN:

consulting, design, installation, operation, maintenance, performance optimisation and decarbonization

OUR MISSION STATEMENT IS OUR GUIDING PRINCIPLE:

clear, unifying, forward-looking



_SECURING THE FUTURE

We develop our **managers**, attract talent and put in place **succession plans**. At the same time, we set standards in **safety** and epitomise a culture of **transparency, trust and recognition** by acting as **role models**. We are also conscious of our **social responsibility**.

Responsibility for our employees



_FOR THE EQUANS SWITZERLAND GROUP

We bear **joint responsibility for the entire company**. This means: we operate in the interests of Equans Switzerland, implement our decisions logically and present ourselves externally as **one voice**.

Responsibility for the whole picture

_THE CHANGE OF TODAY & TOMORROW

We offer our customers **future-proof solutions** by actively identifying strategic **market trends** and promoting **innovation, digital solutions** and quality, achieving long-term added value in the process – for our customers, for Equans Switzerland and for a **better future for Switzerland**.

Responsibility for our customers



_SCALING SYNERGIES

We shape progress **together** – across business units and regions. We establish knowledge networks, promote creative thinking and continuously learn from one another. Where appropriate, we combine our strengths through **standardisation** and **scaling** to achieve maximum impact together.

Responsibility for cooperation



SUSTAINABILITY AT EQUANS SWITZERLAND

We are committed to empowering the Energy, Digital and Industrial transitions through seven objectives, summarized in our IMPACT manifesto.



ENVIRONMENT

- 3. WE IMPROVE OUR **CLIENTS' ENVIRONMENTAL FOOTPRINT**
- 4. WE IMPROVE OUR **OWN ENVIRONMENTAL FOOTPRINT**



GOVERNANCE

- 1. WE DELIVER **OPERATIONAL EXCELLENCE**
- 2. WE COMMIT TO **SAFETY, ETHICS & CYBERSECURITY**



SOCIAL

- 5. WE ENGAGE IN THE **DEVELOPMENT OF OUR COMMUNITIES**
- 6. WE PROVIDE **FAIR & EQUAL OPPORTUNITIES FOR ALL**
- 7. WE SHARE THE FRUITS OF OUR SUCCESS **WITH OUR EMPLOYEES**





OUR STRATEGIC DIRECTION: THE 3-PEAK STRATEGY 2030

In Spring 2026, Equans Switzerland introduced its new 3-Peak Strategy 2030, an evolution of the sustainability and business strategy that guided us to date. While the numbers and projects in this report reflect the financial year 2025, our long-term direction is now defined by this updated strategy.

Although refined to address current priorities, emerging challenges, and the outlook to 2030, the essence of our strategy remains unchanged. Peak 1 continues to represent our commitment to people, Peak 2 our dedication to Swiss Quality, and Peak 3 our role to accompany our clients in leading Switzerland's energy, digital, and industrial transitions.

The 3-Peak Strategy 2030 is a natural continuation and strengthening of the strategic path we were already on. Publishing the updated strategy in this report ensures coherence across all communications and provides stakeholders with a consistent view of our ambitions.

Our strategy is symbolized by three iconic mountains of the Bernese Alps – the Eiger, Mönch, and Jungfrau – each representing a central pillar of our long-term vision.

Peak 1: Eiger – Amplify Leadership

The Eiger stands for our commitment to being a responsible and attractive employer. We invest in building strong leadership, fostering diversity and inclusion, and supporting the next generation of technical experts. With more than 400 apprentices and a broad set of development programs, we ensure that our employees are equipped to grow, innovate, and lead Switzerland's transition. This empowers our people to take on responsibility and creates a strong foundation for the next generation of leaders.

Peak 2: Mönch – Advance Swiss Quality

The Mönch represents the operational excellence and reliability that define our Swiss Quality promise. Through consistent process discipline, standardized ways of working, and a

strong safety culture, we deliver technical solutions with precision across all regions. Safety remains a core value, and our standards meet – and in many areas exceed – national requirements. At the same time, digitalization and artificial intelligence play a key role in strengthening our foundation. By integrating smart tools, data-driven steering, and automated systems, we simplify workflows, increase efficiency, and ensure transparent, scalable project execution. These technologies reinforce our commitment to seamless service delivery and enable us to continuously improve quality at every step.

Peak 3: Jungfrau – Accelerate Customer-Led Growth

The Jungfrau symbolizes our long term mission: supporting clients and communities in navigating the energy, digital, and industrial transitions. With dedicated expertise such as our Carbon Shift organization, we help translate climate ambitions into technical action plans. By strengthening customer proximity, expanding future-oriented markets, and building strong partnerships, we contribute to a more resilient and sustainable Switzerland.

OUR SBTI COMMITMENT

Equans Switzerland has aligned its decarbonization roadmap with the SBTi, ensuring our contributions are consistent with the 1.5°C goal of the Paris Agreement. This commitment is executed through two key areas of action, addressing emissions across all relevant categories: the decarbonization of our own operations (Scope 1 and 2) and the reduction of indirect emissions along the value chain (Scope 3).

Scope 1 includes direct emissions from our own operations, such as fuel burned in company vehicles or heating systems in buildings we operate, **Scope 2** includes indirect emissions from purchased energy such as electricity or heat, and **Scope 3** encompasses all other indirect emissions across our value chain, including purchased goods and services, business travel, commuting, and the use of sold products – for example, refrigerants released during the operation of customer-installed systems.

By integrating KPI tracking and data-driven governance, we ensure that sustainability guides our long-term strategic direction.



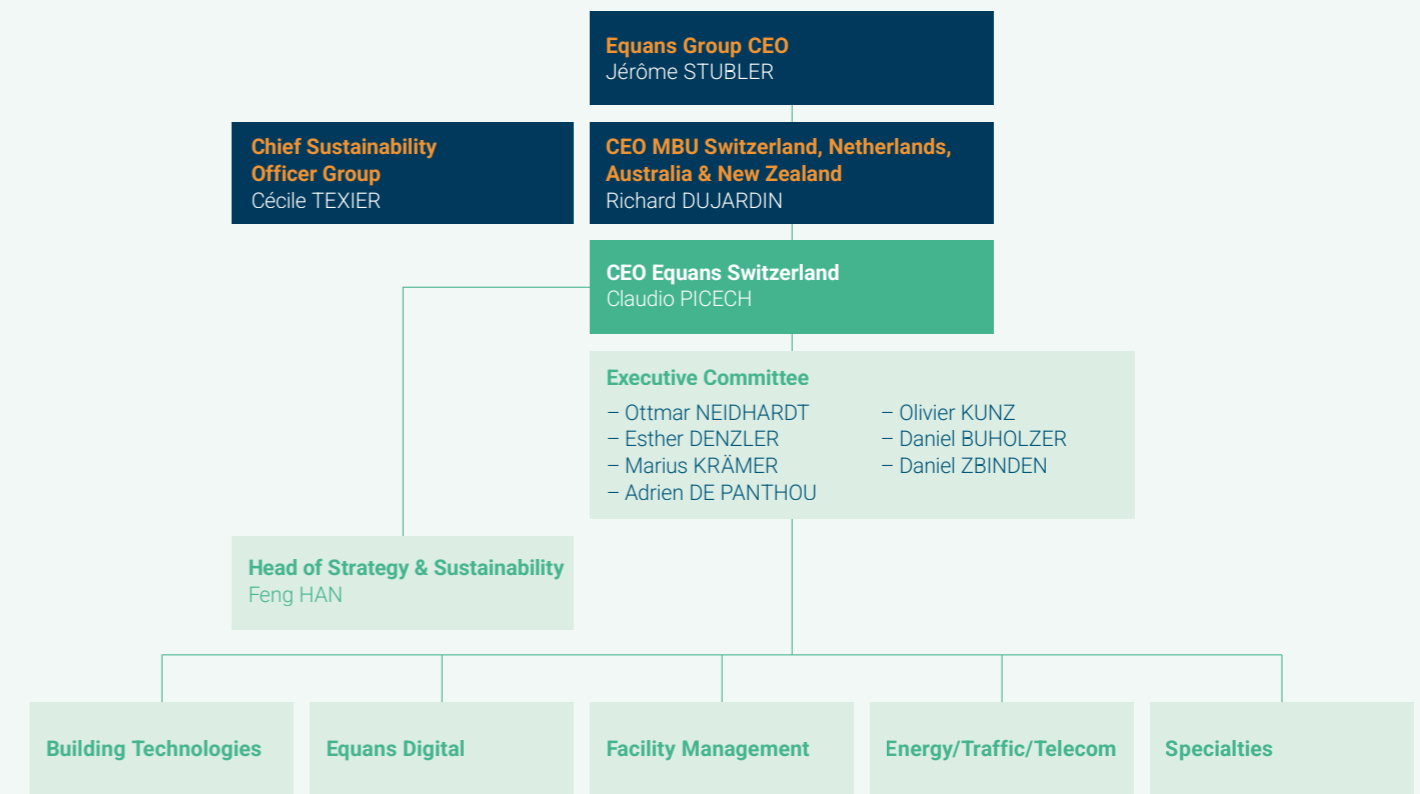
OUR CONTRIBUTION TO THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)



We focus our technical expertise where we can move the needle most effectively within the Swiss landscape:

- **SDG 7 & 13 (Clean Energy & Climate Action):** Driving the energy transition via Carbon Shift and our SBTi-aligned roadmap (–42% Scope 1&2/–52% Scope 3).
- **SDG 8 & 11 (Decent Work and Economic Growth & Sustainable Cities and Communities):** Ensuring safe, fair work environments, optimizing the energy performance of the Swiss building stock and supporting smart urban infrastructure.
- **SDG 9 & 12 (Innovation & Responsible Consumption and Production):** Implementing smart industrial infrastructure and promoting resource efficiency and responsible procurement through specialized training.

SUSTAINABILITY GOVERNANCE



Steering & Accountability

The CEO of Equans Switzerland holds ultimate accountability for our sustainability performance and reports to the Group CEO in Paris via the CEO for Switzerland, the Netherlands, Australia and New Zealand.

Integrity & Commitment

In an era of “green claims”, we prioritize transparency. We acknowledge that sustainability data is complex. Every statement regarding emission reductions is backed by recognized emission factors and is subject to internal and external scrutiny. We choose diligence over easy pragmatism to maintain the trust of our stakeholders.

Strategic Integration at the Core

At Equans Switzerland, we believe that sustainability cannot exist in a vacuum. To ensure it is deeply embedded in every commercial and operational milestone, we have merged Sustainability and Strategy into a single, unified leadership role. This integration amplifies the importance of our ESG commitments, ensuring they are not just parallel initiatives but the very foundation of our long-term business decisions.

The Head of Strategy & Sustainability reports directly to the CEO of Equans Switzerland. This direct reporting line ensures that our 3-Peak Strategy is central to our corporate evolution. Additionally, a functional “line” to the Chief Sustainability Officer at the Group headquarters in Paris ensures that our local Swiss actions are aligned with global standards and international reporting frameworks.

Operational Execution

Our strategy is cascaded through the Executive Committee to our five specialized Business Units:

1. Building Technologies
2. Equans Digital
3. Facility Management
4. Energy/Traffic/Telecom
5. Specialties

This structure empowers our professionals to take ownership of the triple transition, translating high-level strategy into technical excellence across all 100+ Swiss locations.

CERTIFICATIONS & EXTERNAL RATINGS

Validated Excellence

Our commitment to the three transitions is measured and validated by independent third parties. These certifications provide our clients, employees, and stakeholders with the assurance that Equans Switzerland adheres to the highest international and national standards for environmental, social, and ethical performance.

EcoVadis Silver: Top 15% of rated companies

In 2025, Equans Switzerland achieved the EcoVadis Silver Medal. This puts us in the top 15% of companies evaluated by EcoVadis worldwide.

– Significance: This rating confirms our maturity in the areas of Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. It is a key tool for our clients to verify our performance within their own sustainable supply chains.

Friendly Work Space: Our People Commitment

We are proud to be certified with the Friendly Work Space label. This Swiss quality seal, awarded by Health Promotion Switzerland, recognizes organizations that implement systematic Occupational Health Management (OHM) at a professional level.

– Significance: This certification validates our efforts to provide a supportive, healthy, and inclusive work environment for our professionals. It reflects our Peak 1 commitment to being the employer of choice in the Swiss technical industry.

“Toplehrbetrieb Gebäudetechnik”: Excellence in Apprenticeships

We are proud to hold the Toplehrbetrieb Gebäudetechnik seal of quality. This certification, awarded by suissetec, recognizes organizations that demonstrate exemplary commitment to their apprenticeship programs. It confirms that we meet the highest quality criteria in mentoring and educating our apprentices, ensuring a solid foundation for the next generation.

Technical & Quality ISO Standards

To ensure “Swiss watch” precision across all 100+ locations, our operational units maintain a robust portfolio of ISO certifications:

- ISO 9001: 2015 Quality Management
- ISO 14001: 2015 Environmental Management
- ISO 27001: 2022 Information Security Management (selected site and unit)
- ISO 45001: 2018 Occupational Health and Safety
- ISO 50001: 2018 Energy Management (selected site and unit)



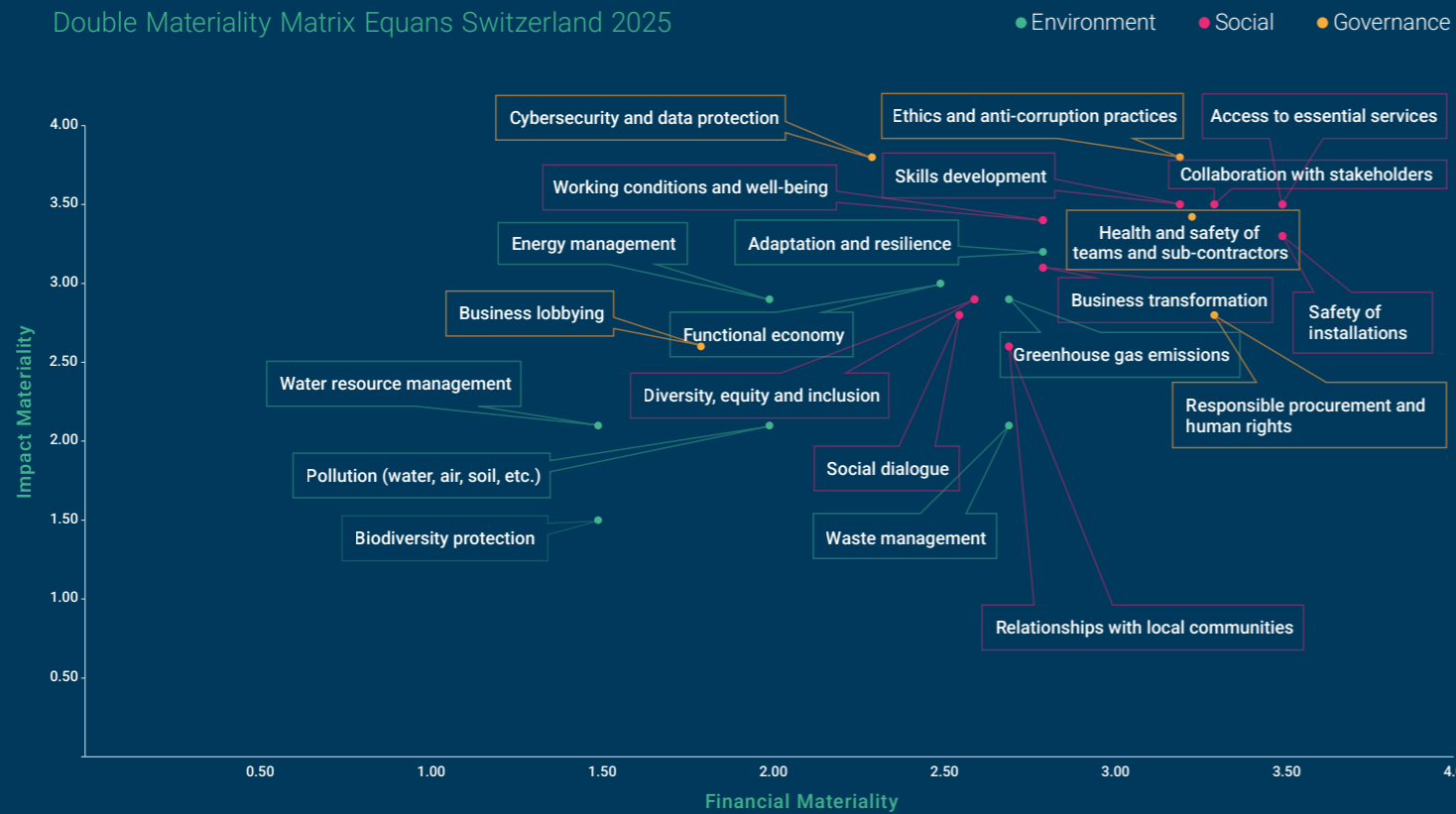
FAIR-ON-PAY:

We uphold equal pay regardless of gender and have been awarded the Fair-ON-Pay certificate.

SWISSCLEANTECH:

We are a member of swisscleantech, a Swiss business association promoting a climate-compatible economy, thereby contributing to the dialogue on climate policy and sustainable economic development.

Double Materiality Matrix Equans Switzerland 2025



DOUBLE MATERIALITY ASSESSMENT

To ensure our sustainability strategy reflects the real-world impact and business landscape of Equans Switzerland, we conducted a comprehensive update of our Double Materiality Assessment for 2025. This year’s analysis transitioned from a general group overview to a specialized Swiss market perspective.

MATERIALITY ASSESSMENT 2025: DEFINING OUR STRATEGIC FOCUS

We used the Equans Group 2024 materiality matrix as a foundation, validating and refining it through targeted expert interviews. Ten internal key stakeholder from Equans Switzerland who were selected for their deep expertise across various business units assessed 22 core sustainability topics.

Each topic was evaluated through two distinct lenses over a medium-term horizon (2030):

- Impact Materiality (Inside-Out): Assessing the scale and likelihood of Equans Switzerland’s operations affecting people, the environment, and society, both positively and negatively.
- Financial Materiality (Outside-In): Evaluating how sustainability-related risks and opportunities influence our financial health, market competitiveness, and long-term business success.

To ensure clear prioritization and avoid “middle-ground” tendencies, we implemented a 4-point rating scale (1 – Insignificant to 4 – Highly Relevant).

The 2025 matrix reveals that while all 22 topics remain to some degree important to our operations, 19 have been identified as exceeding the materiality threshold. Among these, 12 topics demonstrate particularly strong significance in terms of their impact and/or financial materiality, consistently achieving scores above 3.

These findings serve as a validation of our 3-Peak Strategy, which acts as the strategic compass for our operations in Switzerland. This alignment confirms that our priorities are aligned with the most significant environmental, social, and financial levers of our business. To ensure a cohesive narrative, we have mapped our 12 material topics directly to our three strategic pillars:

Peak 1: Eiger – Amplify Leadership

This pillar focuses on the core of our organization by prioritizing **working conditions and well-being**, ensuring the **health and safety** of teams and subcontractors, and fostering the continuous **skills development** of our employees.

Peak 2: Mönch – Advance Swiss Quality

Operational excellence is built on a foundation of integrity. This includes ensuring the **safety of installations**, maintaining **responsible procurement and human rights** standards, and upholding rigorous **ethics and anti-corruption** practices. Furthermore, **cybersecurity** and data protection, as well as transparent **collaboration with stakeholders**, are essential to maintaining the trust required to manage **access to essential services**.

Peak 3: Jungfrau – Accelerate Customer-Led Growth

To navigate the energy, digital, and industrial transitions, we drive **business transformation** and strengthen our **adaptation and resilience**. Through initiatives like Carbon Shift, we actively lead the transition toward a more sustainable and **functional economy**.

Outlook 2026: Comprehensive Strategic Review

While the current update of our double materiality assessment provides a robust framework for 2025, we view this as a transitional phase. In 2026, Equans Switzerland will conduct an extensive, “from-scratch” Double Materiality Assessment. This upcoming review will broaden our perspective by directly involving a wide range of external stakeholders, ensuring our strategic path remains fully aligned with market expectations and upcoming regulatory requirements.

KEY FIGURES & INDICATORS

AREA	CATEGORY	INDICATOR	2023	2024	2025	GOALS	SDGs
ENVIRONMENT Transformation towards a decarbonized world	Climate change and emission reduction	SBTi Scope 1 and Scope 2 carbon footprint*	10.1 kt CO ₂ e	9.6 kt CO ₂ e	9.2 kt CO ₂ e	42% Reduction by 2030 compared to 2023	
		SBTi Scope 3 carbon footprint (Intensity)**	255 kt CO ₂ e	246.2 kt CO ₂ e	300 kt CO ₂ e	52% Reduction by 2030 compared to 2023	
		Percentage of electric vehicles (passenger cars and commercial vehicles)	2%	2.3%	3.3%	53.6% by 2030	
		Energy efficiency of office space (% of space with energy consumption < 210 kWh/m ² /year)	78%	82%	96.5%	95% by 2030	
SOCIAL Focus on employees	Teams	Female management staff (percentage)	10%	12.7%	12.3%	22 % by 2030	
		Training and continuing education of employees (percentage)	20.3%	61.8%	80.8%	100% by 2026	
	Social commitment	Percentage of apprentices in the total workforce	8.2%	8.1%	8.1%	10% by 2030 (of total FTE)	
GOVERNANCE Sustainable management	Health & Safety	Accident frequency (accidents per million working hours)	12.7	9.6	9.4	Zero severe accidents	
	Ethics	Percentage of employees who have completed the ethics training modules	—	47%	62.5%	100% of employees affected by corruption risks (by 2026)	
	Supply chain responsibility	Percentage of suppliers (under framework agreement) that meet EcoVadis sustainability standards	—	—	10%	95% by 2030	
		Number of suppliers with whom we held a climate meeting (contributors to Scope 3a)	—	6	10	10 in 2025	

*SBTi = Science Based Targets initiative (SBTi) in compliance with the Paris Agreement's 1.5°C climate target. Scope 1 = Direct emissions. Scope 2 = Indirect emissions from purchased energy (figures exclude self-generated energy, as this constitutes a separate SBTi target). Scope 3 = all other indirect emissions in the value chain. (Accounting according to the GHG Protocol)

**Greenhouse gas intensity as a ratio to the company's value added (GEVA intensity according to the SBTi definition)

General remark: The change in numbers for 2023 and 2024 are due to an adaptation of the methodology and more accurate measurements.

ENVIRONMENTAL RESPONSIBILITY

Ecological responsibility is a core part of our identity and firmly embedded in the corporate strategy of Equans Switzerland. With innovative, energy-efficient solutions, we actively contribute to the protection of the environment, climate, and natural resources.

CLIMATE ACTION: SCIENCE BASED TARGETS INITIATIVE (SBTI)

Our focus areas are reducing greenhouse gas emissions (Scope 1–3) and careful resource management. Equans Switzerland has aligned its decarbonization roadmap with the Science Based Targets initiative (SBTi), ensuring our contributions are consistent with the 1.5°C goal of the Paris Agreement. We recognize that reducing GHG emissions is not only a stakeholder expectation but a scientific necessity. To maximize our impact, we concentrate our efforts on the strategic levers where our data identifies the highest reduction potential: our vehicle fleet and building emissions for Scope 1 and 2, and our procurement processes for Scope 3.

We consistently work to minimize our footprint through two primary pillars:

Decarbonizing our Operations (Scope 1 & 2)

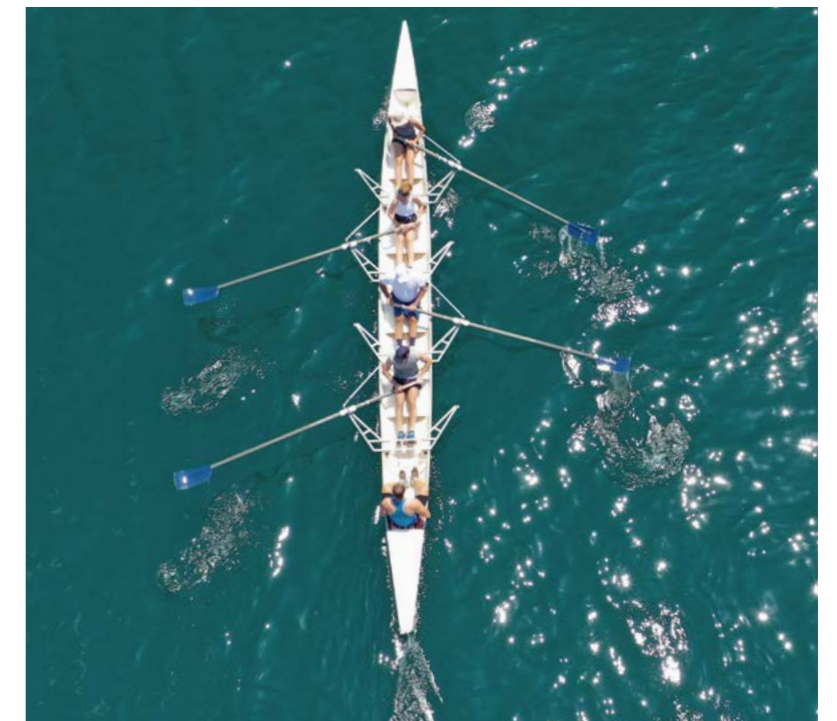
Target: –42% CO₂ emissions by 2030 (vs. 2023 baseline)
We are transforming our physical footprint through targeted technical shifts:

- **Fleet Evolution:** We are electrifying our fleet of over 2,500 vehicles, targeting a 54% Electric Vehicle (EV) share in Switzerland by 2030.
- **Charging Infrastructure:** To support this transition, we are scaling up charging station installations across all regional hubs.
- **Energy Efficiency:** We are systematically reviewing and implementing efficiency measures across our 100+ Swiss locations.
- **Data-Driven Governance:** We have implemented rigorous KPI tracking for EVs, buildings, and purchasing to ensure real-time course corrections.

Addressing the Value Chain (Scope 3)

Target: –52% CO₂ emissions by 2030 (vs. 2023 baseline) The majority of our environmental impact lies within our supply chain. We address this through strategic partnerships and procurement excellence:

- **Supplier Engagement:** Our procurement teams co-organize regular Climate Meetings with key suppliers to align on reduction paths and share technical knowledge. We actively encourage and support our partners in obtaining third-party certifications such as EcoVadis. This framework provides a transparent assessment of their environmental performance, incentivizing the transition toward sustainable logistics and lower-emission supply chain operations among our service providers.
- **Tender Integration:** Sustainability is now a core decision metric. We have integrated specific CSR criteria directly into our tender processes to favor low-carbon solutions.
- **CSR Charter for Suppliers and Subcontractors:** The Equans CSR Charter is a mandatory component of all framework agreements, ensuring every long-term partner commits to our principles regarding responsible procurement and human rights, as well as ethics and environmental protection.
- **Operational Accountability:** We have integrated social audits into our supplier qualification process to verify working conditions and ethical standards on-site.
- **Capacity Building:** Starting in 2026, our buyers will receive specialized CSR training to ensure sustainability remains a decisive factor in every purchasing decision.



DECARBONIZATION IN ACTION

With Carbon Shift, Equans Switzerland pursues an integrated approach to driving the transformation towards a low-carbon future. We bring together our extensive expertise in energy, load and sustainability management and support decarbonization at every stage – from planning and implementation through to operation.



CAMPUS MONDIAL DE LA SANTÉ, GENEVA

To maximize the performance of a 40,000 m² Minergie-certified facility, Equans Switzerland conducted a multi-year energy optimization program focused on reducing consumption without compromising user comfort. We established a rigorous energy base-line and implemented targeted adjustments to the heating and ventilation systems, supported by continuous performance reporting and digital monitoring.

IMPACT:

Total energy savings **>4,000,000 kWh** over the optimization period 2019 – 2021 achieved a **45%** reduction in energy costs by the second year

MODERNISING PIAGET'S ENERGY INFRASTRUCTURE

Piaget faced an ageing heating and cooling infrastructure across a 16,700 m² site, resulting in high gas consumption and no heat recovery. Equans Switzerland developed a compliant energy concept, evaluated the technical and financial feasibility of replacing the systems, and proposed a solution that significantly increases overall energy efficiency.

IMPACT:

1.6 GWh gas consumption per year replaced by district heating **20% heat recovery** enabled through the new energy concept

WORKSHOP “NOS VIES BAS CARBONE”

To support our group-wide decarbonization mission, employees from Equans Switzerland and EnerTrans gathered in Prilly for the “Inventons nos vies bas carbone” workshops. In collaboration with experts from Equans France, participants analyzed current Swiss climate data and legislation to identify practical, actionable CO₂-reduction measures for both their professional and private lives. By addressing key questions – such as the average carbon footprint of a Swiss citizen – this initiative translates global sustainability goals into local, concrete solutions.

Knowledge transfer between France and Switzerland with two experts from France; participation of 16 employees and managers in a 3-hour workshop



POWERING MIGROS' ENERGY TRANSITION

Migros required a future-ready power supply to electrify its logistics fleet and integrate photovoltaic production. Equans Switzerland delivered the complete high- and low-voltage infrastructure from the transformer station to e-truck fast-charging points and implemented the electrical setup for a 0.9 MVA PV system, including lighting, IT, and protection systems.

IMPACT:

Approximately **0.9 MVA of photovoltaic** capacity integrated, enabling a significant reduction in CO₂ emissions and operating costs through electrified logistics and efficient power distribution

RENEWABLE ENERGIES FOR PENSIMO MANAGEMENT AG

To support Pensimo in decarbonizing their real estate portfolio, Equans Switzerland provided comprehensive strategic consulting and technical guidance for a large-scale PV rollout across the cantons of Zurich and Aargau. We managed the entire process from feasibility studies for 15 rooftops to the supervision of the installation, specifically optimizing for high self-consumption to ensure both ecological and economic viability.

IMPACT:

Installation of **1,948 solar modules** with a total capacity of **838 kWp** annual production of **>907,000 kWh** of renewable energy; achieved an average self-consumption rate of 74% across 8 properties



RESOURCE CONSUMPTION

Equans Switzerland is committed to reduce the environmental impact of its own operations by pursuing an efficient use of raw materials and energy.

Focus: Optimizing resource use across all business areas, monitoring energy and water consumption at central sites, promoting sustainable procurement practices, minimizing single-use products and packaging and increasing the share of renewable energies.

The Umwelt Arena is a benchmark for energy efficiency. Thanks to state-of-the-art technology, this flagship project runs entirely on renewable energy. Equans Switzerland developed and implemented the concept for the complex building services and building automation systems.

“By optimizing our own operational energy efficiency and delivering innovative decarbonization solutions for our clients, we make a measurable contribution to Switzerland’s energy transition.”



Karsten JUNG,
Environment and
Energy Specialist

CIRCULAR ECONOMY

Our circularity strategy aims to close raw material loops and avoid waste. Circularity is addressed through initiatives that preserve natural resources and promote circular economy models.

Measures to promote circular economy:

- Prioritizing recycling and reuse in construction and demolition projects
- Life-cycle oriented design and maintenance of technical installations
- Cooperation with certified disposal partners
- Own initiatives to reduce electronic waste, e.g., in IT infrastructure maintenance

Example projects:

- IT component recycling in demolition project (Lausanne, ICT Services): Reuse and recycling of decommissioned servers and hardware in data center demolition
- Material cycle on construction sites (Zurich, Building Technologies): Separate collection and return of cables, metals, and construction waste to recycling processes



BIODIVERSITY

Equans’ environmental strategy includes commitments to protect and support biodiversity in its operations and project planning. While we recognize biodiversity as a fundamental pillar for a sustainable future, we are currently in the process of deepening our strategic impact in this area. Building on our existing site-specific projects, we focus on identifying further targeted measures in 2026 to enhance our direct contribution to biodiversity protection across our value chain.

Our Approach:

Our approach to biodiversity is still developing, and we acknowledge that our current impact remains limited. While biodiversity is already part of our environmental responsibilities, our activities to date have focused mainly on individual site projects rather than a fully integrated strategy. At the same time, the initiatives we have implemented – such as green roofs and insect hotels at our Crissier site, and the creation of blooming meadows with native species at a hospital in Lucerne – show that we can create meaningful ecological value when we act with intention. Building on these first steps, we aim to strengthen and systematize our approach in the coming years, integrating biodiversity considerations more consistently across our projects and expanding our positive contribution to local ecosystems.



SOCIAL RESPONSIBILITY

People are the core of Equans Switzerland's philosophy and strategic vision. Our social responsibility commitment reflects this, embracing respect, inclusion, development, and well-being within a supportive workplace culture. This forms a critical pillar of the global IMPACT framework alongside governance and environmental stewardship.



ADVANCING SOCIAL RESPONSIBILITY THROUGH STRONG EMPLOYEE PROGRAMS

In 2025, we focused on strengthening our social programs, enriching diversity and inclusion, expanding training and apprenticeships, and deepening community engagement – all reinforcing our goal to empower transitions in society and our workforce. As part of our commitment to social security and long-term stability, Equans offers continued salary payments in the event of accident or illness and provides various pension solutions with extra-mandatory components and different savings plans. We also offer parental leave beyond legal requirements.

Furthermore, we enhance our employees' effective compensation through industry-leading working conditions: our 40-hour workweek (42.5 hours in Facility Management) and a minimum of 25 days of annual leave significantly exceed statutory requirements, resulting in a higher indirect hourly wage and better work-life balance. Complementing these financial safeguards, we offer a broad range of lifestyle benefits, including digital health promotion via the Kinastic app, access to free professional consultation through MOVIS for any personal or work-related challenges, free language training through goFluent, and various corporate discounts with a variety of partners.

Apprenticeships: Training Tomorrow's Skilled Professionals

Awarded the Toplehrbetrieb Gebäudetechnik seal of quality, Equans Switzerland invests heavily in the next generation, with over 400 apprentices engaged in 2025. Our programs combine solid technical education, tailored mentorship, and above-market working conditions to attract, develop, and retain young talent.

Apprenticeships are more than workforce development; they are strategic investments in sustainable success. We provide apprentices a clear career pathway, instilling technical expertise, safety awareness, and a culture of responsibility that aligns with our long-term business growth and societal contribution.

Training & Development: Empowering Employees to Grow

In addition to external training programmes and site-specific training and course offerings, all employees have access to our internal learning platform, the LMS (Learning Management System). In 2025, our employees completed a total of more than 14,700 learning hours on the LMS. This corresponds to an average of more than 2.5 learning hours per employee, including the following formats:

- Leadership and team management seminars for a range of experience levels. In 2025, these were enriched by high-performance insights from Olympic coach Peter Haas (Swiss Athletics) on mental strength and team dynamics.
- Advanced technical and sector-specific courses to maintain industry excellence.
- Communication and AI-supported language training to foster collaboration and innovation.
- Career transition programs supporting staff approaching retirement.
- On-demand digital learning, offering thousands of tutorials and webinars tailored to diverse employee needs.

With our **"Leaders of Tomorrow"** program, we specifically promote young talents across all departments, empowering them to take on future leadership roles and actively shape our path toward becoming the employer of choice in our industry. Our Project Manager Academy remains a flagship initiative, delivering industry-leading content that equips project managers to lead multidisciplinary teams successfully and uphold our operational standards. In 2025, we officially launched **the Ordre des Compagnons** in Switzerland, appointing 27 elite professionals as ambassadors for operational excellence. This is an internal network that brings employees together through dialogue, professional development, and shared values to strengthen commitment and cohesion within the Bouygues Group.

Diversity & Inclusion: Creating an Equitable and Vibrant Workplace

Equans Switzerland places great emphasis on diversity and inclusion to foster innovation, resilience, and a sense of belonging. We want to create a working environment that values diversity and offers all employees equal opportunities to reach their full potential, regardless of gender, age, ethnic origin, sexual orientation, cultural background, religion, or disability.



Charlotte LEONHARDT,
Project Manager
Caliqua

“ I appreciate the opportunities Equans Switzerland has given us and continues to give us as members of the ‘Leaders of Tomorrow’ program. It shows that the company is forward-thinking and consciously working to shape the future with the people who will live it. The program will achieve its full potential by smart design and putting outcomes into practice.”

In line with our target to increase female representation in management to 22% by 2026, Equans Switzerland achieved important progress in 2025:

- Equans Switzerland offers attractive supplementary benefits that go far beyond the industry standard. We uphold equal pay regardless of gender and have been awarded the Fair-ON-Pay certificate.
- Women’s Lunch and Women’s Day Events provided forums for mentoring, networking, and empowerment.
- The “Be Yourself” campaign amplified authentic voices and celebrated diverse identities within our teams.
- Unconscious bias training equipped leaders to recognize and overcome implicit prejudices. This was complemented by our “Our Values” workshops, held across several regions to embed core principles into our daily collaboration and decision-making.
- Our “WeTogether” network facilitated peer support and career development strategies for female employees.
- Regional campaigns, especially in Romandie, promoted visibility of female talent and inclusion in technical and leadership roles.
- By integrating flexible working models, part-time options and family-friendly policies with a robust, high-interest pension fund, we foster both immediate work-life harmony and long-term financial security for our employees.

Tracking metrics on gender distribution and inclusive recruitment ensure accountability in progressing these objectives.

Social Commitment in Switzerland: Impacting Local Communities

Beyond the workplace, Equans Switzerland is dedicated to social projects that uplift local communities:

- Fondation ARGO partnership promotes in Chur social inclusion by recycling materials into new products, providing employment opportunities for persons with disabilities.
- Collaborations with Fondation Rêves Suisse help fulfill wishes of children facing serious illnesses in Romandie.
- Charitable donations support organizations such as Rega, UNICEF Switzerland, and local cancer patient associations.
- Seasonal initiatives including Noël des Enfants and Lapin de Pâques bring festive joy and foster community spirit among employees and their families in Romandie.
- Our challenge Culinary Tour through Europe raised CHF 2,000 for Table Suisse, supporting food security efforts.

Partnership with Swiss Athletics: Promoting Sport and Youth Development

Equans Switzerland proudly sustains its partnership with Swiss Athletics and the UBS Kids Cup, emphasizing sustainable youth and elite sports development. Our support sponsors national and regional competitions, providing young athletes with structured opportunities to excel while fostering social cohesion and promoting physical activity across communities.

PINK OCTOBER

To demonstrate nationwide solidarity with those fighting breast cancer, Equans Switzerland organized “Octobre Rose” charity walks in Prilly, Plan-les-Ouates, Zurich, and Ticino. Employees from across the entire company – including Installation, Facility Management, and Support functions – covered several kilometers to raise funds for the Cantonal and National Cancer Leagues through a performance-based donation model.

127 participants across Switzerland, total CHF 3,900 of donations to Lega Cancro Ticino, Krebsliga Schweiz and Ligue Vaudoise contre le cancer



GREEN WALK

On the occasion of World Cleanup Day 2025, over 200 Equans Switzerland employees, accompanied by their families, came together in Ticino to participate in the “Green Walk”. This collaborative initiative took place across the municipalities of Muralto, Minusio, Tenero, and Riva San Vitale. Teams joined forces to clean streets and beaches, strengthening internal cohesion while reaffirming our commitment to sustainability and corporate social responsibility.

> 200 participants, > 50 bags of waste collected



GOVERNANCE

Equans Switzerland is committed to transparent governance, high ethical standards, compliance with all regulations, and responsible business and health and safety practices. These principles guide our daily work and are firmly anchored in our company culture.

GOVERNANCE



HEALTH & SAFETY

Equans Switzerland attaches great importance to safety in everyday working life. The health and well-being of our employees are our most important asset. Every accident that is prevented is a gift for our employees, their families and the company. Nothing is more important than the physical and mental well-being of our employees. No work justifies putting our employees, users or ourselves in danger. Equans Switzerland pursues a proactive zero accident strategy.

SAFETY MONTH 2025

To reinforce our strategy Vision-ZERO and foster a proactive safety culture, Equans Switzerland dedicated September 2025 to personal responsibility for health and safety under the theme "It starts with me." With a nationwide campaign and interactive, practice-oriented prevention modules, we raised awareness among employees and managers about key health and safety issues. The modules taught specific skills for preventing accidents both at work and during leisure time. Active discussion within the team gave rise to new perspectives, and participants reflected on their own behaviour – a crucial step toward a lived safety culture. This bottom-up approach translated corporate safety "must-haves" into daily habits for every employee on-site and in the office.

7 interactive prevention modules launched



To complement the occupational safety measures of Equans Switzerland, selected companies make use of the Safety Culture Ladder (SCL) certification. EnerTrans Switzerland AG and Kummner+Matter EVT AG are certified at SCL Level 3. The focus is not only on formal processes, but above all on safety awareness, mindset and behaviour in everyday work.

OUR COMMITMENT:

Training & Further Education

Internal monthly awareness campaigns led by supervisors for all employees. Broad offering of internal and external training programs.

Personal Protective Equipment (PPE)

All employees are equipped with the necessary personal protective equipment.

Safety & Health Protection Concept

Identify site-specific risks and derive targeted mitigation measures.

Effectiveness Management

Strengthening prevention through systematic and consistent measures.

Golden Rules

Twelve fundamental rules on occupational safety and health protection that mostly exceed legal requirements.

Safety Walks

Regular onsite safety visits conducted by management and safety experts.

Safetyfluencer

The cultural embedding of safety starts already during training.

Safety Campaigns

National and group-wide occupational safety campaigns like the Safety Week organized across Switzerland involving all employees.

Occupational Safety Ambassadors

Colleagues who positively influence and further develop the safety culture from the grassroots level.

Equans Safety Board (ESB)

The international top management regularly meets with safety officers to exchange and define the occupational safety strategy.



Gabrielle TSCHOPP,
General Counsel
PMO x Legal

“The success and future of Equans Switzerland are built upon the integrity of all our employees and the trust they inspire. Effective governance forms the cornerstone of our operations. Through our commitment to ethical standards and transparent processes, we ensure that Equans Switzerland remains a reliable partner – fully compliant with legal requirements and deeply committed to our responsibilities as an integral part of our corporate culture.”

ETHICS

Equans Switzerland's ethical framework is built on the principles of Respect, Integrity and Responsibility. Ethics forms the foundation of all business activities at Equans Switzerland. Our goal is to maintain the highest standards of integrity, fairness, and transparency in all relationships. The Equans Code of Ethics is binding for every employee and defines, among other things:

- Zero tolerance for corruption, bribery, fraud or cartel
- Equal treatment and respect for diversity
- Protection of human rights throughout the value chain
- Fair competition and transparent dealings with business partners

Trainings and refresher trainings are regularly provided as well as special formats for leadership and risk positions. In addition, an anonymous whistleblower and complaint hotline is available for reporting and confidential handling of violations.



CORPORATE GOVERNANCE

Effective corporate governance is a condition for sustainable business success and social trust. The governance structure at Equans Switzerland is based on:

- Clear responsibilities and decision-making authority from the Executive committee to operational business units
- Transparent reporting and regular reviews by internal and external parties
- Integration of stakeholder interests and active involvement of employees, customers, and suppliers

Continuous evaluation and development of governance processes ensure risk minimization and adaptability to legal and societal changes



COMPLIANCE

Compliance means strictly adhering to all external legal requirements and internal guidelines. Equans Switzerland approaches compliance as a management system to ensure:

- Full compliance with Swiss law and European regulations
- Data protection (e.g. DSGVO/GDPR)
- Anti-corruption and antitrust laws
- Environmental and social standards

Ensuring Data Privacy in the Use of Artificial Intelligence

Equans Switzerland rigorously complies with the EU General Data Protection Regulation (GDPR) and Swiss data protection laws, embedding data protection and IT security as fundamental pillars of its responsible business conduct. IT security incidents are systematically documented and analyzed in order to derive continuous improvements.

Mandatory e-learning programs ensure all employees receive essential training, fostering a culture of privacy awareness and robust data security throughout the organization.

The use of artificial intelligence is approached with precaution by ensuring that AI systems used internally comply with strict data privacy, cybersecurity, and ethical governance standards, safeguarding personal data and maintaining full transparency in automated decision-making. As part of Equans' AI governance framework, OneAI, the Group's internal artificial intelligence platform, provides an alternative to external chatbots. It offers a compliant and scalable solution designed to enhance productivity, protect data, and foster responsible AI adoption across the organization.

The Chief Information Security Officer (CISO) of Equans Switzerland is responsible for defining and implementing the cybersecurity strategy to protect the company's digital assets, ensuring compliance with regulations and safeguarding sensitive data against evolving cyber threats. This position enhances the organization's resilience by fostering a strong security culture, mitigating risks, and supporting business continuity in operations.

RESPONSIBLE PROCUREMENT

Responsible procurement combines economic, ecological, and social sustainability requirements in purchasing. Equans Switzerland upholds these standards through:

- CSR risk assessments for suppliers using EcoVadis, especially for high-risk tier-1 suppliers and framework contract partners.
- The suppliers are tested and selected according to sustainability and labor standards.
- Preference for local, resource-saving, and certified suppliers.

- Regular Climate Meetings since 2024 with key suppliers to discuss climate initiatives, emission reduction targets, and the exchange of best practices.
- CO₂-reduction in the supply chain, with a validated SBTi commitment to achieve -52% Scope 3 Emissions intensity by 2030.

Long-term relationships and regular supplier reviews ensure ongoing improvement of the supply chain.

CSR CHARTER FOR SUPPLIERS AND SUBCONTRACTORS



CSR CHARTER FOR SUPPLIERS AND SUBCONTRACTORS

To align our value chain with our sustainability goals and mitigate ESG risks, Equans Switzerland has made the CSR Charter a mandatory component of all framework agreements. We implement this by requiring formal sign-offs from suppliers and subcontractors, integrating CSR criteria into our selection process, and using tools like EcoVadis assessments to monitor compliance with our ethical, social, and environmental standards.

100% of new framework agreements include the mandatory CSR Charter



Making progress become reality

SUMMARY: FROM STRATEGY TO ACTION

In 2025, Equans Switzerland Successfully transitioned from strategic planning to operational excellence. By aligning our roadmap with the SBTi 1.5°C pathway, we have proven that our “3-Peak Strategy” is more than a concept – it is the engine driving our technical and ecological performance.

WHERE WE LEAD



Operational Decarbonization: We made significant progress in reducing and electrifying our fleet of 2,500+ vehicles, maintaining a clear path toward our 2030 targets.

LEADERS OF TOMORROW

People Development: We further developed hundreds of leaders and project managers through specialized leadership programs. With over 400 apprentices and the launch of the “Leaders of Tomorrow” program, we are actively securing the next generation of technical experts.



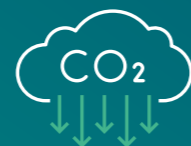
Ordre des Compagnons: This initiative recognizes experts who exemplify our core values ensuring that our collective expertise is preserved and passed on.



Safety & Quality: Our “Zero Accident” culture, and Swiss Quality Program ensure that we deliver technical excellence with the precision of a Swiss watch.

SUMMARY: FROM STRATEGY TO ACTION

WHERE WE GROW



While we celebrate our progress, we remain transparent about the complexities we face:

Scope 3: Fully mapping and reducing emissions within our extensive supply chain remains a significant challenge. We are addressing this through intensified supplier engagement and climate meetings.



Technical Talent: The ongoing demand for highly specialized technical talent in a competitive Swiss market requires us to continuously innovate our employer branding and working conditions. The coming year will be a period of consolidation and further ambition. Beyond documenting our progress, we remain committed to our mission: Shaping the future together.



Circularity Integration: We will further embed circularity in our operations across projects, services, and procurement. For example, we aim to systematically increase the reuse, refurbishment, and recycling of materials to reduce resource consumption and support a more regenerative business model.

