

# 2024 ESSENTIALS



## Eiffage group's values are fundamental in uniting and motivating our employees

- LEADING BY EXAMPLE
- RESPONSIBILITY
- TRUST
- TRANSPARENCY
- LUCIDITY
- COURAGE & TENACITY



Our Olympic Village teams pose for Yann Arthus-Bertrand as part of his project "Les Français", for which he has been travelling the country to answer the question: "What does it mean to be French?"

## OUR MOTIVATION

**Building the city of the future** means listening to elected officials, users and businesses to address **social and environmental** issues in the regions we operate in.

**Eiffage Construction** puts its talented employees to work for the community, with innovation at the core of its activities to create **sustainable solutions** and support **society's transformation**.



**EIFFAGE GROUP**  
P.04



**EXPERTISE**  
P.10



**COMMITMENTS**  
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**ON TRACK FOR THE GAMES**  
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# Eiffage group, key player in a more energy-saving and sustainable future



To meet the challenges of the environmental transition, the entire value chain across all our business lines is rallied. Driven by strong values and the passion of our employees, together with the stakeholders we stand, design, build, maintain and renovate the cities and infrastructure of tomorrow, in Europe and beyond.

## A robust and growing group

**78,200**  
employees

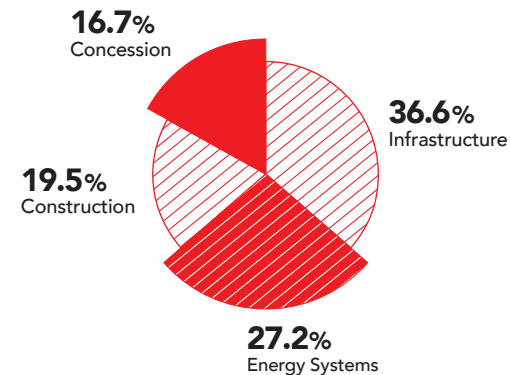
More than  
**100,000**  
projects  
per year

### 8 BUSINESS LINES IN SYNERGY

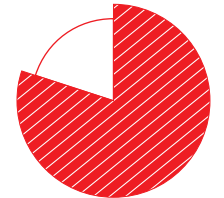


### 2023 REVENUE BREAKDOWN BY DIVISION

**€21.8 billion**  
in revenue



More than  
**80%**  
of employees hold shares  
in the Group\*



Employee share ownership: a powerful lever for cohesion and collective performance.

\*Percentage of Group employees at 31/12/2023

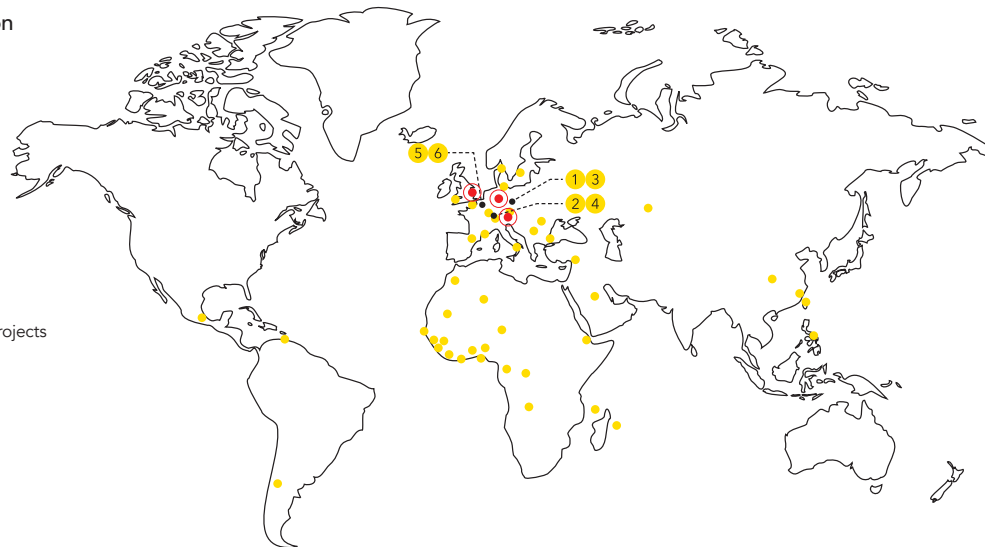
# Ambitious projects all around the world

**73,500**  
employees in Europe

**€21.1 billion**  
in revenue in Europe in 2023

**25%**  
of Eiffage Construction revenue generated outside of France in 2023

Present in 50 countries around the world, Eiffage group supports its customers and their projects by sharing the benefits of its expertise in various areas. Established in Belgium, Luxembourg, Poland and Switzerland, the Eiffage Construction division has a solid and sustainable presence in Europe.



**1**  
**POLAND**  
**Infinity**  
Delivery of a BREEAM-certified office building in Wrocław.



**3**  
**POLAND**  
**Krakow Stadium**  
Renovation and modernisation in just six months before the 2023 European Games.



**2**  
**SWITZERLAND**  
**Tivoli Garten**  
Construction in Spreitenbach of Switzerland's third-largest housing development project (445 rental apartments).



**4**  
**SWITZERLAND**  
**Schöftland Station district**  
Installation of a new mixed-use operation (housing, retail and services).



**5**  
**BRUSSELS (BENELUX)**  
**Josaphat**  
Contract won by the Eiffage-Axa Belgium partnership for a housing project in Schaarbeek, comprising more than 500 dwellings and 2.3 hectares of public planted spaces (including 1.6 hectares of green space).

**6**  
**BENELUX**  
**Defence HQ**  
Consortium contract for construction of the new, more secure and more environmentally friendly Defence headquarters in Brussels.



**LEVERKUSEN (GERMANY)**  
**New bridge on the Rhine**  
Construction of a new 688 m long eight-lane bridge to replace an existing structure.



**UNITED KINGDOM**  
**London-Birmingham high-speed rail link (HS2)**  
Design and construction of two civil engineering works packages (C2 & C3) on 80 km of railway line for Phase 1.



**GERMANY**  
**Acquisition de Acquisition of Salvia Group GmbH**  
Acquisition by Eiffage Energie Systèmes of 51% of Salvia, which is specialised in electrical, climate and energy engineering.

# Eiffage Construction

complementary fields of expertise to provide a global range of solutions for our customers



As a builder-developer and urban developer, we design comprehensive, sustainable and scalable solutions. Our expertise is put to work for the ecological transition, anticipating the needs of communities and users in innovative ways to create the cities and neighborhood of tomorrow.

## A unique model: builder-developer and urban developer

**10,400**  
employees

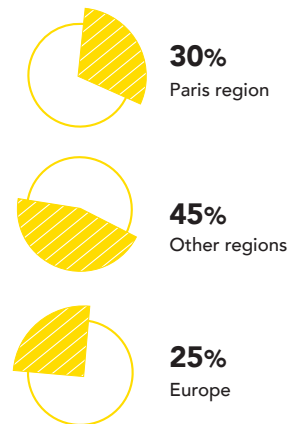


**5**  
countries

**8**  
regional departments in France

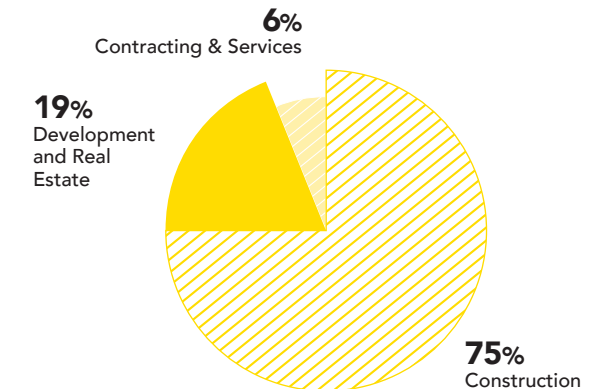
**1**  
Off-site construction division

### BREAKDOWN OF REVENUE BY ZONE



### BREAKDOWN OF REVENUE PER FIELDS OF EXPERTISE

**€4.3 billion**



# A global offer

## for resilient and sustainable projects

Our global offer makes it possible to shape projects from the design phase to operation and maintenance. Innovation, diligence, quality and listening are the watchwords of our teams, whose commitment and expertise are always dedicated to success.



### Urban development

With over 40 years of experience, Eiffage Aménagement is a key partner for local stakeholders redeveloping city centres or creating new districts. We provide tailored solutions to local problems, factoring in economic, social and environmental issues from the outset.

**940,000m<sup>2</sup>**  
under development



REIMS (51)  
**Sofilo**



PARIS 15<sup>e</sup> (75)  
**Pasteur Cotentin**

### Construction



Eiffage Construction are key player in the building sector, works for the public and private sectors on both new-build and refurbishment projects, drawing on its capacity for innovation to design and build the most complex structures. Customers are supported at every stage of their projects, from design to maintenance.

**14,200**  
reserved dwellings  
at the end of 2023



### Property development

As a builder-developer, Eiffage Immobilier is developing a multi-product approach to support regional change and adapt to new uses. We provide a diversified solution to suit every market segment: residential, office, hospitality, commercial, serviced residential and silver economy.

More than  
**4,500**  
housing units delivered  
in 2023



NANTES (44)  
**La Forge des Batignolles**



LA TESTE DE BUCH (33)  
**Cabin 21 - Île aux Oiseaux**

### Contracting & Services



From building refurbishments and extensions to maintenance and compliance upgrades, the Contracting & Services business provides long-term maintenance and renovation for all types of structures. With support from an extensive regional network, our teams provide a responsive service across France.

**70**  
establishments

# Urban development

Developing a sustainable, attractive and well-balanced city



A key player in the urban development sector, we support local authorities in a partnership approach to revitalise city centres, renew the urban fabric and create ecodistricts. Our vocation is to support the common good.

**DESIGNING THE CITIES OF TOMORROW**

Our comprehensive expertise enables us to undertake development projects that address environmental and social issues to better anticipate changing uses and the city of tomorrow. Our ambition is to refocus urban design on the individual.

**DEVELOPING SUSTAINABLE PARTNERSHIPS**

We are committed to working alongside local authorities over the long term, and with every project, we strive to unite all stakeholders from the earliest consultation and design phases through to delivery, and for the entire life cycle of the operation. This partnership approach delivers sustainable urban projects that meet local needs.

**OFFERING CLOSE LOCAL SUPPORT**

We operate throughout France, tailoring our approach to the needs and expectations of local communities. In terms of public initiatives, we undertake large-scale operations in the form of ZAC urban development zones assigned to us by local authorities through development concessions. For private operations, we are also able to identify potential development land (such as disused commercial and industrial sites) and formulate appropriate development plans for submission to local authorities, which are subsequently carried out in close cooperation with them under a development licence.

Over **40** years of expertise in supporting towns and cities

**940,000m<sup>2</sup>** under development

**930,000m<sup>2</sup>** under construction and development



**Active consultation with local people**

Eiffage Aménagement and Seqens have formed a joint development company to manage an urban regeneration project in Igny (91). The project aims to replace a social housing estate with a community of around 650 homes, half of which will be social housing. This began with consultation with the local authority and local residents, which included information meetings, an audiovisual survey, workshops and discussions, and a series of urban walks.



**ANTIBES (06)**  
**A future garden city**

Transformation of a former horticultural site in the Les Combes area into a new sustainable district. Construction of 135 homes, plus the creation of a huge urban agricultural project and a Mediterranean park reserved for soft mobility users.



**MONTIGNY-LÈS-METZ (57)**  
**Conversion**

Eiffage Aménagement is working on a project to create 755 homes in the Lizé district, where a former military barracks is to be renovated. Existing materials on the site will be reused. This also includes a Cocoon'Agés® intergenerational housing residence (82 homes) delivered in 2023. The Lizé district has been awarded EcoQuartier stage 2 certification by the French Ministry for Ecological Transition.

**SAINT-DENIS (93)**  
**Urban renewal**

The Cathédrales du rail – two 8,400m<sup>2</sup> SNCF railway buildings – are being renovated to house a street art and hip-hop museum. This 6-hectare site will be part of an eco-responsible district, which will also include a 1.7-hectare park, 650 homes and a range of local amenities.



**L'HAY-LES-ROSES (94)**  
**Regeneration**

The Paul Hochart ZAC urban development zone includes housing, a school complex, a gym, shops, green spaces and public facilities. This ecodistrict will add to the town's dynamism and visual appeal. The Paul Hochart ZAC urban development zone has been awarded EcoQuartier stage 2 certification by the French Ministry for Ecological Transition.



Find all our projects at [www.eiffage-amenagement.fr/operations](http://www.eiffage-amenagement.fr/operations)



# Property development

Creating living spaces in tune with new uses

Whether in residential, tertiary, commercial or hotel development, Eiffage Immobilier meets its customers' needs to promote the emergence of new living environments suited to new ways of living, working, travelling and supporting older people.

**FOCUS ON CUSTOMER SATISFACTION**

Because buying a property is a major life event, we provide services such as digital signing of reservation contracts, "L'Atelier by Eiffage" to make moving easier and help with small jobs, and a virtual tour of your future apartment. We also take care to introduce art into our developments, having signed the French Ministry of Culture's "1 building, 1 artwork" charter in 2015.

**OFFERING TAILORED SUPPORT**

Our property expertise and the diverse range of legal and financial frameworks we offer enable us to meet all our customers' new-build, renovation and asset transformation needs.

**FORGING LASTING SOCIAL LINKS**

To address social challenges linked to issues such as dependency, poverty and loneliness, we designed our Cocoon'Agés® intergenerational housing concept in partnership with Récipro-Cité. The idea is to forge social links between residents to help them live better together. We also offer, in association with Montana Gestion, a new generation of serviced senior residences providing open access to the city: Cazam®. In figures: 5th Cazam and 21st Cocoon'Agés® opened!

**1,950**  
dwellings reserved

**15**  
projects being designed in anticipation of future RE 2020 thresholds

**335,000m<sup>2</sup>**  
under construction or development in tertiary



**Off-site property**

Off-site property offers a range of attractive benefits in terms of finishing quality, shorter timeframes and reduced site nuisance. In 2023, Eiffage Immobilier Hors-Site delivered the temporary housing project in Valenton (94) on this basis. The teams also built a timber-framed office complex of almost 2,000m<sup>2</sup> for the future Eiffage Génie Civil Réseaux headquarters in Limeil-Brevannes (94). Contracts have also been signed for an 80-room three-star hotel in Boissy-sous-Saint-Yon (91), 26 social housing units in Chauconin-Neufmontiers (77) and another 75 in Beynes (78).



**MONTPELLIER (34)**  
**Public facilities**

A 30,000m<sup>2</sup> area of the Campus de Cambacérés will be the new location of the Montpellier Business School, Hérault ICC headquarters, the regional chamber of the Occitanie ICC, and the Purple Campus Montpellier regional headquarters and training centre. The project achieved "BDO Argent" regional sustainable building certification, whose extremely stringent requirements encourage a focus on sustainability from very earliest design phase of a project.



**DIJON (21)**  
**Luxury hotel**

Construction of a four-star hotel on the former Dijon General Hospital site in the Cité Internationale de la gastronomie et du vin. This project reflects the expertise of our teams, with a renovation of the site's 17th-century and 18th-century buildings and the creation of a new, more contemporary structure.



**POLAND**  
**Residential**

Another illustration of our dynamic property business in Poland, with the signature of this contract for a residence in Poznań. Located in a highly sought-after district, the building will include 144 apartments and two commercial premises, plus a reading room and meeting space for residents.



**LUMINY (13)**  
**Coworking residence**

Located at CUSTeL (Campus Universitaire Scientifique et Technologique de Luminy), this 6,500m<sup>2</sup> coworking residence with laboratories and offices will provide a base for a number of biotechnology companies. The project is part of a strategy to reduce the site's carbon footprint and is targeting RE2020 and BREEAM certification.



**35**  
presidential programmes representing marketing potential of **2,270** homes

**30**  
residences:  
**21** Cocoon'Agés® residences delivered & **9** under construction



Find all our projects at [www.eiffage-immobilier-corporate.fr/realisations](http://www.eiffage-immobilier-corporate.fr/realisations)



# Construction

Designing, constructing and renovating to build the future



Eiffage Construction applies its capacity for innovation for the benefit of its customers and the environment, combining comprehensive global solutions with a tailored approach to each project.

**OFFERING AN INTEGRATED PACKAGE**

We draw on expertise from all the Eiffage group's business lines to offer our public and private-sector customers tailor-made solutions for their new-build and refurbishment projects. For example, the delivery in 2023 of the Montaigne-Montesquieu Campus at the University of Bordeaux after 24 months of refurbishment works on the occupied site, or the two works packages secured on the project to redevelop the former Saint Vincent de Paul Hospital in Paris. We also regularly support major projects, on a design-build, DBOM (design-build-operate-maintain), EPC (energy performance contract) or global performance contract basis.

**BRINGING HERITAGE BACK TO LIFE**

We specialise in renovations, applying our expertise to large-scale projects. With our subsidiary Pradeau Morin, we are involved in refurbishing historic buildings for the Banque de France, Château de Versailles and Grand Palais, as well as renovating part of the spire transept at Notre-Dame de Paris. We also carry out heritage building conversion projects, such as the transformation of the Abbaye des Vaux de Cernay into a luxury hotel.

**INTRODUCING ENVIRONMENTALLY FRIENDLY SOLUTIONS**

Our commitment to the environment, which we share with our customers, has led us to develop new construction methods. For example, we have embraced timber construction, we use concrete with a smaller carbon footprint and we prioritise reused materials, with a focus on industrialisation and modular construction methods to minimise disruption and construction times.

**300,000t**

of waste recovered  
70% of designs feature a low-carbon component



**Housing renovation:**

Whether performing energy renovation, restructuring or conversion we are experts in the constraints and one-off features inherent in such projects, working on both vacant and occupied sites. Our teams maintain daily contact with tenants and support our landlords in a controlled, tried-and-tested process. The renovation of social housing also has a positive overall impact on energy consumption in the buildings. We are working to reduce emissions, and conserve resources over the entire life cycle of our projects.



**BENELUX Defence HQ**

For this new headquarters on an 11.4-hectare site, the emphasis is on sustainability, with the use of sustainable materials and reuse of materials from demolition. In addition, the landscaping will enhance local biodiversity.



**GRAND PARIS EXPRESS Railway station expertise**

Eiffage Construction is building six new stations and carrying out development work in the section of Champigny Centre station allocated to Line 15 East, along with construction of an operations centre in Rosny-sous-Bois and two building projects in Bondy and Le Perreux.

**PLAN AMBITION LOGEMENT Construction & renovation of 11,000 homes for the Army**

Under a concession contract to upgrade the French Army's housing stock and manage it for 35 years, won by the Group in association with Arcade VYV, Eiffage Construction is renovating almost 8,000 housing units and building a further 3,000 new units on 55 sites for the Ministry of Armed Forces. This is a truly historic contract, with the first projects completed in 2023.



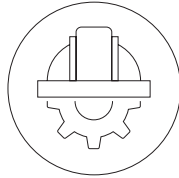
**LILLE (59) Public facilities - Justice**

The APIJ (Public Justice Infrastructure Agency) appointed Eiffage Construction to build the new 24,000m<sup>2</sup> Palais de justice. The building will be connected to the urban heating network, which is 60% powered by renewable energies. In combination with the high thermal performance of the building's envelope, this will help the building achieve a 30% saving on RT 2012 and Level E3C1 of the E+C- label.



Find all our projects at [www.eiffageconstruction.com/metiers/realisations](http://www.eiffageconstruction.com/metiers/realisations)

# Contracting & Services



## Maintaining and enhancing buildings

The Contracting & Services business offers its customers services for the long-term upkeep of their facilities through renovation, extension, maintenance and compliance upgrades.

### SUPPORTING PROJECTS

Our multi-disciplinary teams support local authorities and businesses with their projects on vacant or occupied sites throughout France, thanks to our local networks. We listen to our customers and understand their needs and local issues.

### OFFERING A TAILORED SERVICE

By combining the expertise of a large group with the flexibility of an SME, we deliver a responsive, high-quality service to all our customers. Our 750-strong workforce is ready to offer services tailored to local authorities, businesses and private individuals.

**750**

site workers

**70**

local establishments



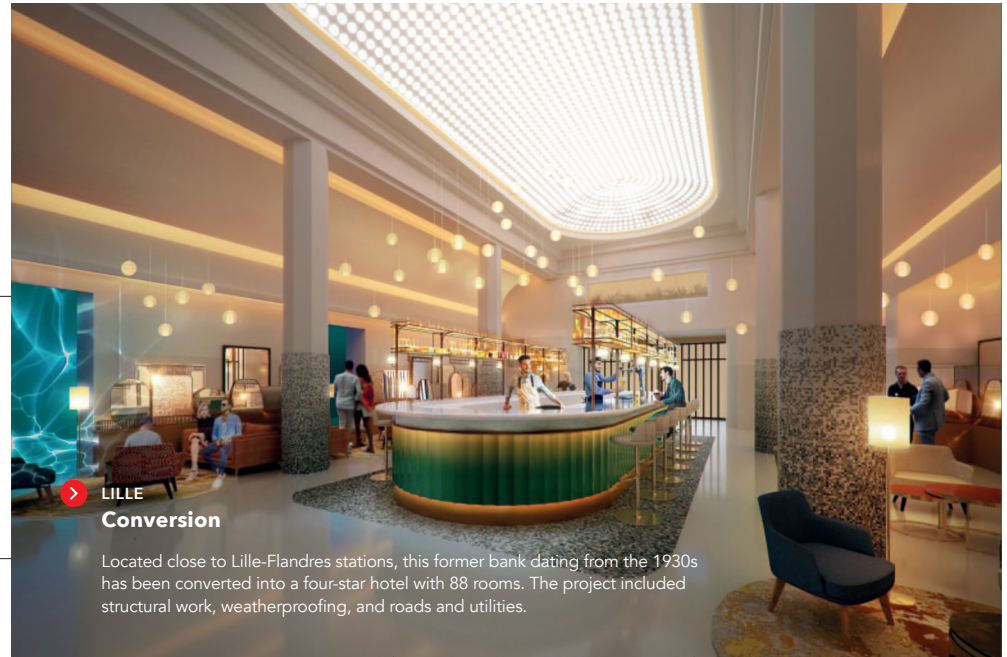
### Teams ready to listen

The people in our teams are mostly engineers, technicians and site workers, ensuring they can respond quickly to the fast pace of short-term projects.



### FOSTERING CLOSE LONG-TERM RELATIONSHIPS

We operate through multi-year maintenance contracts, purchase order contracts and one-off micro-project contracts. Personalised follow-up and support at every stage of the project create a long-term trust relationship and also ensure quality and safety throughout the life cycle of a building.



LILLE

### Conversion

Located close to Lille-Flandres stations, this former bank dating from the 1930s has been converted into a four-star hotel with 88 rooms. The project included structural work, weatherproofing, and roads and utilities.



### LA TESTE DE BUCH (33) Renovation

Cabin 21, on the protected Ile aux Oiseaux site, was renovated using environmentally friendly materials, including structural concrete with a small carbon footprint and a prefabricated timber frame. Work schedules had to be precisely planned to account for the tides.

PARIS

### Compliance upgrades and modernisation work

This student residence was renovated with upgrades to its communal areas (study areas, games rooms, sports facilities and laundry) and remodelled from five shared apartments into 70 individual studio or two-roomed flats. Numerous innovative solutions such as insulating paint, low-flow shower heads and electricity-generating bikes were installed in the renovation.



### ANNECY Heavy restructuring

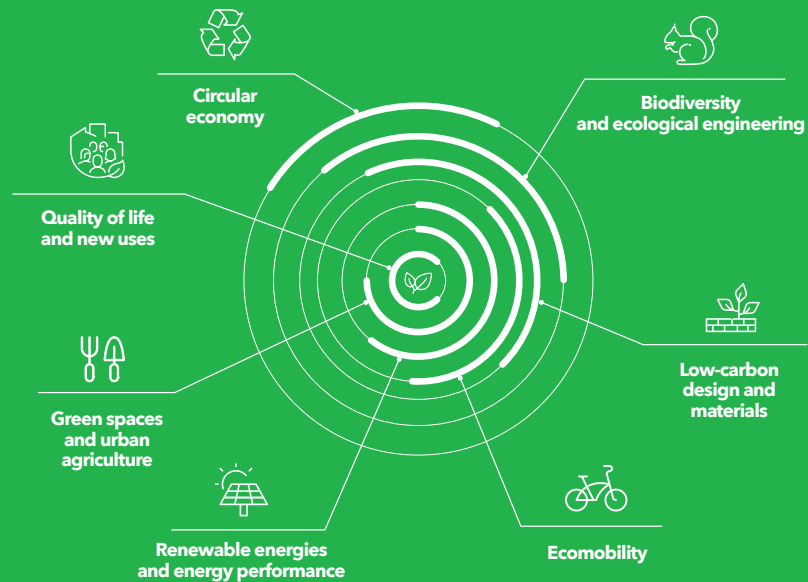
Contracting & Services teams are completely stripping the La Brasserie restaurant in the four-star Imperial Palace conference hotel, with additional underpinning to allow redevelopment of the kitchen and the new brasserie.



Find all our projects at [www.eiffageconstruction.com/metiers/travaux-services](http://www.eiffageconstruction.com/metiers/travaux-services)

# Working together for the environmental transition

Together with our customers, suppliers and partners, we are focusing all our expertise on environmental transition. All our business lines are committed to reducing our carbon footprint and protecting the environment.



## OUR OBJECTIVES FOR 2030

**A 46%\* reduction**

in Scope 1 and 2\*\* CO<sub>2</sub> emissions generated by all our facilities

**A 30%\* reduction**

in CO<sub>2</sub> emissions linked to our Scope 3\*\* upstream operations

\*Compared with 2019.

\*\*Scope 1: direct emissions produced by the company.  
Scope 2: indirect emissions linked to energy consumption.  
Scope 3: other indirect emissions.

### REDUCING OUR CARBON FOOTPRINT

Our climate ambition is expressed through a low-carbon strategy based on two imperatives: to reduce our own emissions and to develop low-carbon products and services. We are therefore prioritising the new ranges of lower-carbon concrete and biosourced and geosourced materials.

### PRESERVING BIODIVERSITY

Biodiversity protection is factored in upstream of our projects. We also act in numerous ways to minimise what we discharge into the environment and to increase the number of operations with BiodiverCity® certification. To ensure that this priority permeates our teams, we are working to train them and enhance our ecological engineering skillsets.

### DEVELOPING THE CIRCULAR ECONOMY

We are committed to a circular economy approach, providing shared inter-site services via the Noé platform, which has sustainable city demonstrator status. We also encourage the reuse of materials on projects, such as the Cité Administrative in Lyon (recycled carpets and flooring), along with the recycling and transformation of raw materials (re-carbonisation of concrete made from recycled aggregate from deconstruction).

### PRIORITISING ENERGY PERFORMANCE

To help make buildings more energy-efficient, Eiffage Construction supports initiatives like EnergieSprong. This involves renovating housing to make it energy-neutral, meaning that it produces as much energy as it consumes. This technique is being applied for the first time on a project to renovate 173 homes on the outskirts of Lille.

> **11,200**  
homes under energy renovation contracts at 31/12/2023

### > Off-site solutions: innovating for sustainable construction

We use "off-site" construction methods with HVA Concept™ bathrooms and their low-carbon timber frames (Wa'ood™ bathrooms), modular construction solutions developed by B3 Ecodesign based on old shipping containers, and timber-framed walls (MOB, BioMOB, HyperMOB and FOB) from our subsidiary Savare, which can use biosourced materials (hemp, straw, wood wool) as insulation.



**LYON**  
Materials reuse on the Cité Administrative project (recycled carpets and flooring).



**LILLE**  
Housing renovation using the EnergieSprong method.



**RENNES**  
Low-carbon concrete and biosourced and geosourced materials used for the CHU tertiary building.

# A long-term commitment to our employees

The passion and commitment of our employees are our greatest assets. In return, we offer them a caring work environment where their team spirit, unique talents and differences can develop fully, so that together we can take on the biggest challenges.

## ATTRACTING AND RETAINING THE BEST TALENT

To attract new talent, Eiffage Construction is setting up recruitment campaigns, visiting schools and universities, and recruiting through work-study placements, end-of-studies internships and the "Horizons Juniors" graduate programme. To enhance retention, we encourage internal mobility, supporting our employees in the fulfilment of their career plans.

## IMPROVING EXPERTISE

To enable our employees to enhance their skills, we provide them with general training courses through Eiffage University, and also more specialised training, such as "Horizons confirmés" for experienced staff and "Horizons compagnons" for team leaders. We have a responsibility to help our employees adapt to change in their professions and energise their careers.

## PROMOTING DIVERSITY

Eiffage Construction is committed to professional diversity in terms of gender equality, anti-discrimination and disability. In 2023, we signed an initial agreement with trade union bodies on professional equality between men and women, the promotion of diversity and improving quality of life in the workplace. Our agreement on disability was also renewed for another three years.

## OFFERING THE BEST WORKING CONDITIONS

The health and safety of our employees are top priorities. We pay particular attention to the prevention of psychosocial risk and stress in the workplace. For example, our line managers receive special training and raise these issues in individual interviews. We also organise awareness-raising campaigns such as "Safety Month" and weekly 15-minute safety sessions. We also developed FinalSafe, an application available to all employees that highlights best practice and identifies risk situations.



Eiffage University

> In 2023:

**500\***  
training courses offered

**95%\*\***  
of employees are proud to work at Eiffage Construction

\*Eiffage Construction 2023 figures (approximate)  
\*\*Result of 2023 Eiffage Construction internal barometer

**27%\***

women managers and 22% women in operational roles

**5%\***

disabled people in the workforce

**+2,000\***

employees given disability awareness training

**+1,400\***

employees trained and made more aware of the challenges of diversity and equal opportunities

## #FAMILYSPIRIT

Launched in November 2023, the #FamilySpirit campaign reflects what its employees feel genuinely sets Eiffage apart from other companies in the sector. It is certainly a large Group, but one with a human perspective, a strong local focus, a caring approach and a solid foundation of shared values.



#FamilySpirit



> The seven pillars of #FamilySpirit:



### CARING

A caring working environment based on lived and shared values.



### EVOLUTION

Stimulating and diverse career paths within our numerous business lines and businesses.



### RESPONSIBILITY

An entrepreneurial culture of front-line local autonomy and responsibility.



### MEANING

The possibility for everyone to contribute directly to environmental and energy transition.



### DIVERSITY

A richly diverse Group that gives everyone a chance.



### INVOLVEMENT

Every employee has the ability to acquire shares in a Group where we are collectively the leading shareholder.



### COMPACTNESS

A large Group with a human perspective.



Watch the video manifesto of the #FamilySpirit campaign

# Having a positive impact on society

Corporate Social Responsibility (CSR) increases our employees' commitment and is a practical expression of our focus on the issues that matter to local communities.



## PROMOTING INCLUSION

The Eiffage Foundation's mission is to promote access to employment for people in difficult situations. Group employees, both active and retired, are what make it tick. We operate at grassroots level, supporting non-profits and charities where our employees are already involved, or encouraging them to volunteer for one of the Foundation's partner organisations. To provide more effective support, the Eiffage Foundation commits over the long term through multi-year partnerships and emphasises preventive over curative action.

## ACTING FOR ACCESS TO EMPLOYMENT

Co-founded with our support in 1993, the CREPI network of regional business clubs offers access-to-work schemes for long-term jobseekers. As a locally focused operator, Eiffage Construction works through its regional departments to introduce these jobseekers to the company and offer some of them mentoring support in their job search.

**7\***  
Eiffage Construction projects supported by Eiffage Foundation



**6,240\***  
people supported by the CREPI network

\*Eiffage Construction 2023 figures



Emergency housing project in Valenton (94)



## Focus on temporary housing

Created in 2021, the Eiffage Immobilier subsidiary Habitat Solidaire is committed to providing housing for all. Backed by major stabilisation centre operators and emergency housing providers, it offers national and local authorities turnkey projects on land awaiting a change of use, with Eiffage Construction off-site solutions. For instance, in 2023, a temporary accommodation centre for 160 vulnerable people was delivered in Valenton.



See project photos  
[www.eiffage.com/medias/actualites](http://www.eiffage.com/medias/actualites)

## MAKING ART AND CULTURE MORE ACCESSIBLE



In 2015, the French Ministry of Culture, together with the national federation of property developers, FPI France, launched the "1 immeuble, 1 œuvre" (lit. "1 building, 1 artwork") initiative with companies in the sector. As a signatory, Eiffage Immobilier has undertaken to commission or buy an artwork by a living artist for each of its new building projects and install it on the site or in a public space. These can also be temporary art installations on construction or building renovation project sites. The aim is to promote residents' access to art and culture.

**116**  
"1 building, 1 artwork" programmes since 2015, including around twenty projects in 2023.



Since 2005, Eiffage Construction has been supporting the Abbé Pierre Foundation with financial and skills-based sponsorship to renovate day centres throughout France.



Eiffage Construction applies all its expertise to the renovation of these so-called "solidarity shops". Renovations were completed in Reims and Gagny in 2011, Beauvais in 2012, Perpignan in 2014, Mantes-la-Jolie in 2016, Laval in 2018, Valenciennes in 2019 and Alès in 2023.

# On track for the Games

The Olympic and Paralympic Village is a key part of the infrastructure created for the Paris Olympics. Eiffage Immobilier and Eiffage Construction were both involved in creating Sector E - Les Belvédères, applying all their expertise in responsible construction.

## 1. The site

### A SHOWCASE FOR THE GROUP'S SYNERGY

The Village perfectly illustrates the synergy that exists within the Group. Our unique builder-developer model means that Eiffage Construction teams are executing the works on behalf of Eiffage Immobilier, a member of the consortium of developers led by Nexity. Our subsidiary Savare is also involved, providing 20,000m<sup>2</sup> of timber-framed walls. Goyer is working on the construction of mixed aluminium and wood facades for the office building, and HVA is providing modular, collapsible bathrooms.

### A FRENCH-STYLE ECODESIGN PROJECT

To meet the specifications in terms of energy frugality in the buildings and the comfort of future users, three construction methods were chosen: low-carbon concrete for the 11-storey residential buildings, a mix of timber/low-carbon concrete beams and columns with timber-framed facades for the office building, and a mix of timber/low-carbon concrete with timber-framed walls for the 12 six-storey residential buildings. We reused resources where possible, with over 10% of the materials used sourced from old buildings.

### AN ENVIRONMENTALLY FRIENDLY SITE

To help reduce CO<sub>2</sub> emissions, vehicle batteries have been incorporated into the district's tertiary building as a source of electricity to smooth out consumption peaks. The design also prioritises revegetation and reduced soil artificialisation in an active bid to curb urban heat islands and anticipate climate changes.

### SECTOR E - LES BELVÉDÈRES

**19** buildings: 18 residential buildings (12 six-floor and 6 eleven-floor buildings), and 1 eight-floor office building

**58,000m<sup>2</sup>** of floor space, with 40,000m<sup>2</sup> devoted to housing, 13,000m<sup>2</sup> for offices and 5,000m<sup>2</sup> for shops and businesses



## 2. The athletes

### PERFORMANCE PACT

Since 2014, Eiffage Construction has been a signatory to the Performance Pact introduced by the French Ministry of Sport to provide professional support for elite sportspeople, through training, access to employment and professional retraining. To date, we have welcomed nine sportspeople from a variety of disciplines into our teams: BMX, boxing, wrestling, judo and sabre fencing.

## 3. What about tomorrow?

### A SECOND LIFE FOR THE BUILDINGS

When the 2024 sports delegations have departed, we will be working on the "Héritage 2025" phase, which will see the site's reversible buildings converted into a dynamic residential district, accessible to all. The Games will leave their mark: more social spaces where neighbours can meet, increased focus on accessibility, and more opportunities for walking or participating in sport with the new communal spaces and the rooftop sports pitches on the office buildings. This positive legacy will be long-lasting, with every area designed to have several lives and ensure changing uses, from the basements to the apartments. The Olympic and Paralympic Village will stand as an end-to-end technical performance and a great showcase for the expertise of our employees – true athletes of construction!



### ➤ 1,000 dojos solidarity projects

The French Judo Federation is running a project to create 1,000 new dojos by 2026 in priority districts and rural areas lacking high-quality facilities. These dojos will be used for the Federation's own activities, but will also be social spaces offering educational support and cultural activities. Eiffage Construction was selected to renovate or build these 1,000 dojos.

Almost **75%** of materials used in the "Games" phases will be dismantled and reused in the "Heritage" phase.

More than **600** site workers mobilised during the works period, with more than 190,000 access-to-employment hours

**2,500** athletes and para athletes housed



We welcome you and your desire  
to help build a sustainable future.  
#FamilySpirit



**Join a company with a unique family spirit.**

By supporting each other, being bold and confident, we build projects that promote vibrant communities, social connectivity and well-being for residents. For example, the LaVallée eco-district reused 98% of the concrete and materials from the demolition phase on site, illustrating our teams' expertise in innovation and in circular economy. Together, we are playing our part in designing and building sustainable cities. Find out about Eiffage's family spirit.

Send your resume on [jobs.eiffage.com](https://jobs.eiffage.com)

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