

Sustainability Report

Patriarche.

2025

Sustainability Report

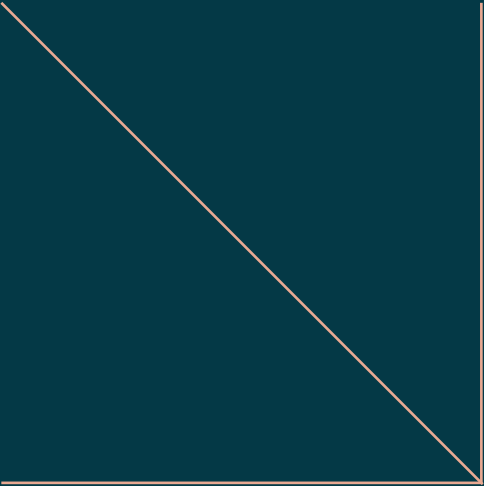


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Our posture

01



Editorial

01

Choosing transparency.

Our time is defined by lasting instability. Climate, social, economic, geopolitical and regulatory conditions are constantly shifting, requiring everyone to adapt to an increasingly complex environment.

In this context, our commitment is our anchor. It is part of our DNA and helps us stay the course, even when constraints, uncertainty or slowdowns make progress harder. Our ambition remains unchanged: to play our part in driving a positive transformation of our sector.

We also recognise that transformation pathways are neither linear nor free of challenges. That is why we have chosen transparency. This report does not simply present results: it traces a journey, with its progress, its learning and the challenges still to be met. It sets out the commitments that shaped our action in 2025, the results achieved, and the questions that remain open. It is also an invitation to keep this momentum going together, with our clients, partners and all those who share the determination to evolve practices in a lasting way.

We know the challenges ahead will demand greater agility, cooperation and adaptability, both individually and collectively. To continue delivering sustainable projects, our agency must itself be resilient: an organisation able to evolve, innovate and navigate uncertainty without losing sight of its purpose.

This expectation is expressed through two core beliefs that shape our model.

First, architecture only has meaning when it is built and lived in. Transforming the real-estate value chain means proving that other ways of designing, building, operating, bringing places to life and living in them are possible—aligned with environmental limits and the needs of local areas.

Second, our model of *augmented architecture* only matters if it can endure over time. As we diversify our professions, we continually reassess our governance, organisation and business model to strengthen our ability to anticipate change and withstand the turbulence of the decades ahead.

It is this dual ambition—transforming projects while strengthening our own resilience—that guides our action and underpins the commitments set out in this report.

Our ESG approach (Environment, Social and Governance) provides the reference framework for our transformation. It aims to increase the impact of our actions by steering two complementary dimensions at the same time: the *Projects* we deliver and the evolution of our *Agency*. Aligning these two scopes is essential if our commitments are to endure and remain credible.

From the Leadership Team



Damien Patriarche

Architect President

“Architecture only truly comes into its own when it is built and lived in. It finds meaning in the uses it enables, the connections it creates, and the dialogue it sustains with its surroundings. In the face of the profound shifts of our time, architecture can no longer address the complexity of these challenges on its own. Designing projects that truly matter means bringing expertise together, uniting skills, and making collective intelligence the driving force behind lasting solutions—shaped for the needs of places and the people who live there.

This belief underpins everything we deliver. Our decisions rest on three inseparable pillars: design, use and the environment. By combining these with the breadth of our disciplines, we create projects with real impact, useful, responsible and desirable.

In 2025, we pursued this ambition by designing projects that are functionally high-performing, deeply rooted in their context, open to their surroundings, and value-creating for today’s and tomorrow’s generations.”



Marie Patriarche

CSR Director Deputy Managing Director

« At Patriarche, responsibility isn’t an abstract idea: it’s how we work. It shapes our day-to-day decisions across every project, alongside the women and men who design them, within contexts that are always unique and often demanding.

Our CSR approach is, above all, practical. It is built in the reality of projects, balancing ambition, constraints and trade-offs. Our responsibility is to seek, at every stage, the right balance so we can make informed decisions with rigour and integrity. We move forward with the belief that every decision matters. Lasting change doesn’t come from sudden breaks, but from a series of consistent, shared choices made over time.

With humility, we know we don’t have all the answers. That’s why we are committed to continuous improvement. Frameworks, labels and certifications help us assess our practices, track our progress and maintain high standards.

I am convinced that it is through this sincere, practical and collective approach that we can make a lasting contribution to positive impact — environmentally, socially and for society as a whole. »

Approach and ambitions

02



Our ESG approach is built on strong foundations, developed over time and aligned with the company’s history and values.

This section sets out those foundations, the strategy that flows from them, and the reference frameworks introduced to structure, steer and embed our commitments for the long term.

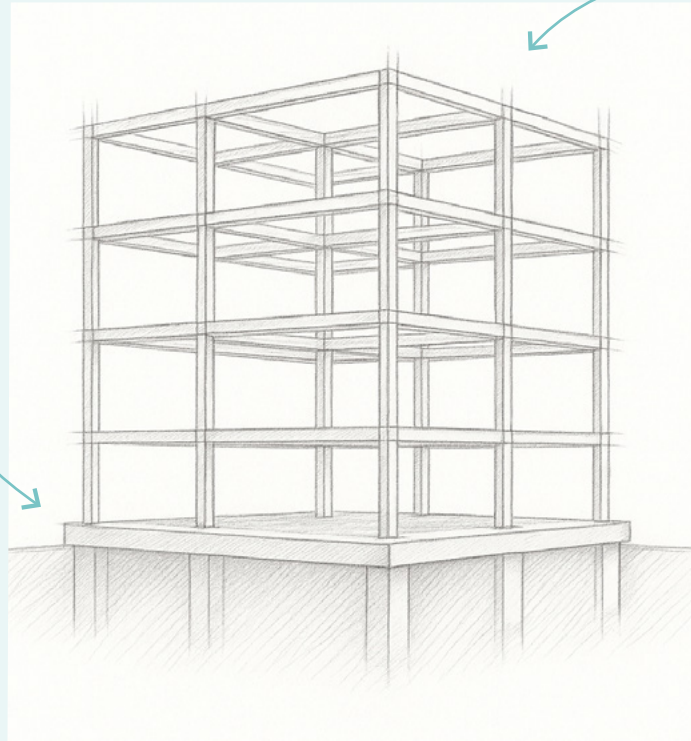
1. Foundations

plural feminine noun [fɔ̃dasjɔ̃]

1. Foundations are the essential element of any structure. They ensure stability and longevity by anchoring the building within its environment.
2. Main roles of the foundations:
 - Support the building's own weight.
 - Take the imposed loads (occupants, furniture, machinery, etc.).
 - Ensure the stability of the structure (prevent settlement, cracking and overturning).
 - Adapt to the nature of the ground (rock, clay, fill, groundwater table, etc.).

Applied to our CSR approach:

its foundations rest on a commitment deeply embedded in our DNA and on the legal grounding of our mission.



2. Structure

feminine noun [stɛɣktyʁ]

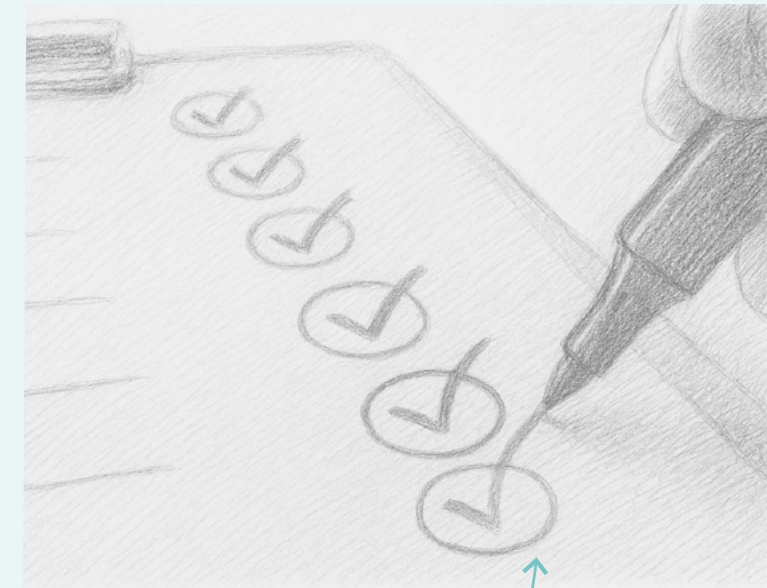
1. In construction, the structure refers to all the load-bearing elements that provide the building's stability and strength above the foundations. It forms the framework of the project and may be partly or fully visible, particularly in certain architectural schemes.

2. Main roles of the structure:

- Carry and distribute loads (floors, roofs, façades, equipment).
- Transfer these loads to the foundations.
- Withstand horizontal forces (wind, earthquakes, etc.).
- Ensure the overall stability of the structure over time.

Applied to our CSR approach:

the structure is the framework that underpins and organises our actions (policies, charters, strategy, etc.)



3. Guides

plural masculine noun [gid]

1. Something that provides direction, serves as a reference, or sets out a guiding principle.
2. Main roles of guides:
 - Steer decisions and actions.
 - Provide a reference framework.
 - Support and guide stakeholders in their choices.
 - Inspire practices and encourage continuous improvement.

Applied to our CSR approach:

the guides align with standards—whether regulatory or voluntary—alongside the scientific data that shapes our strategy and action plans.



01 Foundations

1960 – 1980

Architecture with purpose

From the outset, we have stood by one conviction: designing in solidarity with places, uses and the people who live there.

The idea of responsible architecture is already there: architecture that is attentive, inventive and mindful of its impact.

La Chevalière: a true forerunner of today's eco-districts, officially certified "20th-century heritage".

Schools designed on the basis of a detailed analysis of how they are used and of the site itself.

1980 – 2010

Multidisciplinary thinking as a driver of innovation

Over time, we have refined our model. By bringing engineers on board and forming mixed teams of architects and engineers, we can take a holistic approach that brings together environmental, technical, social and economic considerations.

Innovation becomes a lever for our commitment and our responsibility.

Creation of the QEB team: structuring and professionalising the approach.

House Boats: an office building that engages with its surroundings to help protect them.

Genzyme: the first building to be certified NF HQE and LEED Silver.

2010 – 2020

A clear commitment to social and environmental impact

Our environmental approach is reinforced through projects that combine restraint with social value.

Our international reach continues to grow, from Canada to Africa, with a constant focus on valuing local resources, training, and developing bioclimatic solutions tailored to each context.

Les Jardins d'Eden: Savoie's first BBC-certified social housing.

La Maison de Rodolphe showcases our social and environmental commitment.

The Necker Faculty of Medicine in Paris brings together heritage and environmental priorities.

The Spiritual Centre in Togo symbolises vernacular architecture, with a reduced environmental footprint and local know-how at its heart.

The Welcome Pavilion, Québec, combines hybrid timber–steel construction with bioclimatic design.

7

Since 2020

An integrated, structured CSR approach

Today, our ESG approach takes the form of a robust strategy aligned with international standards.

Its scope is expanding: beyond design activities, it is now built into our governance and is becoming a driver of transformation, as well as an institution-wide commitment shared by everyone.

Introduction of CSR reporting, including our carbon footprint assessment, EcoVadis, B Corp and the UN Global Compact.

Rolling out policies to support responsible mobility, the Egapro Index, DEI, and more.

Delivery of NTN Europe's headquarters in Annecy, certified BREEAM Very Good and BBCA Performance, meeting the RE2020 threshold five years early.

Thermal refurbishment of UNESCO's headquarters, incorporating circular-economy principles.

Legal Articles in 2022

An ESG approach is a long-term commitment and needs to withstand short-term volatility and constraints. To embed ESG priorities at the heart of our decision-making for the long run, we updated our Articles in 2022.

This change reflects our determination to align our purpose with today's challenges and the values we stand for.

« *The Company's purpose is to practise as architects and urban planners, in particular acting as lead designer and undertaking any assignments relating to the act of building and the planning of space. [...] The Company also aims to create a positive and meaningful social, societal and environmental impact through the conduct of its activities.* »



02 Structure

ESG Strategy

Our ESG Strategy 2025 enables us to move forward with consistency, ambition and real impact. It strengthens and structures our existing actions, provides a broader view, and aligns with scientific evidence as well as international standards.

We have identified four themes that take a holistic view of the key ESG challenges and enable us to contribute actively to global, science-based goals.

Whatever our level of maturity across these themes, we are committed to rolling out practical, coordinated actions across *Projects* and *Agency* life.

Patriarche 2025-2030

Help shape a post-carbon society.

Care for the living and the non-living.

Adapt our activities, create resilient projects.

Bring our culture of care to life.

Policies

ENVIRONMENT	Green site management charter
	Responsible Mobility Policy
SOCIAL & COMMUNITY	Diversity, Equity and Inclusion Charter
	Charter supporting the employment and workplace inclusion of people with disabilities
	Career Development Charter
	Pay Policy (FR)
GOVERNANCE	Breastfeeding Mother Policy
	Code of Ethics
	Ethics and Compliance Policy
	Third-Party Integrity Assessment Policy
	Policy to prevent and combat illegal working practices
	Gifts and Hospitality Policy
	Philanthropy and Sponsorship Policy
	Subcontracting Guide
	IT Charter

Objectives

ENVIRONMENT	Reduce carbon emissions [Agency]: 2.95 tCO ² e/FTE
	Decarbonise our operations: -10% emissions (729 kgCO ² /m ² /year)
	Support our clients: 80% of projects with LCA
	Observatory: “Material impacts on natural resources”
SOCIAL & COMMUNITY	Develop a water LCA for projects
	LCA training
	Maintain employee engagement and satisfaction
	Workplace safety: training and a target of zero accidents
	Gender Equality Index (M/F)
GOVERNANCE	Discrimination and harassment: target of zero incidents
	Roll-out of responsible procurement
	Continuous improvement: EcoVadis score
	Ethics: target of zero incidents

03 Guide

At the level of our overall ESG approach

Driving an ambitious ESG strategy—grounded in scientific evidence and tailored to sector-specific realities—is a challenge that goes well beyond regulatory requirements alone.

Adopting recognised international frameworks enables us to build a robust, consistent approach—particularly valuable in an uncertain economic and political climate.

By embedding these standards at the heart of how we operate, we reaffirm our ambition: to build differently—with responsibility, purpose and impact.

Our standards support us across several key areas:

- A rigorous, multi-topic approach that enables us to address ESG in all its cross-cutting dimensions, across both our projects and our agency;
- A clear guiding thread to structure our action and ensure consistency over time;
- A diversity of viewpoints to enrich our thinking and reflect the expectations of our stakeholders;
- A commitment to understanding and continuous improvement, helping us identify levers for action, assess our maturity, and track our progress against businesses in our sector and beyond.

Since 2024, the Patriarche Group has been committed to the United Nations Global Compact corporate responsibility initiative. This universal, voluntary framework is built around ten principles covering human rights, international labour standards, the environment and anti-corruption. We are committed to creating a positive impact by contributing to selected SDGs (Sustainable Development Goals).

[Our participation | UN Global Compact](#)

With a total score of 115.6 points, we joined in 2023 a community of businesses committed to a better future—placing social, environmental and societal issues at the heart of what they do. Becoming a B Corp™ means committing to an ambitious, ongoing improvement journey, demonstrating transparency and accountability, and playing an active part in driving change.

[Patriarche | Certified B Corporation - B Lab Global](#)

Each year, EcoVadis assesses our progress on social, ethical, environmental and governance issues. With a steady score of 76/100 in 2026, we rank among impact-driven companies: in the top 5% of businesses in our sector and the top 15% of all companies assessed by EcoVadis, across all sectors. More details: see the appendix.

[Our Medal | Patriarche](#)

Our CSR reporting is produced in line with the VSME framework (Voluntary Sustainability Reporting Standard for SMEs), a voluntary European sustainability reporting standard, applied in its full module.

[Our reporting | See appendix](#)

As a signatory to the RFAR Charter (Supplier Relations and Responsible Purchasing), we embed our procurement practices in a continuous improvement approach and a strong sense of responsibility towards our suppliers.

[View the official list of signatories](#)



At the heart of our expertise and our projects

Our teams are experienced and trained in the RE2020 regulations, as well as the main energy and environmental frameworks (HQE referent, BREEAM Assessor and AP, Passive House designer, IPMVP qualification).

As Client-Side Project Management Support (AMO), we guide and support our clients in their approaches, while also acting as a QEB engineering consultancy to deliver studies and design projects with high environmental performance.

For us, frameworks, certifications and labels are structuring levers that translate our clients' ambitions into practical outcomes, within a quality approach recognised nationally and internationally.

They integrate fully into our clients' broader CSR strategies and, for the most part, align with today's major transition pathways: France's carbon neutrality target for 2050, the European Union's Green Taxonomy, and the United Nations Sustainable Development Goals (SDGs).

HQE Sustainable Building

A French certification aligned with the European Green Taxonomy, designed to improve buildings' overall environmental performance through a multi-criteria approach based on 22 criteria organised around three core priorities: occupants' quality of life, respect for the environment, and robust project management.

Projects 2024 - 2025

Craft, Grenoble – Very High Performance
Novo Nordisk, Chartres – Very High Performance
Naval Group, La Londe-les-Maures – Excellent
Sartorius, Aubagne – Excellent



BREEAM

An international certification of UK origin, assessing the overall environmental performance of buildings across nine themes: energy, health and wellbeing, water, materials, waste, transport, land use, pollution, management and innovation. Today, it is one of the most widely recognised and used environmental certifications worldwide.

Projects 2024 - 2025

Echo / Tango Rovaltain, Valence
Pepper / Spicy, Dijon
Craft, Grenoble
Ecla Campus, Archamps
NTN Europe, Annecy



BBCA Construction / Refurbishment / Operation

A label recognising new builds and refurbishments with a low carbon footprint across their entire life cycle, from design through to operation. In particular, it promotes the use of bio-based materials, reuse and energy efficiency to reduce the carbon impact of property projects.

Projects 2024 - 2025

Unity, Bordeaux – In operation, Excellent
Campus 2, Dijon – Construction, High Performing
NTN Europe – Construction, High Performing



Biodiversitycity

A label dedicated to integrating biodiversity into property developments. It assesses a building's ability to protect and enhance ecosystems, while improving the living environment for users.

Projects 2024 - 2025

Sartorius, Aubagne
Naval Group, La Londe-les-Maures



Actions and results

03

Our ESG foundations, strategy and goals set our direction. The actions outlined below bring them to life in practical, operational terms.

Rolled out throughout the year, they reflect an approach that is constantly evolving—dynamic, rooted in the reality of our projects and geared towards the steady delivery of our commitments.

Key initiatives 2025

An ESG strategy truly comes to life through tangible actions, embedded for the long term.

The initiatives set out in this report reflect that momentum: they offer a representative snapshot of a broader programme of actions, rolled out progressively across a range of themes and driven by clearly defined priorities.

		CSR themes		
		ENVIRONMENT	SOCIAL & COMMUNITY	GOVERNANCE
ESG strategy	1. Helping to shape a post-carbon society	Reducing GHG emissions Responsible Mobility Policy 2025 Energy		
	2. Caring for the living and the non-living	ONF patronage		
	3. Adapting our activities, creating resilient projects	Chair patronage Urban Ecological Transition Economy Reuse: Batitalk Patronage At last! Reuse	Training	Responsible Procurement Ethics & GDPR Sustainable Finance
	4. Embodying our culture of care and attention		Health and Safety Gender Equality Index DEI sponsorships Quality of Working Life & Conditions survey	
	Topics cross-cutting	Sustainable Development awareness initiative		



01 Reducing GHG emissions

Human activity is increasing greenhouse gas (GHG) concentrations, driving climate disruption and undermining the planet’s ability to remain habitable. Achieving carbon neutrality by mid-century is a major challenge.

Reducing our carbon footprint relies on a structured approach: measuring emissions, analysing the main impact sources, and rolling out action plans tailored to the specific needs of each project.

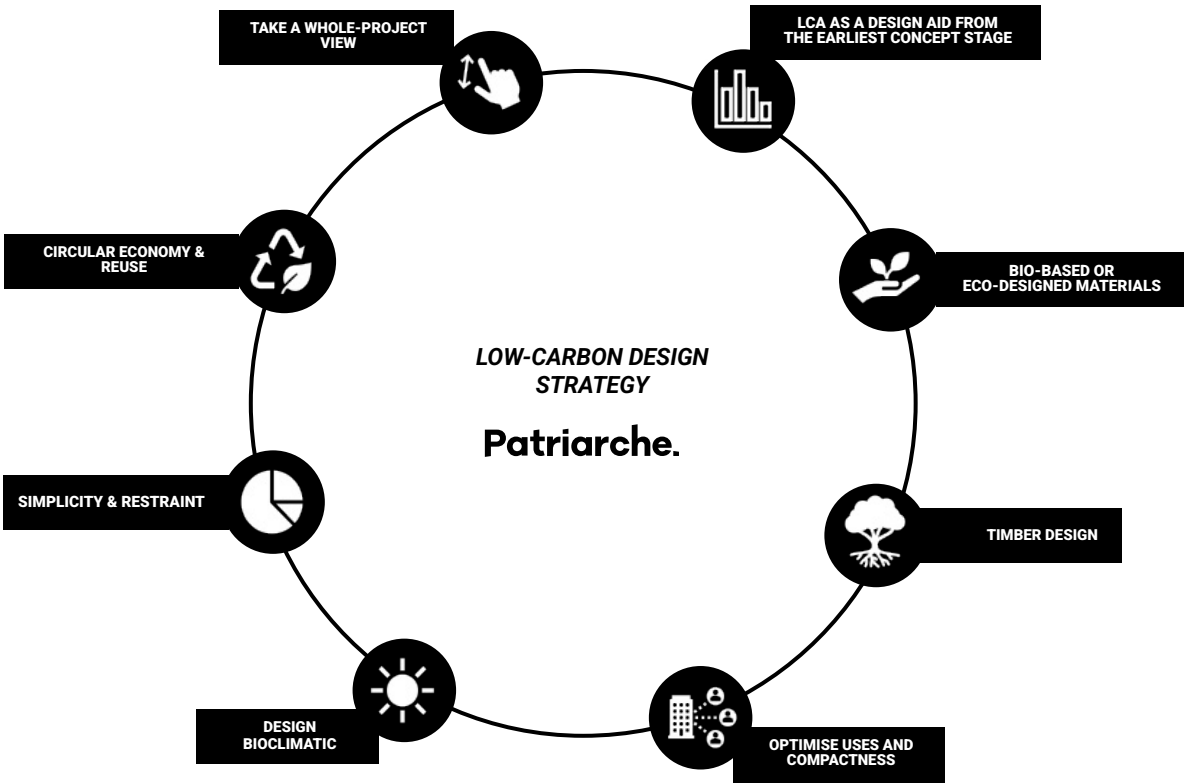
At the heart of our projects

Our co-design approach is built around a consistent drive to cut carbon emissions at every scale of a project: from construction through to operation, from material choices to design principles, while also factoring in end-of-life considerations and the potential for components to be reused.

From the initial concept stage, our ongoing Life Cycle Assessment helps steer delivery against the carbon targets set (2025 threshold, 2028, BBCA performance/excellence level, etc.). It is paired with a whole-life cost approach, enabling us to optimise financial and carbon investment together, so the client can focus effort on the most impactful environmental levers.

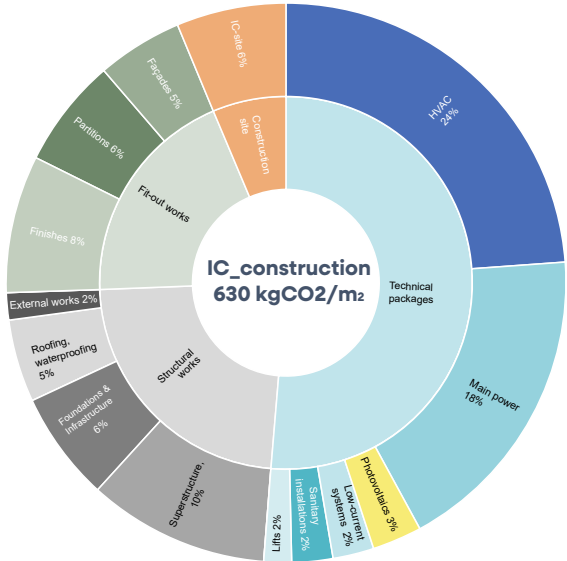
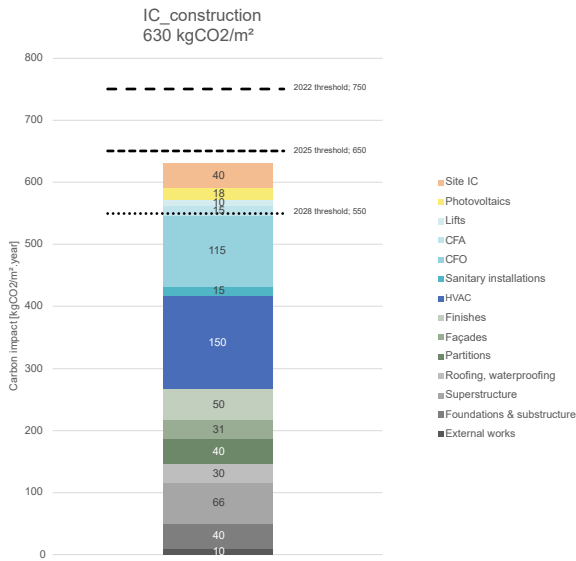
We apply the principle of using the right material in the right place. This can lead, in particular, to hybrid construction solutions combining bio-based materials—such as CLT slabs, timber-frame façades, glulam beams or wood-fibre insulation, which help store carbon—with “low-carbon” concretes that provide thermal mass and strong acoustic performance.

Lastly, working with what already exists is a key lever for reducing the carbon impact of buildings—whether through refurbishment, changes of use or the development of reuse approaches.

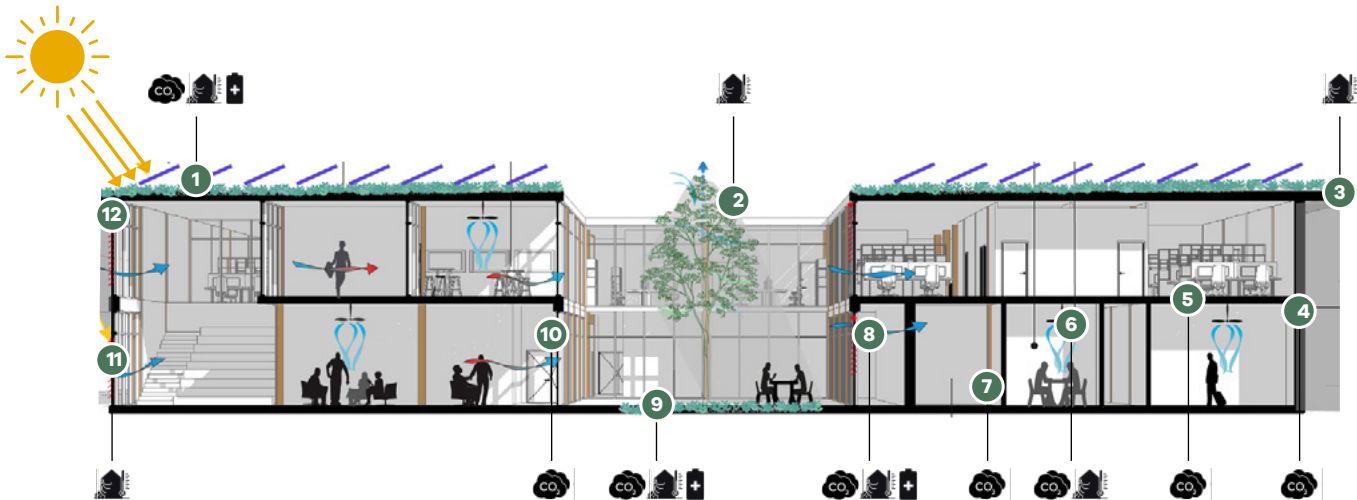


In 2025, we carried out over sixty Life Cycle Assessments, meeting the 2025 threshold set by RE2020 (700–800 depending on the project type), while also anticipating the 2028 threshold.

4 buildings were awarded the BBCA Construction label at the design stage.



Environmental concept



- 1 Bio-solar roof
Solar PV generation + semi-intensive green roof
- 2 Cool island
- 3 Solar canopies
- 4 Timber-frame façades

- 5 CLT panels
- 6 Ceiling fans in meeting rooms
- 7 Selection of low-carbon fit-out products
- 8 Cross-ventilation

- 9 Heat pump using groundwater with summer bypass in free-cooling mode
- 10 Reuse of materials
- 11 Adjustable brise-soleil
- 12 Fixed brise-soleil with extruded aluminium louvres

- Low-carbon feature
- Bioclimatic design & Comfort
- Towards energy-positive buildings

Reducing our Agency’s GHG emissions

Our GHG emissions are measured every year:

- using ADEME’s Bilan Carbone® methodology on the one hand,
- and using the international GHG Protocol format on the other.
- across scopes 1, 2 and 3 and covering all our sites and entities,
- by an accredited independent expert (Carbo).

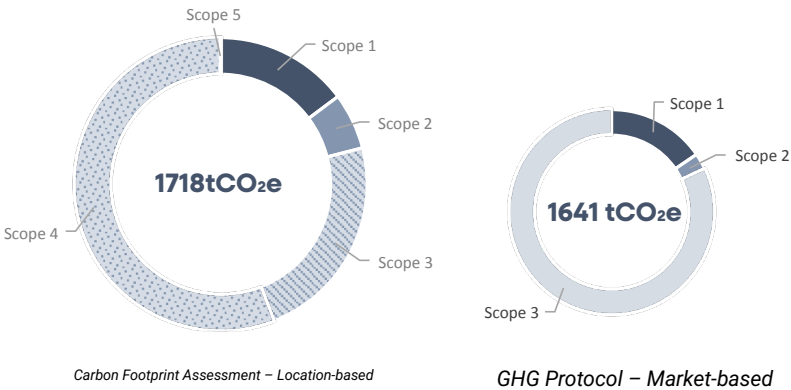
The assessment and reduction targets are published on the ADEME website.

These five years of carbon accounting have given us:

- A higher level of accuracy: data collection largely based on physical data.
- Consideration of emerging impacts and rebound effects (AI, changing usage patterns, etc.).

Carbon Footprint Report 2025

With 1,718 tCO₂e in 2025, this marks the second consecutive year in which our carbon footprint has fallen.



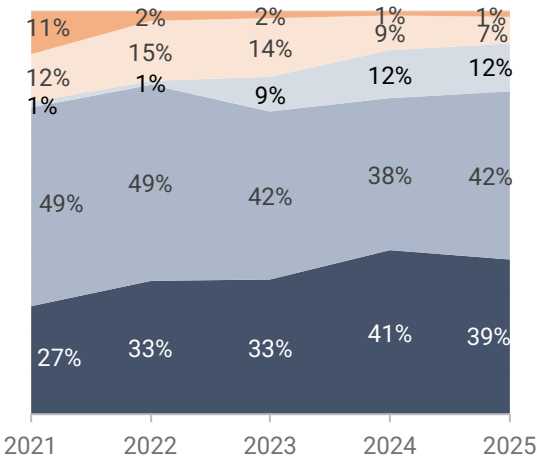
By reviewing these changes year on year, we can distinguish short-term effects from the structural progress our long-term carbon approach is delivering.

Rather than focusing solely on “reduction”, we place the emphasis on the actions taken and their real-world outcomes –whether immediate or gradual. The aim is not to chase a perfect curve, but to build an honest, rigorous and resilient approach over time, grounded in an ever more detailed understanding of our emissions.

At agency level, the goal now is to move beyond initial tweaks and embed lasting changes in our day-to-day practices.

Emission sources

Share of each emission source since 2021



02

Review of the Responsible Mobility Policy

Accounting for around 40% of our GHG emissions, travel is a major source of impact, directly linked to the nature of our work: an agency spread across several sites and projects delivered in different regions—across Europe, Canada, Africa and the Middle East.

- 101 tCO₂e in 2025

Reductions observed compared with 2024, thanks to the support measures helping our employees adopt more sustainable mobility practices (excluding avoided emissions).

Multiple uses

Covering both business travel and commuting, our responsible mobility policy supports teams in choosing ways of getting around that balance professional efficiency, lower carbon impact and day-to-day comfort.

Putting it into practice is a real driver of change, helping us steadily reduce our carbon footprint—journey by journey.



Everyday travel

With an average distance of 15 km per trip and a wide range of travel contexts (urban, suburban and rural), our responsible mobility policy is designed to support all colleagues, whatever their travel choices and local constraints.

- 43% of colleagues** mainly use their own vehicle for everyday journeys. A partnership with BlablaCarDaily (France and Switzerland) helps promote car-sharing and reduce GHG emissions.
- 28% of employees** mainly travel by public transport. **100% of public transport season tickets** are covered.
- 29% of colleagues** travel mostly by bike. Our fleet of e-bikes and standard bikes, cycle mileage allowance, and city-bike subscriptions help encourage our teams to pedal on their daily journeys.

Business travel

Staying close to the field, our partners and our projects is a strong priority, helping to ensure the quality and relevance of our work.

- 1 905 957 km** travelled
340 tCO₂e emitted
Fleet vehicles account for **96% of journeys made by car**.
57% of our fleet is hybrid or electric
- 793 197 km** travelled
143 tCO₂e emitted
Preferred option for journeys of over 1,000 km (**81% of journeys by plane**)
- 2 104 520 km**
9 tCO₂e emitted
Preferred option for journeys between 200 and 1,000 km (**91% of journeys by train**).

03 Energy



Energy is essential to keeping our operations running—whether that’s powering our premises (heating, lighting, etc.), fuelling our transitioning vehicle fleet, or using the digital tools required for day-to-day delivery.

327 tCO₂e

were emitted in 2025 to heat, regulate temperature, cool and light our premises, as well as to cool our servers and recharge our hybrid and electric vehicles.

-110 tCO₂e

compared with 2024. With a focus on sensible, lower-impact use, we make sure our energy consumption remains measured.

Choosing our energy mix

Energy is now a major strategic issue, sitting at the intersection of economic performance and environmental responsibility. It calls for an approach that combines cost control, more mindful use and responsible sourcing choices.

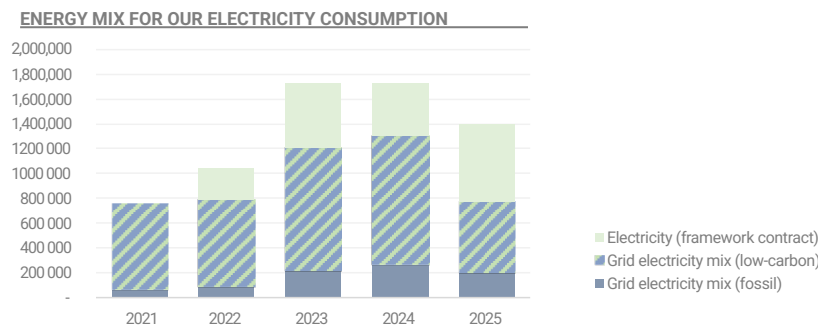
While concrete actions are already under way nationally to reduce reliance on fossil fuels, we can also play our part by continuing to decarbonise our electricity use.

The energy framework agreement

As part of our environmental responsibility approach and to keep our consumption under control, we have put in place a framework agreement to manage our energy spend and usage.

This agreement enables us to use energy with a 100% guaranteed renewable origin, making a tangible contribution to the energy transition and to reducing our carbon footprint.

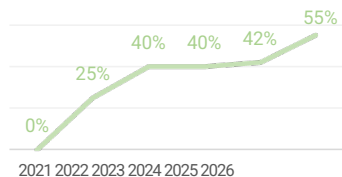
It also gives us clearer visibility of our energy costs, while ensuring supply that aligns with our sustainable development commitments.



Outlook

This approach goes hand in hand with a clear commitment to control where our energy comes from, prioritising renewable sources wherever possible for our owned sites.

Over five years, we have moved from **0% to 40%** of sites supplied with energy backed by guarantees of renewable origin. Our aim is to exceed **50% by 2026**.



04 Reuse



Batitalk: learning by doing and sharing.

Designed as a collective feedback session, Batitalk encourages the sharing of lessons learnt between internal and external experts, as well as with all colleagues across operational and support teams. This approach helps spread knowledge, strengthen team skills through real-world learning, and build a shared culture of innovation, experimentation and experience-sharing.

The CentraleSupélec site showcases large-scale reuse through a concrete, hands-on lessons-learned review. This exchange made it possible to share indicators for the four reused materials, providing a factual picture of the impacts and the related challenges.

- **Concrete façade:** a key structural element of the project, successfully reused following technical validation—highlighting strong reuse potential when components are well preserved.
- **Timber frame:** panels reused despite significant logistical and technical constraints, underlining the complexity of reusing heavy architectural elements.
- **Travertine:** a sizeable resource by mass, partly reused on site, with major storage and logistics challenges.
- **Gravel:** material tested during the design phase and then partly reused, with adjustments needed on site due to losses and variable performance.



Sponsorship: ENFIN! Réemploi

ENFIN! Réemploi is a local organisation that collects, refurbishes and resells materials from construction sites, keeping them out of landfill and reducing the need to extract new resources.

They are professionalising reuse to prevent waste and extend the life of materials, working across the entire reuse chain.

Their work aligns fully with the growing requirements of the AGEC law, RE2020 and REP PMCB, which call for less waste and better use of resources in the construction sector.

The aim is clear: to cut the building’s environmental impact by developing local, practical and long-lasting solutions.

As a patron, we’re helping to establish a professional reuse sector—rooted locally, creating jobs and driving innovation.



360 tonnes

incoming > 230 tonnes
sold in 2025.

Customers: main contractors,
major groups acting as specifiers,
maintenance services,
tradespeople, private individuals.

Member of the Mat’Aura
network, a regional collective
of materials libraries.

05

Sponsorship: Urban Ecological Transition Economics Chair

Building partnerships with research and education around the challenges of sustainable construction is essential if we are to test, share and strengthen our approach to low-carbon, resilient projects through a transdisciplinary method.

Established in Paris with the Risk Foundation of the Institut Louis Bachelier by Ingrid Nappi, the Chair is supported through an academic partnership with the *École Nationale des Ponts et Chaussées* and the *École Nationale Supérieure d'Architecture de Paris-Malaquais*.

This teaching and research platform is built on four core pillars: Real Estate, Housing, Architecture and Planning, bringing together all stakeholders across the value chain of the property industry and the built production of sustainable, resilient cities.



Our commitment to the Chair enables us to further strengthen several strategic priorities, fully embedded in our DNA:

- **Enhanced architecture:** where how people use the space is central to the design process.
- **An integrated approach:** urban, economic, technical, sociological and environmental.
- **Making the most of what already exist :** reuse, refurbishment and frugal approaches.
- **A project shaped around whole-life cost :** bringing operations, maintenance and durability into every phase of a project.

In practical terms, our work with the Chair includes:

- **Training** students — the future players across the real-estate value chain;
- **Innovating** through interdisciplinarity: exchanging with all the Chair's stakeholders on innovations being developed across the value chain;
- **Sharing :** taking part in the Chair's scientific workshops, attending lectures at the Collège de France, contributing to the Chair's Cahiers, and supporting the sharing of knowledge and best practice.

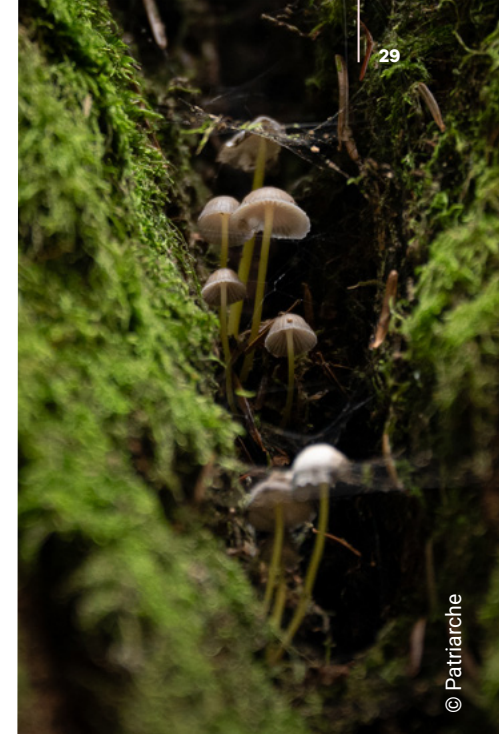
To find out more: [Podcast Rethinking the value of the built environment through use, at the heart of the transition | Patriarche](#), our Open — Mind media platform.

The work carried out with the Chair challenges the limits of a property model historically focused solely on financial performance, and highlights the need to put the real use of buildings back at the centre of design and investment strategies.

User needs, how they change over time, the robustness and longevity of assets, adaptable spaces, flexible programmes, reversible buildings, and factoring in whole-life cost across the entire lifecycle are key principles for navigating today's uncertainties.

In this context, the architect's role is shifting towards strategic mediation between the client, users and sustainability challenges.

These themes resonate strongly with Patriarche's approach and the projects we develop: designing architecture that can evolve over time, while reducing environmental impact and enhancing existing buildings—through a transdisciplinary design process that brings together economic expertise, real-world use and environmental ambition.



06

Biodiversity patronage: ONF

Taking action to protect biodiversity means building this expertise into the heart of our projects, and staying closely connected to our immediate surroundings. Because effective action depends on a strong understanding of local conditions and coordinated efforts, we support the ONF in its work to safeguard the environment.

This project benefits in particular from the donation generated by the 2023 Mobility Challenge, clearly demonstrating the positive impact our collective actions can create. In October 2025, we visited the Épine massif to meet an ONF Territorial Forestry Technician and to track the progress of the action plan we are supporting.



Close to our head office in Savoie, the forest is a particularly vulnerable ecosystem. Located outside the boundaries of the neighbouring Regional Nature Parks (Bauges and Chartreuse), it is managed independently by the municipality of La Motte Servolex, with support from the French National Forestry Office (ONF).

A place of calm for some and a playground for others, this forest is also an open-air laboratory. At the heart of a mid-mountain range, at 1,100 metres above sea level, it is exposed to the effects of climate change: droughts, heatwaves, disease and bark beetle outbreaks.

An ambitious adaptation plan—planting 1,000 trees a year for 10 years—aims to:

- **diversify tree species** to rebuild a more resilient woodland,
- **maintain a carbon sink** and protect biodiversity.

07 Awareness-raising initiatives



Sustainable Development Challenge

As part of our ongoing efforts to keep sustainable development issues front of mind, we ran an internal Sustainable Development Challenge over four weeks. Open to volunteers, the initiative aimed to give all employees the chance to take part in a practical, hands-on activity built around two complementary approaches:

- **A broad view of the challenges**, designed to deepen understanding of our key issues and boost collective engagement through shared challenges and individual actions;
- **A practical focus on actions delivered within the agency**, highlighting existing initiatives linked to these topics: interviews, experience sharing, training modules, as well as an overview of our ESG strategy and our first sustainability report.

4 key themes:

Energy efficiency; Biodiversity; Circular economy; Mobility.

By encouraging people to take action and to engage with CSR topics through real experience, the challenge strengthened understanding of the company's environmental and social issues, while recognising both individual and collective commitment.

The challenge also enabled us to earn points, which then triggered donations to several charities.

1 238

learning modules completed.

203

estimated hours spent on awareness-raising.

128

employees signed up on the challenge platform.



Environment:

Charity "Envol Vert"

Patriarche helped to plant 97 fruit trees and protect local species in the Tarn (France).



Education:

Charity "Projet imagine"

This support enables a class of pupils to benefit from almost five hours of learning and action to help build the world they want to live in.

08 Training

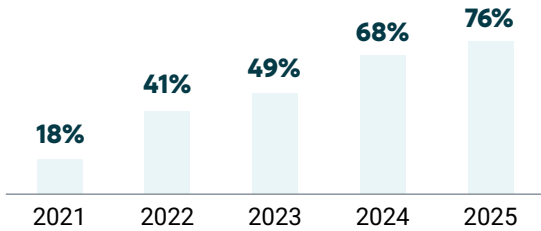


At Patriarche, our learning pathways go beyond in-house sessions or courses delivered by external providers. We also champion other ways to build skills, such as mentoring, on-the-job support, lessons learned, learning through real-life situations, and peer-to-peer knowledge sharing.

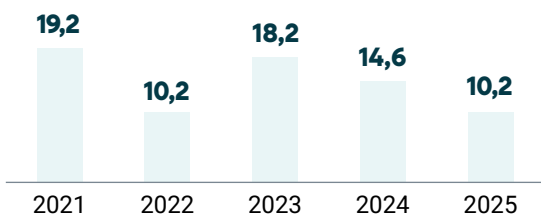
These forms of learning, sometimes less formal, are fully recognised and encouraged, as they play a key role in upskilling and in the professional development of our employees.

2025 training programme

PROPORTION OF EMPLOYEES TRAINED



AVERAGE TRAINING TIME PER TRAINED PERSON (IN HOURS)

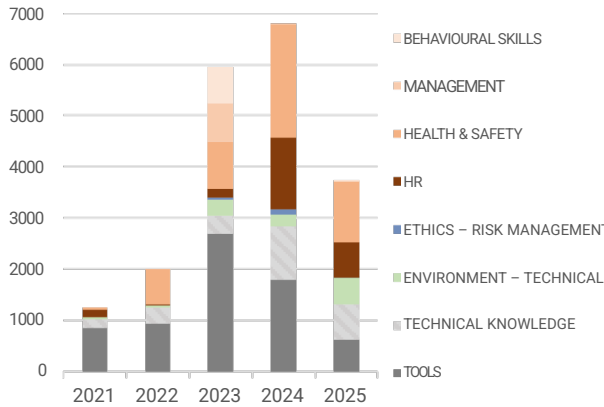


This requirement is designed to ensure safe working conditions, prevent occupational risks, and protect everyone involved, including users and third parties.

Our approach helps embed the Group's projects in a responsible, sustainable framework, built on prevention, risk control and the continuous improvement of on-site practices:

- Health & safety;
- Developing technical knowledge;
- Developing topics linked to environmental challenges within our projects.

The HR foundation also helps us incorporate regulatory, societal and social developments into the day-to-day management of career pathways, while supporting career progression and wellbeing at work.



Personal learning pathway

We have created an internal platform that enables every employee to access online training modules at any time, according to their needs.

September

Our training library, created by and for our people, offers a wide range of content designed to spark curiosity, fuel innovation and support ongoing skills development.

96 training courses available

Themes:

Professional skills
Health and safety
Personal development
Technology, IT and Management
Languages
Company culture

09 Health and Safety

« Safety isn't optional. It's essential to what we do. Too often seen as a constraint, it is, in truth, a commitment: to protect lives and to ensure every working day ends without incident.

»

Marjorie Zabollone, Managing Director of the design-and-build entities.

Preparing our teams

Over the course of 2025, more than 200 safety actions were rolled out. They include, in particular:

- **Risk identification** through the Single Document for the Assessment of Occupational Risks (DUERP), updated annually and produced in collaboration with members of the Social and Economic Committee (CSE) when required;
- **The essential foundations** by developing and maintaining workplace health and safety skills (SST, fire safety, ...);
- **Targeted training**, including new authorisations as well as renewal of existing certifications;
- **The momentum of continuous improvement** through feedback and lessons learned (RETEX), encouraging shared learning and helping to prevent future risks.

305 employees trained in 2025.

521 hours of training specifically focused on site and/or project safety.

663 hours of training dedicated to core safety and first-aid skills.



Maintaining operational rigour

Health and Safety are an operational priority, fully embedded in project delivery and the organisation of our worksites.

This requirement is designed to ensure safe working conditions, prevent occupational risks, and protect everyone involved — operatives, users and third parties.

Our approach helps embed the Group's projects in a responsible, sustainable framework, built on prevention, risk control and the continuous improvement of site practices.

In practical terms, our Health & Safety approach is delivered on site through:

- **Appointing a Health & Safety lead** for each project;
- **Carrying out risk assessments** for each phase of the works;
- **Putting in place prevention plans and PPSPS** tailored to site constraints;
- **Safety inductions** for every new person on site;
- **Regular safety briefings** aligned with progress on site;
- **Site inspections and audits** to spot gaps and roll out corrective actions quickly;
- **Heightened vigilance on occupied sites**, with specific arrangements for flows and circulation routes.

10 Matriarche

Across the world of work, in every sector, women account for close to 41% of the global workforce, yet remain under-represented in leadership roles, holding around 28.8% of positions. More broadly, the World Economic Forum estimates that 68.8% of the overall gap between women and men has now been closed — but at the current pace, it will still take more than a century to reach full parity.

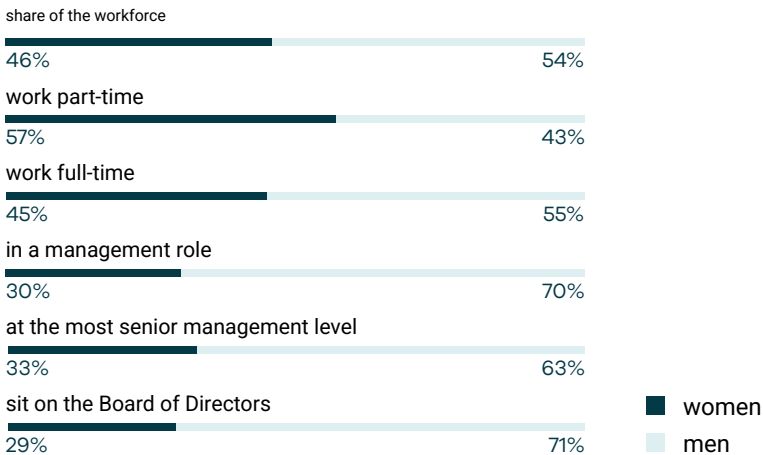
In response, the agency is taking action at its own level by rolling out structured measures to ensure fairness in pay, career progression and recognition, while paying close attention to individual circumstances. The aim is to foster genuine equality of opportunity at every stage of the career journey.

By symbolically adopting the name “ **Matriarche**”, we reaffirm our commitment to professional equality between women and men. This shift in perspective encourages us to challenge assumptions and to remind ourselves that skills, ambition and opportunities should not be determined by gender.

Women in our workforce

The agency structures its commitment to women's representation around three levers.

- **Ensuring fairness** : structured tools (pay scales, assessments, talent reviews) ensure fair practices in pay and progression.
- **Adapting career paths** : flexible working arrangements help limit breaks and reduce career inequalities.
- **Taking the long view** : an approach rooted in trust and listening, aligned with the challenges of equality and inclusion.



Gender Pay Equality Index

80/100
Patriarche FR

The professional equality index between women and men is calculated each year for the Patriarche and Patriarche Associés entities, and published on our website www.patriarche.fr.

Although the index is calculated for only two of our entities, targeted actions are being implemented to narrow the gap and are applied across our entire workforce, including:

- **Talent management** through strengthened measures to identify key employees, anticipate succession plans, and provide targeted support for high-potential female employees;
- **Internal mobility** through better visibility of opportunities;
- **Pathways** both vertical and lateral, strengthened through a structured approach;
- **A mentoring programme** currently being developed and structured, focusing on high-potential female employees and skills succession;
- **Annual monitoring** of promotions by gender and of pay.

11 Diversity, equity and inclusion



We are committed to proactively tackling all forms of discrimination and harassment, and to promoting diversity, equity and inclusion in all their forms.

With offices and projects across the globe, and over 40 nationalities represented within our workforce, we recognise that every individual brings something uniquely valuable to our team.

We make sure no one is left behind and that everyone can find their place in an environment built on equal opportunities. Implementing a set of policies and action plans demonstrates our determination to uphold the principle of non-discrimination.

Everyone has the opportunity to grow, progress, develop their skills and succeed, whatever their differences.

In line with our Diversity–Equity–Inclusion charter, and to help employees balance health and work, we have also introduced a dedicated disability charter.

The agency is therefore committed to supporting employees with disabilities, ensuring fair treatment while respecting each person’s individuality. And because we believe our responsibility goes beyond the economic sphere alone, we support committed community and academic organisations, helping to advance causes that align with our values and commitments.

Patronage: Zicomatic Association

We are proud to support Zicomatic, an association that has been working for several years to make music, the arts and cultural events accessible to people with disabilities.

Through workshops, concerts, artistic projects and awareness-raising initiatives, Zicomatic encourages self-expression, creativity and fulfilment for audiences who are often excluded from cultural provision. Their warm, inclusive approach helps break down barriers, shift perceptions and create spaces where everyone can take a full part in cultural life.

By supporting initiatives like the one led by Zicomatic, we reaffirm our determination to help build a more open, supportive society—one that is attentive to everyone’s needs.

Patronage: Ma Chance Moi Aussi

We also support the charity Ma Chance Moi Aussi, which works to restore equal opportunities by supporting, from an early age, children from priority neighbourhoods and families facing educational challenges.

Committed to social innovation, the charity provides comprehensive, preventative, long-term support—alongside school and in close partnership with families. By fostering educational success, cultural openness, access to sport, and the sharing of essential values such as self-confidence, perseverance and citizenship, Ma Chance Moi Aussi makes a tangible contribution to social cohesion and to building a more inclusive society.

Through this support, we reaffirm our commitment to children, education and lasting social impact within local communities.



12 Employee satisfaction survey



Purpose

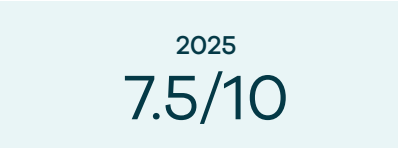
We are committed to nurturing teamwork, a sense of belonging and shared commitment. These core values shape the way we work together and build a strong, inclusive company culture. We firmly believe that collective success depends on everyone feeling heard, respected and actively involved in a shared endeavour.

Wellbeing

So that everyone is happy to come to the agency each day, we look after our people by creating positive working conditions and enabling them to balance career development with a healthy work–life balance.

Each year, we run an internal survey to gauge how satisfied our employees are with the key aspects of wellbeing at work.

This approach is a vital listening tool, helping us pinpoint the feedback shared and steer our action plans towards expressed needs and shared priorities.

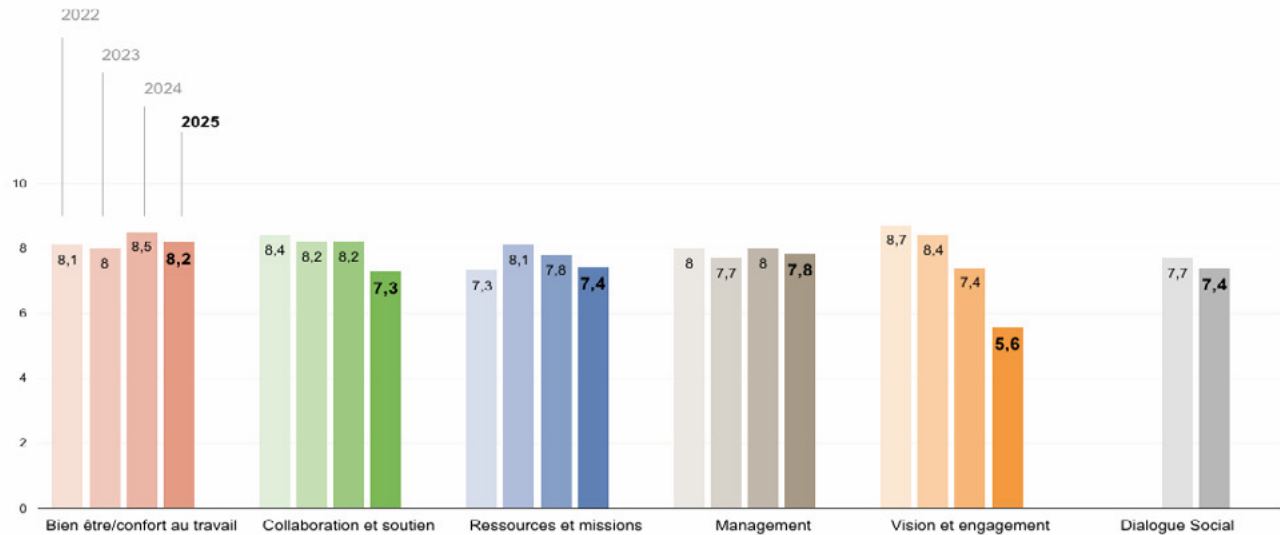


Dialogue

The year 2025 was shaped by a challenging economic climate, alongside crises and wider uncertainty.

In this context, significant changes were launched across the organisation to safeguard the long-term sustainability of our activities. These stages of reorganisation and restructuring, necessary in a fast-changing world, can raise questions and expectations among employees. They were able to share these through our existing dialogue channels, in particular via the “Vision” and “Engagement” scores, which reflect the importance we place on listening and consultation.

2025 also forms part of a drive for continuity. All the major actions taken since 2022 have helped us maintain a solid standard in terms of social and management policies.



13

Responsible purchasing and control of our value chain

Our ESG commitment extends across our entire value chain. We ensure that our partners, service providers and employees share our expectations in terms of safety, the quality of human relationships and positive impact.

Principles of care

- **Team safety** : we make sure working conditions on our sites meet regulatory requirements and the relevant safety standards.
- **Human-centred service providers** : we favour partners who look after their people, notably through commitments to training, inclusion and wellbeing at work.
- **Positive impact** : we aim to create a ripple effect among our partners, building a collective momentum that involves them in a responsible approach.

92%

of tier-1 companies contracting with Autumn I Patriarche provide ethical and social commitments.



RFAR Charter

As part of the third pillar of our ESG strategy, strengthening the resilience of the Patriarche business model is a key priority. By becoming a signatory to the RFAR Charter, we are continuing our responsible purchasing approach, bringing all Group entities into the process.

The Charter is a tool for strengthening customer–supplier relationships:

- it is intended for all private and public organisations,
- it is built on a culture of dialogue and the use of neutral mediation in the event of any disputes.



The 10 key principles:

1. Ensure responsible financial dealings with suppliers.
2. Maintain respectful relationships with all suppliers, supporting the development of collaborative partnerships.
3. Identify and manage situations of mutual dependency with suppliers.
4. Involve signatory organisations within their sector.
5. Assess all costs and impacts across the life cycle.
6. Integrate environmental and social responsibility issues.
7. Ensure the organisation fulfils its local and regional responsibilities.
8. Professionalism and ethics in the purchasing function
9. A Purchasing function responsible for steering the overall supplier relationship.
10. A “supplier relations” mediator role, responsible for smoothing internal and external relationships with the company.

VSME

Within the European Sustainability Reporting standards developed by EFRAG, we have chosen to produce VSME reporting using the full module.

This voluntary approach is designed to increase transparency around our commitments, by providing an overall view of our impacts across our entire value chain, within a harmonised and recognised European framework: see appendix.

14 Ethics and GDPR



GDPR compliance approach

Protecting personal data is a core pillar of digital risk management. With cyber threats on the rise, personal data breaches represent a significant legal, regulatory and reputational risk, potentially affecting business continuity and stakeholder trust.

In this context, the agency has launched a structured programme to comply with the General Data Protection Regulation (GDPR), designed to control risks linked to personal data processing, secure internal practices and embed data protection within responsible, long-term governance. A comprehensive GDPR audit was carried out with the support of a specialist provider to assess the level of compliance of the processing activities in place. This analysis made it possible to map the main data processing activities, review existing practices and identify risks, as well as areas for improvement. The findings highlighted overall sound management of personal data, while also underlining the need to harmonise practices and strengthen documentation and governance across the organisation.

Following this audit, a structured action plan was launched, built around several key strands:

- **establishing and updating a documentary framework and internal policies** to govern data protection,
- **structuring compliance processes**, in particular by consolidating the record of processing activities and strengthening oversight of relationships with service providers,
- **informing and progressively raising team awareness** of data-protection challenges and the associated good practice.

This approach forms part of a continuous-improvement cycle, with the aim of sustaining a robust level of compliance, strengthening our internal data-protection culture, and systematically embedding these considerations into the agency's projects, tools and day-to-day practices.

Digital risk management and cyber security

Cyber security sits within a broader digital risk-management approach, designed to identify, analyse and control threats that could affect information systems and the continuity of the agency's activities.

In this context, appropriate technical and organisational security measures have been implemented, including solutions for protection, detection and incident response across digital environments. These measures help enhance our ability to detect security events, reduce the potential impact of incidents and strengthen the resilience of the information system.

They sit within a wider governance framework, intended to regulate digital use, system access and the introduction of new tools or services. This structured approach supports the control of operational, legal and reputational risks linked to digital usage.

Addressing the challenges linked to artificial intelligence

The growing adoption of tools that incorporate artificial intelligence is reshaping professional practices and digital environments, while also changing the nature of the associated risks. These technologies bring new challenges in terms of cyber security, data control and tool governance.

The agency incorporates these issues into its overall digital risk-management framework. In practice, this means heightened vigilance in the selection, deployment and use of AI-enabled tools, alongside the definition of governance principles to frame their use. In particular, the agency seeks to limit the proliferation of unmanaged tools, assess the risks associated with new solutions, and formalise clear usage rules for employees.

This approach supports the transformation driven by artificial intelligence while safeguarding information-system security, data reliability and stakeholder confidence, as part of a controlled and responsible approach to innovation.

15 Sustainable finance

A strategic lever

In a context of growing uncertainty and rapid market shifts, sustainable finance is emerging as an essential lever for balancing economic performance with positive impact. Built on the integration of ESG criteria, it helps steer decisions and supports the transition towards more responsible models.

After a period of acceleration, sustainable finance is moving into a phase of consolidation, balancing high ambition with operational realities. Regulatory developments, particularly in Europe, reflect this search for equilibrium, while ESG requirements continue to be closely scrutinised by financial partners, with a strong focus on decarbonisation and, increasingly, on the circular economy and resource management.

A driver of transformation

In an uncertain environment, performance is no longer judged solely by financial metrics. It now also reflects an organisation's ability to stay aligned, work together and adapt as its ecosystem evolves. Sustainable finance supports this shift by helping to build resilient pathways, grounded in a clear direction, trust and shared ambition.

In this context, financial institutions play a pivotal role by helping companies embed ESG priorities—through defining roadmaps, tracking improvement plans and setting up regular assessments. These frameworks strengthen the robustness of the initiatives underway and place organisations on a path of continuous improvement.

They also help create a virtuous circle by offering incentive-based financing mechanisms. The financial gains linked to achieving CSR targets can be reinvested in further transition actions, accelerating the company's sustainable transformation while supporting its progress trajectory.

This momentum also helps optimise the overall cost of financing, strengthen organisations' economic resilience, boost their appeal to investors and partners, and reinforce their credibility on environmental, social and governance commitments.

Sylvie Vergès

Sustainable Finance Relationship Manager CREDIT AGRICOLE DES SAVOIE

« In 2023, Patriarche, supported by the Crédit Agricole Group, voluntarily committed to an ESG approach. Reflecting management's strategic choices, priority was given to decarbonising the business and pursuing an overall sustainability approach through ECOVADIS certification. These commitments demonstrate Patriarche's determination to move forward, with deep-rooted changes both in the business and in the way work is organised. Three years on from the start of this financing, these criteria remain fully relevant, and Patriarche is staying the course to transform. »



Aurélien Rivoire

Investment Director Corporate & Flex Financing, Eurazeo

« At a time when stakeholder expectations around sustainability keep rising, Eurazeo aims to play a pivotal role in supporting the companies it finances: helping drive their growth by enabling them to meet those expectations in full. This support is built around an ESG roadmap, broken down into improvement plans and assessed each year across four levels — bronze, silver, gold and platinum. In the latest reporting cycle, Patriarche reached Gold level, reflecting the maturity and strength of its environmental, social and governance approach.

Patriarche stands out for a structured, ambitious ESG approach, embedded in its legal statutes since 2022 and aligned with recognised international standards: the agency is B Corp certified (115.6 points) and holds a Gold EcoVadis medal (76/100, top 5% in its sector). In responsible procurement, Patriarche has carried out rigorous mapping of its upstream value chain (more than 1,000 subcontractors identified since 2019), managed consistently across both the agency and its projects. Lastly, in a sector set to play a decisive role in the low-carbon transition, Patriarche reduced its GHG emissions by 12% in 2024 and is developing LCA expertise integrated from the earliest design stages, giving tangible form to its ambition for responsible *Augmented Architecture*.

Eurazeo is proud to support this journey and to back its long-term ambitions. »

EURAZEO



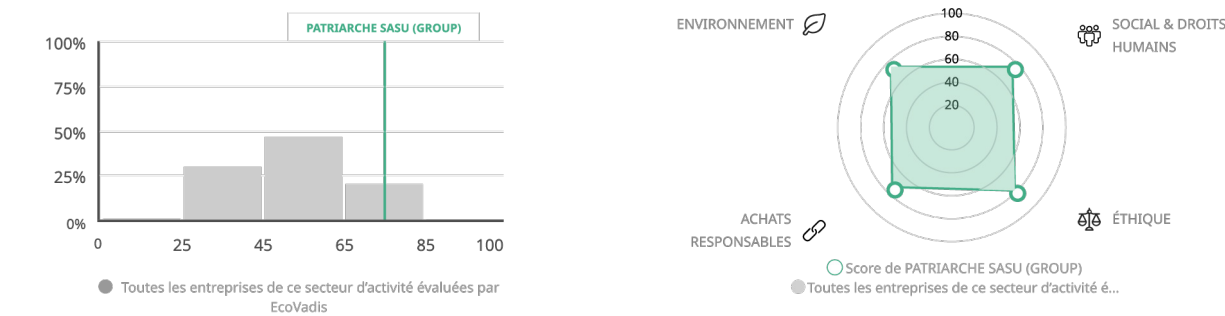
Appendices

04

01 Ecovadis Results 2026 (for the 2025 year)



Comparison with companies in the same sector



Progress since 2022

Our annual Ecovadis assessments enable us to:

- benchmark ourselves against companies across all sectors assessed by Ecovadis during the year
- and, above all, accurately measure the results of our ESG actions carried out over the year.



The 2026 assessment (covering 2025) shows our overall score has stabilised at its highest level in the past five years.

In line with its continuous improvement model, the 2026 questionnaire includes more demanding requirements to keep pace with changes in regulated ESG standards (Green Deal / CSRD / ERSR).

A particularly transformative year for CSR, with the first CSRD publications,

eligible companies had to take the necessary steps to meet these standards. This explains the overall rise in companies’ scores and highlights the very tangible shift in corporate ESG impact.

Patriarche is part of this continuous improvement drive through its projects and internal initiatives focused on employees and infrastructure, aligned with the four pillars of the ESG strategy.

02 VSME

As part of the European Sustainability Reporting frameworks developed by EFRAG, we have chosen to produce VSME reporting (Voluntary Sustainability Reporting Standard for SMEs) using the full module.

This voluntary approach is designed to strengthen the transparency of our commitments, by taking a holistic view of our impacts across our entire value chain, within a harmonised and recognised European framework.

	Themes	General information, Environment, Social, Governance
	Questions	B: Basic module, C: Full module

GENERAL INFORMATION	Patriarche indicators 2025		
B1 – Preparation basis			
Reporting basis	Full module		
Scope type	Consolidated basis		
List of subsidiaries included in the report	Patriarche Autumn Patriarche Associés Bart Walter February Chez Henry		
Legal form of the company	Simplified joint-stock company (SAS)		
NACE code(s) for the main activity	7 Architectural activities 7 Engineering activities and related technical consultancy		
Total assets in euros	239 000 000 €		
Turnover in euros	151 917 619 €		
Number of employees (Full-time equivalents (FTE))	471,27		
Countries of operation	CANADA UNITED ARAB EMIRATES FRANCE SWITZERLAND		
List of sites	1. Taxiway 2. Yuri 3. Lyon 4. Bordeaux 5. Nantes 6. Marseille 7. Basel 8. Nyon 9. Québec 10. Montreal 11. Réunion Island 12. Abu Dhabi		
	More info: Agency - Patriarche - Augmented Architecture		
Certifications or labels relating to sustainability	B Corp: score 115, valid until 12/2027 Ecovadis: score 76/100 – Silver, valid until 05/2027		

B2 – Practices, policies and future initiatives to support the transition to a more sustainable economy			
	Do you implement practices/policies – or are you planning to introduce initiatives – on sustainability relating to the following topics?	Are they publicly available?	Have targets been set for these policies?
Climate change	Yes	Yes	Yes
Pollution	Yes	No	No
Water and marine resources	Yes	No	No
Biodiversity and ecosystems	Yes	No	No
Circular economy	Yes	No	No
Company employees	Yes	No	No
Value chain workers	Yes	No	No
Affected communities	No	No	No
Consumers and end users	No	No	No
Business conduct	Yes	No	No

C1 – Strategy: business model and sustainability-related initiatives	
Products and services offered	Patriarche is an enhanced architecture agency. Our distinctive model brings together all the resources needed to design, deliver and operate innovative projects, grounded in a renewed architectural practice that encourages solutions that are ever more thoughtful, responsible and built for the long term. We have assembled a unique range of expertise to give our clients an experience shaped around their uses and needs: architects, engineers, urban planners, landscape architects, interior architects, graphic designers, property developers, business service providers, and much more besides.
Markets in which the company operates	Education / Health & social care / Industry – laboratories – R&D / Housing / Hotels & catering / Heritage – culture – sport
Main business relationships	Driven by our mission to imagine, create and bring to life physical and digital places that spark engagement and build enthusiasm, Patriarche draws on the strength of an integrated model to act at every stage of a project’s value chain. At the heart of our design approach is the ongoing pursuit of the right solution for our private and public clients, alongside a constant commitment to putting the user and their needs at the centre of our priorities. Reliable, high-quality partners we can trust—ideally rooted in the local area—and recognised for their expertise and experience. We maintain close oversight of our tier 1 suppliers and subcontractors (64% of our project purchasing), tier 2 (34% of our project purchasing) and tier 3 (1% of our project purchasing). Across this diverse supplier base, 63% are businesses with fewer than 50 employees, and over half work locally (within a 140 km radius). Overall, our partners are largely dependable and financially stable (very few closures, even during periods of crisis), and independent. Our employees are made aware and trained to act in line with our values and the legal framework: ethics charter, code of conduct, and Sapin II training. In January 2026, Patriarche becomes a signatory of the RFAR Charter to continue and structure its commitments to responsible purchasing.

C1 – Strategy: business model and sustainability-related initiatives	
Key elements related to sustainability issues	Patriarche 2025–2030: We have identified four themes that take a holistic view of the main ESG challenges and actively contribute to global goals, grounded in scientific knowledge. 1. Helping to shape a post-carbon society 2. Caring for the living and the non-living 3. Adapting our activities and creating resilient projects 4. Embodying our culture of care Whatever our level of maturity on these themes, we are committed to rolling out practical, coordinated actions across [Projects] and [Agency life].

C2 – Description of practices, policies and future initiatives for a transition to a more sustainable economy			
	Description of practices, policies or future initiatives	Description of the targets set	Highest management level accountable for implementing the policies
Climate change	REDUCE our own carbon emissions DECARBONISE our activities (projects)	All employees	Management
Pollution	Our activities do not directly generate waste or pollution. To take action across the value chain, our Green Site Charter enables us to set out a number of actions on the sites we coordinate, covering waste management, pollution, health and safety, and neighbourhood disturbance.	Site teams and subcontractors	Management
Water and marine resources	N/A	N/A	
Biodiversity and ecosystems	IDENTIFY the impact of the specified materials in our built projects on natural environments	Project teams	Project teams
Circular economy	Re-use is part of our eco-design strategy, alongside bio-based, low-carbon materials, etc.	Project teams	Project teams
Company employees	Careers & Training, Quality of Working Life (QWL) – Health, Diversity-Equity-Inclusion, Gender Equality	All employees	Management
Value chain workers	Signatory to the RFAR Charter	Internal Responsible Purchasing Committee	Management
Affected communities	N/A	N/A	
Consumers and end users	N/A	N/A	
Business conduct	Signatory to the RFAR Charter, Ethics Charter, code of conduct...	all employees, and more particularly those exposed	Management

ENVIRONMENT		Patriarche Indicators 2025
B3 – Energy and greenhouse gas emissions		
Electricity consumption	Renewable electricity consumption	929 MWh
	Non-renewable electricity consumption	603 MWh
	Total electricity consumption	1532 MWh
Estimated gross greenhouse gas (GHG) emissions for scopes 1 and 2	Scope 1	254 tCO²e
	Scope 2	106 tCO²e
	Total	360 tCO²e
Estimated gross greenhouse gas (GHG) emissions for scope 3	Purchased goods and services	693,1 tCO²e
	Capital goods	262,2 tCO²e
	Waste generated during operations	3,4 tCO²e
	Business travel	178,2 tCO²e
	Employees’ commuting (home to work)	219,9 tCO²e
	Use of products sold	0,1 tCO²e
	Total Scope 3	1356,9 tCO²e
Total GHG emissions across scopes 1, 2 (location-based) and 3		1716.9 tCO²e

B4 – Air, water and soil pollution		
Air pollution	Pollutant type / Unit / Value	N/A
Water pollution	Pollutant type / Unit / Value	N/A
Soil pollution	Pollutant type / Unit / Value	N/A

B5 – Biodiversity		
Located close to a sensitive area	Site	1
	Area	14,000 m²
Land use	Total sealed surface area	4,000 m²
	Nature-friendly area on site	10,000 m²
	Total land use	14,000 m²

B6 – Water		
Water abstraction	Total water abstracted across all sites	N/A
	Total water abstracted at sites located in areas of high water stress	N/A

B7 – Resource use, circular economy and waste management		
Description of circular economy principles	As part of our architectural work, we encourage the reuse of materials wherever it can be implemented: on-site or off-site reuse.	
	We also support the reuse sector, including through philanthropic initiatives.	
Waste management	Waste type	The company only produces household waste
	Hazardous	N/A
	Total waste generated	N/A
	Of which waste sent for recycling or reuse	N/A
	Of which: waste disposed of	N/A

C3 – GHG emissions reduction targets and climate transition		
Base year		2022
Target year		2030
GHG emissions reduction targets	Scope 1	-2% per year
	Scope 2	-2% per year
	Scope 3	-2% per year
Climate transition plan	Does the company have a climate transition plan?	Yes
	Climate transition plan description	Main actions focus on travel, energy use across sites, and digital tools/usage.
	Main actions focus on travel, energy use across sites, and digital tools/usage.	Main actions focus on travel, energy use across sites, and digital tools/usage.

C4 – Climate risks		
Identified climate hazards and risks	The company has not identified any climate-change-related hazards or events resulting in risks	
	Risk no.	N/A
	Description	N/A
	Assessment method	N/A
	Time horizon	N/A
	Adaptation actions taken	N/A
Potential financial impacts of climate risks	Could this risk have potential financial impacts?	N/A
	Description of potential financial impacts	N/A
	Risk level	N/A
	Time horizon	N/A

SOCIAL		Patriarche Indicators 2025
B8 – Workforce: general characteristics		
Workforce by contract type	Permanent contract (FTE)	451,53
	Temporary contract (FTE)	19,74
Workforce by gender	Men (FTE)	255,21
	Women (FTE)	216,06
	Other	0
	Not disclosed	0
Workforce by country	CANADA (FTE)	42
	SWITZERLAND (FTE)	18,9
	France (FTE)	410,37
Staff turnover rate		28 %

B9 – People: health and safety		
Workplace accidents	Number of workplace accidents	1
	Recordable workplace accident rate	0,07
	Fatalities due to workplace accidents	0

B10 – People: Pay, collective bargaining and training		
Compliance with the applicable minimum wage		YES
Gender pay gap	Average gross hourly pay for male employees (EUR)	53111
	Average gross hourly pay for female employees (EUR)	40217
	Percentage difference between male and female employees' pay	24,28
Share of employees covered by collective agreements	Number of employees covered by collective agreements	471
	Share of employees covered by collective agreements	Between 80% and 100%
Average training hours by gender:		
	Total training hours completed by employees of this gender	Average number of training hours
Men	1217,3	4,77
Women	852,3	3,94

C5 – Additional (general) workforce characteristics		
Women/men ratio in management	Number of male employees in management roles	6
	Number of female employees in management roles	3
	Women/men ratio in management	0,5
Self-employed workers and temporary employees	Total number of self-employed workers with no employees who work exclusively for the company	1
	Total number of temporary workers supplied by companies whose main business is employment-related activities	0

C6 – Additional workforce information – Human rights policies and procedures		
Human rights policies	Does the company policy cover child labour?	Yes
	Does the company policy cover forced labour?	Yes
	Does the company policy cover human trafficking?	Yes
	Does the company policy cover discrimination?	Yes
	Does the company policy cover accident prevention?	Yes
Staff grievance mechanism		Yes

C7 – Serious human rights incidents		
Serious human rights incidents involving staff	Has the company confirmed any serious incidents involving its staff related to child labour?	No
	Has the company confirmed any serious incidents involving its staff related to forced labour?	No
	Has the company confirmed any serious incidents involving its staff related to human trafficking?	No
	Has the company confirmed any serious incidents involving its staff related to discrimination?	No
Serious human rights incidents in the value chain and involving external stakeholders		No

GOVERNANCE		Patriarche Indicators 2025
B11 – Convictions and fines relating to anti-corruption and corrupt practices		
Number of convictions for breaches of anti-corruption laws		0
Total amount of fines imposed for corruption		N/A

C8 – Revenue from certain sectors and exclusion from EU benchmark indices		
Turnover in certain sensitive sectors	Turnover from weapons controversial	0
	Turnover from tobacco	0
	Turnover from coal fossil fuels	0
	Turnover from oil fossil fuels	460000
	Turnover from gas fossil fuels	0
	Total turnover from fossil fuels (coal, oil, gas)	460000
	Turnover from pesticides and agrochemicals	0
Exclusion from European Union benchmark indices (“Paris Agreement”)		No
In accordance with Article 12(1) of Commission Delegated Regulation (EU) 2020/1818, the companies excluded from the Union’s “Paris-aligned” benchmarks are as follows: companies deriving at least 1% of their turnover from the exploration, extraction, distribution or refining of hard coal and lignite;		
companies deriving at least 10% of their turnover from the exploration, extraction, distribution or refining of liquid fuels;		
companies deriving at least 50% of their turnover from the exploration, extraction, production or distribution of gaseous fuels; and		
companies deriving at least 50% of their turnover from electricity generation activities with a GHG emissions intensity above 100 g CO2 e/kWh.		

C9 – Gender balance ratio within the governing body	
Gender balance ratio within the governing body	0,4

03 UN GLOBAL COMPACT

A special initiative of the UN Secretary-General, the United Nations Global Compact calls on businesses worldwide to align their operations and strategies with Ten universal principles covering human rights, labour, the environment and anti-corruption.

Launched in 2000, the United Nations Global Compact aims to guide and support the global business community in advancing the United Nations’ goals and values through responsible business practices.

With more than 20,000 companies and 3,500 not-for-profit organisations across over 160 countries and 63 networks, it is the world’s largest corporate sustainability initiative.

Joining the Global Compact is a voluntary commitment, which involves:

- Aligning strategy and operations with the 10 principles
- Publishing each year a Communication on Progress (CoP) to report on actions taken,

• Taking part in a learning network, tools and training to strengthen ESG maturity.

• This commitment acts as a lever for internal transformation: it structures the CSR approach, creates a clear, recognised framework, and strengthens the consistency of actions.

We anchor our actions within an international framework, reinforcing the consistency of our strategy.

SDGs

Through its commitments and actions, Patriarche seeks to contribute to the following SDGs:

3

GOOD HEALTH AND WELL-BEING

Health, safety and quality of working life

4

QUALITY EDUCATION

Philanthropic initiatives

5

GENDER EQUALITY

Gender equality in the workplace

7

AFFORDABLE AND CLEAN ENERGY

Energy renewable

8

DECENT WORK AND ECONOMIC GROWTH

Workplace safety / Professional training

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE

Eco-design and sustainability in our projects

10

REDUCED INEQUALITIES

Diversity, Equity & Inclusion / Gender equality / People with disabilities

11

SUSTAINABLE CITIES AND COMMUNITIES

Users at the heart of projects / Responsible mobility

13

CLIMATE ACTION

Reducing GHG emissions / Project LCA / Mobility / Energy / Corporate philanthropy

12

RESPONSIBLE CONSUMPTION AND PRODUCTION

Eco-design / Circular economy / LCA / Resource efficiency / Responsible purchasing

15

LIFE ON LAND

Corporate philanthropy initiatives

16

PEACE, JUSTICE AND STRONG INSTITUTIONS

GDPR / Cybersecurity / Business ethics

17

PARTNERSHIPS FOR THE GOALS

Responsible purchasing, sustainable finance

Reporting commitments: CoP

Like every signatory member of the UN Global Compact, we report on the year’s key structuring actions, supporting a collaborative and transparent approach to our commitments and their operational implementation.

[Our Participants | UN Global Compact](#)

Patriarche

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