

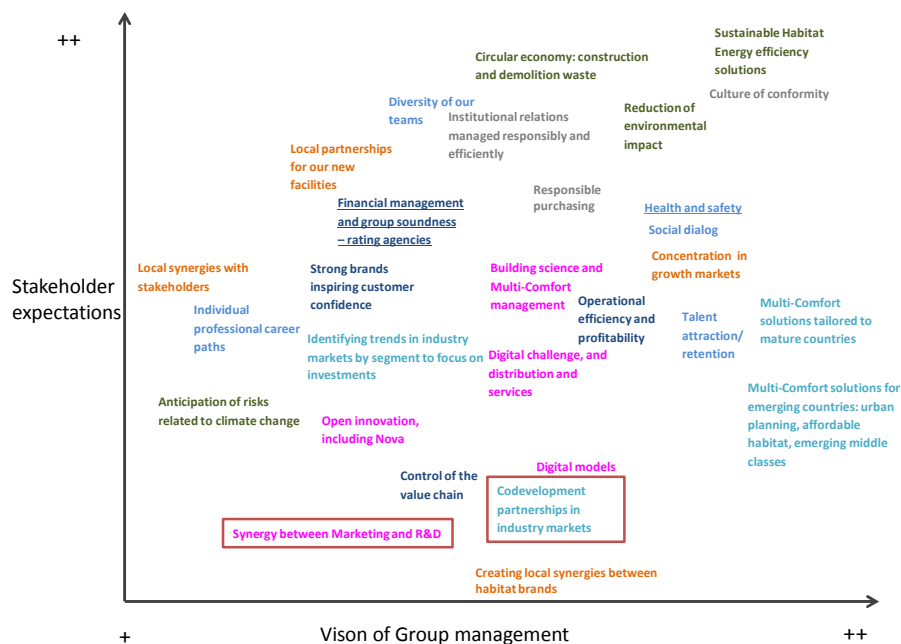
## Materiality matrix: methodology

### 1. Identification of main challenges

The list of challenges is based on a cross-disciplinary process carried out in stages:

- An exhaustive list resulting from cross-disciplinary consultations by function and by activity. Some of the main challenges were highlighted in the Group's internal and external communications.
- The focus on main challenges and the evaluation of relevance to the Group were assessed in collaboration with management.

The Group also relied on information and references from well-known organizations, such as the GRI-G4, the United Nations, and especially the Global Compact or SASB for the construction market.



[Translation of materiality categories:]

Materiality matrix

- Environmental impact ►► Development at a local level ►► Understanding customer needs
- Leadership by example ►► Culture of excellence ►► Innovation
- People values

## 2. Stakeholder assessment of challenges

The assessment is based on information collected during interviews with experts, customer surveys, employee surveys, minutes from meetings with various stakeholders and internal interviews.

A stakeholder assessment by was carried out by the functional departments (see diagram below) responsible for promoting dialog with the Group's main stakeholders. The opinions of stakeholders directly involved with the challenge in question were favored when seeking consensus on the assessment of challenges.

