

Press release
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Equans launches its Foundation to fight against energy poverty and provide training in energy-related jobs for individuals who are far from employment

Faithful to the Bouygues Group's historical values of solidarity, Equans announces the launch of the Equans Foundation in France. It will support projects to combat energy poverty and to train people far from employment for jobs in the energy and services sector jobs.

MISSION 1: Fighting energy poverty

Over the last five years, energy prices have increased sharply, which has exacerbated energy poverty. The Foundation's mission is to carry out and finance projects that provide the most impacted people, and the associations supporting them, with essential energy systems to eat hot, keep warm, preserve food and ensure hygiene.

These projects will benefit from skills sponsorship. Equans will place the skills of its teams at the disposal of its Foundation and give a second life to recycled materials and equipment.

MISSION 2: Supporting training in the energy, and related service sectors for people who are far from employment

The Foundation's second mission is to support training in the energy, and related service professions, for people who are far from employment. This will take the form of grants to students for initial training or retraining, with no age limit for beneficiaries, and personal support from a company sponsor.

These training courses will be provided by specialised organisations, with which the Foundation will structure partnerships for the benefit of the students.

Equans Employees Mobilised

A significant number of Equans employees have offered their support to the Foundation's dual mission. Whether as project leaders in the fight against fuel poverty, or in support of scholarship holders, they will all be contributing their expertise, their guidance and an attentive ear, to give back to the communities in which Equans operates; an investment that goes far beyond a mere financial contribution.

« The launch of the Equans Foundation is essential for us, awaited by our teams who share the values of solidarity and are driven by the desire to fight against all forms of energy poverty. We are proud to help the regions and communities where we work. The Foundation is just starting, I am very happy to launch this initiative and impatient to see the first results thanks to the commitment of our employees», **underlines Jérôme Stubler, President of the Equans group and President of the Equans Foundation.**

With a budget of three million euros over a five-year period, the Foundation convened its inaugural board meeting today, comprising:

- Jérôme Stubler, president
- Stéphane Vallée, secretary
- Philippe Invernizzi, treasurer
- Corinne Courbis, staff representative
- Olivier Hérout
- Dominique Néel
- Danielle Deruy
- Carole Diamant
- Philippe Pelletier

During this meeting, Valentine Agid-Durudaud was appointed as the general representative of the Foundation.

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About the Group and Equans France

Rooted in more than 100 years of history, Equans Group, a subsidiary of Bouygues Group, is a global leader in energy & service industries. In France, especially thanks to Ineo, Axima and Bouygues Energy & Services, it has a fairly high territorial density, implying proximity. Its 35,000 employees in France assist clients in improving and optimizing equipment, systems and technical processes to meet the challenges of the triple transformation of energy, industry and digitalization. Equans has a high level of expertise and technology designed to make a significant contribution to a low-carbon and resilient world. Electrical, climate engineering, refrigeration, fire safety, facilities management, IT and telecommunications, digital solutions: Equans's complementary expertise spreads across France through a unique combination of multi-technical skills in design, construction and installation projects and operations and maintenance services.

Distributed in 20 countries, with 90,000 employees on five continents and annual sales of 18.8 billion euros in 2023, Equans Group connects, produces, supplies and protects energy and data of territory, cities, buildings, factories and infrastructure on a daily basis. In the same dynamic, its subsidiary Equans France achieved sales of 7.1 billion euros in 2023 and has operations in nearly 30 different countries.

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Bios

Jérôme Stubler, CEO of Equans

Jérôme Stubler commenced his professional journey at Freyssinet in 1989 overseeing significant projects such as the Normandy Bridge, the Iroise Bridge, the Hibernia offshore oil platform and the Vasco da Gama Bridge in Portugal.

Technical Director of Freyssinet in 1996, then Head of Major Projects since 2002, he developed the company's nuclear business and created Nuvia, Soletanche Freyssinet's current nuclear subsidiary. In January 2009, he became CEO of Freyssinet, Terre Armée and also president of Nuvia. In July 2012, he became director and CEO of Soletanche Freyssinet and president of Soletanche Bachy. He was appointed CEO of VINCI Construction in July 2014 and became President of VINCI Construction at the end of 2014.

He joined ENGIE in January 2021 as Deputy CEO and was appointed CEO of Equans.

Jérôme Stubler is a graduate of the École Polytechnique and the École Nationale des Arts et Métiers.

Stéphane Vallée, Human resources director of Equans France

Stéphane Vallée has evolved within the Bouygues Group, where he was successively HRD for Bouygues Bâtiment International in 2001, then Director of Human Resources and Sustainable Development for Bouygues Bâtiment International in 2006. He left the entity to become HR Director of Bouygues Energies & Services in 2018. HR Director of Equans France since 2023, he oversees recruitment and retention policies for the company's 35,000 employees. Under his leadership, Equans France has been certified "Top Employer" twice, in 2023 and 2024.

Stéphane was also Chairman of the Selection Committee, then General Delegate of the Bouygues Construction Foundation from 2017 to 2022.

Philippe Invernizzi, CEO of Equans France's Refrigeration and Fire Safety division

Following an 11-year tenure at Otis in sales and operations management, Philippe Invernizzi joined Carglass France (a member of the Belron group) in 1998 initially serving as Regional manager and subsequently as Business Unit Manager. With extensive expertise in sales, marketing and operations, he occupied strategic roles within the Carrier group before advancing to the position of Area Manager and later becoming the CEO of MCI (part of the Johnson Controls group) in 2023.

In 2018, he assumed the role of Deputy CEO overseeing refrigeration activities and, in 2021, he was appointed CEO of Equans France's Refrigeration Fire Safety and Decarbonation division.

Corinne Courbis, management controller and staff representative

Corinne joined Bouygues E&S in 2006. She has been elected staff representative for over 10 years, within the Force Ouvrière union. She is Secretary of the CSE of BYES-Equans France Grand Sud, Deputy Secretary of the CSE Central BYES, Secretary of the European Social Dialogue Authority Equans, and Secretary of the European Works Council.

She was also a member of the board of directors of the BYCN's Terre Plurielle Foundation for 3 years.

Olivier Hérout, Deputy CEO of Equans, in charge of Human Resources and Health & Safety

Olivier Hérout started his career as a lawyer in employment law at Siemens AG in Munich. He joined the ENGIE Group in 1990. His career took him to Strasbourg as HR Director of Elyo Nord Est, to Paris as Director of Career Development at SUEZ, then to Brussels as Corporate Talent Development Manager at Tractebel and as HR Director at Fabricom. In 2005, he joined the Energy Services branch of GDF SUEZ where he held the position of Deputy CEO in charge of human resources, health & safety and security. In April 2015, he was entrusted with the management of the social component of the ENGIE transformation project before being appointed Deputy HR Director on January 1, 2016. Between October 2020 and January 2021, he assumed the responsibilities of DRH Groupe on an interim basis.

In February 2021, he joined ENGIE's BRIGHT project to set up the autonomous entity bringing together the Group's asset-light activities, now created under the name of Equans, of which he became the HR Director.

Dominique Néel, Deputy CEO of Equans France in charge of Buildings, Infrastructures and Services

Dominique Néel started his career in 1996 at ETDE (Bouygues Energies & Services) as a Major Project Engineer in Electrical Engineering. In 2005, he took over the management of the Ile-de-France Electrical Engineering Agency, strengthened the electrical engineering service professions through external growth and set up the Railway and Station business at ETDE. In 2009, he was appointed ETDE's Ile-de-France Regional Director for Electrical Engineering, HVAC and Railway Engineering. He pursued the development of these activities through emblematic Parisian projects such as the new site for the French Ministry of the Armed Forces, as well as by strengthening service activities through the security business.

In 2015, he was appointed Deputy CEO of Bouygues Energies & Services for all activities in Ile-de-France (Outdoor Infrastructures, Facility Management, Electrical and Climate Engineering) and strengthened the presence of Bouygues Energies & Services in this region. At the same time, he commits to the training and professional integration of young people in technical professions. He participates in the creation of a promotion through the apprenticeship of Railway Assemblers in partnership with the CCI Ile-de-France and promotes apprenticeships in all trades to reach 10% of the Bouygues Energies & Services workforce in Ile-de-France. Appointed CEO of Bouygues Energies & Services France in 2018, he consolidates the regional anchoring of teams in the territory to meet societal challenges and pursue an active and committed policy in favor of the training and integration of young people locally.

Since February 2023, he has been Deputy CEO of Equans France.

Danielle Deruy, General Manager of AEF Information (Professional Media Group)

In 2013, working to include young people who are far from employment, she created the Youth Future Expo to promote the mentoring, training and employment of young people aged 16-30 in Ile-de-France, especially in priority areas of the city. These events, which now welcome 35,000 young people a year, are now repeated in four regions. AEF Information also organizes the Produrable show, a key stakeholder and solution in support of CSR and a more sustainable economy, and most recently Talent for the Planet, the first mainstream show around employment and training on ecological and social transformation.

She also created the APAME association in 2022 that aims to launch new initiatives for young people in difficulty, especially the so-called "invisible" ones who have dropped out of the education system altogether.

Carole Diamant, Professor of philosophy and author of numerous books on education

Committed to the fight for equal opportunities, she conceptualized and implemented in 2000 with Richard Descoings, then director of the Institut d'études politiques de Paris and administrator of the Fondation nationale des sciences politiques, the Science-Po program for Priority Education Zones (ZEP, today called REP, priority education networks). Carole Diamant is the General Delegate of the Fondation égalité des chances (Equal Opportunities Foundation).

Philippe Pelletier, Chairman of the Management Board – Habitat & Humanism

A former lawyer, Philippe Pelletier has been president of the Plan Bâtiment Durable (Sustainable Building Plan) since 2012. He was appointed to the presidency of the Development Council of the Métropole du Grand Paris in 2021. Philippe Pelletier is also President of the Executive Board of the Habitat and Humanism Federation.

The Habitat and Humanism Movement is an associative movement that works in favor of the integration of people in difficulty through housing. Its housing branch is developing an offer of supported housing, accessible to people with low resources and in a precarious situation.

Valentine Agid-Durudaud, Head of Expertise at Equans' Operational Excellence Department

Valentine Agid-Durudaud joined the Engie group in 1997 in a financial role before becoming Chief of Staff to the Chairman of Elyo, then holding various positions in the sphere of marketing, development and innovation at Engie headquarters and within the Northern, Southern and Eastern Europe Business Unit.

She also served on the board of directors of the Inria Foundation when it was created in 2017. In 2021, she joined Equans to take responsibility for Expertise within the Operational Excellence Department.

