



# at a glance

SUMMARY PRESENTATION  
OF THE APAVE GROUP




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# Our purpose



*"Acting as trusted partner to make  
the world safer, more sustainable  
and source of shared progress."*



# AN INTERNATIONAL GROUP SPECIALISING IN RISK MANAGEMENT

Apave is an international group specialising in risk management with more than 150 years of experience. Our 17,500 employees work on behalf of our clients on both regulatory and non-regulatory risk management assignments.

17,500 employees,  
including 12,000 engineers and technicians  
€1.4 billion in turnover in 2024

Apave provides technical and intellectual services to public and private clients of all sizes through **5 complementary business activities**.



## TESTS & MEASUREMENTS

Product and material qualification testing, environmental assessments (air, soil, water...).



## INSPECTION

Inspection and testing of equipment and installations, fire safety, technical building control, and construction site safety.



## TRAINING

Qualifying and certifying professional training courses for clients' employees.

# ALISING

All of Apave's missions aim to improve the safety of goods, people and the environment, as well as the performance of equipment and organisations. Apave experts are involved at every project stage:

- ▶ upstream (during **design**),
- ▶ during the **production** phase
- ▶ or downstream (during the **operational** phase).

**Thanks to its diverse expertise and methodological and digital tools, Apave supports all types of clients in their Asset Integrity and Sustainability Management challenges.**

## CERTIFICATION & LABELLING

Certification of management systems, products or services.



## CONSULTING & TECHNICAL SUPPORT

To assist in identifying, controlling, preventing, or managing risks.





# KEY FIGURES

## TURNOVER

**€1.4 Bn**

up by nearly 50% since 2019

**32%**

SHARE OF GROUP  
TURNOVER GENERATED  
INTERNATIONALLY



**17,500**

**EMPLOYEES**

including 12,000 engineers  
and technicians

## TURNOVER BREAKDOWN BY BUSINESS ACTIVITY



**63%**  
INSPECTION

**14%**  
TRAINING

**10%**  
TESTS &  
MEASUREMENTS

**7%**  
CONSULTING &  
TECHNICAL SUPPORT

**6%**  
CERTIFICATION &  
LABELLING



### EXTERNAL TRAINING

**630,000** CLIENT TRAINEES

were trained at Apave training centres, enabling them to maintain or improve their employability by obtaining qualifications or certifications (i.e. + 12% vs 2023)

# SECTOR-SPECIFIC EXPERTISES SERVING RISK MANAGEMENT

With roots in the industrial sector, Apave now operates across all industries: manufacturing, infrastructure and construction, nuclear, renewable energy, rail, aeronautics, space, healthcare, tertiary sector, infrastructures, agri-food, environment, local authorities, chemicals, and more.



To support its clients as closely as possible to their needs, wherever they are in the world and whatever their business sector, Apave is organised into markets and sector lines, such as:

- **Energy** (nuclear, hydrogen, gas, oil industry, renewable energies, etc.)
- **Infrastructure and Construction**
- **Industrial goods/Manufacturing**
- **Transport** (rail, aeronautics, space, new mobility, logistics, etc.)
- **Defence**
- **Health/Medical**
- **Public services and communities**
- **Telecommunications & Digital**
- ...





## OVER 12,000 ENGINEERS AND TECHNICIANS WORLDWIDE

The Group develops and maintains cutting-edge expertise in the following technical fields:

- ▶ **Electrical**
- ▶ **Mechanical**
- ▶ **Pressure**
- ▶ **Infrastructure and Construction**
- ▶ **Energy & Environment**
- ▶ **Quality, Safety and Health**
- ▶ **Digital and Cyber Security**
- ▶ **Climate and Sustainability**

Each of the Group's 5 business activities draws on these technical areas of expertise. **This enables Apave to support all types of needs in all business sectors.**

## Essential accreditations and approvals in France and internationally

Apave and its subsidiaries are backed by nearly 500 external recognitions (approvals, accreditations, certifications) to carry out their activities, demonstrating the strength of their quality system and proving their strong technical expertise and independence.

# ORGANISATION AND GOVERNANCE

The governance of the Apave Group is organised around a Board of Directors and an Executive Committee.

**The Board of Directors** determines the direction of the Group's business and oversees its implementation.

It is supported by **4 Committees**:

- Strategic Committee
- Nomination & Remuneration Committee
- Audit & Risks & CSR Committee
- Ethics Committee

**The Executive Committee**, under the responsibility of the Chief Executive Officer, is the Apave Group's management body. It implements the strategic orientations determined by the Board of Directors and ensures the operational management of the Group. It has 10 members, **one third of whom are women**.



## THE EXECUTIVE COMMITTEE



**1 FABRICE PENOT**  
General Secretary

**2 ANNE DENUELLE**  
Human Resources Director

**3 PAUL NEEL**  
Finance Director

**4 BRUNO GSTACH**  
Managing Director,  
Apave Infrastructures et Construction  
France and Apave Développement

**5 CHRIS WEYERS**  
Managing Director,  
Apave North America

**6 EMMANUELLE BRUNET**  
Communications and Strategy Director

**7 PHILIPPE MAILLARD**  
Apave Group  
Chief Executive Officer

**8 CATHERINE NOAILLY**  
Managing Director,  
Apave Exploitation France

**9 ÉRIC SIMON**  
Managing Director,  
Apave International

**10 LAURENT KADOUR**  
Sales and Marketing Director

# Apave SA

## ORGANISATION

The Apave Group is structured around **4 operating entities** and **9 cross-functional departments**.

Rémi SOHIER

**Chairman of the Board**



Philippe MAILLARD

**Chief Executive Officer**



### France Division

#### Apave Exploitation France

- Inspection
- Training
- Tests & Measurements
- Consulting & Technical Support

**Apave Infrastructures et Construction France**

### Specialised Entities Division

- Digital risks
- Certification
- Industrial Tests
- Transport of dangerous goods
- Non-destructive testing
- Aeronautics
- Rail
- Nuclear

### Apave North America Division

- USA
- Canada
- Australia
- United Kingdom

### Apave International Division

- Europe
- Middle East
- Africa
- Asia
- Iberian Peninsula
- Scandinavia
- Energy

# AN INTERNATIONAL PLAY

As it develops, Apave pays particular attention to preserving its DNA: combining the strength of an international group with a local presence.

## The strength of an international group

Apave has the ability to quickly deploy experts anywhere in the world for short- or medium-term assignments. The Group thus supports its clients over the long term, adapting to their projects and international development.

## A local player

With a presence in nearly 60 countries, Apave is a local employer and rarely uses expatriate staff. Acting and employing locally is a reality that enables Apave to be a major economic player in regional development.



**AMERICAS**  
**2,100** employees  
**6** countries

- **17,500 employees**
- **60 countries**
- **130 branches in France**

*Our locations are listed and kept up to date on our website [apave.com](http://apave.com)*

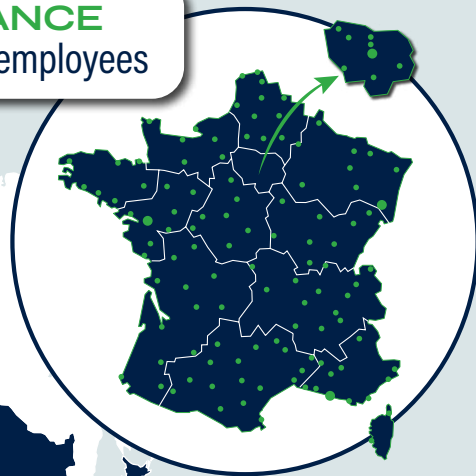
# ER CLOSE TO ITS CLIENTS

## EUROPE

**2,900** employees  
**16** countries

## FRANCE

**9,400** employees



## ASIA

**1,050** employees  
**9** countries

## AFRICA

**800** employees  
**17** countries

## MIDDLE-EAST

**1,100** employees  
**6** countries

## AUSTRALIA

**150** employees

# APAVE, over 150 years of history

Over the decades, and for more than 150 years now, Apave and its thousands of engineers and technicians have always had the mission of working to reduce the risks that emerged through industrial, technological or digital revolutions.

*"Progress is only worthwhile  
if it doesn't compromise the  
lives of individuals."*

ERNEST ZUBER



With the advent of electricity, Apave established a dedicated service for the inspection of electrical installations. Apave's engineers and technicians played a pivotal role in ushering France into the modern era, **enhancing the safety of both personnel and property.**

1867

On 10 April 1867, the Vice-President of the Société Industrielle de Mulhouse, Ernest Zuber, worked with other industrialists from Alsace, Basel and Württemberg to improve employee safety. Founding of the **Association Alsacienne des Propriétaires d'Appareils à Vapeur** (Alsatian Association of Steam Engine Owners), an acronym that would later be augmented with an "E" upon the advent of electricity.

1897



From the construction of the Eiffel Tower to the reconstruction of Notre-Dame de Paris, Apave has always been there to support technical challenges and guarantee the safety and sustainability of these iconic monuments.

Apave renews its employee shareholder scheme and accelerates its sustainability efforts with the **creation of a Climate & Sustainability department.**

The Group unveils its new strategic development plan and reshapes its shareholding structure: entry of PAI Partners as a growth partner and creation of an employee shareholding scheme.

Apave expands its international presence.

**2022**

**2023**

**2011**

**2021**

**2000**

**1945**

Creation of the Apave Group

Apave expands into digital risk management with the launch of Apave Digital.

### Trente glorieuses

France's industrial development has led to the emergence or increasing prevalence of other risk categories (e.g., industrial, transport, nuclear, etc.).





# Tomorrow

Every transition, whether industrial, energy-related, digital, environmental or societal, generates new ways of thinking, acting and living, changing production and consumption patterns. The new risks that accompany these transitions call for innovative, tailored responses and a clear vision for the future. The Apave Group firmly believes that the answers to our societies' needs will be found in the Group's long-standing expertise.

## Today

Apave continues to innovate and adapt its risk prevention resources and methods in order to better support its clients and meet the challenges of tomorrow. Apave is accelerating its sustainability efforts with its **'Green&Social' range of solutions**, whose double-digit growth year after year confirms its value and technical expertise.

## 2024

The objectives of the 2021-2025 strategic plan have been achieved a year ahead of schedule. With the acquisition of IRISNDT, Apave has taken on a new international dimension. It is now **firmly established in North America** and has strengthened its position on all continents.

# Expertise for innovation in complete safety

## ● TRUSTED DIGITAL PARTNER

IoT, robotisation, digitalisation, artificial intelligence, etc. these innovations are giving rise to new risks. Apave Digital, the Group's subsidiary dedicated to managing these challenges, is positioning itself as a trusted digital partner.



## It offers 2 main services:

- **"Cyber Security" service offering:** to prevent the risk of cyberattacks within an organisation. It is structured around training services (e-learning or face-to-face) to raise awareness among employees and managers, audits to measure the vulnerability of an IT system (penetration tests, etc.) and support through to ISO 27000 cyber security certification.
- **"Data Protection" service offering:** to raise awareness and help organisations mature towards secure management of their personal and strategic data and comply with current regulations.

## • +100 dedicated experts

are drawn from the combined expertise of the Oppida, LSTI and SixFoisSept subsidiaries. Apave therefore has unique expertise in digital risks.

## SUSTAINABILITY AT THE HEART OF OUR EXPERTISE



In the face of accelerating ecological, energy, climate and digital transitions, which are creating unprecedented risks, Apave, through its

Green&Social range, is positioning itself as a key player in identifying, preventing and controlling the associated risks.

Apave has strengthened and continues to strengthen its expertise and know-how in specific areas such as the environment, occupational safety, climate and decarbonisation, as well as in specific

areas of expertise such as sustainability reporting/CSRD.

**The teams in the Climate and Sustainability Department** meet these needs by carrying out assignments such as carbon footprint assessments, decarbonisation, biodiversity, climate plans and risk analysis. Consultants with a high level of expertise support the Group's clients in developing their sustainability strategies and associated action plans, drawing on Apave's long-standing expertise in France.

### 12,000 engineers and technicians

### 500 consultants

A wide range of technical expertise to help you meet your commitments and bring your action plan to life.

# Historical expertise to meet tomorrow's challenges

Even in the digital age, electricians, pressure experts and calculation engineers remain essential experts in innovating, designing, manufacturing, using and securing the technologies of tomorrow.

**The Apave Group firmly believes that the answers to our societies' needs lie in the Group's long-standing expertise.**

- Manufacturing, installing and maintaining photovoltaic panels is not possible without a trained electrician who understands the basic laws of physics.
- Safely harnessing hydrogen is not possible without the intervention of a technician who is skilled in calculating structural strength and pressure.





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**to make the world safer,**  
**more sustainable and**  
**source of shared progress.**



[www.apave.com](http://www.apave.com)