

An aerial photograph of a large solar farm. The solar panels are arranged in neat, parallel rows that stretch across the landscape. A central dirt path or road runs diagonally through the middle of the panels, providing access. The overall scene is a vast, organized expanse of renewable energy infrastructure.

Yearbook **2021**



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PROFILE

In a world undergoing constant change, VINCI Energies contributes to the environmental transition by focusing on two major shifts – the digital transformation and the energy transition.

Keeping pace with market change, VINCI Energies integrates customised multi-technical solutions to help its clients roll out technologies that serve a useful purpose and care for the planet, from design to implementation, operation and maintenance.

With their strong regional roots and agile and innovative structure, VINCI Energies' 1,800 business units have positioned themselves at the heart of the energy choices their clients make, boosting the reliability, efficiency and sustainability of their infrastructure and processes.



SHAPING THE FUTURE TODAY

Drawing on its extensive network of local business units and world-leading brand expertise, VINCI Energies connects infrastructure, buildings and industrial sites to information and energy networks. The diversity of the projects and initiatives we undertake worldwide showcases the importance we place on helping to change the world around us.



Putting employees at the heart of the **ENVIRONMENTAL TRANSFORMATION**

THE VINCI ENVIRONMENT AWARDS INVOLVED 120 COUNTRIES, 800 coordinators and 67,000 employees who put forward 2,500 ideas, demonstrating that there's no better way to drum up widespread support than by championing a bottom-up approach! This internal competition set up in September 2020 seeks to recognise the most innovative, high-impact initiatives across the three components of the Group's environmental ambition – act for the climate, optimise resources thanks to the circular economy and preserve natural environments. The Environment Awards act as a highly effective driver of transformation. The winning initiatives go on to be further developed and are replicated so as to reduce the Group's environmental footprint and accelerate the development of tangible solutions for its clients.



Discussing the **SAFETY CULTURE**

WHAT GOES INTO A SAFETY CULTURE?

How can these ingredients change over time? Which initiatives should be included in health, safety and risk prevention programmes? These are the kind of questions that formed the focal point of discussions within VINCI Energies business units all throughout the world during the Safety Week in 2021. The aim was to help each business unit make progress by aligning its visions of safety with existing and future action plans. The Safety Week forms part of a series of events and training courses rolled out over several years to better take account of worksite safety concerns in our day-to-day activities.

Safety Week | **17 to 21**
May 2021



Meeting **ENERGY** **NEEDS IN BENIN** over the next three years

THIS INFRASTRUCTURE will bring about a new dawn in the socio-economic development of Benin. VINCI Energies was entrusted with a contract to build the entire electrical infrastructure network in eight of the country's 12 departments. We will build 500 km of overground and underground transmission cables, as well as over 1,000 km of the distribution grid. Furthermore, we will be responsible for connecting several thousand homes. The project will serve to bring electricity to several emerging economic and industrial hubs, including an airport, an administrative complex, a hospital and a number of new residential districts. In addition to providing technical expertise, VINCI Energies has pledged to train 300 young technicians from local communities.



Continuing the good race with **INITIATIVES-CŒUR**

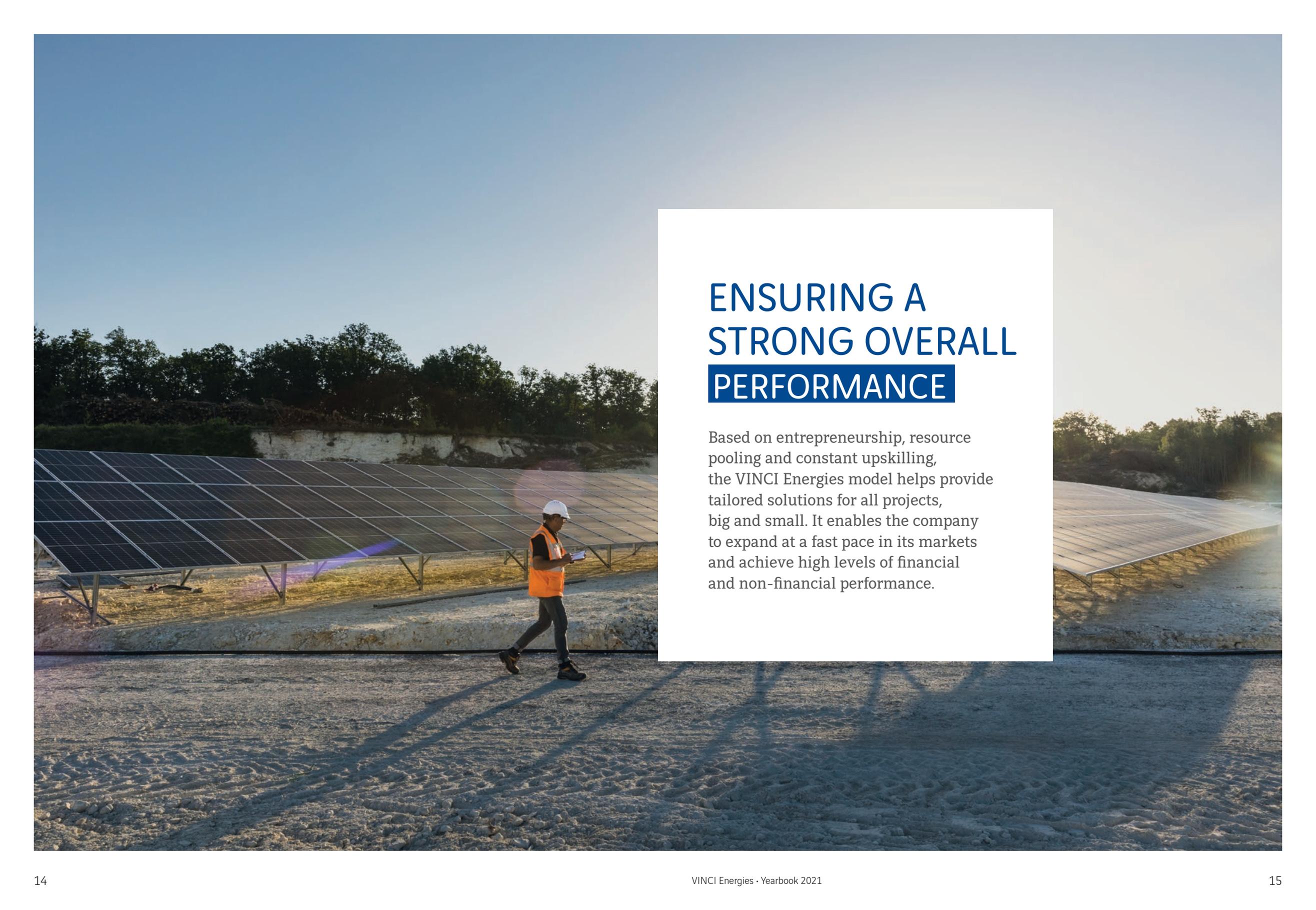
THE INITIATIVES-CŒUR STORY is one of a charitable sports partnership, a project undertaken with the Mécénat Chirurgie Cardiaque charity to save the lives of children suffering from heart defects. Thanks to the commitment shown by Sam Davies to the Initiatives-Cœur project, a total of 342 children have been operated on since 2012. As one of the main sponsors, alongside K-LINE and Initiatives, VINCI Energies was keen to reiterate its absolute confidence in the skipper and its support for Mécénat Chirurgie Cardiaque. To enable Sam Davies to keep the momentum going, it is essential she has access to the most sophisticated state-of-the-art equipment. That is why she will be at the helm of a brand-new boat as she sets sail on the Route du Rhum 2022 and the Vendée Globe 2024, flying the flag for this incredible project!



Helping young people to acquire technical expertise to **BOOST THEIR CAREER PROSPECTS**



ON THE ONE HAND, we have a network of business units in France that need to recruit good-quality technicians to bring about the energy and digital transitions. On the other hand, there is a non-profit organisation experienced in passing on technical expertise to young people and encouraging them into a career. It just seemed obvious that VINCI Energies should join forces with the Compagnons du Devoir. The two parties therefore signed a new partnership agreement to train work/study students in “building and planning” as well as “industrial technology”. The young people involved in the programme will go on to join VINCI Energies business units. VINCI Energies and the Compagnons du Devoir will also work together to encourage women into the profession and adapt the course to meet industry needs.

A wide-angle photograph of a solar farm at dusk. A worker in an orange safety vest and white hard hat is walking across a gravel-covered ground in the foreground, looking at a tablet. In the background, rows of solar panels are visible, with their shadows cast long on the ground. The sky is a clear, deep blue, and the overall scene is illuminated by the soft light of the setting sun.

ENSURING A STRONG OVERALL PERFORMANCE

Based on entrepreneurship, resource pooling and constant upskilling, the VINCI Energies model helps provide tailored solutions for all projects, big and small. It enables the company to expand at a fast pace in its markets and achieve high levels of financial and non-financial performance.

Interview with the CHAIRMAN and CEO

“The priorities we identified several years ago in relation to the environmental transition and digital transformation have become more prominent.”



Arnaud Grison,
Chairman and Chief Executive
Officer of VINCI Energies

How did VINCI Energies fare in 2021?

After having described 2020 as unprecedented, I would say VINCI Energies' performance in 2021 was impressive. Against a backdrop of constant uncertainty, our teams proved once again that they could adapt to and withstand any challenge that comes their way, as they did in particular in the second half of the year when we came up against significant disruptions in the supply chain. We owe this resilience to the ability of our people to maintain their composure and focus on the long-term vision of our business units, as well as the strength of our network structure.

Our decentralised model was also crucial to our success, as it empowers people and allows them to act quickly, on the ground, without having to wait for decisions to trickle down, thereby boosting agility and fostering engagement at all levels of the company.

I would also like to mention the quality of our social dialogue, which is very important to us, and the crucial nature of employer/employee relations – because our employees bring our business units to life. That is why we have sought to sustain the connection between employees throughout the pandemic and accommodate face-to-face interactions, whenever public health guidelines allowed.

How would you describe VINCI Energies' overall performance?

It was an outstanding year in which we achieved very strong financial results. The growth recorded, in both our operations and earnings, proves our business is in good health. We continued to expand, acquiring 29 companies in 2021 across all our business lines. We also went to great lengths to integrate these new teams, as well as the ones who joined our network in 2020.

It was also a successful year regarding our corporate social responsibility plan, as the variety of initiatives implemented gave rise to exceptional displays of solidarity – one of our five fundamental values. Looking at all the initiatives led by business units within the community and in collaboration with local partners, as well as the projects developed as part of the VINCI foundation and through our partnership with Initiatives-Cœur for the Mécénat Chirurgie Cardiaque charity, it is clear that our employees have many opportunities to invest their time and energy in causes close to their hearts.

VINCI Energies' environmental ambition continued to grow in 2021. Did the results match expectations?

For many years, our business units have been working hard to bring about the energy transition and the digital transformation. 2021 was a crucial year in terms of understanding what we need to do to help our clients reduce their carbon footprint and make their processes more efficient and less energy intensive.

Our teams have positioned themselves at the forefront of the digital transformation and, therefore, at the heart of the energy choices our clients make for their businesses, infrastructure and processes. They strive to develop tangible, tailored solutions. Fuelled by the creativity of our engineers, our environmentally friendly services will enable our clients to take on this incredible challenge we currently face to protect our planet.

How do you safeguard ethics and compliance at VINCI Energies?

We have an ethics programme in place as well as clearly defined and well-established procedures to manage and monitor ethics risks. Ethics and compliance form the cornerstone of our managerial model and entrepreneurial approach. Management

29
acquisitions
in 2021

ENSURING A STRONG OVERALL PERFORMANCE



teams, especially the Executive Committee, are fully committed to living and breathing the matter, focusing in particular on the systematic application of procedures, risk mapping and third-party assessments. We will achieve our goals by continuing to provide training opportunities as well as detecting, sharing and addressing any early indicators of compliance deficiencies.

On which strengths does VINCI Energies draw to navigate the changing world around it?

Our employees are our most important asset. They are responsible for our success in our markets. They are in tune with client needs. They keep us moving forward and represent an important resource. We are committed to enhancing this resource by recruiting new talent, training our people and sharing knowledge among teams. Our clear, consistent and shared values – trust, entrepreneurship, solidarity,

empowerment and responsibility – form a common thread that lets our teams know how we expect them to behave while giving them a sense of meaning in an unstable world.

Beyond our employees, we also draw strength from our decentralised managerial model, which has been fine-tuned over the last 50 years and proved successful everywhere we have implemented it. Well rooted in our 1,800 business units, which generated over €15 billion in revenue, it now forms an integral part of our culture.

What is your approach to safety?

We show determination and humility. Last year, we regretfully mourned the death of seven people – employees and subcontractors – on our worksites or on the road. That is the same number of fatal accidents as in 2018 and 2020, which is

“VINCI Energies provides an ideal environment for employees to grow, irrespective of their gender or level of experience.”

unacceptable. We truly believe that every accident can be avoided. It is our responsibility to protect our employees, partners and subcontractors.

We have set out and communicated the core components of our safety culture, and we now need to consolidate that culture on every worksite and in every business unit. We are faced with a challenge that requires us to make changes in both our behaviour and our organisation, which takes time, much more than it does to adjust a procedure or react in the heat of the moment. For things to change, everybody needs to understand how their actions impact their own safety and that of their colleagues. Furthermore, all levels of management need to demonstrate unwavering determination.

Our safety culture has not yet reached the same level of maturity as our management culture, so we now need to work on making it stronger and self-sustaining.

What challenges will VINCI Energies face in 2022?

In an environment considerably affected by the pandemic, as well as the restrictions and inherent uncertainty this situation brings, we must protect our network as it is the strength of our collective that adds value to our business units. Clearly, we need to continue to develop our solutions in the high-growth markets of the energy transition and the digital transformation, and ensure we effectively execute our order books, which have reached record highs. That is why we need to recruit and bring in fresh talent. We value diversity in our business units, as it makes us better, hence why I am very keen to increase the proportion of women in our teams. We offer interesting careers that are technical, practical and client oriented. Our employees can take advantage of opportunities to learn, grow, innovate and live many varied experiences throughout their career with us!

14,200
permanent contracts
signed in 2021

KEY figures

REVENUE IN 2021

€15.1 bn

Operating income from ordinary activities in 2021

€985 m

6.5% of revenue

Net income in 2021

€553 m

3.7% of revenue

REVENUE BY BUSINESS LINE

29% Infrastructure

25% Industry

28% Building Solutions

18% ICT

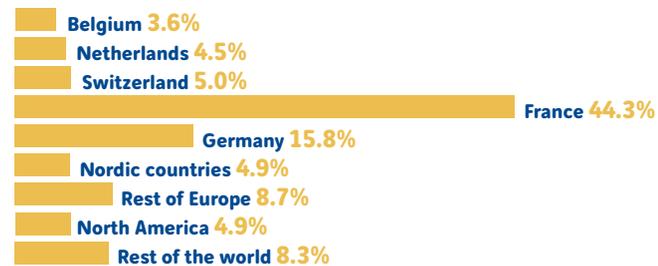
€61 k average project value

205,000 projects

85,700 employees

1,800 business units

REVENUE BY COUNTRY



MORE THAN HALF OF REVENUE GENERATED OUTSIDE FRANCE EN 2021

World (excl. Europe) 13% France 44% Europe (excl. France) 43%



57 countries



EUROPE:

- Austria
- Belgium
- Bulgaria
- Czech Republic
- Denmark
- Finland
- France
- Germany
- Greece
- Hungary
- Ireland
- Italy
- Liechtenstein
- Luxembourg
- Monaco
- Netherlands
- Norway
- Poland
- Portugal
- Romania
- Slovakia
- Spain
- Sweden
- Switzerland
- United Kingdom

OUTSIDE EUROPE:

- Algeria
- Angola
- Argentina
- Australia
- Bahrain
- Benin
- Brazil
- Cameroon
- Canada
- China
- Colombia
- Côte d'Ivoire
- Democratic Republic of the Congo
- Guinea
- India
- Indonesia
- Kazakhstan
- Kosovo
- Malaysia
- Mauritania
- Mexico
- Morocco
- Mozambique
- New Zealand
- Nigeria
- Qatar
- Republic of the Congo
- Saudi Arabia
- Senegal
- Singapore
- United Arab Emirates
- United States

EXECUTIVE Committee

The members of the Executive Committee are responsible for managing VINCI Energies and champion its convictions and values. Twice a year, the Executive Committee brings together all the managing directors of its managerial divisions, as well as its main functional executives. Each of the four brands – Actemium, Axians, Omexom and VINCI Facilities – is managed by a strategic committee and a steering committee.



Julio de Almeida
General Manager
of VINCI Energies
International &
Systems

Véronique Matignon
VP of Human Resources
of VINCI Energies

Lars Nordin
Deputy General
Manager and Chief
Financial Officer
of VINCI Energies

Reinhard Schlemmer
General Manager
of VINCI Energies
Europe East

Hervé Adam
Deputy General Manager
and General Manager
of VINCI Energies France

Corinne Lanièce
General Secretary
of VINCI Energies

Arnaud Grison
Chairman and
Chief Executive Officer
of VINCI Energies

Jos Boers
General Manager
of VINCI Energies
Europe North West

OUR BUSINESS lines

The VINCI Energies organisational structure builds on decentralised business units with local roots and is focused on entrepreneurship, networking across its full range of expertise, and working with its clients day-to-day to create value. VINCI Energies' 1,800 business units are structured in four business lines and brought together within major brands that operate worldwide and brands with a more regional identity, in which they interact to develop common solutions and services.

INFRASTRUCTURE

Achieving the energy transition in energy and transport infrastructure

Faced with a changing energy landscape, VINCI Energies and its clients play a part in making the energy transition a success. Its business units harness Omexom's electricity and gas expertise to create sources of low-carbon energy, develop energy infrastructure, promote optimised energy usage and implement innovative, collaborative solutions. We carry out projects for energy producers, energy transmission and distribution network operators, local and regional authorities and users everywhere. We help protect the environment by using low-carbon processes and recycled materials to continuously enhance our services.

- The Infrastructure activity accounts for 29% of VINCI Energies' revenue.
- Omexom is the VINCI Energies brand dedicated to energy infrastructure.



INDUSTRY

Helping to continuously improve industrial performance

VINCI Energies works with its industrial clients to make their industrial facilities more productive and their processes more efficient and to reduce their energy consumption.

The business units making up its dedicated Actemium brand deliver solutions and services in each of the market segments in which they operate. They design, roll out and maintain customised, integrated solutions and services for manufacturing plants as well as sustainable multi-technical services across the entire industrial life cycle, including electrical engineering, energy efficiency, robotics, predictive maintenance, traceability, site supervision platforms and cybersecurity.

- The Industry activity accounts for 25% of VINCI Energies' revenue.
- Actemium is the VINCI Energies brand dedicated to industry.



BUILDING SOLUTIONS

Making buildings smarter and more sustainable

The Building Solutions network operates across the building life cycle, bringing together engineering and works, as well as multi-technical maintenance and end-user services as part of Facility Management. The business units deliver design, installation, operation and renovation services for all types of buildings to create and maintain sites that are more sustainable, efficient, comfortable, safe and scalable. Building Solutions expertise covers the full range of systems and technical equipment that bring the building to life: electricity, climate control, ventilation, heating, plumbing, fire safety, video surveillance, access control and technical supervision. Operation and maintenance ensure long-term durability and optimise the life cycle, with predictive maintenance, energy efficiency, multi-site hypervision, IoT and connected buildings rounding out the expertise.

- The activity of the Building Solutions network accounts for 28% of VINCI Energies' revenue.
- Facility management is provided under the VINCI Facilities brand. Works are carried out under local brands.



ICT

Operating at the heart of digital transformation

VINCI Energies business units operate at the heart of the digital transformation to help businesses and organisations meet the challenges of transformation and to deliver customised, open, innovative, scalable and sustainable solutions to support their clients.

From installing infrastructure to managing data, VINCI Energies technology teams deliver a broad range of expertise covering the entire data life cycle: collection, transmission, storage, processing, analysis, sharing and protection.

- The ICT activity accounts for 18% of VINCI Energies' revenue.
- Axians is the VINCI Energies brand dedicated to information and communication technology.



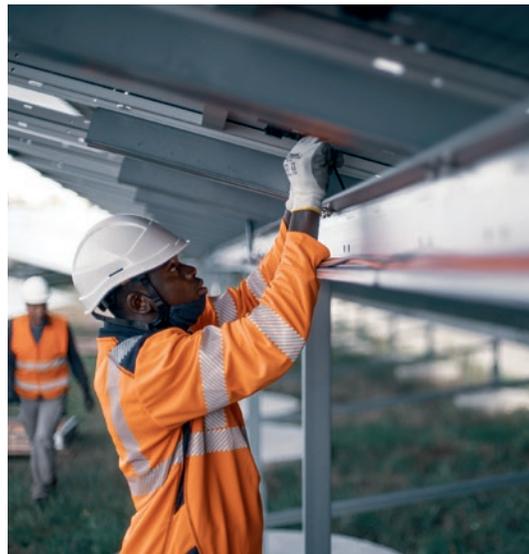


PROVIDING OUR CLIENTS WITH TAILORED RESPONSES

VINCI Energies adopts a collaborative approach with qualified partners and works with innovators across its four business lines everywhere it operates. Its brands also champion this approach, working closely with one another to develop effective and scalable services to facilitate the energy transition and digital transformation.

A strong ambition – building on our strengths to set ourselves apart

Every VINCI Energies business unit actively contributes to the challenge facing the world today to protect our environment. It represents a long-term commitment, brought to life through close collaboration with stakeholders and championed by engineers who invent tangible solutions.



In accordance with its goal to pick up the pace of the energy transition and the digital transition, VINCI Energies has set itself a stretching environmental ambition for the 2020-2030 period. It seeks to develop solutions to improve people's living environment while also focusing on acting for the climate, optimising resources thanks to the circular economy and preserving natural environments. Its quantified target to reduce our carbon footprint (40% reduction in scopes 1 and 2* between 2018 and 2030, excluding external growth, 20% reduction in scope 3**) has drummed up considerable support throughout the Group. Every one of the 1,800 business units must put in place its own roadmap for 2030, complete with intermediary milestones, to cut direct emissions. Progress is monitored regularly through the strategic project presented each year.

Moreover, 56% of all indirect emissions are generated downstream, which means CO₂ is generated when the facilities and equipment delivered to clients are used. The challenge therefore is to support clients to reduce their emissions, in particular by developing new green solutions.

VINCI Energies boasts a number of strengths to optimise the impact it may have on the climate, including its positioning at the heart of the decisions its clients make regarding energy, infrastructure and processes, the culture and creativity of its experts, and the environmentally responsible strategies pursued by its business units.

* Scope 1: direct emissions from sources owned or controlled by a company, such as equipment, facilities and company vehicles.
 Scope 2: indirect emissions associated with a company's consumption of purchased electricity, steam and heat.
 ** Scope 3: indirect emissions occurring in a company's value chain, including upstream and downstream emissions associated with purchased goods and services, transport of goods, waste, business travel, employee commuting, etc.

By minimising the carbon footprint of the clients and suppliers within our sphere of influence, we can have a more substantial impact on CO₂ and the climate.

Driving progress in all business lines and all regions

VINCI Energies is helping to bring about the energy transition by providing solutions to improve energy efficient processes, use fewer natural resources and promote the expansion of renewable energies.



A 40% reduction in scope 1 and 2 emissions
 The target set for 2018 to 2030



80% of inert waste recycled

100% of hazardous waste recycled or treated



VINCI ENVIRONMENT AWARDS

748 initiatives submitted by VINCI Energies employees (29% of the total number submitted)

11 finalists representing VINCI Energies

4 prizes awarded

INFRASTRUCTURE

Interview
with Markus Popp,
Brand Director at Omexom



What infrastructure challenges need to be addressed?

An ambitious target of reaching carbon neutrality by 2050 has been set at international level. We need to accelerate the energy transition and electrification to meet this objective. This raises a number of questions relating to energy systems. Firstly, the electrical grid has to constantly balance electricity production and demand. Secondly, the intermittent nature of renewables poses a major challenge in terms of energy security and network stability. Additionally, energy prices need to remain affordable for households and businesses. The development and transformation of global energy infrastructure represent significant opportunities for Omexom.

How are you helping to bring about carbon neutrality by 2050?

I believe there are two key lessons to be learnt from the International Energy Agency's Net Zero by 2050 roadmap. Firstly, rising electricity demand and a strong shift to renewables will result in unprecedented investment across the network. Secondly, our ability to innovate will stand to us more than ever.

How do you intend to help your clients fulfil their objectives?

We will be focusing on providing tailored, turnkey services across the entire energy value chain, from production through to end use. Over 30% of the work we do involves renewable energy solutions, which we can install or integrate into existing or planned networks. We also take part in a number of complex electric mobility projects involving several countries looking to install electric vehicle charging points.

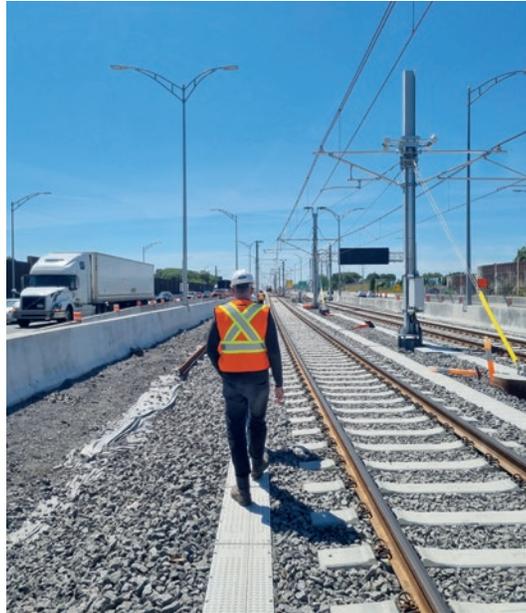
“We will be focusing on providing tailored, turnkey services across the entire energy value chain, from production through to end use.”

PROVIDING A CLEAN
ELECTRICITY SOLUTION TO
ENHANCE THE QUALITY OF LIFE
OF 10,000 PEOPLE IN BRAZIL



Led by the Energisa Group in partnership with a number of public stakeholders, the Ilumina Pantanal project aims to provide renewable electricity to over 2,000 isolated, low-income families in the state of Mato Grosso do Sul in Brazil. The project relies on a solution developed by Omexom – individual solar power generators with photovoltaic modules and lithium batteries. These generators can power homes, schools and medical units without being connected to an electricity distribution network. Fully charged generator batteries last up to two days without sunshine. Omexom is responsible for managing the entire project implementation phase, including system transport. Furthermore, the company helped design a solar-powered irrigation system that enables community gardens to produce food all year round. A pilot project involving 40 families is underway and a fundraising campaign has been launched to extend it in partnership with the Energisa Group and other stakeholders.

INFRASTRUCTURE



BUILDING A DRIVERLESS LIGHT-METRO SYSTEM IN CANADA

The Réseau Express Métropolitain (REM) network currently under construction in Montreal is the largest public transport project in Quebec in the last 50 years. Designed to be reliable and safe, this driverless light-metro system will be commissioned between 2022 and 2024, spanning 67 km and featuring 26 stations.



SUPPORTING THE ENERGY TRANSITION IN FINLAND

The Kangasala substation is being refurbished to allow wind power to be transported from the north of the country to the south and ensure electricity is provided at the same price nationwide. Fingrid commissioned Omexom Finland to install shunt capacitors as part of the project. These devices will provide a cost-effective, environmentally friendly way of increasing the transmission capacity by several hundred megawatts.

IMPROVING THE ELECTRICITY TRANSMISSION NETWORK IN NEW ZEALAND

Transpower, the owner and operator of New Zealand's national grid, contracted Electrix to carry out the Clutha Upper Waitaki lines project (CUWLP). The main goal of the project is to allow electricity generated at the Manapōuri power station to be fed into the national grid. Electrix teams are upgrading 143 kilometres of lines to increase their capacity. The project also includes work to strengthen the foundations of 322 towers.



INSTALLING A FLOATING SOLAR POWER PLANT ON A FORMER QUARRY LAKE IN THE SOUTH OF FRANCE

Omexom RE Solar took on the challenge of installing a floating solar power plant on a former quarry lake in Peyrolles-en-Provence. A floating system was chosen not only to put a disused resource to good use, but also to take advantage of the natural cooling effect of the water to optimise the panels' long-term output. Built on a 33-hectare lake and held in place using underwater anchoring devices, the plant will have a capacity of 14.70 MWp – roughly enough to power around 6,400 homes (excluding heating).

INDUSTRY

Interview
with **Bruno Nicolas**,
Brand Director at Actemium



“Our most urgent priorities are to reduce CO₂ emissions and design greener products.”

What are the main environmental challenges facing the industry today?

Our most urgent priorities are to reduce CO₂ emissions and design greener products. With respect to CO₂ emissions, we are looking to harness renewable energies, energy efficiency initiatives and more environmentally efficient procedures. And there is just as much scope for progress with green products. Resource efficiency is another way to address environmental challenges.

What strengths can VINCI Energies leverage to help its clients make their procedures more energy efficient?

We boast a robust network of experts and develop tailored methodologies, which we deploy across various countries. After years of putting considerable effort into electric energy, for example to optimise energy-efficient lighting, the scope for progress is now rather limited. That's why we need to look more towards thermal energy, i.e. heating and cooling.

Your teams are also very active in promoting circularity and green technology, aren't they?

Absolutely. Circularity is a very effective way to improve our carbon footprint. Naomi, the comprehensive predictive maintenance solution developed by Actemium, is a fantastic example. With preventive maintenance in the past, you needed to change parts and machines at certain predetermined times. Nowadays, we can anticipate breakdowns and intervene just before they occur. With respect to green technology, we are working in particular on batteries, low-carbon hydrogen and carbon capture.

REDUCING THE CO₂ EMISSIONS ASSOCIATED WITH POWERING DOCKED VESSELS



Greenhouse gases associated with the marine industry could increase by 120% between now and 2050, by which time they might be responsible for 10% of global emissions. Emissions from vessels at sea and in ports urgently need to be addressed. Whether at sea or docked, vessels need a 24/7 power supply to run lighting, heating, air conditioning and refrigeration systems. Actemium developed an alternative solution in the form of an onshore power supply (OPS) that can be connected to a boat's on-board power supply system using a cable, providing up to 11,000 volts of power. Seafarers can connect to these facilities without needing help from anyone on the dock. Having already been introduced at a number of ports in Scandinavia and France, an OPS was rolled out in Luleå (Sweden), where it is hoped the solution will reduce energy consumption by around 968 MWh and CO₂ emissions by 75 tonnes per year.

PROVIDING OUR CLIENTS WITH TAILORED RESPONSES

INDUSTRY



WORKING ON AN E-MOBILITY STAKEHOLDER'S R&D FACILITY IN ROMANIA

Vitesco, a leading developer of electrification systems for the automotive industry, contracted Actemium Electric Ploiești and TIAB HVAC to fit out its new drivetrain technology-oriented R&D facility. The two business units used cutting-edge (3D laser scanner and reality capture) technology to carry out mechanical and electrical work at the facility.



STREAMLINING MEDICAL ORDER PREPARATION IN THE NETHERLANDS

Actemium gave medical device supplier Mathot Medical Specialty Shops advice on how to optimise its logistics process. Employees responsible for preparing orders now receive audio instructions, deliver voice confirmations and refer to product reference numbers to select the products that need to be sent. Process efficiency and reliability has improved by 20% as a result.



USING CUTTING-EDGE OPTICAL TECHNOLOGY TO BUILD A TELESCOPE FOR CHILE

Safran entrusted Actemium Maintenance Ouest France with the maintenance of all its mirror polishing machines used to build the world's largest telescope. Located in Chile, the telescope is scheduled to be completed in 2025. Spanning nearly 39 m in diameter, it will be composed of 798 hexagonal segments, each measuring 1.45 m across and produced at a factory near Poitiers, western France. The project requires considerable technical prowess in terms of processes, such as ionic milling and robotics. The turnkey service provided includes process digitisation, development of a maintenance plan, implementation of ranges, definition of a stock of parts and operational maintenance.

IMPLEMENTING A COMPUTERISED PRODUCTION MANAGEMENT SYSTEM AT AN INDUSTRIAL SITE IN EASTERN FRANCE

Aliane in Einville needed an effective solution to enhance traceability of its animal feed production, which is why it chose the Nutriciel software developed by Actemium Nantes. This modular manufacturing execution system (MES) was designed specifically for the animal feed sector, which means it can easily be adapted to suit the client's manufacturing process. Nutriciel can be used to manage and analyse all aspects of feed manufacturing, from the incoming supply of raw materials through to the delivery of finished products.



ACCELERATING GREEN HYDROGEN PRODUCTION IN FRANCE

Genevia set Actemium Paris Assembly Line, Actemium Lyon Process Automation and Actemium Saint-Étienne Process Solutions a "lab to fab" challenge of designing and building a pilot production line within less than a year, starting in June 2021. Draft proposals for the production line (process definition, ranges, flows, cycle times, implementation) and the master plan (industrial drawings, budget, planning) were developed before the turnkey design and build phase began. The production line is scheduled to be fully operational in mid-2022.

BUILDING SOLUTIONS

Interview
with **Philippe Conus**,
Director Building Solutions



How can the property sector play a central role in the energy transition?

Buildings account for 40% of energy consumption, CO₂ emissions and waste production, which is why new regulations and sustainability frameworks are being introduced all over the place. That will lead to a considerable shift in the property sector, driven by a two-pronged approach to pick up the pace of energy renovations in buildings and cut the amount of energy they require to operate.

How does that affect the Building Solutions business line?

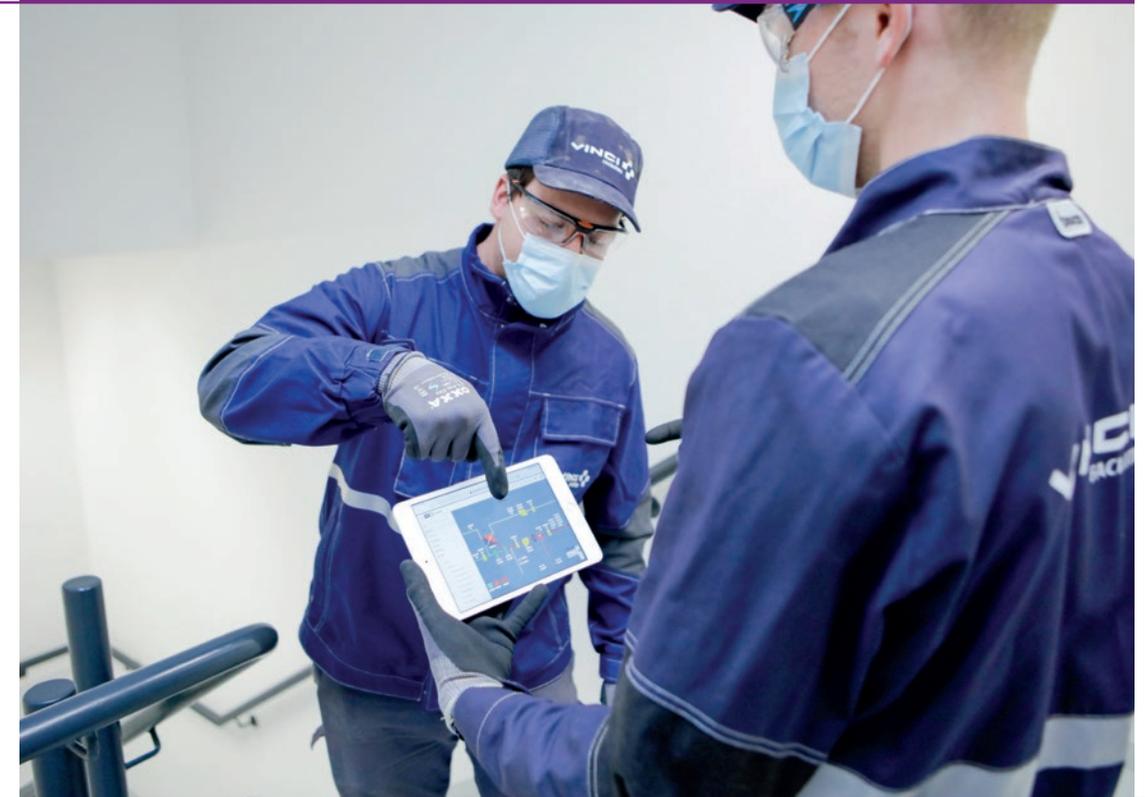
The escalation of regulatory requirements in relation to environmental considerations helps to boost our business. And we will also be able to seize other business opportunities because property investors need to implement smart systems to monitor energy consumption and therefore protect the value of their assets.

What is it that your clients expect above all else?

They want us to act as a genuine partner, who helps them take advantage of innovative technical solutions, contractual models and financing, for example to support them to achieve their CO₂ emission reduction targets. This means we have to bolster our engineering capabilities so as to provide the most suitable solution for each type of building. They also expect us to deploy a comprehensive approach that combines our expertise in installation and VINCI Facilities' experience in building operation, providing us with the scope to work across the entire lifecycle of assets!

“The escalation of regulatory requirements in relation to environmental considerations helps to boost our business.”

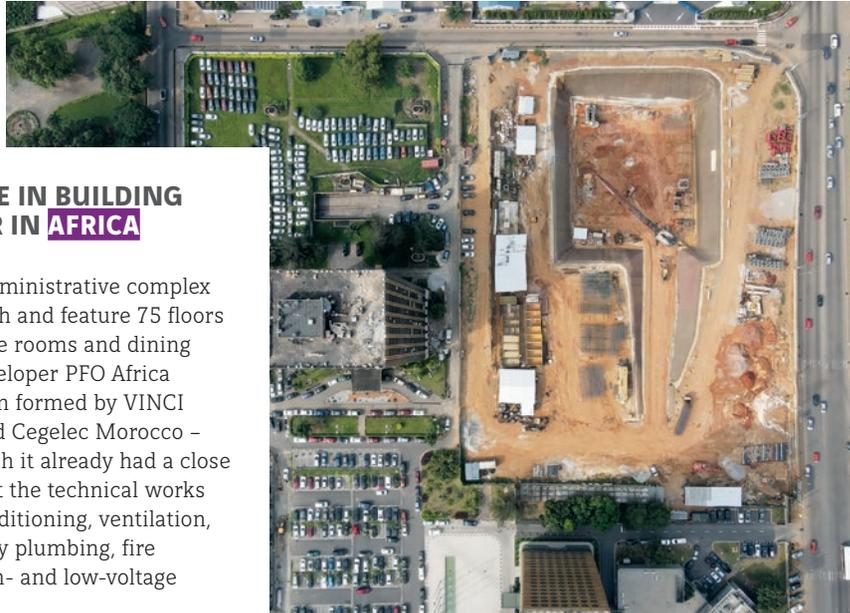
PUTTING **ENERGY PERFORMANCE** AT THE HEART OF OUR PARTNERSHIP WITH THALES IN FRANCE



Renewed in 2018, the full facility management contract awarded by Thales to VINCI Facilities covers 65 sites in France, 1.4 million square metres and 43,000 employees. The client also signed an energy performance contract with VINCI Facilities in a bid to reduce service sector electricity consumption by 20%. Two years and multiple energy performance measures (replacing traditional lighting systems with LED solutions, installing variable-speed drives on rotating machines and introducing cooling systems with heat recovery systems) later and the objectives have been met and even surpassed. This success, our teams' responsiveness at the height of the pandemic and the optimisation of services relating to new usage conditions spurred Thales to extend the contract up until September 2026.

PROVIDING OUR CLIENTS WITH TAILORED RESPONSES

BUILDING SOLUTIONS



PLAYING A KEY ROLE IN BUILDING THE TALLEST TOWER IN AFRICA

Tower F of the Abidjan administrative complex will stand 404 metres high and feature 75 floors of office space, conference rooms and dining facilities. The tower's developer PFO Africa contracted the consortium formed by VINCI Energies Côte d'Ivoire and Cegelec Morocco – two companies with which it already had a close relationship – to carry out the technical works package, covering air conditioning, ventilation, smoke extraction, sanitary plumbing, fire protection, as well as high- and low-voltage electricity.

BUILDING A NEW AGRONOMY FACULTY IN THE GERMAN CITY OF KIEL

VINCI Energies signed a public-private partnership with Germany's northernmost state Schleswig Holstein to design, build and operate a new agronomy faculty in Kiel. The faculty, which will span 11,000 m² between the second and sixth floors of the building, will house six institutes and a computer centre. The 25-year operation phase will begin in April 2024, complying with the high environmental performance criteria set out by Germany's federal ministry for construction.



FACILITATING AN UNUSUAL PROJECT TO TRANSFORM A SWISS DISTILLERY

The Macardo distillery in Strohwillen is now home to a tasting complex, a B&B and an event space. ETAVIS was responsible for electrical planning, as well as the low- and high-voltage, telecommunication, IT, electronic and automated safety systems as part of this carbon-neutral project. It was also entrusted with fire detection, heating, ventilation, air conditioning and access control systems.

RENOVATING A BUILDING TO A HIGH ENVIRONMENTAL STANDARD IN THE NETHERLANDS

Bosman Bedrijven is carrying out work on a 10-floor building with 25,000 m² of office space as part of renovations to Rembrandt Park in Amsterdam. The entire building will be dismantled to make way for spaces with sustainable facilities, including a heat storage system, low-temperature heating, ceiling mounted air-conditioning units and roof-mounted photovoltaic panels. Two new floors spanning a total of 2,500 m² will be built. The project seeks to achieve an "excellent" BREEAM rating for its high environmental standards.



Interview with François Lemaistre, Brand Director at Axians



What challenges does the environmental transition pose for ICT?

The ICT sector is responsible for 4% of CO₂ emissions. Sustainability remains a priority for us here at Axians considering this seemingly low figure could rise to 8% by 2025 according to our forecasts. We need to take action now to prevent this from happening.

What is Axians doing to address sustainability challenges?

The digital transformation taking place across the world is driving the transition to a more sustainable future. In other words, the solutions Axians provides help clients achieve their sustainability objectives. For instance, in the city of Florence, we provided a sensor-based solution with an energy-efficient network using external data. As a result, parks in the city are only watered when necessary, cutting water consumption by around 30%.

Would it be fair to say the carbon footprint of your solutions is also a key focus area?

Yes, our aim is to assess carbon footprints so that we can work on lowering them. Our approach enables our business units to provide alternatives that match existing solutions on the market in terms of efficiency and price but may be a more responsible choice.

“Our approach enables our business units to provide alternatives that match existing solutions on the market in terms of efficiency and price but may be a more responsible choice.”

OPTIMISING LOGISTICS THROUGH MICROSERVICES AND ARTIFICIAL INTELLIGENCE



New standards and increasingly tight deadlines are but some of the reasons why logistics service providers must adapt to meet increasing demands for flexibility and agility. AddHelix, an online service platform developed by Axians ICT Austria, is just the cutting-edge solution they need. Based on artificial intelligence and neural networks, the tool combines data from multiple sources to create highly advanced algorithms that can monitor stakeholders involved in managing and transporting goods. AddHelix can be used to plan routes between geocoded addresses, estimate the number of deliveries that can be made within a specified time frame and access forecasts that make it easier to manage freight volumes, warehouse stock levels and the number of workers required for a given task. Another benefit of the platform is that it is hosted externally, which means users do not need to install any software. AddHelix has helped German group Barth Logistics shave 12 million kilometres off its journeys each year, which amounts to a reduction of six million tonnes of CO₂ equivalent.

PROVIDING OUR CLIENTS WITH TAILORED RESPONSES

ICT



CONNECTING HOMES TO BROADBAND IN SWITZERLAND

Broadband is the digital backbone of urban areas and local economies and is becoming increasingly important for homes. Growing volumes of data need to be shared in a safe, reliable and quick way. Axians is helping Swisscom replace the existing copper networks nationwide with ultra-modern, efficient FTTx infrastructure and connect new buildings to local broadband networks.

IMPLEMENTING A SUPERCOMPUTER TO ADVANCE FUNDAMENTAL AND APPLIED RESEARCH IN BELGIUM

Axians France is helping Cenaero – an aeronautics research centre in Belgium – set up a new supercomputer in Wallonia. Axians is responsible for the architecture of this powerful computer designed to advance fundamental and applied research in various fields, such as astrophysics, molecular chemistry, biotechnology and artificial intelligence. The project is being carried out in collaboration with Cegelec Belgium.



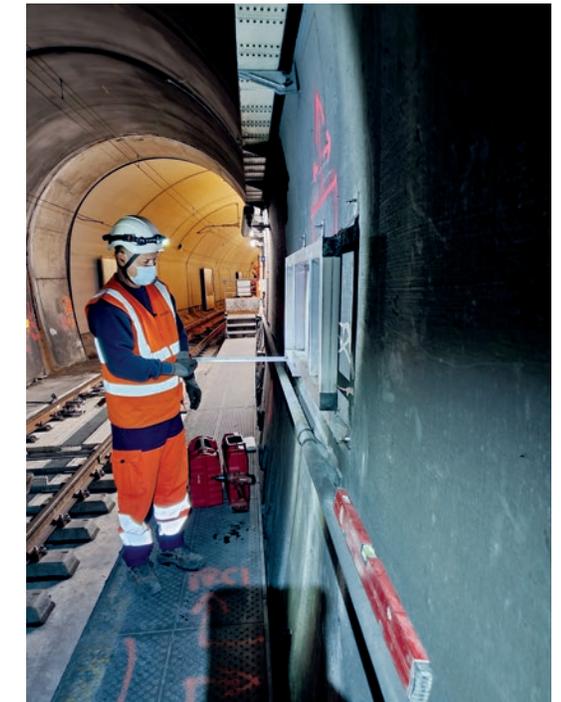
IMPLEMENTING AN INNOVATIVE "SAFE TRAIN" PROJECT TO IMPROVE RAILWAY TRAFFIC MANAGEMENT AND SAFETY IN ITALY

Created by Axians and Cisco for the regional transport operator EAV, Safe Train is an experimental form of infrastructure that uses a train-to-ground communication system to provide useful services. The benefits include enhanced safety (CCTV installed), more efficient traffic management (passenger traffic analysed in real-time) and better service quality (Wi-Fi provided on trains, information displayed on screens or announced over tannoy).



REVOLUTIONISING TRAIN OPERATING SYSTEMS IN THE GREATER PARIS REGION

Axians Rail is involved in EOLE, the project to extend line E of the RER rail network westwards. Teams will deploy the fibre optic cables and radio communications systems between now and 2024, when the NExTEO train operating system is due to be commissioned. This system revolutionises how traffic is managed on busy rail networks, allowing for shorter headways between trains, higher speeds, greater frequency of trains and faster network recovery after incidents.



PROVIDING SMART MOBILITY SOLUTIONS TO ENHANCE THE PUBLIC TRANSPORT NETWORK IN LISBON

Axians Portugal was awarded a contract to supply and maintain mobility solutions for the concessions operated by Rodoviária de Lisboa and Viação Alvorada as part of the new public transport policy implemented in the Lisbon metropolitan area. The contract includes delivering ticket vending machines on trains, a train control system, a CCTV system, passenger counting and connectivity systems, as well as central systems.



SUPPORTING AND INVESTING IN EMPLOYEES

VINCI Energies pursues an ambitious employee management plan that includes fostering a strong safety culture, giving employees access to training opportunities through high-quality academic partnerships and recruiting young talent. The key principles of the plan are knowledge transfer and sharing.

Protecting and nurturing employees – an ambition central to our values

VINCI Energies lives up to its responsibility to its teams by promoting a safety culture and managing risks, as well as giving everyone the opportunity to develop their skills by providing them with training.

The VINCI Group has made a commitment to protect occupational health and safety in its Manifesto. At VINCI Energies, risk prevention forms an integral part of everything it does – in the projects it undertakes and the services it provides, both on worksites and in office premises. One major component of these efforts involves enhancing the culture of Safety Excellence, which encourages everyone not only to properly comply with work procedures and instructions, but also question individual behaviour and effectively manage contingencies and unexpected incidents by daring to stop, step back and think. These collective efforts to ensure individuals take care of themselves and their colleagues contribute to an

atmosphere of respect and reliability and reflect how VINCI Energies lives and breathes its core values.

It is our duty to protect our employees and develop their career prospects. That is why we endeavour to offer every one of our employees the opportunity to acquire new skills they can use in their day-to-day work. We have developed two structures to fulfil this role – the VINCI Energies Academy, which was set up to share know-how and soft skills, and the institutes, which provide professional and technical training.

We are particularly focused on properly integrating young people into the world of work. Through partnerships signed and extended with various academic institutions, many young people receive training in VINCI Energies business lines every year.



The Safety Culture policy seeks to encourage everyone to develop a health and safety mindset.

Progress across the board over the past year

As VINCI Energies needs to bring in new talent to sustain its growth, the efforts devoted to training, safety, diversity and inclusion represent a key factor in attracting and retaining new people.

17,500
The number of employees with whom the Ethics Charter and the Code of Conduct were shared in 2021


1.8
million hours of training, i.e. 20 hours of training per employee per year


12
VINCI Energies academies worldwide, four of which are in the pipeline




14,200
people signed permanent contracts with VINCI Energies, 21% of whom were under the age of 26.


3,530
work-study students

SUPPORTING AND INVESTING IN EMPLOYEES




670,000
 hours of
 safety training

SUPPORTING A ROAD SAFETY CAMPAIGN IN BRAZIL

In 2021, VINCI Energies Brazil launched "Rota Segura", a campaign designed to promote safe road use. Leaders were appointed within each business unit to share key messages with their teams. They received training from a well-known racing driver in Brazil. The campaign delivers practical content developed with real-life accidents in mind and uses gamification tools to encourage employees to get actively involved.



IDENTIFYING HAZARDOUS SITUATIONS

Business units in the nuclear division have been following a "stop, think, act" approach to worksite safety since late 2020. Workers use pre-start checklists to identify and evaluate potential hazards and implement appropriate control measures to remove or reduce them. This approach was applied on over 300 occasions in 2021. The teams' hard work, QSE officers' support and managers' commitment resulted in a sixfold decrease in the frequency of workplace accidents.



HOLDING A FUN QUIZ ON SAFETY

What does VINCI Energies do to prevent risks? In what document must employers give details of occupational hazards? What is the first thing people should do when they see a hazard at work? Employees in the Power & Mobility division answered these quiz questions and many more during Safety Week. Created using the Kahoot! gamification tool, the quiz promoted key safety messages in a fun way. No fewer than 207 employees – out of 400 – took part.



DOING SAFETY WEEK DIFFERENTLY IN CANADA

The business units that joined VINCI Energies Canada in 2020 marked Safety Week with interactive workshops led by workplace health and safety managers and teams for the first time. Participants formed small groups to discuss leadership from a safety and risk perception perspective and develop collaborative action plans. All participants showed a high degree of commitment to the topic.



Health and safety indicators

Frequency rate	Severity rate	% of business units with zero accidents* <small>*with lost time.</small>
2010 10.34	2010 0.72	2010 64%
2021 5.20	2021 0.32	2021 80%

SUPPORTING AND INVESTING IN EMPLOYEES



RENEWING OUR PARTNERSHIP WITH THE **ARTS ET MÉTIERS** ENGINEERING SCHOOL

The Arts et Métiers engineering school and VINCI Energies share the same approach to local economic development. Over 130 interns and 35 young engineers have joined VINCI Energies business units since 2018. Renewing the partnership ensures that students and apprentices from Arts et Métiers will continue to benefit from the expertise provided by a company committed to providing case study material, organising business lunches, facilitating worksite visits and offering a number of internship and work-study opportunities.



SETTING UP NEW OMEXOM INSTITUTES IN **SPAIN** AND **CAMEROON**

Two new Omexom institutes were created in 2021. The goal of the institute in Spain is to provide new teams with training in distribution network installation and maintenance – a field with a shortage of suitable workers. The institute in Cameroon was set up with a different goal in mind, namely providing local workers with training in transport infrastructure construction.



TEACHING STUDENTS ABOUT **VINCI ENERGIES**

The Young Talent Days event gives students nearing the end of their Master's the opportunity to learn about VINCI Energies. Over 550 internship opportunities were available in 2021. The entire event took place online in 2021, reaching a broader international audience. The 450 people taking part could talk to the company's teams and managers, attend conferences on its environmental commitments, environmentally friendly services and business lines and be interviewed by recruiters.

CREATING VINCI ENERGIES ACADEMIES IN THE **ASIA-PACIFIC** REGION

Three new Academies were set up in Australia, New Zealand and Singapore to provide a structured approach to sharing VINCI Energies' core values with newly integrated teams that are both geographically and culturally distant from the company's core areas of activity. In addition to providing opportunities to enhance technical expertise and management skills, the Academies will seek to create synergies with the existing network in other countries.



RECRUITING WORK-STUDY STUDENTS TO TRAIN AS **CONSTRUCTION ELECTRICIANS**

VINCI Energies took part in a recruitment drive in Bordeaux to meet candidates with no previous training, identify their soft skills and provide them with guidance. The BTP CFA Gironde apprentice training centre organised the event to enable several apprentices to join one of the local VINCI Energies business units, where they will receive support and training throughout their apprenticeship.



SUPPORTING AND INVESTING IN EMPLOYEES

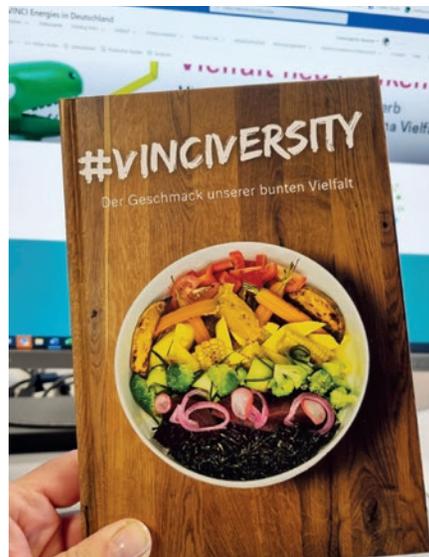


REACHING OUT TO PEOPLE WITH DISABILITIES IN FRANCE

VINCI Energies France reached out to over 20 people with disabilities as part of DuoDay 2021. The initiative provided an opportunity for the company to talk about its business lines and business units and look at things from a different perspective without any prejudice. It gave guests a chance to reflect upon their professional goals or explore potential collaboration opportunities.

EMPOWERING YOUNG EMPLOYEES TO CHAMPION DIVERSITY IN GERMANY

Funded by Germany's federal "Demokratie Leben!" programme, the Diversity Challenge aims not only to encourage people to support diversity, but also to empower young employees to bring it to life. Over 100 VINCI Energies employees have taken on the challenge of developing and implementing targeted initiatives within a six-month time frame. A panel of judges will award a prize to the best initiative at the end of the challenge.



HELPING WOMEN IN THE GREATER PARIS REGION GET BACK TO WORK

VINCI Energies experts decided to get involved in the "50 Femmes d'Île-de-France" programme, which provides women who lost their job during the pandemic with support in the form of one-to-one and group coaching sessions, as well as training courses on digital tools. They delivered workshops on CV writing, pitch delivery, networking and job interviews over the course of a few weeks. Over 60% of participants have since found new employment.

TEAMING UP WITH DOUALA INSTITUTE OF TECHNOLOGY

Teaming up with Douala Institute of Technology Cegelec Cameroon and Douala Institute of Technology signed an agreement enabling the company to actively contribute to the curriculum and assessment design process for electrotechnics, mechanics, computer-integrated manufacturing, civil engineering, and thermal and energy engineering courses. Students from the Institute of Technology have access to internship opportunities at Cegelec, while Cegelec employees in Cameroon are able to teach classes and become tutors at the institute.



PROVIDING A TESTING GROUND FOR ESTP ENGINEERING SCHOOL STUDENTS' SMART SOLUTIONS

The testbed designed by VINCI Energies and equipped by Actemium Vitry will be used to try out different electrical configurations and systems relating to photovoltaic energy production, battery storage and electric vehicle connections. It will be made available to ESTP students, educators and researchers in the hope they come up with solutions to make the electrical grid more efficient and ensure it can accommodate new demands.

GETTING STUDENTS IN THE GREATER PARIS REGION INVOLVED IN A CHARITY FUNDRAISER

A total of 2,300 higher education students in the Greater Paris region attended the "Coupe de l'X" sports competition. They took part in a fundraising challenge organised by VINCI Energies in aid of the charity Mécénat Chirurgie Cardiaque, hoisting sails using a virtual winch and completing a cycling course. VINCI Energies supported the students' efforts by donating money to Mécénat Chirurgie Cardiaque, raising a total of €6,900 on the day.





REACHING OUT TO OUR COMMUNITIES

The initiatives we undertake reflect the diversity within VINCI Energies and are underpinned by our values of solidarity and responsibility. The Initiatives-Cœur partnership, the initiatives led by employees and business units and the work carried out by the Fondation VINCI pour la Cité all benefit local communities.

Solidarity – living up to our values

Through the action undertaken by the Fondation VINCI pour la Cité, the initiatives developed by VINCI Energies business units, as well as the Initiatives-Cœur boat and the partnership with Mécénat Chirurgie Cardiaque, employees enjoy a wide variety of opportunities to get involved in community action in their region.

VINCI Energies teams and business units play an active role in civil society, bringing this core value to life. By putting community organisations in touch with Group employees who have the skills they need, the Fondation VINCI pour la Cité is one of the structures championing this commitment to solidarity. In particular, it supports projects promoting social and/or professional integration, in which many VINCI Energies employees are personally involved as sponsors.

We also provide support to local communities through initiatives in education, skills and children’s health. These causes unite all VINCI Energies employees, who across the globe support a considerable number of initiatives undertaken by the business units.

Our community focus was also the motivation behind the choice to begin sponsoring the Initiatives-Cœur boat in 2017. Designed to take part in high-profile sailing races, the boat raises the media profile of the charity Mécénat Chirurgie Cardiaque, which saves the lives of children suffering from heart defects. The charitable sports partnership with Initiatives-Cœur was extended until the Vendée Globe 2024, which gives the team the possibility to step up their performance and even further raise the profile of the cause.



Thanks to the support of VINCI Energies employees, charities receive subsidies that enable them to pursue their efforts.

Public interest projects supported all throughout the world

Whether through patronage, sponsorship or financial support, the charitable actions of VINCI Energies and its teams are changing lives, supporting vulnerable people and disadvantaged communities.

FONDATION D'ENTREPRISE VINCI POUR LA CITÉ



228 projects supported by VINCI Energies employees in 2021

480

VINCI Energies sponsors



MÉCÉNAT CHIRURGIE CARDIAQUE



FOUR YEARS OF FUNDRAISING FOR THE MÉCÉNAT CHIRURGIE CARDIAQUE CHARITY AS PART OF THE INITIATIVES-CŒUR PROJECT

118 children’s lives saved since 2017, including 30 in 2021

6,100 employees actively using the United Heroes app, raising €131,765

Notching up sporting and charitable success with **Initiatives-Cœur**

With the financial backing of its sponsors, the Initiatives-Cœur boat was designed to take part in high-profile sailing races to help the Mécénat Chirurgie Cardiaque charity save the lives of children suffering from heart defects who cannot be treated in their own countries.

VINCI Energies entered into a partnership with the boat in 2017, the same year that Sam Davies took the helm, investing all her energy and motivation into the project. Her greatest success to date came during the Vendée Globe 2020-2021, when she showed incredible grit and determination to finish the tour even after she had been forced to withdraw from the race.

Last year, Initiatives-Cœur also competed in the Transat Jacques Vabre, where it finished a respectable fifth in a fiercely competitive fleet.

Boosted by this success and publicity, the funds raised by VINCI Energies and its business units helped to finance 118 operations in four years, 30 of which were completed in 2021.

Fostering engagement, within the Group and beyond

In order to promote the partnership among employees and encourage them to get involved, VINCI Energies uses a range of tools, in particular United Heroes, which enables users to clock up points by doing exercise and sport. The points are then converted into euros and donations to save the lives of children. In 2021, over 6,100 employees raised €131,765 in this way.

VINCI Energies strives to drum up support not only within its business units, but also beyond its own internal scope, in particular among students. For example, in 2021, students were able to compete in the online sailing simulation video game, Virtual Regatta, by raising at least €20 for the Mécénat Chirurgie Cardiaque charity. Overall, 16 virtual boats representing 10 universities took part, raising a total donation of €7,400.

Investing in a new boat to keep achieving impressive results

The partnership agreement between VINCI Energies and Initiatives-Cœur reached its term in June 2021. However, because they are fully behind Sam Davies and have no doubt she is the best person to front the project, Initiatives, KLine and VINCI Energies were keen to continue backing her until the Vendée Globe 2024. The skipper will have a new boat, built using the hull moulds of L'Occitane en Provence, to give her the opportunity to compete at the front of the pack in races and raise the charity's profile even further. An upgrade on the old Initiatives-Cœur, the new boat will help Sam Davies stay competitive in amongst a rapidly improving Imoca fleet.



“In 2021, for the first time ever, the Transat Jacques Vabre finished in Fort-de-France, in Martinique. When you live on an island, the sea is part of your everyday life and sailing is very popular here. It just seemed obvious to combine our passion for the sport with this very worthy cause. The business units operating in Martinique all donated enough money to finance three operations for children with heart defects. The next step is to rise to the challenge again when the Route du Rhum sets sail for our sister island, Guadeloupe.”

David Lienard,
Director VINCI Energies Martinique

REACHING OUT TO OUR COMMUNITIES

COLLECTING CLOTHES TO HELP DISABLED PEOPLE IN MEXICO

Actemium INP Mexico organised a clothes collection drive for the Casa Hogar "San Charbel" in Querétaro, Mexico. Casa Hogar is a charity that provides food, housing, support and healthcare to vulnerable people. The Querétaro branch primarily focuses on helping adults living with disabilities.



TEACHING SOLDERING TECHNIQUES TO WOMEN IN BRAZIL

In collaboration with its local partners, Actemium opened 20 vacancies for soldering apprentices in Macaé (Rio de Janeiro). The aim is to recruit women to work on the business unit's production processes to expand the soldering, paint and metalwork team. Free lessons are given to women with a view to training them to solder metal structures.



BRINGING SCHOOLS INTO THE DIGITAL MEDIA AGE IN AUSTRIA

Many schools in Austria are not able to access adequate IT equipment. Axians ICT Austria teamed up with Samsung to equip a primary school in Sankt Peter in der Au, in Lower Austria, with new tablets and new IT accessories. Now, classes in this school will be able to take advantage of the most state-of-the-art learning technology, including augmented reality.

TAKING ACTION AT VINCI ENERGIES SENEGAL TO HELP FUTURE GENERATIONS LEARN

After an initial project to renovate, rehabilitate and equip schools and classrooms, VINCI Energies Senegal continued to support school children in local communities through the Pôle 2020 project. The teams distributed school supplies to around 100 children and presented Excellence awards to the best students.



SUPPORTING CHILDREN IN HOSPITAL IN NEW ZEALAND

Electrix and its employees are stepping up their efforts to support families who have to deal with a child being hospitalised. In 2021, they channelled their support in particular to the OMRM (which provides food parcels, hot meals, toys and gifts), the Ronald McDonald House Charity and the Ronald McDonald House South Island. The donations made this year helped to cover accommodation costs, Christmas meals and visits from Father Christmas to families staying in the Ronald McDonald House on the South Island.

PROMOTING OVER 60 FORMS OF EXERCISE TO COMBAT BREAST CANCER IN FRANCE

Using the United Heroes app, 450 employees in France pooled their efforts to raise money for Rose'up during Breast Cancer Awareness Month in October. By getting involved in a range of sports and forms of exercise all throughout France, participants reached the target of 40,000 km and raised €25,000 in pledged donations. The money will go to supporting women with breast cancer, as well as raising awareness among the general public about the importance of screening and research.



DISTRIBUTING 20,000 MEALS TO COMBAT FOOD INSECURITY IN AUSTRALIA

In the state of Victoria, one person in six struggles to get enough to eat. Thanks to the collaboration with Foodbank Victoria, a team of volunteers from Omexom Australia prepared and packaged the equivalent of 20,000 meals to support people experiencing food insecurity. The parcels were distributed by 533 charities throughout Greater Melbourne and the state of Victoria.



REACHING OUT TO OUR COMMUNITIES

FONDATION
D'ENTREPRISE
VINCI
POUR LA CITÉ



DEVELOPING THE VINCI FOUNDATION IN SWEDEN

Set up in late 2019, the VINCI Foundation in Sweden has taken on a similar role to its sister foundation in France. It seeks to encourage employees to get involved with charities working to help people find employment and access housing as well as to support disadvantaged communities and enhance mobility. Although its first year was disrupted by the Covid-19 pandemic, donations were made to several organisations. At the same time, a communication campaign will be rolled out to raise the foundation's profile.



PROMOTING SOCIAL INTEGRATION THROUGH MENTORING

Proximité endeavours to support young people from disadvantaged areas to fulfil their potential through mentoring. The organisation tailors its content and programmes to suit the needs and abilities of the young people with whom it works. It was through Proximité that a mentor was assigned to a high school student majoring in science, technology, health and society. She wanted to get into social care and her mentor was able to put her in touch with a number of people working in the sector. Her mentor also helped her to revise her biology lessons and build up her confidence in public speaking.

HELPING PEOPLE START THEIR OWN BUSINESS IN FRANCE

A sponsor of the charity Melting Coop helps immigrants set up their own business in handcrafted textiles or catering. He works with the people supported by the charity to properly structure their project and make the best use of their own expertise. The VINCI Foundation financed the acquisition of sewing machines and other essential equipment for the charity.



CHANGING LIVES BY GETTING PEOPLE INTO MUSIC IN THE UNITED KINGDOM

Soundabout Inclusive Choirs are musical communities without barriers for people all ages and all abilities, with a focus on giving a voice to people with severe and profound learning disabilities. The VINCI UK Foundation chose to support this charity as part of its efforts to combat social exclusion. The grant provided to purchase instruments and IT equipment will enable the charity to set up five new communities, and several employees will help them in doing so.



TALKING ABOUT CANCER IN A PODCAST IN THE NETHERLANDS

Based in the Netherlands, the IntermeZZo centre supports people living with cancer and their loved ones. With support from the VINCI Foundation, its teams wished to create a podcast about what it is like to live with cancer. To make their project a reality, they received training in the technical knowledge required to record a podcast as well as new recording equipment. They will soon be able to start a conversation and build a support community for people going through similar challenges.

PROVIDING HOUSING AND SUPPORT TO YOUNG ORPHANS IN PORTUGAL

VINCI Para A Cidad was formed by the efforts of VINCI Airports, VINCI Energies Portugal and the Fondation VINCI pour la Cité to drive progress and develop local communities. One of the initiatives supported includes CIJE, which provides accommodation and psychological support for children aged between 3 and 18 years old. The grant provided in 2021 will be used to renovate spaces in the centre housing around 60 children from Castelo Branco.

HARNESSING HORTICULTURE TO COMBAT EXCLUSION IN BELGIUM

As the link between VINCI and social integration organisations in Belgium, the VINCI Fund encourages the Group's employees to get involved in their community. The non-profit organisation Vent de Terre works with adults looking to change professions, struggling young people and mentally disabled people by offering them training in fruit and vegetable farming. A sponsor developed the electrical installation plan for a wooden dome used for lessons and team meetings.





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