



YEARBOOK 2020

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Profile

In a world undergoing constant change, VINCI Energies focuses on connections, performance, energy efficiency and data to fast-track the rollout of new technologies and support two major changes: the digital transformation and the energy transition.

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

VINCI Energies' 1,800 agile and innovative business units build on their strong regional roots to boost the reliability, safety, sustainability and efficiency of buildings, factories, energy, transport and communication infrastructure, and information systems.



One of the greatest lessons learnt in 2020 was the importance of dialogue.

ARNAUD GRISON,
CHAIRMAN AND CHIEF EXECUTIVE
OFFICER OF VINCI ENERGIES



Our top priority at that time was to maintain ties with our employees, partners and customers.

What other big challenges will VINCI Energies take on in 2021?

At a time where uncertainty continues to hang over us in the form of the ongoing pandemic, it might seem risky to plan beyond the immediate short term. Nevertheless, our mindset remains unchanged; we must do everything we can to consolidate our activities by keeping standards high – in terms of management as well as ethics and compliance – and preparing for the future by looking out for opportunities to grow through acquisitions and by adapting our services.

Our business units must look beyond their individual performance and continue to operate as a network, remaining open-minded and inquisitive. We will continue integrating the companies that have recently joined us – 21 came on board last year – making sure that we pass on our core values effectively. We are also going to pursue and ramp up the development of technical solutions to help our customers enhance their own performance, particularly in relation to combating climate change and protecting natural resources. There is huge demand for these environmental ambitions; it is a genuinely long-term, transformational project.

Rising to these challenges will require sufficient operational and entrepreneurial capacity and leveraging all the talents available, which is why we are meeting and recruiting young graduates, increasing the proportion of women in our workforce and, more generally, opening up to more diverse profiles than ever.

How would you sum up 2020 for VINCI Energies?

It was certainly an extraordinary year! 2020 was an intense year full of highs and lows; after excellent momentum in the first two months, the Covid-19 pandemic struck, disrupting the operations of our business units and clouding our outlook with uncertainty. Our top priority at that time was to maintain ties with our employees, partners and customers. We also launched a number of initiatives to help communities in the countries in which we operate, proving that VINCI Energies continues to uphold its values of responsibility and solidarity.

Meanwhile, our business units demonstrated an extraordinary ability to adapt – largely thanks to the skills and hard work of our teams as well as their mutual sense of trust, independence and entrepreneurship. They managed to stay focused; our teams' close relationships with customers, readiness to step up and rigorous management enabled the business units to withstand the shock and maintain solid performance.

Although challenging, 2020 showcased the many advantages of our decentralised model: agile, independent and medium-sized business units that are capable of making responsible and relevant decisions quickly supported by robust, modern information systems; powerful networks that all pitched in to share best practices and anticipate the repercussions of the pandemic; and lastly, our geographic locations, business lines and areas of expertise, whose diversity undeniably contributed to our resilience.

Health and safety took centre stage in 2020. Did performance live up to ambitions?

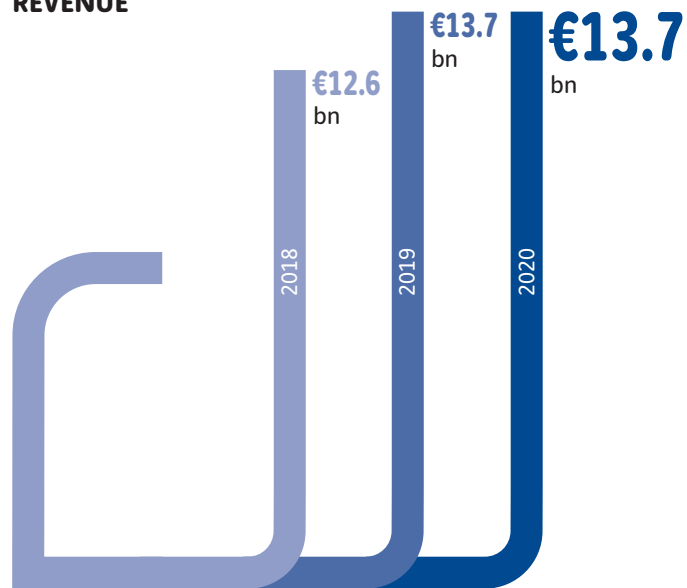
VINCI Energies is deeply and wholly committed to protecting its employees, partners and subcontractors on worksites. 2020 was a year of contrasts when it came to health and safety. We gradually got to grips with the risks surrounding

Covid-19 and adapted quickly by sharing our experiences between countries. Our teams were therefore able to continue working, in accordance with preventive hygiene measures recommended by the authorities.

However, it was a tragic year in terms of the standard risks of our businesses; seven employees and subcontractors lost their lives on our worksites. Analysis of these accidents has shown that, as always, they were not the result of a single cause, but rather a set of circumstances and behaviour, which means there are plenty of ways we can take action. Everyone – labourers, foremen and supervisors – must be aware of their responsibility and ability to act to keep their colleagues and teams safe. Communication and teamwork are the keys to success; understanding the safety culture of each worksite and business unit is crucial, so that we can work to bolster it. This will be the central theme of our Safety Week in May 2021.

Key figures

REVENUE



Operating income from ordinary activities 2020

€773 m

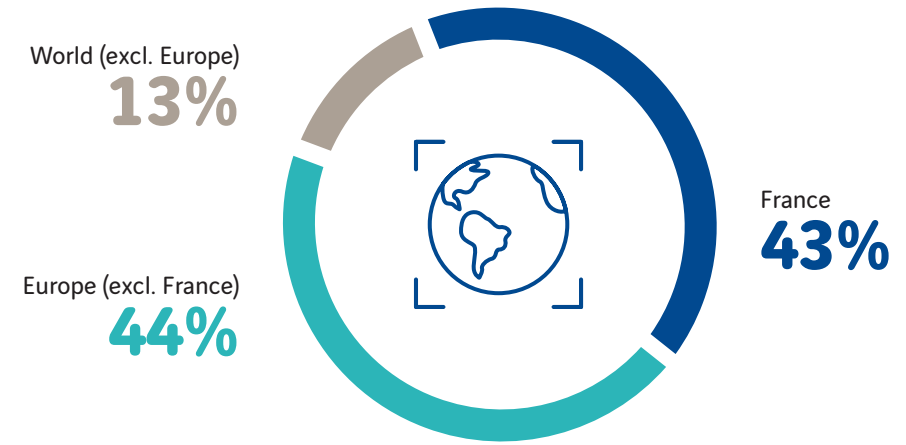
5.7% of revenue

Net income 2020

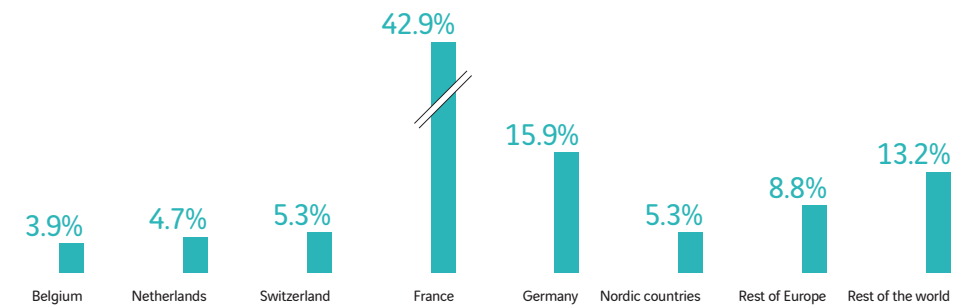
€378 m

2.8% of revenue

MORE THAN HALF OF REVENUE GENERATED OUTSIDE FRANCE in 2020



REVENUE BY COUNTRY



ICT
19%



Infrastructure
29%

Building Solutions
25%

Industry
27%

83,800 employees

1,800 business units

55 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 / BRAZIL / CAMEROON / CANADA / CHINA / COLOMBIA / CÔTE D'IVOIRE / DEMOCRATIC REPUBLIC OF THE CONGO / GUINEA / INDIA / INDONESIA / KAZAKHSTAN / MALAYSIA / MAURITANIA / MEXICO / MOROCCO / MOZAMBIQUE / NEW ZEALAND / NIGERIA / QATAR / REPUBLIC OF THE CONGO / SAUDI ARABIA / SENEGAL / SINGAPORE / UNITED ARAB EMIRATES / UNITED STATES

The members of the Executive Committee hold the convictions and values of VINCI Energies. Twice a year, the Executive Committee brings together all the managing directors of its managerial divisions, as well as its main functional executives.



Arnaud Grison
Chairman and Chief Executive Officer
of VINCI Energies



Véronique Matignon-Ménard
VP of Human Resources
of VINCI Energies



Corinne Lanièce
General Secretary
of VINCI Energies



Julio De Almeida
General Manager
of VINCI Energies International & Systems



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



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



Reinhard Schlemmer
General Manager
of VINCI Energies Europe East



Jos Boers
General Manager
of VINCI Energies Europe West*

*As of 1 January 2021.



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 customers 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

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



Achieving the energy transition in energy and transport infrastructure

VINCI Energies helps electricity producers, transmission and distribution system operators, and local and regional authorities fulfill the promise of the energy transition.

Our goals, going forward, are to foster access to electricity, ensure secure supply and develop sustainable energy. VINCI Energies business units notably offer innovative solutions in the fields of energy from renewable sources, urban natural gas networks, electricity storage, low-carbon mobility and energy and transport infrastructure management.

INDUSTRY

- › The Industry activity accounts for 27% of VINCI Energies' revenue.
- › Actemium is the VINCI Energies brand dedicated to industry.



Helping to continuously improve industrial performance

VINCI Energies works with its industrial customers to make their industrial plant and equipment 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.

BUILDING SOLUTIONS

- › The activity of the Building Solutions network accounts for 25% of VINCI Energies' revenue.
- › Facility management is provided under the VINCI Facilities brand. Works are carried out under local brands.



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.

ICT

- › The ICT activity accounts for 19% of VINCI Energies' revenue.
- › Axians is the VINCI Energies brand dedicated to information and communication technology.



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 customers.

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.



CLIENTS



Always there for our clients...

VINCI Energies combines the proximity of local business units with cutting-edge expertise from around the world with its market-leading brands. Every day, across the globe, our 83,800 employees actively create value on the ground, resulting in more efficient, more sustainable energy and transport infrastructure, greater all-round performance in industry and buildings, as well as more innovative digital solutions.



In industry, our teams have responded very professionally and responsibly to the crisis. ”

VINCENT BOUFFARD,
DEPUTY GENERAL MANAGER, VINCI ENERGIES FRANCE

During the March 2020 lockdown, many clients told us they expected us to keep working on their sites. Our teams are used to complying with strict health and safety standards, which meant they quickly adopted the hygiene protocols. A second factor making for success was our organisational model, which is based on autonomy and trust: VINCI Energies business units were able to assume responsibility, implement effective prevention plans and share best practices. In allocation of resources, solidarity within the network played a big role. Very often staff not working in their home unit could be deployed elsewhere, which allowed continuity of business. All this helped us support clients better, always in liaison with employee representatives, and limit the impact of the crisis on our economic performance.

HELPING HOSPITALS IN MARSEILLE ROLL OUT REMOTE WORKING

Axians gave administrative staff from Assistance Publique – Hôpitaux de Marseille (AP-HM) – working remotely as a result of the pandemic – secure access to their regular applications, taking only three weeks to put in place a solution that enabled up to 500 people to connect at the same time.



WINNING ANOTHER PROJECT WITHIN THE GRAND PARIS PROGRAMME

ETF – a Eurovia subsidiary – and Mobility – a VINCI Energies subsidiary – will carry out a large-scale project which includes equipping 16.5 km of tunnels and conducting 64 months of work between the Pont de Sèvres station and the future Les Ardoines station. The two-company consortium won the contract for railway work and equipment for the western sector of the Line 15 South of the Grand Paris Express. It will take passengers 37 minutes to travel the full length of the 33 km line – serving 16 stations in total. The line will pass through 22 towns across which over one million people live.

SUPPORTING A TELECOMS GIANT PURSUE ITS PROPERTY STRATEGY

VINCI Facilities is drawing on the full range of its expertise for the facility management contract it signed for Orange’s future global headquarters (Issy-les-Moulineaux) and French headquarters (Arcueil).



EXPANDING SOLAR ENERGY

Omexom ENR Sud-Ouest is involved in developing a 40-hectare photovoltaic power station built by Total Quadran in Fos-sur-Mer. The contract includes work and building structures related to roads and utilities as well as the electricity packages from digging trenches through to commissioning, including laying cable and completing all the electrical connections.

HELPING AN URBAN TRANSPORT NETWORK OPERATOR MAKE THE SWITCH TO ELECTRIC BUSES

Mobility eBus is rolling out Cway – a monitoring and smart charging solution – to help the public transport operator in Marseille (*Régie des transports métropolitains de Marseille*) move towards a fully electric bus fleet.



ACQUIRING AN OFFSHORE WIND FARM SPECIALIST

The VINCI Energies network integrated German company EWE Offshore Service & Solutions GmbH, which covers the entire offshore wind farm value chain from project development through to operation and maintenance. The strategic acquisition gives Omexom a foothold in this buoyant market in the renewable energy sector.



We are taking full advantage of our flexible structure.



MARC LEMAIRE,
MANAGING DIRECTOR OF VINCI ENERGIES IN BELGIUM

During the first wave of the pandemic, about a third of employees continued working on site at our clients' premises, whether they were involved in carrying out work on worksites or providing technical maintenance services. Of course, implementing the hygiene measures had an impact on productivity, but our priority was to meet our clients' needs. VINCI Energies in Belgium comprises 60 distinct business units, each of which is managed independently by directors who have an in-depth understanding of the reality on the ground in their markets. This structure is invaluable in times of crisis, as it enables us to provide a very quick response to changing expectations and seize any opportunities that may arise. Additionally, the remote tools rolled out by our IT teams were very effective.

INJECTING A NEW LEASE OF LIFE INTO AN ICONIC CULTURAL BUILDING

Built in the early 1980s in Velbert, Germany, Bürgerforum Niederberg contains a theatre, two recreation rooms and a meeting hall. VINCI Facilities Solutions GmbH signed a public-private partnership to upgrade the facility. First, it will have to extend the building upwards and outwards so that it can be used for new cultural activities. The second phase of the project involves operating the building – i.e. carrying out maintenance and supplying energy – over a 25-year period.





STRENGTHENED LEADERSHIP ON THE PORTUGUESE MARKET

By acquiring Novabase Digital S.A., a company specialized in digital consulting, data analytics and business applications for public sector, transport, education and energy sectors, VINCI Energies strengthens its leading market role in Portugal. Axians, for its part, will find in this operation the opportunity to broaden its services solutions portfolio in the field of information technology and communication.



ROLLING OUT A BROADBAND NETWORK IN POLAND

With the help of European funding, operator Nexera aims to equip Poland with an extensive broadband network. As part of this project, VINCI Energies will be designing and rolling out a FTTH (Fibre to the Home) telecom infrastructure network.

FOCUSING ON COMMISSIONING A BATTERY FACTORY

In Skellefteå in Sweden, the company Northvolt is building a factory with a production capacity equivalent to 32 GWh of lithium-ion batteries each year for use in electric vehicles. Eitech Large Project was chosen to provide a wide range of installation and commissioning services at the factory, including medium- and low-voltage technical systems, back-up power, uninterruptible power supply, as well as telecommunications and security systems.



BOOSTING PRODUCTION FOR A LEADING FOOD PROCESSOR

VINCI Energies teams are helping international cooperative boost its yoghurt production capacity in the Netherlands. Strict hygiene and security measures have been implemented for the project, which includes the engineering, construction and installation of a range of production line facilities.



SHINING LIGHT ON CAFELÂNDIA IN BRAZIL

Cafelândia city hall in the state of Paraná contracted Omexom Smart Cities to replace 2,600 conventional light sources with LEDs. The project involves all the light sources in the city and includes the provision of all the materials and equipment. It is estimated that the project will reduce the energy consumption of lighting by over 30%.



HOLDING A POLE POSITION IN DATA CENTERS IN SINGAPORE

With an electrical output of 200 MW and spanning 200,000 m², the 11-storey data center under construction by Fortis Construction in Singapore is a project that is pushing boundaries in every respect. Wah Loon Engineering is carrying out all the electrical and pre-commissioning work for the first phase of construction. It also won a contract to renovate and upgrade the existing data center.



SUPPORTING ELECTRICITY TRANSMISSION IN CÔTE D'IVOIRE

In Abidjan, VINCI Energies teams from Côte d'Ivoire and Morocco have teamed up to build two 400 kV transformer substations. Commissioned by state-owned company CI-Energies, these facilities will collect the electricity generated by the Azito and CIPREL thermal power plants.



Our response to the pandemic reflects the strength of our corporate culture.



JON SELANDER,
CHIEF OPERATING OFFICER, PRIMELINE

At the beginning of March 2020, 95% of the projects in which Precision Pipeline Solutions (PrimeLine) was involved were affected by the health crisis. Management held meetings at the end of each day to take stock and anticipate the operational challenges that could arise the following day. Managers set out straightforward rules for their teams to listen to and communicate with clients and employees, take appropriate action and measure the results achieved. We decided to focus on outdoor construction work to take advantage of the lower levels of traffic to carry out projects efficiently. This approach enabled us to maintain operations and reduce the impact of the pandemic. There were no Covid-19 outbreaks among our teams. Our public service clients adopted the plans we devised, proving they trust us and further strengthening the company's reputation as a reliable partner.

GAINING A STRONG FOOHOLD IN THE LARGE IT MARKET

Planus Informatica e Tecnologia is now a VINCI Energies company. The first Brazilian IT company acquired by VINCI Energies is renowned for its considerable skills to roll out corporate networks and cloud services. This acquisition strengthens Axians' position in South America.



Providing appropriate solutions...

VINCI Energies adopts a **collaborative approach** with its partners and works with innovators across its four business lines. This approach enables it to remain agile when working on projects of all sizes, as well as design effective and scalable services to help clients through their energy transition and digital transformation.

SOLUTIONS



2020 was the year we took things to the next level, as demonstrated by the commitments we made and the initiatives our business units undertook.

CORINNE LANIÈRE,
GENERAL SECRETARY OF VINCI ENERGIES



How did VINCI Energies go about fulfilling its environmental commitments in 2020?

We formalised our environmental commitments in 2019 in line with the VINCI Group’s new environmental ambition which has three main focuses, to act for the climate by drastically cutting greenhouse gas emissions, optimising resources thanks to the circular economy and preserving natural environments.

Once they had been formalised, we had to adapt them and we managed to make clear progress in this respect in 2020. Each business unit is now able to adapt the road map to its own challenges and priorities, as demonstrated by the content of the Shared Strategic Plans, through which each of VINCI Energies’ 1,800 business units identifies the strategic areas it will focus on for three years.

For instance, we have begun implementing very concrete action plans to cut our carbon

footprint by 40% by 2030. These action plans were developed to implement targeted measures that harness tried-and-tested solutions that are duly monitored. In a nutshell, 2020 was the year where we enhanced our understanding of environmental issues, our organisation and of course our action.

Would it be fair to say that VINCI Energies actively helps its clients and suppliers meet their objectives?

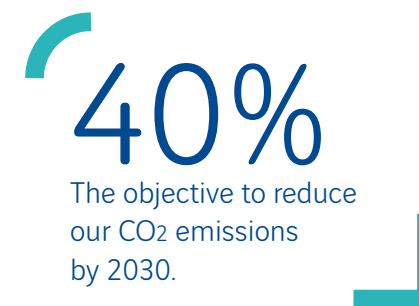
The vast majority of our emissions come from indirect sources – in other words, the carbon footprint of the facilities we install, the services we provide and the energy our clients use as a result. According to our calculations, the carbon footprint of our “sphere of influence” is at least 20 times that of our direct emissions.

We can make a very significant difference to CO₂ emissions by helping our clients on their own low-carbon journeys and identifying the best possible solutions or technologies. With that in mind, we are working on developing tools to calculate emissions generated by specific projects. The more accessible we can make these solutions to clients and suppliers, the easier it will be for us all to be on the same page in order to reduce the carbon footprint of our activities.

How did VINCI Energies’ environmental ambition play out on the ground?

Out of all the steps VINCI Energies took to lower emissions from its own operations, what stood out for me was the energy audit launched across the buildings we rent or own in France. Depending on the outcome, tailored action plans will be drawn up, including renovation programmes where necessary. I believe that placing greater emphasis on measuring our own carbon footprint and broadening our understanding of its different components is key to taking suitable measures.

As for how we are making a difference to our sphere of influence, we are massively expanding across all activities directly related to the energy transition. For example, in the renewable energy sector, we constantly expand our expertise in a wide range of technologies by finding solutions to adapt existing transmission and distribution networks to the new energy ecosystem, in which there is a greater demand for flexible solutions for advanced command and control systems, energy storage and demand response. We’ve also moved into low-carbon mobility and smart city activities. Furthermore, Building Solutions and Industry



have long been working on the energy transition, energy efficiency, eco-efficiency and energy performance contracts.

What can be done to ensure the environment does not fall by the wayside during the current health crisis?

As it happens, the health crisis has not eclipsed people’s awareness of environmental concerns or the climate emergency – quite the opposite in fact. As it stands, the wheels of the environmental transition have been set in motion and I think there is no stopping the movement, as everybody, from individuals to investment funds, is exerting increasing pressure on contracting authorities and large companies to adopt more sustainable practices. VINCI Energies has the advantage of comprising medium-sized business units that are run by managers who can delegate as they see fit. Our organisational and managerial structure naturally encourages frugality, quick adaptation to challenges on the ground and a pragmatic, efficient approach that can be measured.



Implementation of a smart city demonstrator in Cameroon

In collaboration with French startups and SMEs, Omexom has launched a microgrid project to power street lights in Yaoundé, Cameroon, reducing pressure on the city's electricity distribution grid. The initiative will also involve local renewable energy production, electricity storage in vehicle batteries, the installation of less energy-intensive LED lighting and optimised management of energy flows.



116

In 2020, Citeos business units managed a portfolio of 116 energy performance contracts for local authorities.



Reinforcement of north-south energy links in Germany

Transporting wind electricity generated in the north of Germany to the south is a major energy challenge; that's why Omexom has built a section of a 380 kV line for grid operator, TenneT. The project stands out as it involves building a temporary 18 000 m² access road to prevent any impact on the local nature reserve – a way of boosting renewable energy while ensuring the environment is protected.

Modernisation of a hydropower plant in Brazil

Omexom replaced the auxiliary electricity equipment and safety features of a hydropower plant operated by electricity company Cemig. Generating clean energy, the plant's service life has now been extended to 30 years, while its maximum capacity has been brought up to 40 MW.



Launch of the largest battery storage project in France

To make up for the intermittent nature of solar and wind power generation, using batteries for electricity storage has emerged as a future-facing solution. As part of a consortium with Saft, Omexom is carrying out the largest project of this type in France on the site of the former Total refinery in Dunkirk. An initial 25 MW tranche went into service in late 2020, with a second of 32 MW set to follow in the second quarter of 2021.



Threefold photovoltaic success for Omexom in Ireland

To drive the development of renewable energies, Irish authorities have implemented the Renewable Electricity Support Scheme. As part of that scheme, Omexom RE Solar – in association with Oxemom Ireland – therefore won three solar power plant projects, for a total of 58 MWp. The contracts involve not only engineering, supply and construction work for the solar power plants, but also the operation and maintenance of the facilities.



Support for low-carbon mobility in southeast France

In southeast France, 1,200 electric charging points are being installed in 11 departments as part of the Eborn public network. Easy Charge – a subsidiary of VINCI Autoroutes and VINCI Energies – and the Fund for the Ecological Modernisation of Transport (FMET) will manage, develop and maintain the network for eight years. The aim is to promote the deployment of eco-mobility by providing a single charging system throughout the entire region.

First digital electrical transformer substation in Senegal

Digital electrical transformer substations are a genuine source of progress for electricity operators, as they can be accessed remotely – enhancing safety for staff and boosting the effectiveness of operations and maintenance. Omexom has installed one of these facilities in Senegal for the first time.



In the **UK**,
EDF subsidiary NNB selected VINCI Energies to take part in electrical studies for the two EPR reactors to be built at Hinkley Point.



Artificial intelligence boosting the performance of 3D robots

Actemium India has developed an image recognition and processing application that represents a breakthrough in automated production line performance. This solution is a concentration of various technologies based on artificial intelligence and will, for example, optimise how parts stored in bins are identified and picked up; it will prove particularly helpful for meeting the requirements of the automotive and pharmaceutical sectors.



Partner in the modernisation of a dairy production plant

Actemium Beverage Aalter is involved in the implementation of a new production line to fill bottles for dairy cooperative FrieslandCampina, carrying out mechanical installation and incorporation of process equipment, electrical engineering, panel construction and cabling, as well as automation.

Front-line participation in an energy transition project in Fos-sur-Mer

GRTgaz has launched the Jupiter 1000 project, which aims to transform renewable energy into not only hydrogen, to enable storage, but also synthetic methane, for usage in the natural gas transmission network. Actemium carried out all electricity, instrumentation and automation work for the project before the industrial demonstrator went into service in Fos-sur-Mer in 2020.



Association with the construction of a state-of-the-art pharmaceutical plant

By late 2021, WuXi Biologic will open a new vaccine manufacturing facility in Ireland that will be capable of providing 45 million doses of a specific vaccine. Actemium Shanghai will carry out the design, material procurement and installation of the total clean utility package for the 48,000 m² facility, including mechanical, electrical and automation work.



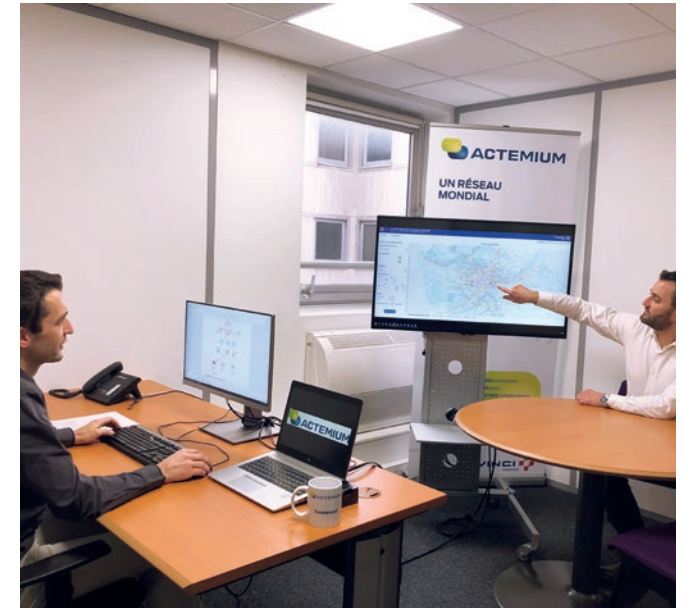
Robotic innovation to support the leading provider of sustainable mobility

Actemium Cournon Engineering has helped Michelin manage the scrap rubber strips from its high-speed tyre production line by implementing two robots equipped with synchronised grippers designed to adapt to a wide variety of variables, in a project that demonstrates the enormous potential for integrating Industry 4.0 technologies.



Collaboration with a public authority to set autonomous vehicles off on the right tracks

The French transport infrastructure directorate (DIT) has asked Actemium Paris to produce a software interface enabling connected vehicles to share information with all parties managing or using the roads – traffic management and information centres, traffic police and road users. The project aims to improve road safety by providing better information to road users and enhancing safety for operators.



Construction of a co-generation plant in Germany

By investing in a new gas-powered thermal plant, the municipal services of the town of Flensburg, north Germany, will reduce CO₂ emissions considerably and remove its coal-fired boilers. The teams from Actemium Hannover are playing an integral part in this project by supplying and installing all the electrical equipment for the new boiler as well as connecting energy engineering components and laying electric cables. It is expected that more than 120,000 tonnes of CO₂ will be avoided each year when the new plant is commissioned.



A key role in a cutting-edge sorting centre in Greater Paris

The new 20,000 m² Colissimo sorting platform in Thillay has enabled the management of 30,000 packages per hour, i.e. 100 million annually. Eighteen Actemium Maintenance Logistique Paris employees are on site six days a week carrying out maintenance on the electromechanical equipment, automated sorting material, and their surroundings.





Achieving large-scale energy excellence for a major electronics manufacturer

Renovation of heat and cold generating equipment, consumption tracking and raising awareness among occupants. As part of the contract covering 65 sites operated by the Thales group in France, the energy performance system put in place by VINCI Facilities has reduced the client's tertiary consumption by over 20% nationally.



Helping build an innovation campus in Switzerland

At the BaseLink site in Allschwil, near Basel, a vast complex is being built to house offices, manufacturing units for innovative products and ultra-modern teaching, research and development labs. Etavis is responsible for installing the high- and low-voltage systems.

Providing facility management services at the La Poste du Louvre building complex

VINCI Facilities won a four-year contract to provide full facility management services to the property management company Telmma at the La Poste du Louvre building complex. The contract includes multitechnical maintenance, building operation and user services. This historical building was fully renovated by VINCI Energies' business units, overhauling the electricity, air conditioning systems and plumbing. The complex includes offices, shops, a 5* hotel with its own restaurant, as well as a police station, a day care centre and a number of housing units.

Starting construction on two sustainable smart buildings in Malmo

Eitech has been tasked with installing the electrical engineering systems, including conduits, lighting, fire alarms, evacuation and public telecommunications, as part of the project to build two new buildings in Malmo, Sweden. The first is the head office for the energy service provider E.ON (36,000 m²), the second an office building (14,000 m²). Both meet stringent sustainability and energy efficiency standards.





Protecting a major paper mill in Germany against fire

Palm, one of Europe's largest paper and packaging manufacturers, entrusted Calanbau BU Augsburg with the project to install the fire protection system at its new paper mill. The work involves installing 17 fire alarm control panels, 500 smoke detectors and over 17,000 sprinklers.

Rejuvenating the CHU hospital in Reims

In Reims, the construction of a new hospital seeks to both make the CHU more attractive to young professionals and upgrade the range of healthcare services provided. Cegelec Nord Grands Projets, with support from Cegelec Reims as a subcontractor, will help realise ambitions by deploying all high current services.

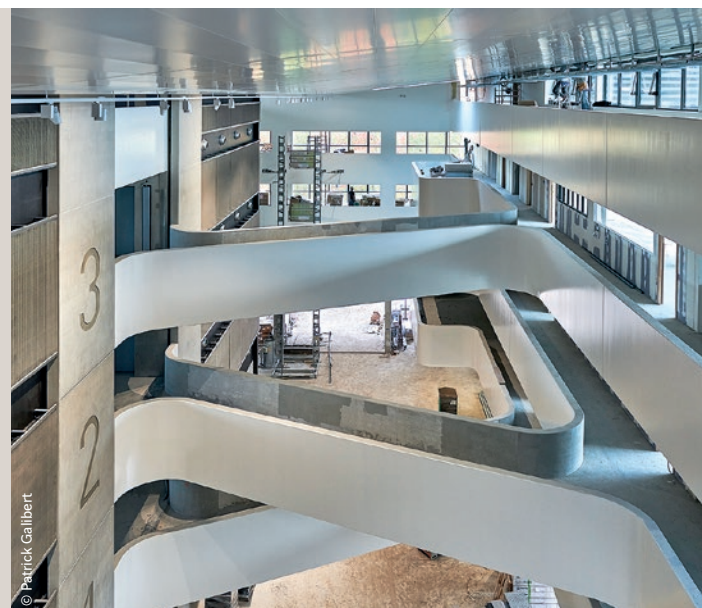


Creating a low-carbon mega campus in Nanterre

It will be one of the largest wooden office complexes in France. By the end of 2022, a 125,000 m² campus, Arboretum, and its five new solid-wood buildings will open their doors in the town of Nanterre. The air conditioning, ventilation, heating and smoke extraction work was entrusted to Lefort Francheteau Réalys. One of the main challenges is to take into account the various labels and certifications that attest the project's exemplary environmental and energy performance.

Playing a part in an environmental excellence project near Bordeaux

In Merignac, southwest France, Dassault Aviation is erecting a 25,000 m² building that meets the most stringent environmental and energy standards, harnessing heat recovery systems, photovoltaic energy generation and smart lighting and energy solutions provided by Tunzini Bordeaux, Chatenet and Cegelec Bordeaux, while Uxello is involved in the fire protection work.



All hands on deck to renovate the head office of a major property developer

The property developer Kaufman & Broad has chosen seven VINCI Energies companies to renovate and extend its head office in Courbevoie. The project involves various technical macro-packages in a building spanning 24,000 m², which will include offices, restaurants, service spaces and an apartment hotel.





Using IoT architecture to reduce water consumption in Florence

Replicate is a European R&D project developed to deploy solutions that improve energy efficiency, mobility and ICT. Florence, one of the three pilot cities, is currently trialling a smart irrigation system operated by Axians and built using IoT architecture. The initiative has reduced water consumption by 30% while also optimising the time spent conducting checks in the field.



Deploying the first "All in One" pylon designed by Axians

Equipped with all the technical components it needs to work, the "All in One" pylon designed by Axians can be installed without being set in concrete. That is one of the reasons it is so popular among telecoms operators, which have chosen to deploy the pylon in various regions throughout France.



Providing ICT services as part of a wastewater treatment project in Stockholm

To better purify its wastewater, Stockholm is planning to build a 14-km long tunnel to connect two parts of the city. Axians was awarded a six-year contract to implement its ICT services that will be used throughout the work primarily in order to secure access and provide broadband in the tunnel.

Developing the prestigious new head office of Saint-Gobain

Built in La Défense, the Saint-Gobain tower rises 40 storeys high into the Paris sky. In addition to being awarded a three-year maintenance contract, Axians was tasked with fitting out the building with a range of audiovisual facilities, including the auditorium, board room, Executive Committee room, modular spaces, the video wall and dynamic notice boards.



Supporting hospitals in Paris bring about their digital transformation

Axians has put in place a private cloud for its client Assistance Publique – Hôpitaux de Paris (AP-HP), which will help centralise and secure patient data and make it easier for the IT services department to offer new servers to users.



Optimising IT tools at a hospital in French Polynesia

Axians is working for a hospital in French Polynesia to optimise its call centre management tools and the connection with the direct emergency line processing centre. The aim is to use GPS technology to locate intervention vehicles, communicate procedures to mobile and tablet devices, and most importantly to ensure compliance in recording medical and legal information.



Securing an IT system for the ANFR

In order to safeguard the security of its IT systems, the French national frequency agency (ANFR) called on Axians to upgrade its online services and IT applications to ensure they comply with the general security framework (RGS). As part of this RGS compliance project, Axians has conducted penetration tests and a comprehensive risk assessment for two major applications used by the ANFR.



Developing an effective architecture to boost remote medical diagnosis

As a result of the pandemic, remote medical diagnosis has emerged as an essential tool to enable the healthcare industry to continue to function. Télédiag, the first French network of remote radiology, asked Axians to upgrade its IT system. The challenge is to put in place a more effective architecture to triple diagnosis processing capacity.

In keeping with our commitments and values

At VINCI Energies, we firmly believe that people are our greatest asset, which is why our teams actively promote health and safety, ethics, knowledge transfer, environmental protection and engagement with local communities. Such initiatives are the manifestation of our beliefs and reflect our values of responsibility and solidarity. Closely tailored to local priorities and needs, the efforts of our teams truly capture the core identity of VINCI Energies.

COMMITMENTS

OMEXOM

OM

Safety and security

Inextricably linked to the company's overall performance, occupational health and safety form part of the commitments VINCI Energies makes to its employees, clients and subcontractors. Our Safety Excellence ambition involves taking very concrete steps to train and raise awareness among staff to ensure proper conduct regarding risk prevention and management across the board.



In Brazil, health priorities and safety priorities were of equal importance to us.

JEAN-MICHEL LANG,
CEO OF VINCI ENERGIES IN BRAZIL
AND SAFETY WEEK SPONSOR

What changes were made to worksites and processes in Brazil in response to the pandemic?

On 16 March 2020, we established the two principles that would guide our action – protecting employee health and maintaining operations to sustain our business units – and shared them with our teams. Once we had done that, we needed to consider the rules imposed by the authorities, client expectations, as well as the different types of worksites. We decided on a case-by-case basis which staff would work remotely, which operations could continue with hygiene measures in place and which operations would be suspended. We quickly adjusted our ways of working for any operations that had been suspended to enable employees to work in separate “bubbles” on site. As a result, our business activity more or less returned to normal levels at the end of June.

How did you balance protecting employee health with addressing safety and profitability challenges?

Adopting both a testing policy and a multichannel awareness-raising campaign (via text messages and videos) enabled us to keep the number of Covid-19 cases among our employees to a minimum. Before each worksite resumed, staff received training on the safety risks, which meant they were able to continue to carry out work to a high standard. To ensure the business remained profitable, we were strategic about managing working hours (for instance, by factoring in public holidays, annual leave and overtime). Our approach helped us to minimise losses.

How did Safety Week go?

As part of our Safety Week in 2020, we started to consider how we could further improve our safety culture, a process in which we will engage for several years.



A built-in social distancing system

In collaboration with Axians, Actemium took only two days to design a tool to protect workers at the uptownBasel construction site in Arlesheim, Switzerland. Embedded in their hard hats, the device uses Bluetooth technology and either beeps or vibrates to warn the wearer when they are less than two metres away from someone else.

Tailored organisation to meet energy needs in Australia

In Australia, Omexom is building and maintaining the energy transmission and distribution network for Powercor. In the past, it was common practice to assign two workers to a cradle; however, changes had to be made to reduce the risk of spreading Covid-19, i.e. the same people worked together as a team for 14-day periods and staggered shifts were introduced to reduce the number of people on site at any given time.



Virtual reality training to make people aware of electrical hazards

VINCI Energies in Germany created a virtual reality training module on substation maintenance based on a real-life near miss. Available in three languages, the module outlines local regulations and the security principles that apply. It was first used in September 2020 by 200 participants across 11 German business units.

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%
2020 4.41	2020 0.28	2020 81%

Ethics and compliance

VINCI Group guidelines such as the Code of Ethics and Conduct, the Anti-Corruption Code of Conduct and the Manifesto set out the rules of conduct that apply to all VINCI Energies business units and employees. These documents provide a basis for our internal practices, which ensure we meet standards of integrity and loyalty in our relationships with stakeholders.

Assessing and preventing corruption risks

VINCI Energies can be vulnerable to external corruption threats that vary considerably depending on the country in which its business units operate, the line of work in which they are involved, as well as the clients, suppliers, subcontractors and partners they have.

With that in mind, each business unit maps its own corruption risks every year, outlining its perception

of the risks it faces and the steps it is taking to address them. In 2020, business units drew up over 1,750 corruption risk maps and uploaded them to a centralised tool that consolidated the data by level of management.

Each business unit must also assess its 10 largest clients and suppliers as well as its five main subcontractors. That is why VINCI Energies' divisions began working with a number of tools last year that make it easier to share data about various partners.



Over 1,750 business units drew up corruption risk maps in 2020.



An internal compliance app for managers

Managers have an integral role to play in communicating the *Code of Ethics and Conduct*, the *Anti-corruption Code of Conduct* and the VINCI e-learning module. They therefore use the ComEth application to track transmission of the documents in accordance with the management structure, record whether recipients of the documents have formally approved them and, where necessary, send reminders to recipients.

Human resources

The human resources development and progression policy – which covers recruiting, integrating and nurturing talent, fostering diversity and helping young people give meaning to their work – reflects the identity of VINCI Energies, a service provider whose success is inherently dependent on the commitment and professionalism of its people.



Attracting new talent is more important than ever.

VÉRONIQUE MATIGNON-MÉNARD,
VP OF HUMAN RESOURCES, VINCI ENERGIES

Which areas did your teams focus on in 2020?

We had to get to grips with the unprecedented situation brought about by the pandemic, as did the rest of the company. The aim during the first lockdown was to keep as many people as possible in work despite our clients slowing or shutting down. In close collaboration with employee representatives and all employees, we organised worksites differently to shield them from becoming Covid clusters and adapt working methods to suit the pace of each business unit. We also began considering remote working to determine whether it would be compatible with the various tasks and duties of our teams, as well as our requirements regarding operational performance, onboarding of new employees and social cohesion.

Is hiring new staff still on the agenda at the moment?

Although the pandemic is still ongoing, we do have highly ambitious plans, particularly for hiring young staff. We need people like them in our ever-changing business lines and believe that helping them find employment forms part of our corporate social

responsibility. That is the whole purpose of the Young Talent Days, an event that gives students nearing the end of their Master's the opportunity to gain first-hand experience of VINCI Energies in a bid to encourage them to join one of our 1,800 business units. Furthermore, we hire young people across all job categories: workers (who make up 30% of our teams), technicians (40%), as well as engineers and managers (30%).

What is your policy on work-study contracts?

We work with training centres for apprentices in labour pools, aiming to recruit at least one apprentice in each of our 700 business units across France. Young people enrolled in two-year higher education courses and engineering students are our primary target. At the end of 2020, over 3,300 young people were on work-study contracts at VINCI Energies. We aim to match or surpass this figure in 2021.



Enhanced commitment to learning

A centuries-old French craft guild that offers training courses, Compagnons du Devoir has teamed up with VINCI Energies to set up an electrotechnical 'BTS' (vocational diploma) course at its training centre in Troyes, consisting of core modules plus specialist modules on industrial, service and infrastructure activities. Two intakes of 17 students will start in September 2021.

12,000
permanent contracts
signed in 2020.

2,600
young people under
permanent contract
in 2020.

1.5 million
hours of training
provided in 2020.

46

47



Alliance with the Fondation INSA Strasbourg

INSA Strasbourg – a French engineering university – launched its foundation to promote projects that focus on diversity, entrepreneurship and open-mindedness among students. Through its business units in eastern France, VINCI Energies lent its support to the initiative. The alliance aims to combine science, technology and humanism for a sustainable future.



Apprenticeships and work-study contracts to train our future employees.



NICOLE LEHMANN,
HR DIRECTOR, VINCI ENERGIES EUROPE EAST.

Providing training for young professionals that includes apprenticeships, practical work experience and a teaching programme in a vocational school has always been key to recruiting qualified staff at VINCI Energies in Germany. Our business units in Germany took on 583 apprentices in 2020. It is becoming increasingly enriching for young people in higher education to take part in work-study programmes because it gives them the opportunity to gain invaluable practical experience in the workplace. Additionally, our business units offer these programmes in order to train students in a way that builds the skills we need into our future talent pool. We currently have 70 higher education students from 13 different courses on work-study contracts.

Initiatives to further diversity and equality in the workplace

VINCI Energies has undertaken many initiatives worldwide to achieve its diversity and gender equality ambitions. A diversity working group was established in Germany, Switzerland and Austria, which developed a specific strategy to promote gender equality in the teams, a major aim from 2021. Various awareness raising campaigns were launched; for instance, videos on women in IT jobs were shared. The standout event in New Zealand was the launch of a mentoring programme to put experienced female employees in contact with women seeking a professional support network. A total of 48 women took part in the initiative, including women working for some of Electrix's clients.

In Brazil, VINCI Energies set itself an ambitious target of ensuring women held 30% of managerial positions by 2025 (versus 19% at the end of 2020). The company plans to provide all managers with training to encourage them to see diversity as a positive and incorporate diversity and inclusion



into their recruitment strategies. The signature of the United Nations Women's Empowerment Principles (WEP) charter was an important milestone in 2020.

FOCUS ON
YOUNG TALENTS DAYS 2020



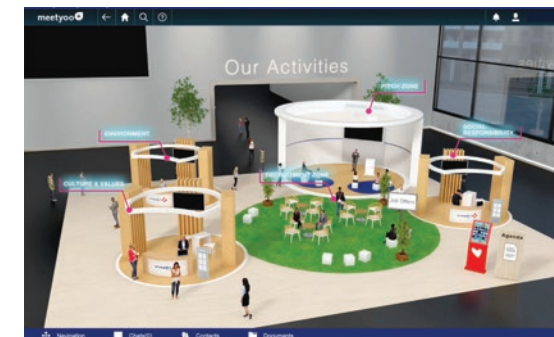
“The new and improved Young Talent Days were a great success.”

PATRICK PLEIN,
VP HUMAN RESOURCES,
VINCI ENERGIES INTERNATIONAL & SYSTEMS

The Young Talent Days began 10 years ago to give young people the opportunity to build up contacts, interact informally with their peers, VINCI Energies employees and managers, attend interviews and find their final-year internships in one of our business units. In 2020, the event was held online due to the pandemic, and consisted of a three-hour evening session three days in a row so that students all over France and abroad – and the employees who would be speaking with them – could take part.

On average, over 1,000 applicants attended the event each day; they watched conferences on the challenges and culture within VINCI Energies, visited the four business line booths (infrastructure, building solutions, ICT and industry), met employees or did recruitment interviews. We pledged to process all applications within a month of the Young Talent Days – and we kept our promise!

The event, which was more “comprehensive” than usual, went



very well. Over 300 operational employees were involved in the Young Talent Days, i.e. three times more than in 2019. Other triumphs included a very large influx of applications (over 6,400 applicants) and a significant increase in the number of interns taken on. The interns we took on, 38% of whom are female, study engineering, business, management, finance and IT.

The event will take place online again in 2021 in tandem with some in-person sessions if at all possible. We aim to expand its international reach and provide a

427

internships across eight countries were advertised.

wider range of career pathways (including internships, apprenticeships and graduate schemes). In the medium term, we are looking at adopting a hybrid events model that combines the best of both worlds.

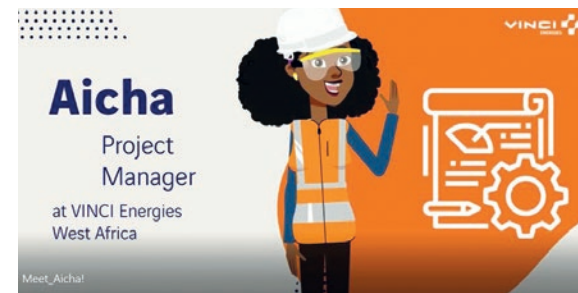


An opportunity for young recruits to tap into their creativity

Building Solutions business units throughout France organised a virtual challenge to meet two objectives: to present the opportunities they can offer young people and recognise the support provided by the mentors assigned to them. In 2020, interns and work-study students were asked to make videos in which they presented their role, talked about their internship experience and gave their take on the company where they worked. Of the 20 people who took part, six made it through to the final, where they were able to make their pitch to the management committee. The 2020 edition was a success, drawing videos of a very high standard and sparking strong interest among the BU managers within the division.

West Africa – a survey to gauge employees’ expectations

Determined to combat all forms of discrimination and promote equality and diversity, VINCI Energies in West Africa invited 159 female employees to take part in a survey to voice their expectations. The survey covered four areas: their perception of VINCI Energies, their relationship with their managers, employment equity and working conditions, as well as the climate and well-being at work. An action plan was implemented based on the results and will be reviewed and updated regularly.



The best thing about the trainee programme is its flexibility and the relationships it enables you to build!

CLARA ESNARD,
A PARTICIPANT IN THE TRAINEE PROGRAMME IN GERMANY

As a Knowledge Management project manager at Omexom in France, my work had an international dimension to it. It made me want to develop my career abroad, specifically in Germany. When I spoke to other people at Omexom about my aspirations, they told me about the company’s trainee programme in Germany. By being immersed at the heart of operating entities, the 18-month exchange programme is giving me a chance to discover different business lines, broaden my knowledge and clearly define my career goals. I was assigned a mentor on arrival. He created a tailored plan for me and put me in touch with points of contact in the different entities. Rather than work shadowing, I am given the opportunity to carry out varied, challenging and stimulating tasks myself. I have been able to take on responsibilities and I figured out where I wanted to go. I’m delighted that I’ll soon be starting as the strategic assistant of the CFO at VINCI Energies Deutschland Transmission & Transformation, in charge of external growth and environmental issues.

FOCUS ON THE VINCI ENERGIES ACADEMY



“Our training courses must meet the needs of our business units.”

VINCENT PEYRIÈRE,
CHIEF LEARNING OFFICER VINCI ENERGIES

What does the VINCI Energies Academy try to achieve?

VINCI Energies is expanding all over the world. Instilling a corporate culture and fostering employee development are key to its performance. With that in mind, we run a proactive, inspiring network of local academies to design high-quality training courses focusing on general skills and the VINCI Energies culture, as well as promote them among and offer them to all relevant employees. The courses complement those provided by the institutes (such as the Omexom Institute and the Building Solutions Institute), which focus on the specific technical skills needed for their various activities.

What were some of the Academy’s projects in 2020?

2020 was an eventful and intense year. We organised the VINCI Energies Academy differently to make it easier to spread our corporate culture, set up new Academies in the countries and regions in which we operate and simplify access to our training courses. We upgraded our interface that brings together course catalogues, registration management and details of courses attended, which we renamed the “Academy Portal”. We also began using a new platform, Up!, to deliver on-demand e-learning

content. Additionally, we accelerated distance learning during the pandemic by adapting face-to-face classes to the online environment and ramping up our e learning content. We offered employees a blend of online and face-to-face training options to ensure that, despite the major constraints, they were able to spend the same number of hours in training as before the pandemic.

What is your ambition for 2021?

We need to continue to provide training courses that meet the needs of our business units. We hope to bridge the gap between VINCI Energies’ environmental ambition and training courses, organise a seminar for divisional support managers and create a new project management course.

Environment

By the very nature of its activities, VINCI Energies is a major player in the environmental transition. With the help of the VINCI Energies road map, each business unit sets its own objectives to reduce CO₂ emissions, conserve biodiversity and promote the circular economy wherever it can. However, by choosing the environmental solutions developed by VINCI Energies, our clients have an equally important role to play in contributing to a more low-carbon world.



A webinar on hydrogen and storage technologies

The VINCI Energies Power & Mobility division, the innovation department and the Omexom brand organised a low-carbon energy challenge on hydrogen production and storage technologies. A total of 140 people attended the webinar, which included demonstrations of the uses of hydrogen, pitches from start-ups and mini conferences.

First Group-wide CO₂ hackathon

In Germany, to help meet its climate change goals, VINCI organised its first-ever CO₂ hackathon, an event that saw eight working groups comprising around 40 employees from VINCI Concessions, Eurovia and VINCI Energies working hard for two weeks. The resulting infrastructure, digitisation and mobility projects were deemed to be of a very high standard and will receive support.



VINCI Energies' first public clean-up event in West Africa

As part of the "Save your Planet" programme, which aims to involve employees in environmental protection, VINCI Energies' West Africa division launched a "public clean-up" drive to pick up waste in different Moroccan cities. The first such event was conducted in Rmilat forest near Tangier, where 170 kg of waste was collected for processing.

FOCUS ON THE FIRST VINCI ENVIRONMENT DAY, SHOWCASING COLLECTIVE EFFORTS

VINCI published its environmental road map in January 2020. The strategy has several aims: to reduce Group CO₂ emissions by 40% by 2030 and contribute to France's carbon neutrality goal under the Paris Agreement, as well as commitments to support the circular economy and protect natural environments.

The first VINCI Environment Day took place on 22 September 2020, uniting employees and strengthening their resolve to work together to tackle climate change. All of the Group's activities and sites in France and abroad took part in the event, with some of its many highlights including the sharing of ideas and best practices.

The event also saw the launch of the VINCI Environment Awards, a competition that calls on the company's 220,000 employees to put forward creative ideas that could help the Group achieve its sustainability objectives. "The initiative boasts two benefits," explains Corinne Lanière, General Secretary of VINCI Energies. "It will generate widespread interest in environmental issues among the teams and accelerate the spread of projects coming from the field that are worth deploying on a larger scale as they contribute to the environmental performance of the Group and/or that of its clients."

Following a five-month application submission window, the first regional prize will be awarded – based primarily on employee votes – in June 2021, while the grand finale will take place in November.



A fun adventure to more accurately measure the overall impact of our activities

Employees were able to take part in a virtual escape game as part of Environment Day. Gaiactica is a fun, immersive experience that raises awareness among teams about the climate. Gaiactica explores different themes to encourage participants to think about steps that can be taken to mitigate global warming, challenging the user to make the right decisions to save the earth and humankind from climate disruption.

Solidarity

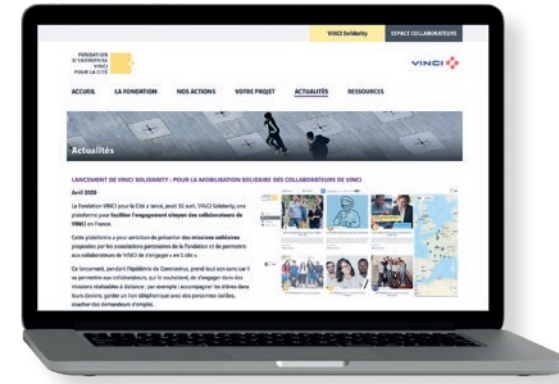


The health crisis led us to launch new community initiatives.



AHMED RAHMANI,
GENERAL MANAGER OF VINCI ENERGIES IN WEST AFRICA

VINCI Energies teams on the ground in West Africa spontaneously launch initiatives in which they get personally involved. In 2020, subsidiaries in Morocco and Senegal contributed to the national Covid-19 solidarity fund launched by the authorities. Under the highest level of lockdown restrictions, Cegelec and Exprom in Morocco decided to keep their teams – including temporary staff – on full pay despite the lack of State support measures. Our teams in Senegal, Benin, Guinea and Côte d’Ivoire arranged for thousands of food and hygiene parcels to be handed out.



An employee engagement platform

In France, Fondation VINCI pour la Cité encourages employees to lead local charity initiatives where the Group operates. Supporting local associations, passing on expertise and helping young people on their journey to success are but some of the varied projects that feature on the new VINCI Solidarity platform, which puts employees in contact with partners selected by the Fondation.

VINCI launched the Covid solidarity initiative, providing **€10 million** in special assistance to **758** healthcare, sanitation and social sector associations across **24** countries.

Integration of young people through sport

VINCI Energies France signed a sponsorship agreement with Toulouse-based association Rebonds! Founded by two former rugby professionals, Rebonds! harnesses sport to educate and socially integrate troubled young people, most of whom come from underprivileged areas. The agreement will enable VINCI Energies business units to familiarise pre-teens and young teenagers with its business lines and take some of them on for internships or work-study contracts.



Emergency humanitarian aid for poor families in South-East Asia

The Asia Pacific division of VINCI Energies provided support to charity Children of the Mekong when the Covid-19 pandemic hit South-East Asia, helping 8,000 children in need and their families by providing food aid and hygiene products.

Electrix focuses its attention on disadvantaged children in New Zealand

Forty-two children in New Zealand benefit from the partnership between Electrix and Variety – the Children’s Charity, receiving basic clothing, school supplies, medical care and more. All business units operating in the country are involved in the sponsorship programme. On their birthdays, the children receive a gift card and a personalised birthday card to mark the occasion.

FOCUS ON

MÉCÉNAT CHIRURGIE CARDIAQUE



A MILESTONE FOR A PROJECT THAT HELPS SAVE LIVES

In 2017, VINCI Energies signed a charitable sports partnership involving the Initiatives-Cœur yacht. Designed to take part in famous races, the boat draws media attention to the charity Mécénat Chirurgie Cardiaque, helping it achieve its aim of enabling children suffering from heart defects to undergo surgery in France when it is not possible in the country where they live. The funds raised by VINCI Energies and its

business units have helped cover the cost of 85 operations in four years, including 34 in 2020. The Vendée Globe – the highlight of the partnership between VINCI Energies and Initiatives-Cœur – got underway in 2020. Skipper Sam Davies had to retire from the race after a collision with a floating object, but she insisted on completing the route outside of the race rankings to increase the charity’s visibility. The commitment she showed, along with the initiatives put in place by all Initiatives-Cœur partners, helped fund 102 operations.

EMPLOYEES GETTING INVOLVED ALL OVER THE WORLD

As it does every year, VINCI Energies rolled out a programme to make employees aware of the partnership and give them the opportunity to get involved in supporting the project.

For instance, they can earn points on the United Heroes app by playing their favourite sport. The points are then converted into euros and donations to save the lives of children. At the end of 2020, no fewer than 3,800 employees were using the app, which has become very popular across all divisions and countries. In the space of three months, 485,000 hours of sport and over one million kilometres had been recorded. Over the weekend of 5 to 6 December, VINCI Energies set its teams a significant challenge: to collectively travel around the world (i.e. cover 40,000 km) to show their support for Sam Davies. Points were worth 10 times more over the

weekend than they usually are. The teams rose to the challenge, raising enough money for one heart operation.

The “My Amazing Gift” initiative was equally successful. Employees and their children could draw the gift they would like to give to another child and, for each drawing, VINCI Energies pledged to donate €10 to Mécénat Chirurgie Cardiaque. Over 1,500 drawings were submitted worldwide.



VINCI Foundation

VINCI Energies forges lasting partnerships with communities through the work of Fondation VINCI pour la Cité, the efforts of its business units and the personal investment of its employees. The foundation's scope includes providing integration assistance, sponsoring charitable sports events and strengthening social ties. It also supports a number of public interest projects worldwide.



Employees give their time to help children in difficulty

KIDS & CO is a Berlin-based non-profit organisation that works with young people experiencing personal or learning difficulties, offering them training or professional integration schemes which are currently being delivered online due to the pandemic. With that in mind, two employees from VINCI Facilities Solutions GmbH decided to put their skills to good use by helping young people get to grips with digital media. Alongside this personal investment, the VINCI Foundation in Germany donated over €11,000 for computer equipment.



Support of the inclusive ethos of an amateur football club in the United Kingdom

Established to foster social cohesion and integration, the VINCI Foundation in the United Kingdom decided to support Birmingham Impact FC, a football club for children of all faiths and ethnic backgrounds, most of whom live in disadvantaged areas. A grant will be used to buy tracksuits and fund a trip to an adventure park. Additionally, an Actemium employee with a coaching qualification will also give some of her time to help the club.

A stepping stone for the professional integration of vulnerable people

Charity Dress for Success has set out to boost people's independence by providing them with clothing for job interviews and advice on effective job application techniques. The Amsterdam branch needs computer equipment to streamline its work and the VINCI Foundation in the Netherlands has made a donation to give it a helping hand.



Operational support to help women live with HIV

Set up in 1997, Ikambere is a charity that helps migrant women affected by AIDS. Yannick Sauvebois, project manager at VINCI Energies Systèmes d'Information, has been involved in the project for the past nine years. He mans a helpline in the charity's premises once a month and also helps handle IT issues.



The teams from VINCI Energies would like
to pay tribute to **Guy Richard**,
who died on 22 January 2021.

Chairman and Chief Executive Officer of GTIE (now known as VINCI Energies)
from 1984 to 1994, Guy first joined the Group in 1972 as Chairman
and Chief Executive Officer of Entreprises Electriques MORS JEAN & BOUCHON.
Born on 23 December 1927, he started his career working
on hydroelectric plant projects in 1949.

Alongside his management team, Guy drew on his extensive experience
as an entrepreneur to draw up and develop the basic principles of management,
organisation and structure, laying the solid foundations that have enabled
our Group to go from strength to strength. It was during this time
our values were shaped. Over the years, they have been passed down
and enriched as we grow and evolve, but we have never forgotten the message
Guy left us with in the speech he gave upon retiring, when he said,
*"If I could leave you with one last piece of advice, it would be to continue doing
what you're doing, keep looking to improve, but never forget our core principles and bear in mind,
to succeed in what you do, you need to combine audacity with attention to detail,
keep a cool head and warm the hearts of the people who will one day take over from you
by making decisions that are informed, fair and put people first."*



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Some photos in this document were taken before the Covid-19 pandemic, hence the lack of masks and social distancing measures.

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