

A large-scale construction project on an offshore oil rig. A massive yellow structure is being lifted into place by a red crane. The rig is situated in the ocean, with other yellow structures and cranes visible in the background. The sky is clear and blue.

VINCI – Aim for an all-round performance ESG presentation

March 2023

1

The VINCI Group

2

Corporate governance

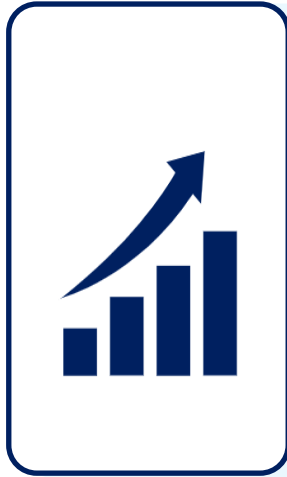
3

Environmental performance

4

Social performance

The VINCI Group



Sharp rise in revenue and earnings



VINCI Autoroutes: traffic above pre-pandemic levels despite higher fuel prices



VINCI Airports: acceleration of the recovery in passenger numbers throughout the year



VINCI Highways: strengthening of its international footprint and ETC expertise



VINCI Energies: continuing increase in revenue and operating margin – further extension of its network



Cobra IS: successful integration - high level of activity, best-in-class operating margin



VINCI Construction: strong business levels – improvement in operating margin despite inflation



Record free cash flow



Lower debt levels



Highly satisfactory renewal of the order book



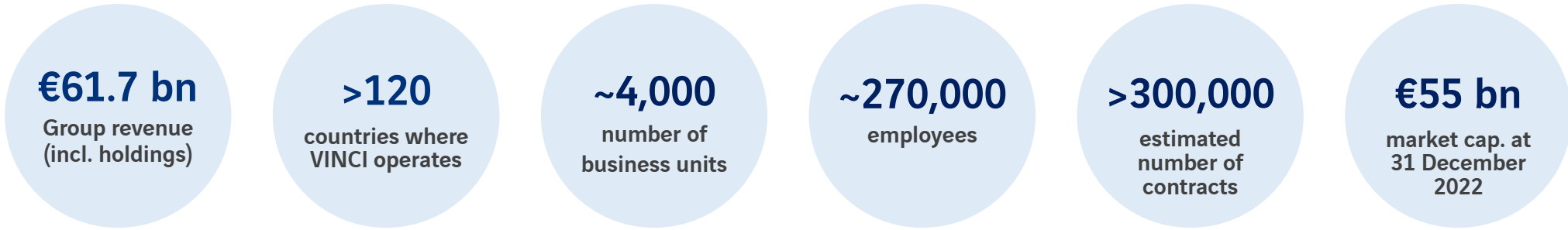
Reduction in CO₂ emissions (Scopes 1 and 2)



2023 outlook: continuing growth in revenue and operating income – First solar project enters service and further developments in renewable energy production by Cobra IS



Dividend proposed for 2022: €4.00 per share



	Concessions		Energy		Construction	Real estate
Revenue	€6.0 bn	€3.2 bn	€16.7 bn	€5.5 bn	€29.3 bn	€1.5 bn
Employees	~6,000	~10,000	~90,000	~45,000	~116,000	~1,000
	VINCI Autoroutes	VINCI Concessions*	VINCI Energies	Cobra IS	VINCI Construction	VINCI Immobilier

* VINCI Airports, VINCI Highways, VINCI Railways and VINCI Stadium

Data in € million (unless otherwise specified)

Revenue

Δ FY 2022/FY 2021
Δ FY 2022/FY 2019

61,675

+25%
+28%

Ebit

Δ FY 2022/FY 2021
Δ FY 2022/FY 2019

6,824

+2,101
+1,089

Ebitda*

Δ FY 2022/FY 2021
Δ FY 2022/FY 2019

10,215

+2,332
+1,719

Free cash flow

Δ FY 2022/FY 2021
Δ FY 2022/FY 2019

5,433

+151
+1,233

Net income

Δ FY 2022/FY 2021
Δ FY 2022/FY 2019

4,259

+1,662
+999

Diluted net income/share (€)

Δ FY 2022/FY 2021
Δ FY 2022/FY 2019

7.47

+2.96
+1.65

Dividend proposed (€)

Δ FY 2022/FY 2021
Δ FY 2022/FY 2019

4.00

+1.10
+1.96

Net financial debt

Δ since 31 December 2021
Δ since 31 December 2019

(18,536)

+1,002**
+3,118

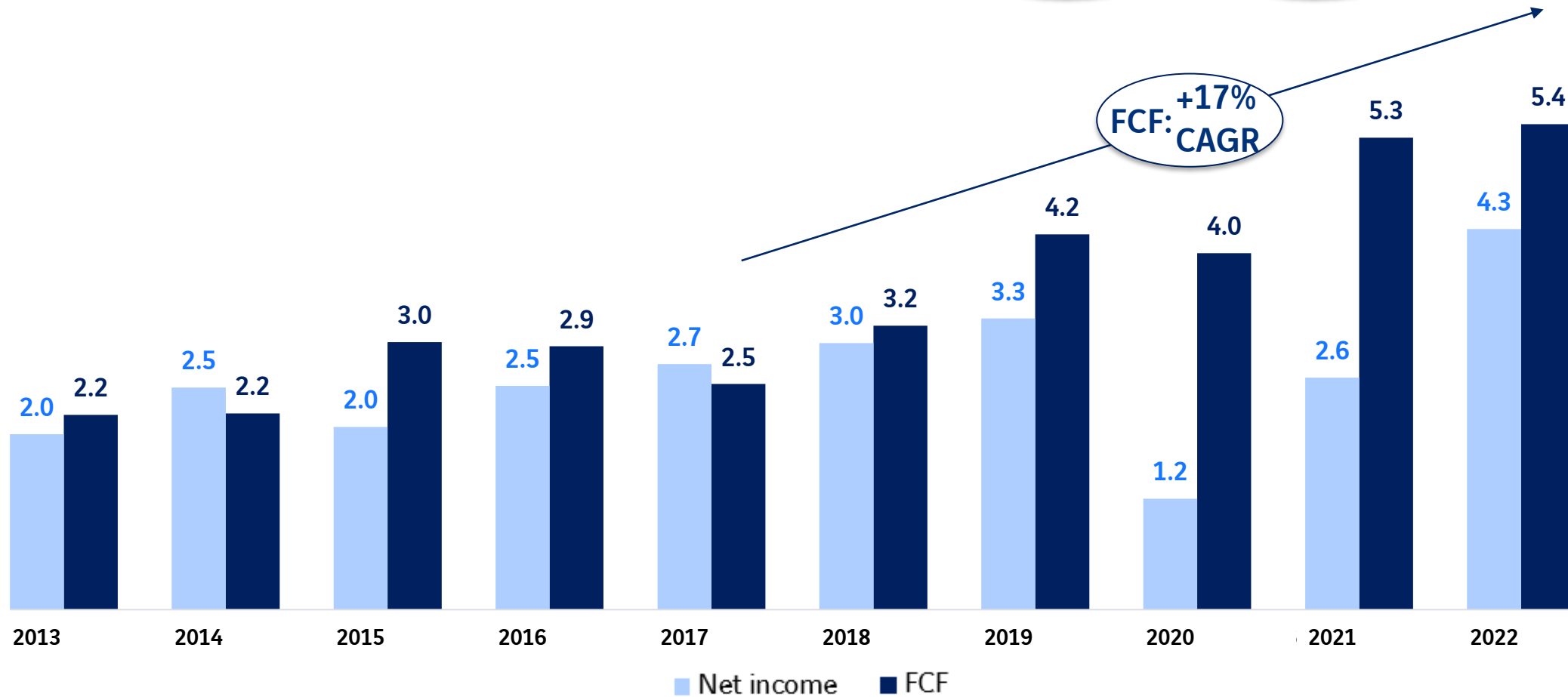
* Cash flow from operations before tax and financing costs

** 2021 figure adjusted from published financial statements as part of the final purchase price allocation for Cobra IS

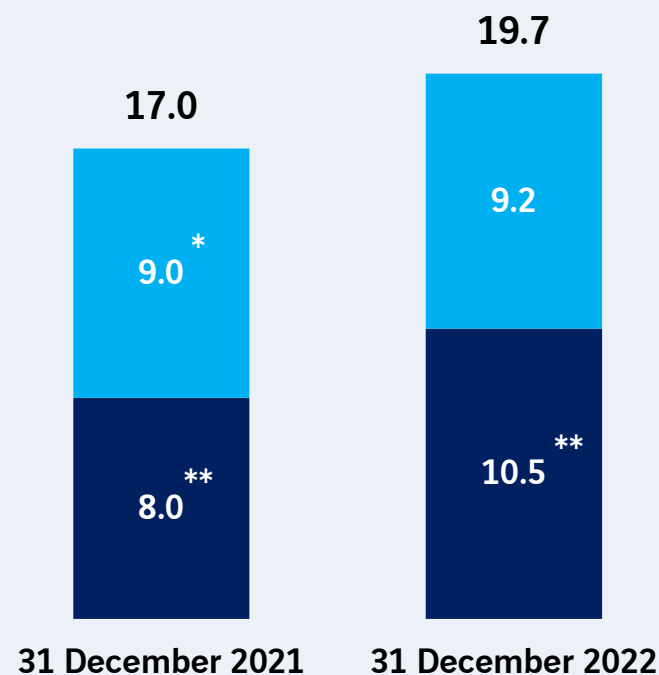
Strong free cash flow generation and high level of cash conversion

Free cash flow generation 2013 to 2022: €34.9 bn total

FCF 10-year CAGR **+11%**
Net income 10-year CAGR **+8%**



High level of liquidity despite several meaningful acquisitions over the last two years



Data in € billion

■ Net cash managed
■ Unused confirmed bank credit facility

Solid credit rating

S&P	A-	Outlook stable
Affirmed for VINCI SA in March 2022		
Moody's	A3	Outlook stable
Affirmed for VINCI SA in May 2022		

Debt refinancing in good conditions considering the current credit market

In August 2022, ASF issued a €850 m bond due to mature in September 2032 and carrying an annual coupon of 2.75% + **€75m private tap** after the public issue

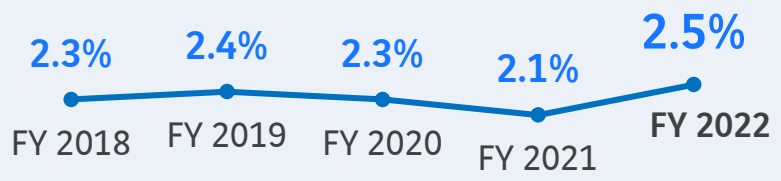
In October 2022, VINCI issued a €650 m bond due to mature in October 2032 and carrying an annual coupon of 3.375%

In January 2023, ASF issued a €700 m bond due to mature in January 2033 and carrying an annual coupon of 3.25%

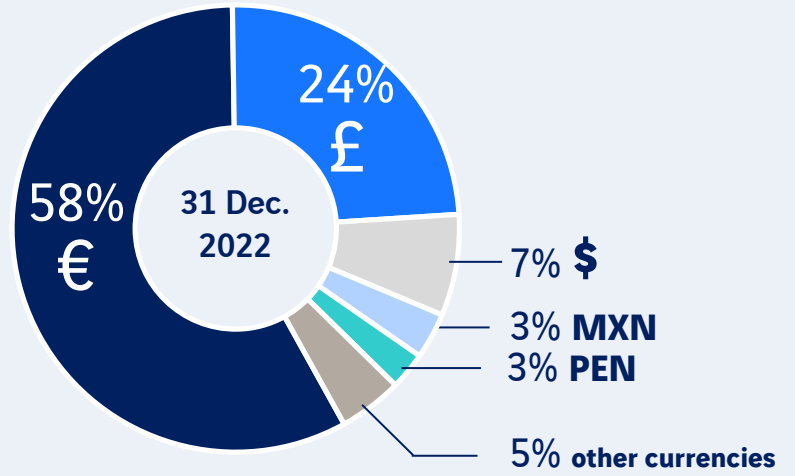
* 2021 figure adjusted from published financial statements as part of the final purchase price allocation for Cobra IS

** Only includes bank credit facilities borne by VINCI SA. A €2.5 bn 2-year bank credit facility was obtained at the end of July 2022

Average cost of gross financial debt cost over the past 5 years



Diversified sources of financing



Energy

VINCI Energies should see further business growth, driven by continuing positive trends in its markets and the integration of recent acquisitions, while solidifying its operating margin.

Cobra IS, supported by its robust order book, is expecting revenue growth of at least 10% thanks to the ramp-up of the large EPC projects won recently and good momentum in flow business.

New projects will be added to the **renewable energy portfolio**, taking total capacity - in operation or under construction - to at least 2 GW by the end of the year.

VINCI Construction

VINCI Construction will remain selective and should see business stabilise, while continuing to improve its operating margin.

Concessions

VINCI Autoroutes expects full-year traffic levels to be similar to those seen in 2022.

VINCI Airports is forecasting a further recovery in passenger numbers - without returning to their 2019 level overall in 2023, because the rebound has been longer to materialise in Asia - and a further improvement in its operating earnings.

- ✓ At this stage, barring any exceptional events, the Group expects further increases - although more limited than in 2022 - in revenue and operating income in 2023.
- ✓ Thus, its net income, despite a substantial increase in financial costs, should be slightly higher than the level achieved in 2022.

2022 dividend per share to be proposed to the Shareholders' General Meeting of 13 April 2023

€4.00
per share

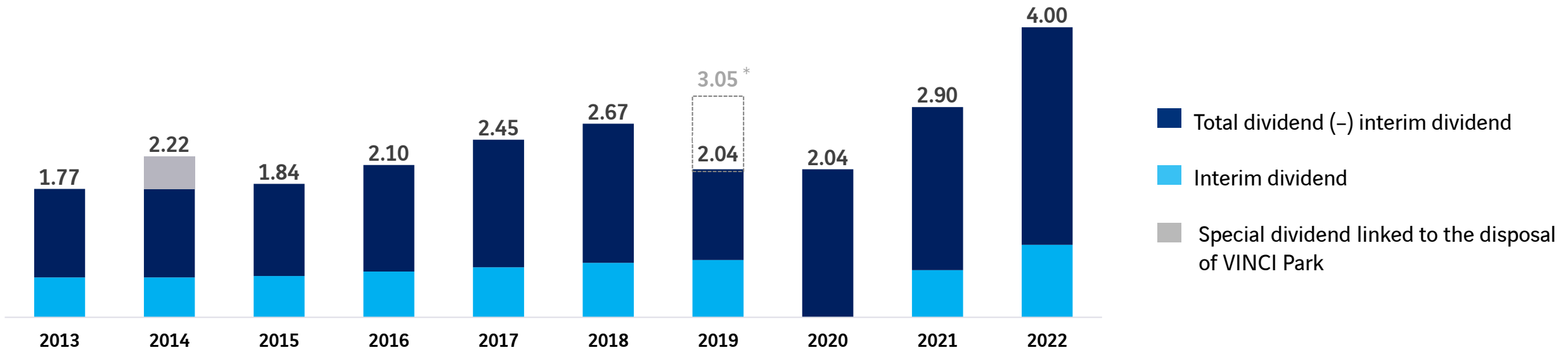
2022 pay-out ratio: 53.5%

25 April 2023

Ex-date

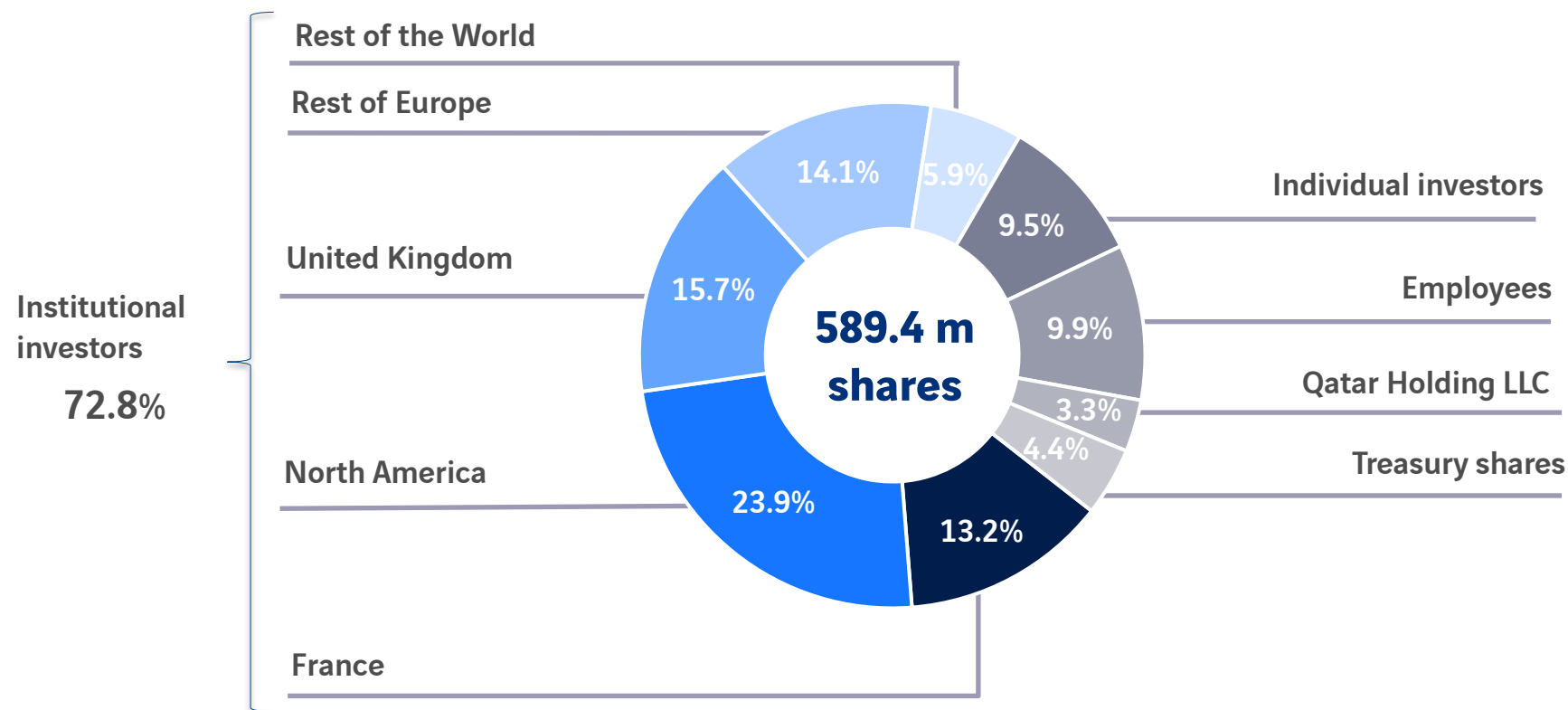
27 April 2023

Payment date (all cash)



Dividend per share since 2013 (in €)

* The 2019 dividend initially proposed in February 2020 was €3.05 per share: it was finally cut to €2.04 per share in Spring 2020 due to the pandemic.



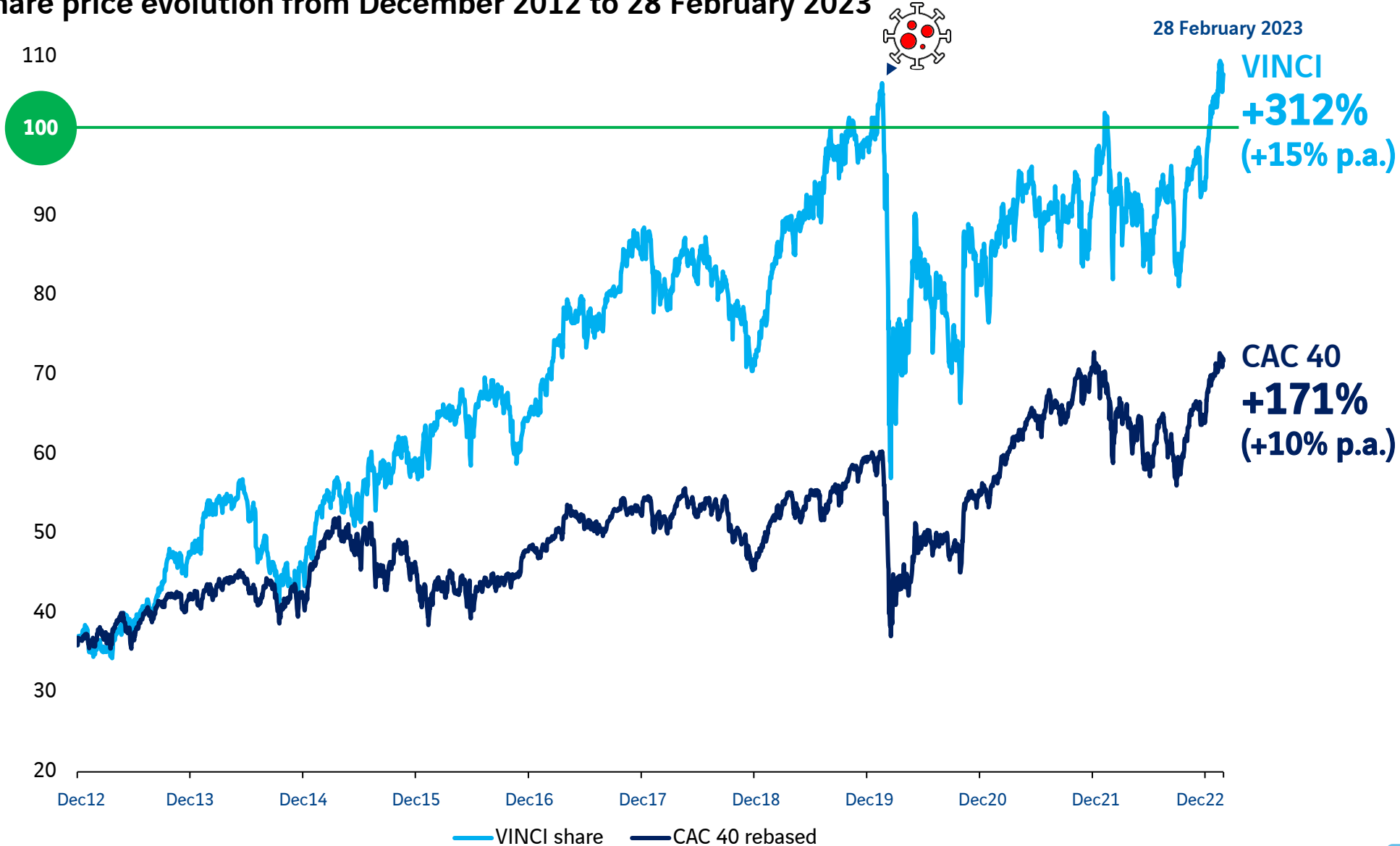
Shareholding structure*

- ✓ Almost **1,000** institutional investors
- ✓ Approximately **300,000** individual shareholders
- ✓ **~160,000** Group employees and former employees are shareholders, including approximately **35,000** outside France

* Based on available information

CAC 40 index outperformed over the last 10 years

Share price evolution from December 2012 to 28 February 2023



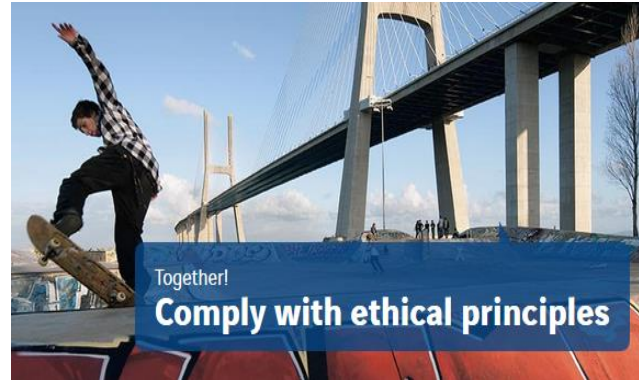
Market capitalisation
28 February 2023

€64 bn

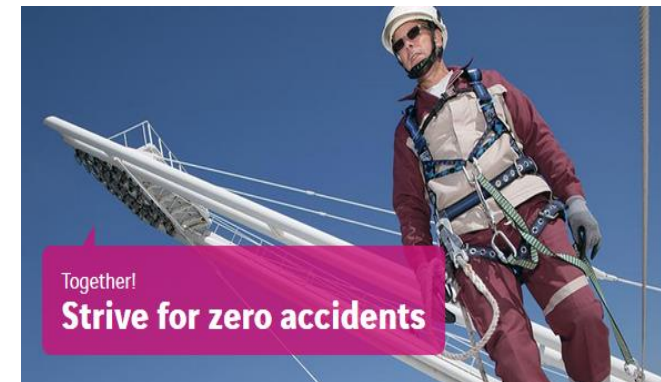
- ✓ **Decentralised management**
- ✓ **The men and women at the heart of actions and organisations**
- ✓ **A local and global approach, rooted in all territories**
- ✓ **An all-round performance**



R E A L
S U C C E S S
I S T H E
S U C C E S S
Y O U S H A R E



« A sustainable economic project is impossible without an ambitious social, workforce-related and environmental commitment. »





Corporate governance



Defines the Company's strategic choices and ensures they are properly implemented



Board of Directors (15 members)



Xavier Huillard
Chairman and Chief Executive Officer

Maintains the balance of power



Yannick Assouad
Lead independent Director

Four specialised committees that report to the Board of Directors



Audit Committee

René Medori
Yannick Assouad
Robert Castaigne
Claude Laruelle

Appointments and Corporate Governance Committee

Yannick Assouad
Benoit Bazin
Robert Castaigne
Claude Laruelle
Marie-Christine Lombard

Strategy and CSR Committee

Benoit Bazin
Caroline Grégoire Sainte Marie
Dominique Muller
Ana Paula Pessoa
Pascale Sourisse
Alain Saïd
Permanent representative of Qatar Holding LLC

Remuneration Committee

Marie-Christine Lombard
Graziella Gavezotti
Roberto Migliardi
Pascale Sourisse

Meetings open to all Directors

9 meetings

Including 7 ordinary meetings and 2 extraordinary meetings

Attendance rate

95%

Gender parity*

54%

Internationalisation

27%

Independence rate**

75%

Composition of the Board as at 31 December 2022

- ✓ **15** Directors, including:
 - 2 representing employees
 - 1 representing employee shareholders
- ✓ **4** foreign nationalities
- ✓ **8** men and **7** women
- ✓ **9** independent Directors
- ✓ Average tenure: **7** years
- ✓ Average age of Directors: **61** years old

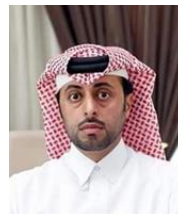
*Excluding Directors representing employees

** Excluding Directors representing employees and employee shareholders

Activity in 2022: 7 meetings
Attendance: 98%



Benoit Bazin
Chairman



Abdullah Al Attiyah
representing
Qatar Holding LLC



Alain Saïd
employees'
representative



Caroline Grégoire Sainte Marie *



Dominique Muller **
representing employee
shareholders



Ana Paula Pessoa **



Pascale Sourisse **

Composition	Main assignments	Activity in 2022
<p>Chairman: Benoit Bazin*</p> <p>7 permanent members</p> <p>Meetings open to all Directors</p>	<ul style="list-style-type: none"> ✓ Formulation of an opinion to Executive Management on proposed acquisitions or disposals of a value exceeding €50 million euros ✓ Ensure that CSR matters are taken into account in the Group's strategy and implementation ✓ Ensure that whistle-blowing systems have been put in place ✓ Examine VINCI's sustainability commitments with respect to the issues faced in its business activities 	<ul style="list-style-type: none"> ✓ Examining acquisition projects ✓ Update on the implementation of "corporate citizenship" initiatives and of ethics and vigilance actions ✓ Update on the implementation of the environmental ambition

* Reappointment will be proposed at the 2022 Shareholders' General Meeting

** Term of office ends: 2023 Shareholders' General Meeting in April 13th, 2023

Activity in 2022: 3 meetings
Attendance: 100%



Yannick Assouad
(Chairman)



Benoit Bazin



Robert Castaigne *



Claude Laruelle



Marie-Christine Lombard

Composition	Main assignments	Activity in 2022
<p>Independent Chairman: Yannick Assouad</p> <p>5 members</p>	<ul style="list-style-type: none"> ✓ Make proposals on the selection of Directors ✓ Make recommendations for the appointment of executive company officers and succession plans ✓ Monitor the evaluation process of the Board of Directors 	<ul style="list-style-type: none"> ✓ Preparation of the evaluation of the CEO – Evaluation of the independence of the Board members ✓ Proposal to appoint 2 new Directors ✓ Succession plans ✓ Initiated the Board assessment process with the assistance of an independent firm

* Term of office ends: 2023 Shareholders' General Meeting in April 13th, 2023


The Appointments and Corporate Governance Committee:

- ✓ Ensures that the Chairman and Chief Executive Officer and the Lead Director have properly organized **the natural succession process for the Chairman and Chief Executive Officer** in the medium term, and that there is always a succession plan for the Chairman and Chief Executive Officer in the event that he or she is unable to carry out his or her duties.
- ✓ Is informed of the succession plans of the **members of the Group's Executive Committee** supervised by the Chairman and Chief Executive Officer in connection with the Appointments and Corporate Governance Committee and by the Executive Committee for all other senior executives.

Renewal of one Director and appointment of two new independent Directors at the AGM (13 April 2023)

	Position	Appreciation of the Board	Year of first appointment
Caroline Grégoire Sainte Marie 	Company Director Member of the Strategy and CSR committee	Independent	2019
Carlos F. Aguilar 	President & CEO of Old Hundred Road LLC	Independent	2023
Annette Messemer 	Independent Director	Independent	2023

	Position	Appreciation of the Board	Year of first appointment
Robert Castaigne 	<p>Former Chief Financial Officer and former member of the Executive Committee, TotalEnergies</p> <p>Member of the Audit Committee and of the Appointments and Corporate Governance Committee</p>	Non independent	2007
Ana Paula Pessoa 	<p>Chairman and Chief Strategy Officer of Kunumi AI (Brazil)</p> <p>Member of the Strategy and CSR committee</p>	Independent	2015
Pascale Sourisse 	<p>Senior executive Vice-President, International Development, Thales</p> <p>Member of the Remuneration Committee and of the Strategy and CSR committee</p>	Non independent	2007

End of the term of office at the 2023 Shareholders' General Meeting	Position	Year of first appointment	Appointment of a Director representing employee shareholders at the general meeting of 13 April 2023*	Position
Dominique Muller 	Insurance director, VINCI Construction Member of the Strategy and CSR committee	2019	Three candidates proposed by the VINCI Group employee savings mutual funds (in order of the funds' ownership of VINCI shares) of which one will be appointed: 1. Mrs. Dominique Muller 2. Mrs. Agnès Daney de Marcillac 3. Mr. Ronald Kouwenboven	Insurance director (VINCI Construction) Financial controller (Cegelec Mobility) Business Unit Manager (Actemium IS Zwindrecht)

* In accordance with the provisions of Article 11.2 of the Articles of Association

Activity in 2022: 5 meetings
Attendance: 100%



Rene Medori
Chairman



Yannick Assouad
Lead Independent
Director



Robert
Castaigne*



Claude
Laruelle

Composition	Main assignments	Activity in 2022
Independent Chairman: René Medori	<ul style="list-style-type: none"> ✓ Monitor the process of compiling financial information 	<ul style="list-style-type: none"> ✓ Examination of the budget and accounts
4 members	<ul style="list-style-type: none"> ✓ Monitor the effectiveness of internal control and risk management systems 	<ul style="list-style-type: none"> ✓ Review of risk management, prevention and control systems
	<ul style="list-style-type: none"> ✓ Evaluation of proposals for the appointment of the Company's Statutory Auditors or the renewal of their terms of office as well as their remuneration and issuing a recommendation in this matter 	<ul style="list-style-type: none"> ✓ Collaboration with the auditors

* Term of office ends: 2023 Shareholders' General Meeting in April 13th, 2023

Activity in 2022: 3 meetings
Attendance: 100%



Marie-Christine Lombard
 (Chairman)



Benoit Bazin



Roberto Migliardi
 (employees representative)

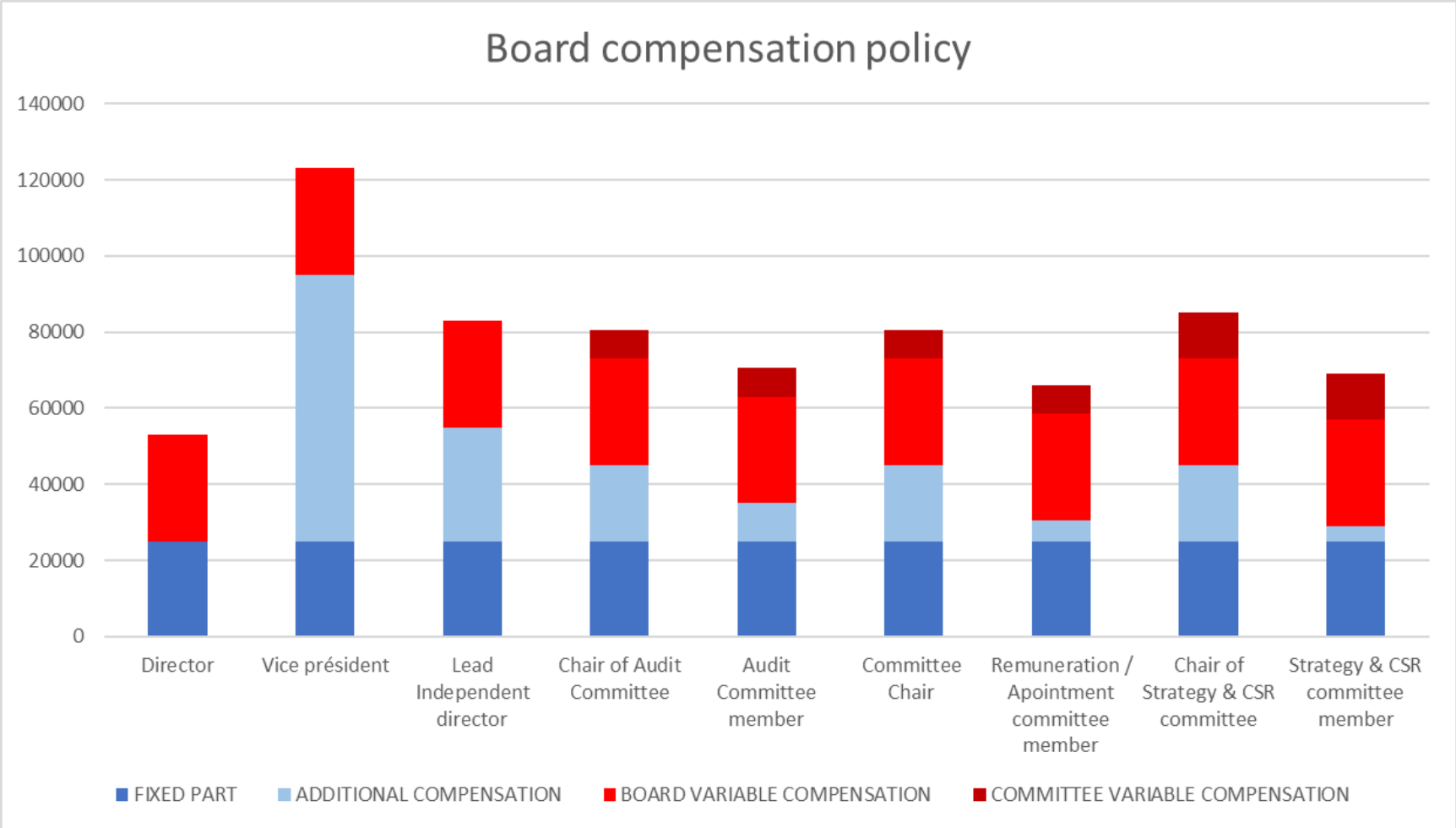


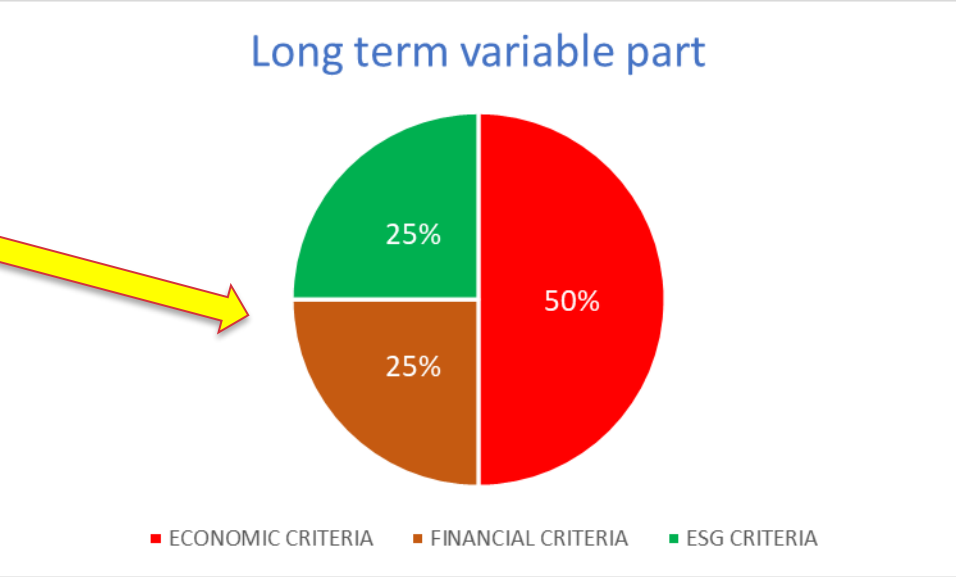
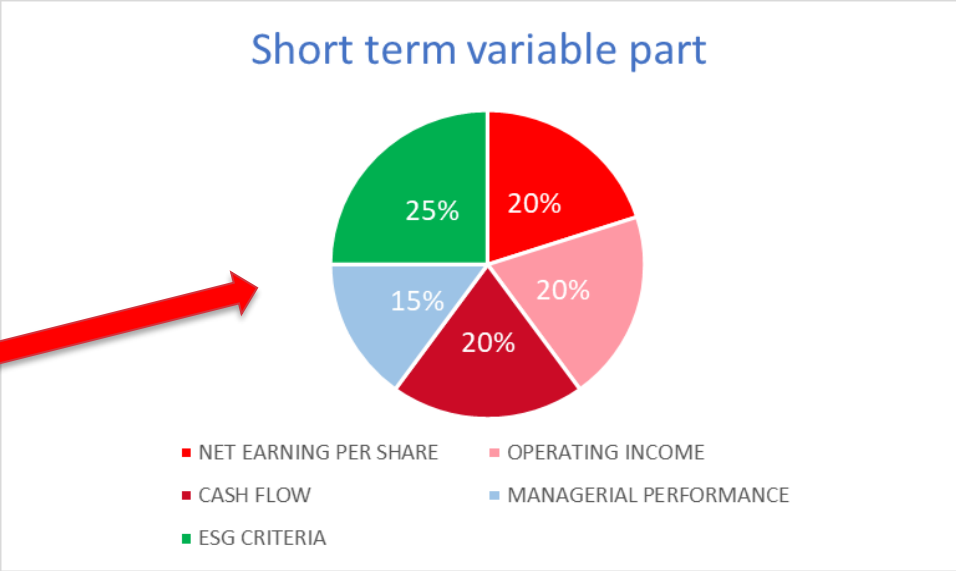
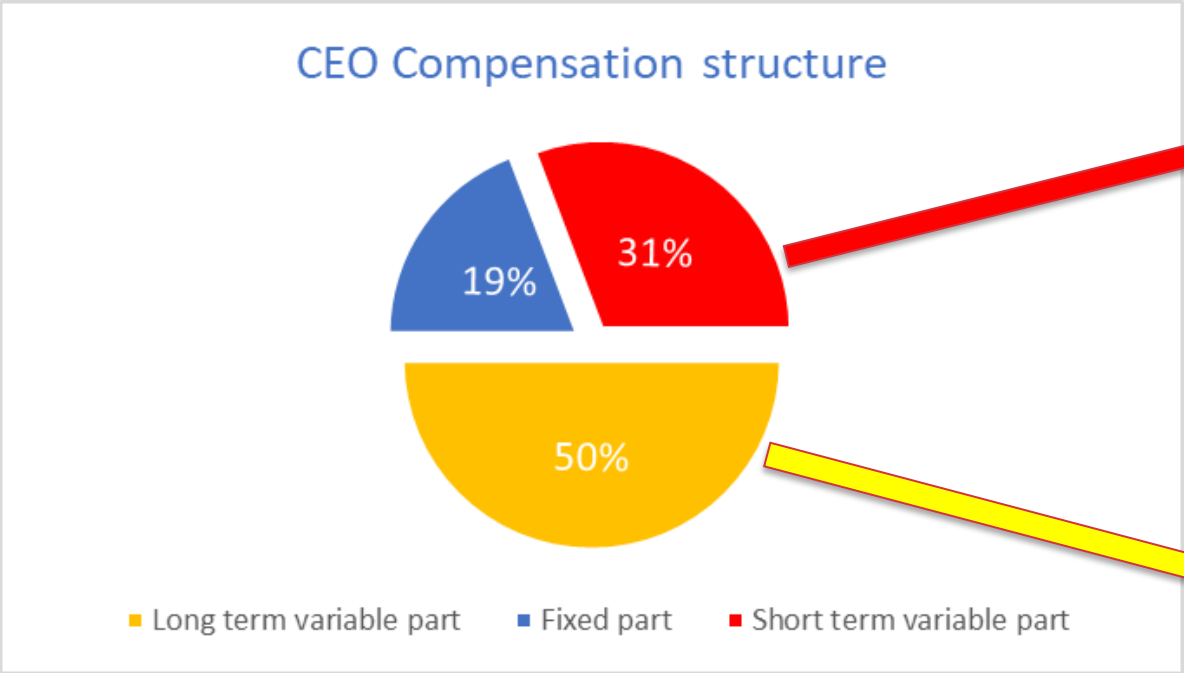
Pascale Sourisse *

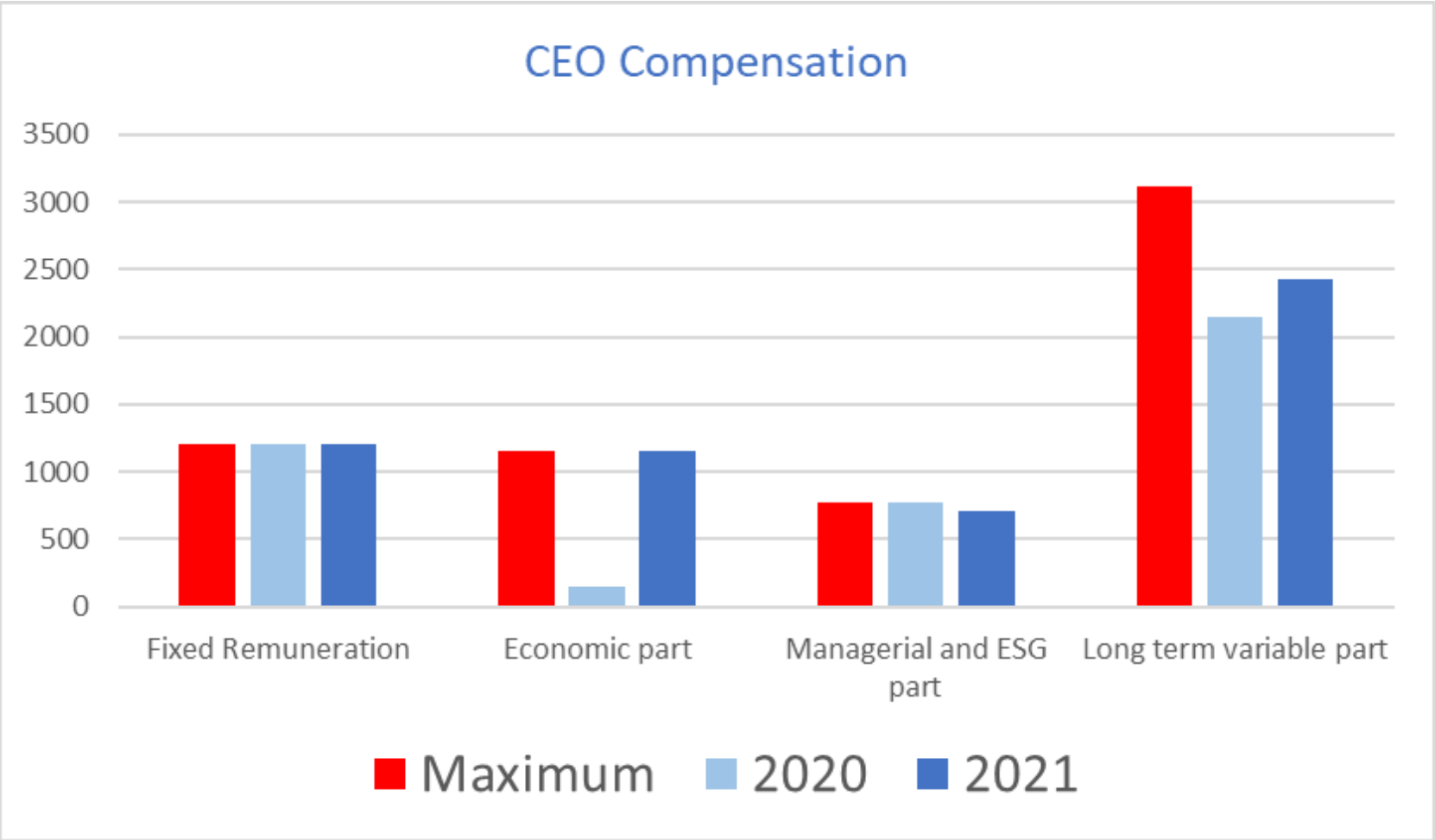
Composition	Main assignments	Activity in 2022
Independent Chairman: Marie-Christine Lombard 4 members	<ul style="list-style-type: none"> ✓ Compensation of the Chairman and Chief Executive Officer ✓ Monitoring of employee shareholding ✓ Retention and motivation plans for executives and managers 	<ul style="list-style-type: none"> ✓ Reviewing the Directors' and the CEO's compensation policies ✓ Setting the CEO's variable compensation in respect of FY 2022 ✓ Monitoring employee shareholding ✓ Implementing long-term incentive plans and monitoring performance on vested long-term incentive plans

* Term of office ends: 2023 Shareholders' General Meeting in April 13th, 2023

■ **Global envelope: 1,600,000 euros** decided by the General Meeting of 17 April 2019









* Date by which a shareholder's shares must be registered in order to participate in the Shareholders' General Meeting

Environmental performance

VINCI's ESG performance in 2022



42% of eligible Revenue

20% of aligned Revenue

44% of eligible Capex*

12% of aligned Capex*

* Excluding the acquisition of the concession rights to the OMA Group's airports in Mexico in December 2022.

Corporate ESG Performance

Prime

RATED BY ISS ESG



	2022	2021	2020	2019
CDP Climate	A	A	A-	A-
CDP Water Security	B	B	B	B-
CDP Forest	C	C	C	submitted not scored

SUSTAINALYTICS

28.4 Medium Risk

Negl. Low Med. High Severe

0-10 10-20 20-30 30-40 40+



Advanced

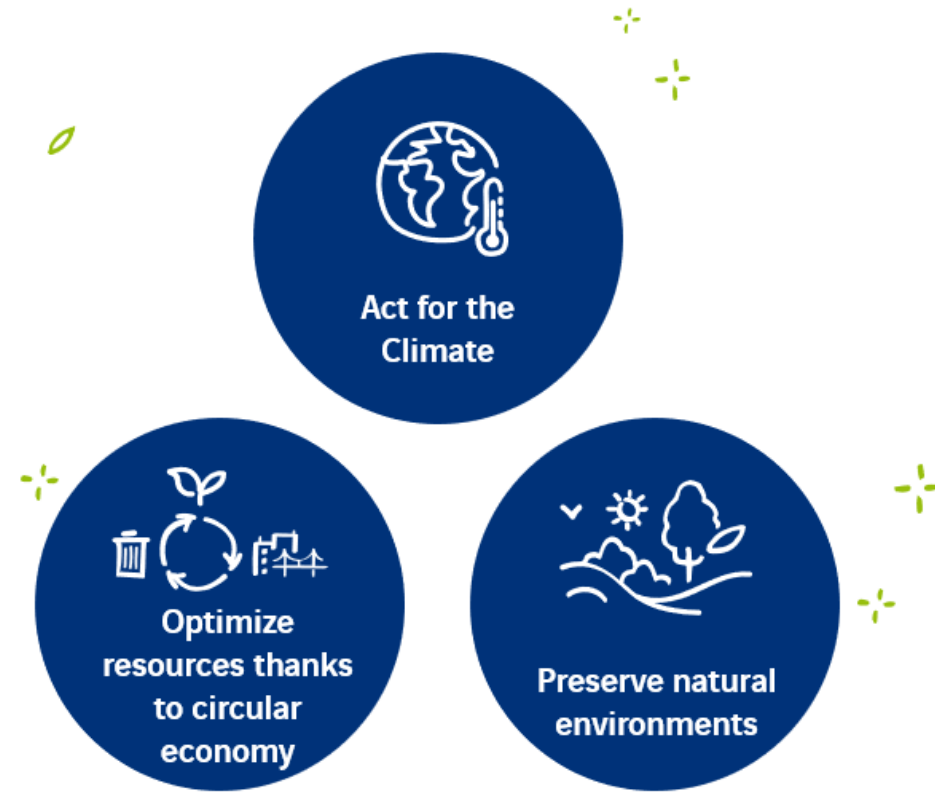
MSCI ESG RATINGS



CCC B BB BBB **A** AA AAA

« best in class » in 2022 (in Heavy Construction sector)

Forging a sustainable world



Implementation by the businesses, with our internal and external stakeholders



OUR COMMITMENTS

Scope 1 & 2

2.1 m
tCO₂eq

- ✓ Reduce our direct greenhouse gases emissions (scopes 1 and 2) by 40% by 2030 compared to 2018

Scope 3

c. 42 m
tCO₂eq

- ✓ Reduce our indirect emissions (scope 3) by 20% by 2030, acting on the whole value chain of our activities
- ✓ Adapt our infrastructures, projects and activities to improve their resilience towards climate change



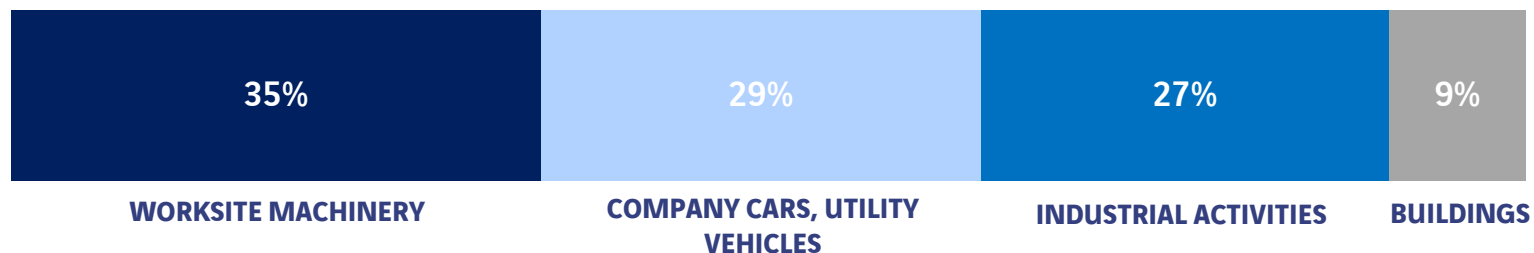
SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

**Certification of
scopes 1, 2 and 3 objectives
Well below 2° C trajectory**

Actions to reduce direct emissions (scopes 1&2)

Scopes 1 & 2 emissions



-13%

greenhouse gas emissions in 2022 vs 2018
(scopes 1 & 2, adjusted from the impact of acquisitions)

Examples of actions to reduce direct emissions

>13,000
worksite machines equipped with the **E-track energy consumption monitoring system**

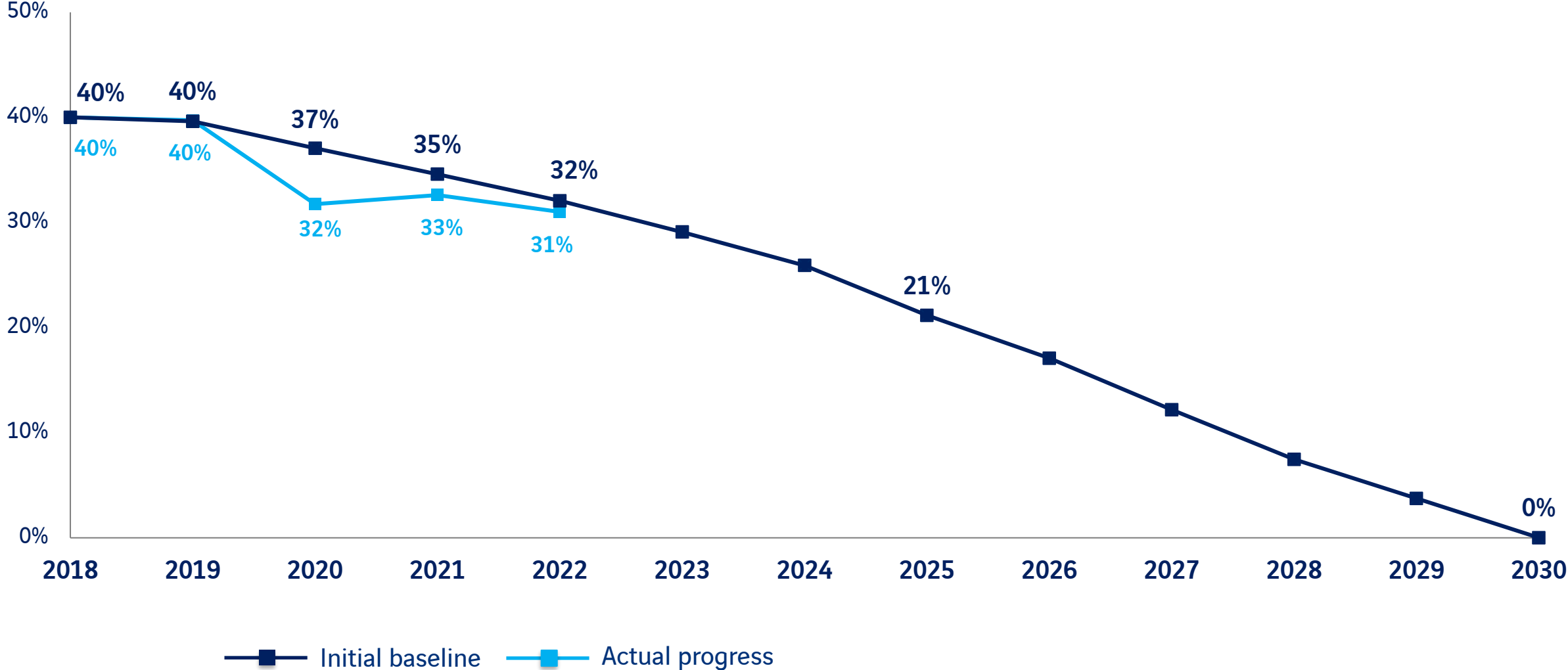
Close to **8%**
electric vehicles in VINCI's fleet in France

Optimize energy efficiency and substitute natural gas and gas from renewable sources for high-emitting fossil fuels

2030 AMBITION : 70 kWh/t of asphalt produced

38%
electricity consumption from renewable sources in 2022

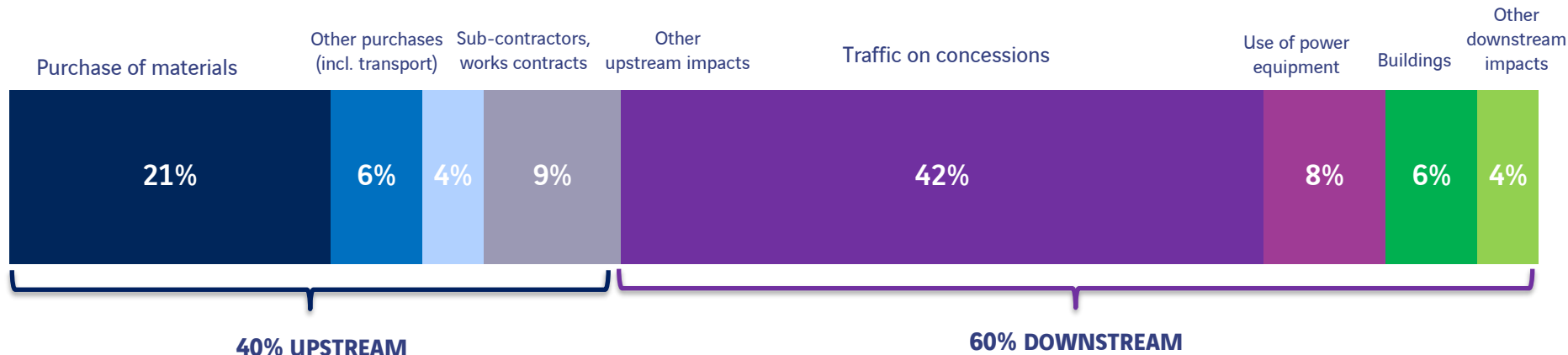
Progress of VINCI's emissions reduction trajectory in 2022



Scope 3 emissions

30%

Low carbon concrete used by VINCI Construction's building activities in France in 2022



Actions to reduce direct emissions

MATERIALS



2030 AMBITION

90%

low-carbon concrete used by VINCI Construction

- ✓ Eco-design to optimize the quantities of materials used
- ✓ Secondary steel

SUB-CONTRACTORS



- ✓ Optimization of travels
- ✓ Renewing the fleet of vehicles by low emissions' technologies
- ✓ Test & learn new technologies (biogas, hydrogen, biofuels...)

CONCESSIONS' TRAFFIC



- ✓ Low Carbone Motorways
Ex: VINCI Autoroutes
- ✓ Tariff modulations linked to the environmental performance
Ex: VINCI Airports
- ✓ Charging point stations
Ex: EasyCharge

USE OF EQUIPEMENTS & BUILDINGS



- ✓ Eco-design approach for buildings and infrastructures
- ✓ Energy efficiency equipment
- ✓ Building thermal renovation
- ✓ Energy Performance Contracts
- ✓ Renewable energy capacities



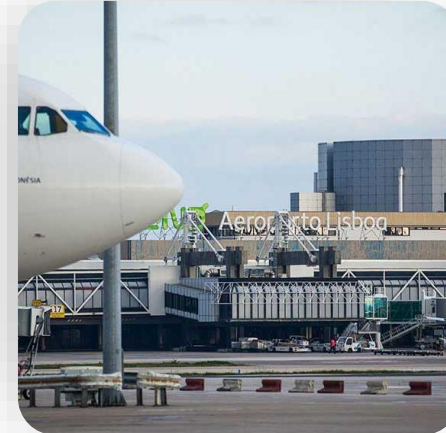
EXEGY

Mainstreaming Exegy very low and ultra-low-carbon concrete



REHASKEEN

Industrialisation of thermal refurbishment of facades



MONITORING AIRCRAFT CARBON FOOTPRINT

Real-time monitoring of carbon emissions and fuel consumption during aircraft Ground-movements (Taxi-Time)



REVE (Ecological charging of electric vehicles)

Solar energy self-consumption to power electric vehicle charging stations

OUR ACTIONS

OUR COMMITMENTS



- ✓ Promote **low-resource building** techniques and materials
- ✓ Improve **sorting and recovery of waste** to systematize valorization
- ✓ **Develop the offer of recycled materials** to limit the extraction of resources

2030 AMBITION

20 mt recycled aggregates produced by VINCI Construction

45% recycled asphalt mix from VINCI Autoroutes reused on its own worksites

Zero Waste to landfill for all concessions

>50% of VINCI Immobilier revenue generated through urban recycling operations



14 mt of recycled aggregate mix out of VINCI Construction's total annual production in 2022

46% recycled asphalt mix from VINCI Autoroutes reused on its own worksites in 2022



18 sites with zero waste to landfill at VINCI Concessions

57% of VINCI Immobilier revenue generated through land recycling operations





REDUCING CO₂ EMISSIONS FROM MOTORWAY MAINTENANCE WORK BY 49%

Maximising leftover asphalt reuse and recycling



THE LIFELONG QUARRY

Using mixed inert excavated material (from worksites) to produce sand and gravel, by reproducing the natural cycle of soil erosion



ECO LINE MARKER: THE ZERO WASTE PAINT BOMB

A 100% reusable spray paint, guaranteed 0 waste



PLASTIC WASTE FREE SERVICE AREAS

Accompanying commercial facilities at motorway service areas for two years to learn to move away from single-use plastic

OUR COMMITMENTS



- ✓ **Prevent pollution and incidents** by systematically implementing environmental management plan in all our activities
- ✓ **Optimize water consumption**, especially in areas of water stress
- ✓ Aim to achieve **Zero net loss of biodiversity**

2030 AMBITION

Towards **zero net loss of biodiversity**



Zero net loss of natural land

for VINCI Immobilier in France

OUR ACTIONS



41 sites

using **zero-phytosanitary products** for VINCI Airports (over 48 intotal)

-77%

phytosanitary products used by the concessions activities between 2022 and 2018



€5.5 bn

revenues from **environmentally accredited projects** in 2022

Only **6%** land take for **VINCI Immobilier** operations in France in 2022





REUSING WATER FROM AIR CONDITIONERS

Recovering condensed water from the air conditioning system at the Salvador Bahia Airport, as part of its zero-water discharge policy



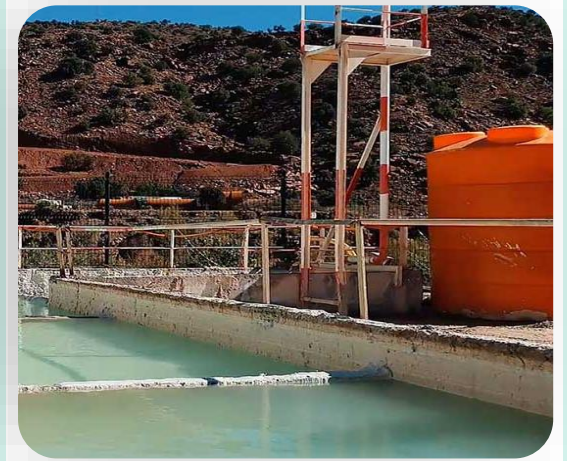
VALUING THE WASTELANDS IN URBAN AREAS

Encouraging the development of urban redevelopment promotion projects by rehabilitation and pollution control in industrial brownfield sites, which avoids soil artificialisation



ZINC PAINT REDUCTION TO INCREASE LIFE OF TOWER STEEL

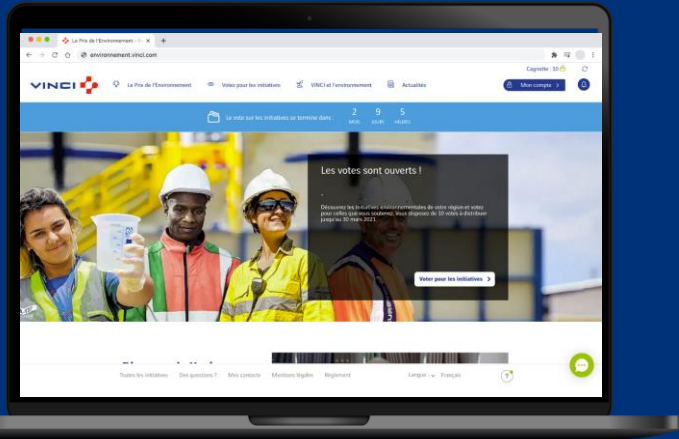
An alternative technique to the use of zinc for the maintenance of metal bollards subjected to corrosion via the installation of a drainage system



OPTIMISATION AND ECO-USE OF WATER IN AREAS OF WATER STRESS

A panoply of actions to recycle and reuse water in a region suffering from severe water stress

THE ENVIRONMENT AWARDS



+2,500
Candidate initiatives



57,000
Voting employees



800
Regional correspondants

TRAININGS



>42,000
Employees completed the e-learning on VINCI's environmental ambition



+450
Pioneers motivated and involved in the Ecowork community



+40%
Environmental training hours between 2021 and 2022

VINCI'S ENVIRONMENT DAYS ON 22 SEPTEMBER 2022



Social performance



Aiming for all-round performance and sharing the benefits of our performance with our stakeholders

4
Together!
Engage in civic projects

4,000

Long-term unemployed people supported in 2022 on integration programmes

9,000

high-school students to be welcomed under the "Give Me Five" programme

€6.1m

Of funding provided to non-profits by the Group's foundations (€55.5m in 20 years)

5
Together!
Strive for zero accidents

72%

of companies without lost-time occupational accidents

0.40

Workplace accident severity rate

5.71

Lost-time workplace accident frequency rate (in constant decline over the last 10 years)

2,536,278

training hours in health & safety

6
Together!
Foster equality and diversity

22.2%

of female managers in 2022 (vs 18.5% in 2016)

17.3%

of women sitting on the management committees of Group companies in 2022 (vs 8.6% in 2018)

Objectives

Increase to **30%** by 2030 the proportion of women on management committees or in managerial positions

7
Together!
Promote sustainable careers

5,762,283

hours of training provided in 2022

90.7%

permanent job contracts

8,617

Young people under 25 years old recruited

88,715

people recruited worldwide

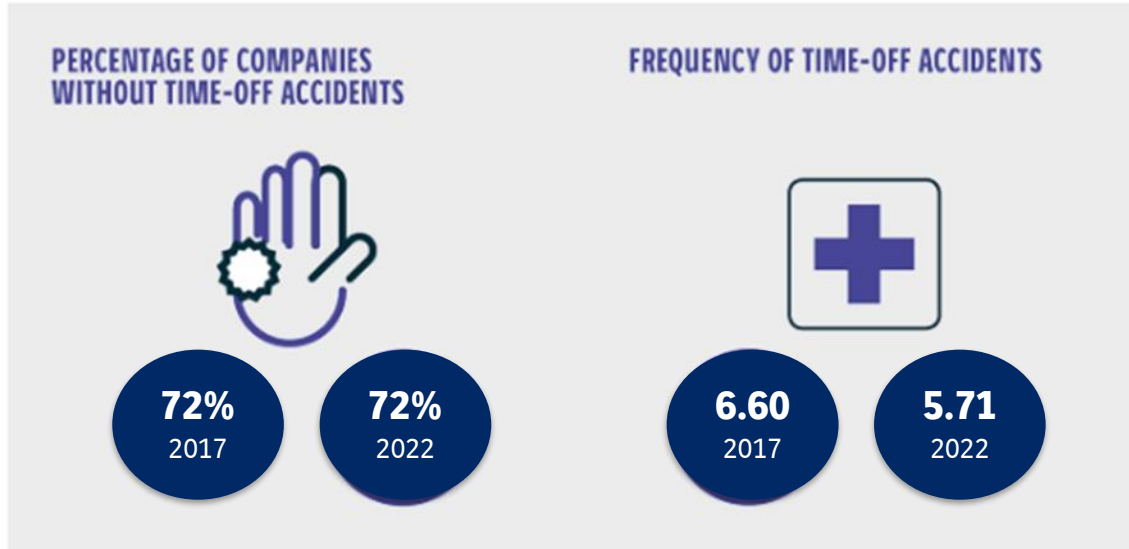
8
Together!
Share the benefits of our performance

More than **90%**

of all employees can subscribe to an employee share ownership programme

€450 m

paid by the Group to employee share ownership, incentive, profit-sharing and collective retirement plans in France



- An in-house network of 2,500 health and safety specialists
- Trainings and best practices :
 - 44% of training hours on health & safety
 - 2.5 million hours of training in health & safety
- Subcontracting and customer awareness

* Data does not include Cobra IS



Percentage of women in managerial positions

16.4%
in 2012

22.2%
in 2022

Targets by 2030:

- Increase the percentage of women in management positions and the percentage of women members of the Group's management committees to 30%
- An in-house diversity network of 700 people
- Fostering the employment of people with disabilities and purchases done with disability-friendly enterprises



1. Guidance



- Nearly 700 VINCI sponsors and relays
- Actions carried out in 18 countries

2. Recruitment



- Targeted actions with students, especially from INSA since 2018
- Clauses in recruitment mandates relating to mixed shortlists
- Young Talents and Fresh Graduates programmes

3. Development



- A Connect'HER banner to accompany all initiatives
- Training courses dedicated to inclusive management
- Dedicated People Reviews
- Coaching and mentoring programmes
- An action plan to combat ordinary sexism

Launched in 2018, the Give Me Five programme aims to tackle social inequalities, targeting young people from priority neighbourhoods or people far away from the job market.

It is structured around five initiatives:



1 GUIDANCE

Offer week internships for high-school students to discover the enterprise world

4,200 students in 2022

2 INDIVIDUAL SUPPORT

Guide, empower and professionally support high-school students in collaboration with 4 associations, academic rectorates and partners

5,000 students in 2022

3 APPRENTICESHIPS

Strengthen 14-25 years old's skills through training and working contracts

4 INTEGRATION

Facilitate the access to internships for young people in priority neighbourhood areas

5 EMPLOYABILITY

Increase the employability of people far away from the job market



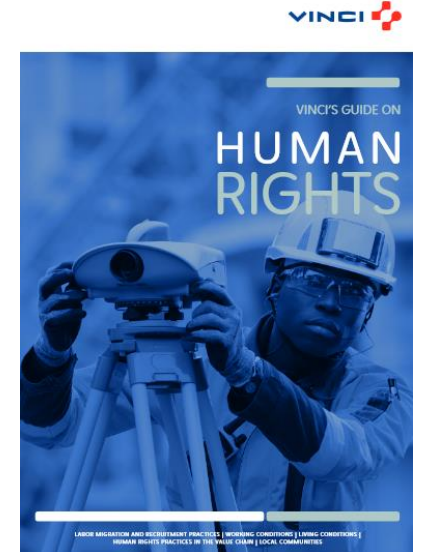
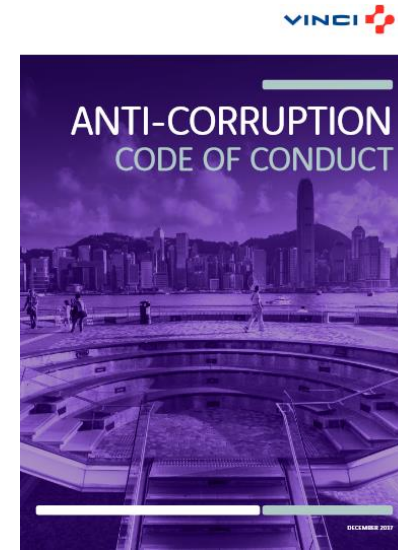
22 hours
of training on
average per
employee

Encouraging employee training through online and offline courses

€450 M
paid out to French
employees through
employer contributions,
profit-sharing, incentive
and retirement
saving plans

Sharing the benefits of performance (10% of VINCI's capital is detained by employees)





Documents available in 30 languages and for 99 % of employees



English 

 To ensure that reports remain strictly confidential, VINCI has introduced this platform, featuring a high level of security. For further information [click here](#).

<https://www.vinci-integrity.com>

Accessible to :

- Group's employees
- External or occasional employees
- Other stakeholders in projects run by Group entities

Welcome to VINCI Integrity

As part of the Group's whistleblowing system, VINCI Integrity enables you to report serious violations concerning human rights, the environment, business ethics or health and safety of which you are personally aware in the working environment.

The reports are handled under the strictest conditions of confidentiality by [the Group Ethics and Vigilance Department](#).

 Submit a report	 Track my report
---	---

The procedure

[What are the areas concerned?](#)

[What happens after I submit a report?](#)

[How soon will I receive a reply after submitting my report?](#)

[How can I be sure that my report will remain confidential?](#)

[What happens if the report turns out to be unfounded?](#)

[What is the "Track my report" button used for?](#)

[What should I do if I lose my report references?](#)

Anti-corruption Code of Conduct

Code of Ethics and Conduct

Guide on Human Rights

Occupational health and safety

Environmental guide



THE GUIDE:

- identifies VINCI's **salient issues** (5 areas divided into 17 themes) and **associated guidelines** for each theme;
- has a **universal dimension** within the group;
- applies to all our companies regardless of their business and the country where they are established;
- constitutes a **progressive approach**.

DEDICATED E-LEARNING AVAILABLE TO ALL EMPLOYEES IN ENGLISH, FRENCH, SPANISH, PORTUGUESE AND POLISH



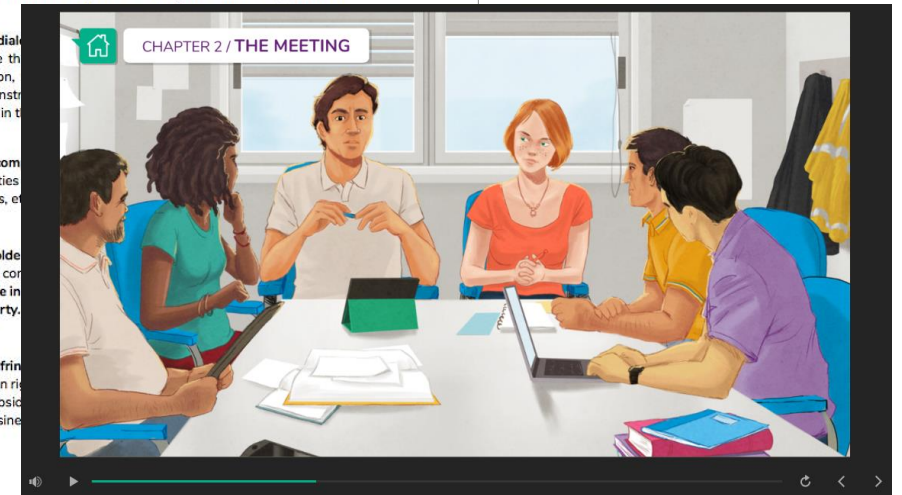
01 Our activities, just like those of any other company, can have an impact on human rights which may be positive or negative. This must be identified beforehand and any risks of infringement must be prevented.

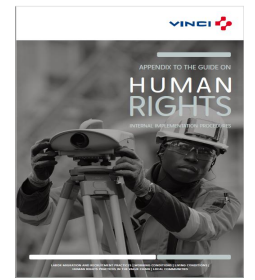
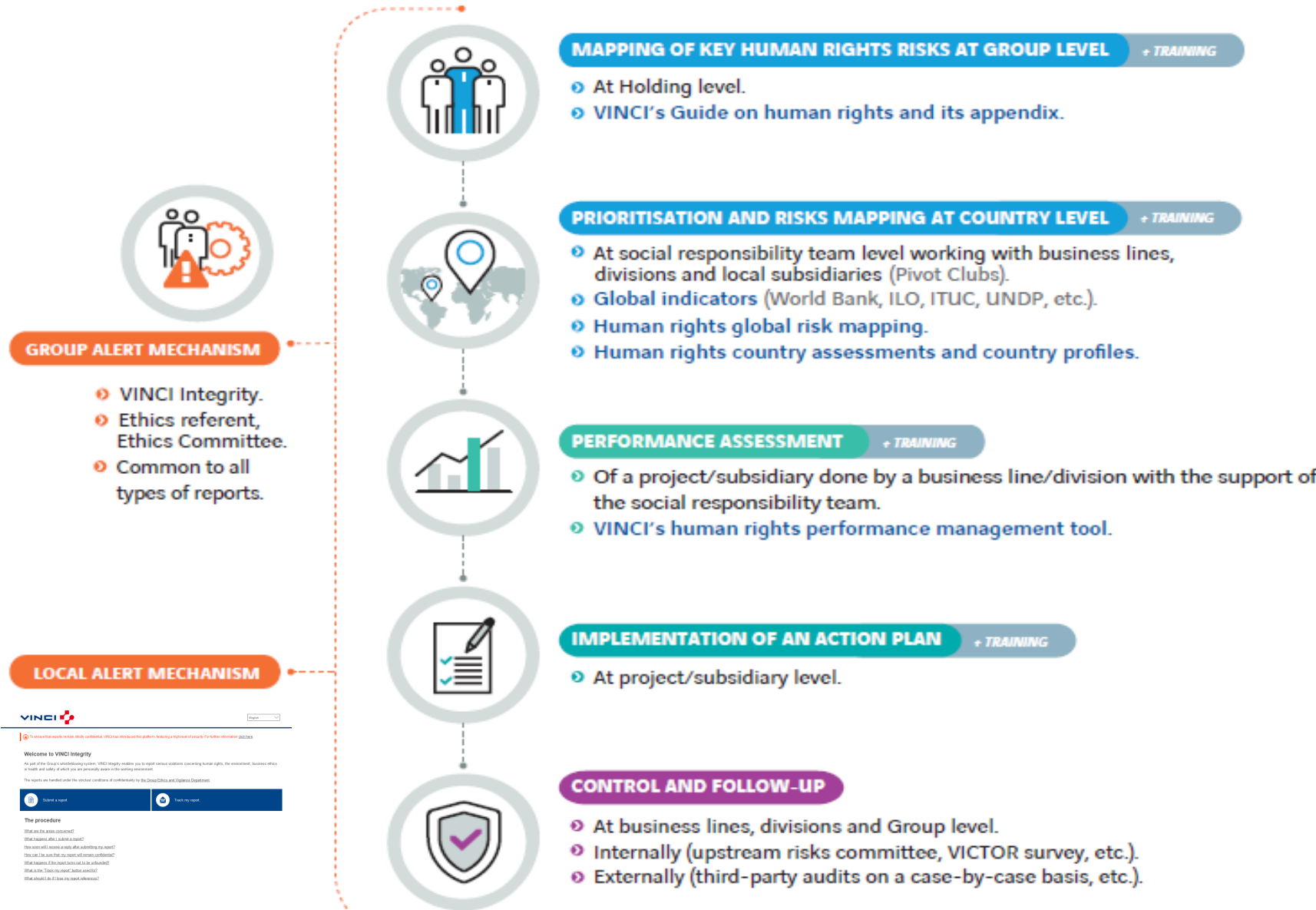
It is vital to open up a dialogue to be able to analyse the impact of our activities, regardless of the nature of the activity, in order to make a decision from the construction phase onwards, which is sustainably anchored in the long term.

03 The company's activities can have an impact on clients, employees, subcontractors, suppliers, etc.

On occasion, stakeholders which are outside our company can take a proactive role in identifying and preventing human rights infringements of the responsible party.

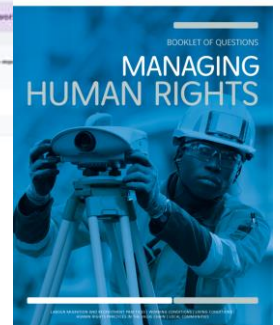
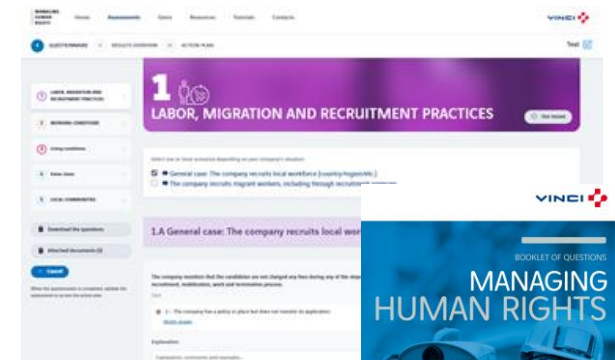
05 An infringement of human rights can occur in any of its subsidiaries or in any of its business units.

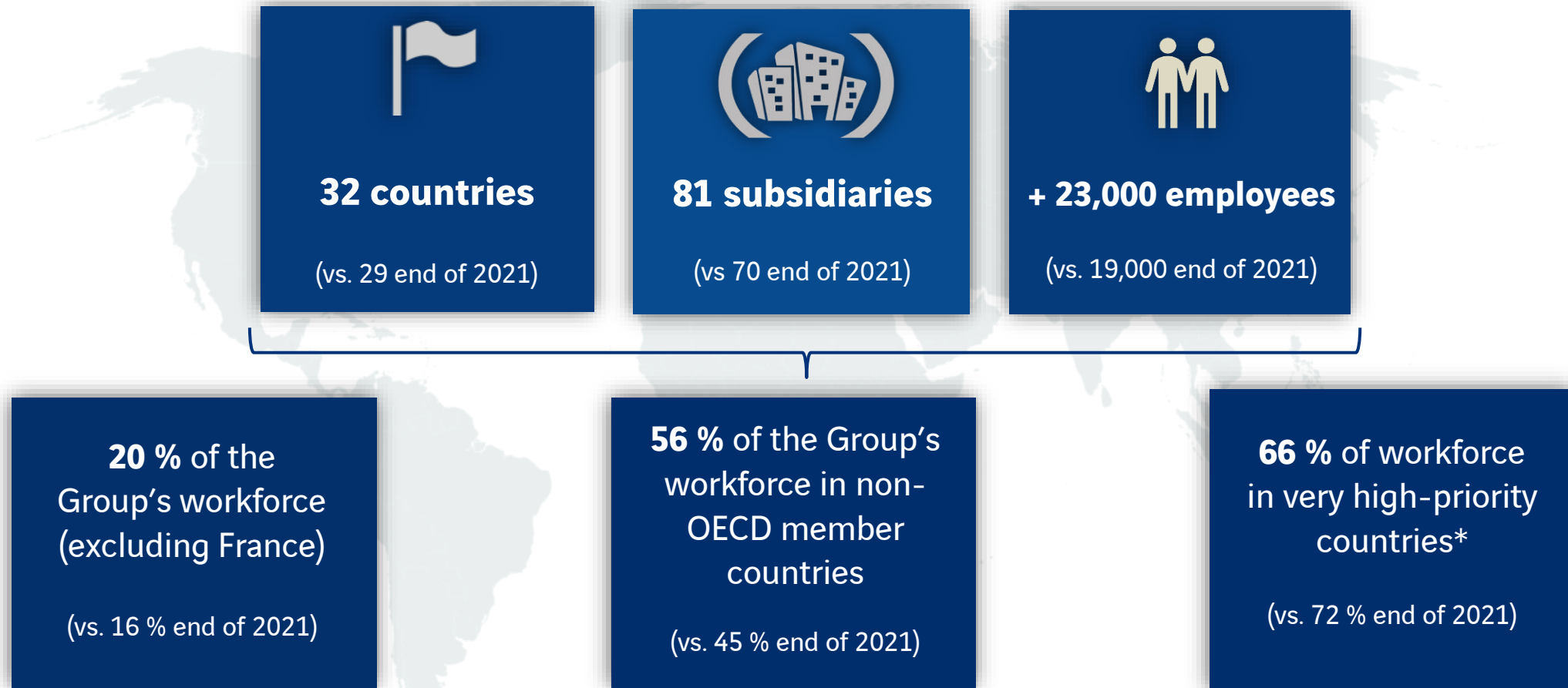




Country Risk-Assessment Overview (1/2)

Country	Overall Risk	Key Risks	Notes
LA	High	Human rights, Labor practices	...
...





* According to VINCI's Global human rights risk mapping 2022, which is based on VINCI's social data at 31.12.2021

Entreprises pour les droits de l'Homme

Building Responsibly

Leadership Group for responsible recruitment

Global Compact

B4IG - Business for inclusive growth

Global Deal

Global Business Network for Social Protection Floors (French platform)



Group of leading engineering and construction companies working together to raise the bar in promoting the rights and welfare of workers across the industry and to facilitate the dissemination of workers' welfare standards throughout the value chain (subcontractors, customers, partners, etc.)

[Building Responsibly \(building-responsibly.org\)](http://building-responsibly.org)

BUILDING RESPONSIBLY

Worker Welfare Principles

Building Responsibly developed these Principles to serve as the global standard on worker welfare for the engineering and construction industry. They address key areas of worker vulnerability to raise standards and level the playing field so that competitiveness is not at the expense of the worker. Given differing local and national requirements and external guidelines, these Principles establish a common, global baseline for the treatment of workers in the engineering and construction industry. By collectively committing to and promoting these Principles, we can foster a business environment that advances the safety, security, and welfare of all people—especially those working in the construction sector.

Building Responsibly members are committed to acting ethically and with integrity in all their business dealings with respect to worker welfare by supporting and adopting the following Principles:

- Workers Are Treated with Dignity, Respect, and Fairness**
Workers, irrespective of their nationality, gender, ethnicity, social and legal status, race, religion, or other protected status, are treated with dignity, respect, and fairness, and are not subject to harassment, discrimination, abuse, or inhuman or degrading treatment.
- Workers Are Free from Forced, Trafficked, and Child Labor**
Workers are not subject to forced, coerced, trafficked, bonded, child, or involuntary labor of any form.
- Recruitment Practices Are Ethical, Legal, Voluntary, and Free from Discrimination**
Workers shall be recruited through ethical and legal means whereby all recruitment shall be free from discrimination and all forms of involuntary labor, slavery, and trafficking. Companies should commit to responsible recruitment in their operations and prohibit the payment of fees by the worker. Conditions of employment shall be transparent and agreed upon in writing prior to commencing work in a language that is understood by the worker.
- Freedom to Change Employment Is Respected**
Workers are free to refuse their contract; cancel and change their employment; and, where appropriate, return home travel at the end of their employment contract should be provided.
- Working Conditions Are Safe and Healthy**
Workers have a safe and healthy work environment, subject to a robust health and safety management system that is compliant with all governing health and safety laws and regulations and is aligned with applicable international standards and industry best-practice. This includes access to safe and clean transportation and welfare amenities on project sites; and the promotion of transparent and external reporting regarding health and safety incidents.
- Living Conditions Are Safe, Clean, and Habitable**
Workers, when provided with accommodation, have living conditions that are safe, clean, hygienic, and habitable, where consideration is given to their physical and mental health and well-being.
- Access to Documentation and Mobility Is Unrestricted**
Workers have access to passports and personal documentation at all times. Workers shall have freedom of movement outside normal working hours, unless there are legitimate safety or security issues that might threaten the health, safety, or well-being of the worker.
- Wage and Benefit Agreements Are Respected**
Workers are paid their agreed wages regularly and on time. Workers will receive all benefits to which they are entitled in accordance with contractual arrangements.
- Worker Representation Is Respected**
Workers have the right to freedom of association. In countries where the right to freedom of association is restricted under law, companies should recognize the right of workers to develop alternative means for independent and free association and to communicate and promote their rights and welfare.
- Grievance Mechanisms and Access to Remedy Are Readily Available**
Workers have, and are aware of, the means to report grievances or any activity that is inconsistent with these Principles without fear of retaliation, retribution, or dismissal, and to have them addressed in a prompt, fair, and consistent manner.



463,100 JOBS
SUPPORTED IN FRANCE,
I.E.

1.6%
OF NATIONAL JOBS



€13 billion OF PURCHASES
FROM FRENCH SUPPLIERS
AND

€4.2 billion
OF TAXES PAID
IN FRANCE



€35 billion
OF GDP CONTRIBUTION,
I.E.

1.5%
OF NATIONAL GDP



96.5%
OF PURCHASES MADE IN FRANCE
FOR FRENCH ACTIVITIES



49%
OF PURCHASES MADE
WITH VSEs/SMEs

- Syntheses for each business line and territory

VINCI'S SOCIO-ECONOMIC FOOTPRINT IN FRANCE

VINCI's mission is to design, finance, build and manage infrastructure and equipment that contribute to improving daily life and mobility for everyone.

What is the economic and social contribution of VINCI's activities in France? How does VINCI support and enrich the territories? Does the value created by the Group remain locally anchored over time?

To answer these questions, VINCI turned to L'OPTEIS for a study and measurement of the scope of its activities in France. This approach is in response to the Group's approach in terms of responsibility, vision and ambition:

- first, it serves to identify the flows injected by all VINCI companies into the French economy and thus to have a broader view of the Group's economic footprint;
- secondly, it quantifies the wealth that VINCI helps to produce and distribute across the territories in which it is present.

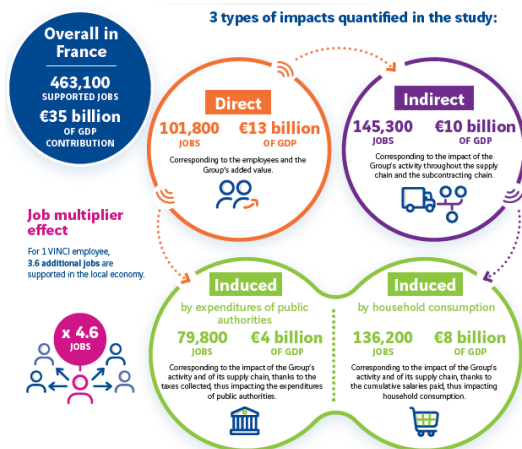
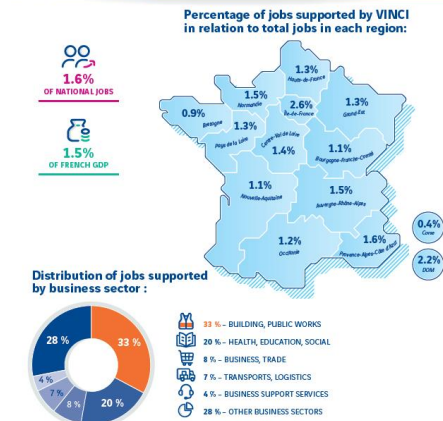
Socio-economic impacts of VINCI's activities in France:

463,100 JOBS SUPPORTED IN FRANCE, I.E. 1.6% OF NATIONAL JOBS	€4.2 billion OF TAXES PAID IN FRANCE	€35 billion OF GDP CONTRIBUTION, I.E. 1.5% OF NATIONAL GDP
€1 m SPENT (PURCHASES, SALARIES, TAXES BY VINCI SUPPORTS) 22 JOBS		

VINCI'S CONTRIBUTION ACROSS THE TERRITORIES AND IN SEVERAL BUSINESS SECTORS

The study indicates that the economic impacts of VINCI's activities are anchored at a local level, as close as possible to the regions in which the Group is established. In this way, VINCI participates in each region's economic development.

Several different business sectors are supported. The first sector is related to VINCI's primary activity of construction and public works, but the company also supports jobs in other sectors such as health, education, public services and local business, via so-called indirect and induced impacts.



- Dedicated platform on the Group's intranet and website

English Presentation Studies Factsheets Methodology Video Exemple of France FAQ



SOCIO-ECONOMIC FOOTPRINTS AT VINCI

As a major actor in the development of cities and regions, VINCI recognized the need to measure its socio-economic impacts. This socio-economic footprint enables the Group to:

- Identify and measure the economic flows of all its business lines in terms of purchases, wages and taxes and have a boarder view of its activities within a geographical area;
- Quantify the wealth produced and distributed by the Group across territories.

DOWNLOAD THE "VINCI IN FRANCE" SUMMARY

DOWNLOAD THE STUDY'S METHODOLOGY

463 100
JOBS SUPPORTED IN FRANCE

1.6 %
OF NATIONAL JOBS

€35 bn
OF CONTRIBUTION TO GDP

€4.2 bn
OF TAXES PAID WITHIN FRENCH TERRITORY (TAXES, SOCIAL COSTS AND NOTARY FEES)

96.5 %
OF PURCHASES FROM SUPPLIERS BASED IN FRANCE

49 %
OF PURCHASES MADE FROM VSES/SIMES

€13 bn
OF PURCHASES FROM FRENCH SUPPLIERS

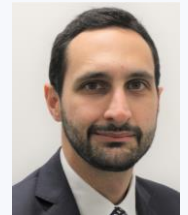


Website: [Empreinte socio-économique - Publications - Développement durable \[VINCI\]](#)

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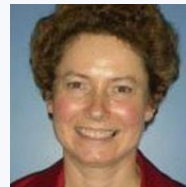


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R E A L
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I S T H E
S U C C E S S
Y O U S H A R E