

SUSTAINABILITY

EXTRACT FROM
2023 UNIVERSAL
REGISTRATION
DOCUMENT



FORGING A SUSTAINABLE WORLD.



FORGING A SUSTAINABLE WORLD

SUSTAINABLE
LIVING ENVIRONMENTS

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ENERGY TRANSITION

—

SUSTAINABLE MOBILITY

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PLURAL TALENTS

VINCI aims to design, build, operate and maintain cities that are more pleasant to live in, infrastructure that frees up flows, and people-friendlier offices and factories, while using the planet's non-renewable resources as frugally as possible. It is bringing this vision to life by unleashing its full potential for innovation and by fully embracing its responsibility as a large group.

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URBAN REGENERATION

Through its businesses and its commitments as a socially responsible group, VINCI is a builder of sustainable cities. The Group has pledged to reach the “no net land take” target by 2030 for its property development activities in France, for which it prioritises land recycling operations.

Its building subsidiaries also contribute to rebuilding the city in place, by participating in an ever growing share of rehabilitation projects, where efforts to reduce buildings’ energy consumption and carbon footprint coincide with those to adapt to changing lifestyles and ways of working.

VINCI is assisting the transition to sustainable cities by revisiting its design and manufacturing methods. VINCI Construction has committed to using 90% of low-carbon concrete at its worksites by 2030 and is developing construction solutions with optimised carbon footprints, such as timber structures via its subsidiary Arbonis and Rehaskeen® facades for large-scale thermal building renovation. To promote a circular economy, VINCI is expanding materials recycling and the reuse of equipment, such as electrical cable trays. It is using its know-how in water management and the rehabilitation of public spaces to strengthen urban climate resilience and reduce heat islands.

20 years

ahead of France’s Climate and Resilience Law. VINCI Immobilier is taking action to achieve the “no net land take” target by 2030.

Revalo®

is the VINCI Construction solution launched in 2023 to create urban cool islands through a combination of vegetation, water, soil and surfacings.





Rebirth of a neighbourhood

IN SAINT-DENIS (GREATER PARIS AREA), a key venue for the Paris 2024 Olympic and Paralympic Games – of which VINCI is an official supporter – the new Universeine complex developed by VINCI Immobilier on a former industrial brownfield is emblematic of a new generation of urban renewal projects. Built to become part of the Athletes' Village, Universeine will transform after the Games into a vast neighbourhood offering family and student housing, offices, services, businesses and cultural activities. Its carbon footprint promises to be 40% lighter than that of conventional concrete buildings, thanks to the use of timber combined with low-carbon and ultra-low-carbon concrete. Universeine will also recycle or reuse 75% of the materials employed during its temporary phase, such as prefabricated partitions and bathrooms. "Urban oases" created with natural gardens, planted terraces, a biodiversity corridor leading to the Seine and other green features will have a cooling effect, helping in the fight against the consequences of global warming.



JULIE BOSCH

Urban Project Director,
VINCI Immobilier

"For Universeine, we applied for a double construction permit – covering both residential and office use – to ensure the buildings' versatility. This was a first for a project of this scale at VINCI Immobilier."



Climate resilience

IN THE UNITED KINGDOM, in the heart of London, VINCI Construction is participating in the Thames Tideway Tunnel, a major project to prevent heavy rains from polluting the Thames while sustainably improving water quality. A large tunnel with an inside diameter of 7.2 metres will temporarily store wastewater and stormwater overflows before they are transported to various treatment plants by a system mainly running beneath the river.

POWERING THE SPREAD OF ELECTRICITY

With VINCI Energies and Cobra IS, our two Energy business lines, VINCI is directly involved in the energy transition. As confirmed by the COP28 agreement in Dubai in December 2023, this means tripling the world's renewable energy production by 2030. Reconnecting with its early 20th century beginnings in electricity concessions, VINCI has come full circle and now finances, develops and operates renewable energy production sites, such as the solar farm that went into service in 2023 in São José do Belmonte in Brazil (*see page 94*). On the downstream side, VINCI Energies and Cobra IS are front and centre of projects to deploy and upgrade transmission infrastructure, whose capacity must be considerably increased to support the mass shift to electricity.

The energy transition is also generating an output of large civil engineering projects. For example, VINCI Construction and VINCI Energies are working together to build two converter stations that will enable a new electrical interconnection between France and Spain. The Group's builders are at work on major projects for low-carbon railway infrastructure, such as the Grand Paris Express in France and the High Speed 2 line in the United Kingdom, and in the future will take part in the relaunch of the nuclear programme and the construction of a new generation of reactors. Energy efficiency measures are another powerful driver of projects for our building activities.



**INTERNATIONAL
ENERGY AGENCY**
Electricity 2024 report

*"Renewables are set to provide more than
one-third of total electricity generation
globally by early 2025, overtaking coal."*







Renewable energy on the rise

RENEWABLE ENERGY OPERATIONS represent a growing share of the activities of VINCI Energies and Cobra IS and involve installing production sites, connecting to existing grids or, on a larger scale, reconfiguring electricity transmission and distribution infrastructure to integrate multiple intermittent energy sources, while ensuring a constant balance between production and consumption.

2031

The Cádiz (Spain) construction yard's order book is providing visibility until this year.

1 offshore converter

was delivered by Cobra IS in 2023.

8 more will be delivered over the coming years.





Pumping, storing and releasing energy

IN MOROCCO, VINCI Construction is working in a consortium to build a pumped storage hydroelectric plant in Abdelmoumen, located 70 km from Agadir. The plant will provide backup for intermittent renewable energy sources by storing energy in hydraulic form when demand is low and then regenerating the electricity as demand increases, using reversible pump turbines. Water pumped to an upper reservoir will be held there, before its release into a 3 km waterway and a reservoir located 600 metres below. The reversible hydroelectric plant, installed between the two reservoirs along the waterway, will be equipped with two 350 MW pump-turbine units that can switch between pumping and turbine mode up to 20 times a day, as needed, to store any surplus or feed energy back to the Moroccan power grid.

118 countries

made a commitment at COP28 in Dubai, in December 2023, to triple their renewable energy capacity by 2030.



ON THE PATH TO DECARBONISATION

Knowing that the transport sector accounts for about a third of greenhouse gas emissions, VINCI is reducing the carbon footprint of the infrastructure concessions it manages.

In France, VINCI Autoroutes has equipped all of its motorway service areas with charging stations for electric light vehicles. Along with VINCI Construction and other public and private sector partners, it is also preparing to test dynamic charging for heavy vehicles, using induction systems and charging rails (*see page 49*). Outside France, VINCI Highways is also installing charging stations across its network, in countries where electric mobility is growing. In Germany, the transport ministry awarded contracts to VINCI Concessions for the deployment of 106 charging stations, providing a total of 828 charge points on roads in the Berlin, Hamburg and Leipzig areas.

Decarbonisation is also a major goal for the aviation sector. VINCI Airports is aiming to achieve net zero emissions for its Scopes 1 and 2 by 2030 within the European Union (including London Gatwick) and by 2050 in the rest of the world. By 2023 it had already shrunk its direct footprint by 50% compared to 2018 levels. This reduction was achieved, for example, through energy-efficient renovations and the deployment of solar power plants at its airports, whose combined installed capacity at the end of 2023 was 48 MWp. VINCI Airports also supports airlines' own efforts to decarbonise by adjusting landing fees based on aircraft emissions and distributing sustainable aviation fuel (SAF) produced from used cooking oil. SAF is supplied at four airports in France.

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airports in the VINCI Airports network – Toulon Hyères in France, and Beja, Funchal and Ponta Delgada airports in Portugal – reached the highest level in the international Airport Carbon Accreditation programme in 2023, certifying that they have achieved net zero emissions for their direct scope of activity.

1 GWp

is the amount of renewable energy that VINCI Autoroutes estimates that it could produce by deploying 200 solar farms on unused land across its network and on canopies over car parks.



**FRANÇOIS GEMENNE**

IPCC member

"Motorway companies must turn our future highways into a sort of catalyst for decarbonisation. The challenge is not just to put electric vehicles, or hydrogen-powered trucks and buses, on the road. More broadly, we must rethink the overall logic of mobility, such as how railways and motorways, and public and individual transport, can complement each other."

Long-distance electric mobility

THE MOTORWAY, as the backbone of road transport in France, will drive the ascent of electric mobility by enabling electric vehicles, which are still mostly used in urban and suburban areas, to travel long distances. Electric travel is already a reality in the VINCI Autoroutes network in France, whose 180 service areas are now equipped with charging stations – more than 1,600 charge points, of which three-quarters are superchargers able to fully replenish a car battery in about 30 minutes. Although this coverage meets current needs, the exponential growth of electric vehicles, expected to soar from 3% of the total fleet today to 25% in 2030 and 45% in 2035, will require seven times as many accessible chargers, or an average of 60 to 70 chargers at each service area, instead of nine currently.



Hydrogen mobility

VINCI AIRPORTS is also experimenting with low-carbon hydrogen mobility at Lyon-Saint Exupéry airport in France and its three airports in Japan (Kansai International, Osaka Itami and Kobe). It uses gaseous hydrogen to power its bus service as well as the forklifts used for cargo operations. For the longer term, in partnership with Airbus and Air Liquide, VINCI Airports is studying how to develop the infrastructure required to serve future liquid hydrogen-powered aircraft.

In addition, VINCI Concessions is a founding partner of the Clean H2 Infra fund dedicated to low-carbon hydrogen infrastructure. Alongside the fund, it participated in the financing of H2 Mobility, the leader in hydrogen refuelling stations for road transport in Germany. VINCI Concessions is also an investor in Hype, an integrated network fueling a fleet of hydrogen-powered taxis in the Greater Paris area.



SHARED SOCIAL PROGRESS

Always attentive to its workers and surrounding communities, VINCI strives to be an inclusive company, committed to both social progress and protecting our planet. The Group's human resources policy and integration programmes translate this vision into reality.

Universal social protection

BY THE END OF 2024, ALL VINCI EMPLOYEES around the world will benefit from the same minimum guarantees in two key areas of social protection. One is in the event of a serious accident, whatever the cause, in professional or private circumstances: the death or permanent total disability benefit is equal to at least 12 months' gross base salary. The other is parental leave: all employees are entitled to a minimum of 14 weeks of fully paid maternity or adoption leave and three days of leave for the second parent. The rollout of this universal social protection began in 2022.



Advancing gender diversity

VINCI IS TAKING PROACTIVE STEPS

to advance gender diversity, especially in management, and has set a goal to increase the percentage of women in management positions and the percentage of women members on the Group's management committees to 30% by 2030. This figure was 23% in 2023. The Group is redoubling its efforts to foster a strong culture of equality and mutual respect in its companies. One of its initiatives is an awareness-raising and self-assessment module on the Up! e-learning platform to help combat everyday sexism, tagged with the #PasChezVINCI (not at VINCI) hashtag. The course is available in five languages.

On the Web TV channel launched for International Women's Day in 2023, dozens of employees shared their practices and expectations regarding gender diversity.

Providing educational guidance to young people

SEVEN THOUSAND MIDDLE SCHOOL STUDENTS from priority neighbourhoods, as defined in France's urban policy, participated in the Give Me Five programme in 2023. During the students' work experience placements in VINCI companies or outreach events at schools, hundreds of Group employees helped to introduce these young people to the many varied aspects of their jobs. Another facet of the programme provided personalised coaching to students, in partnership with other non-profits, and free access to the academic support platform boost.vinci.com.



Helping people back into employment

VINCI'S BUSINESSES create substantial numbers of local jobs, especially for people who are trained and hired under integration programmes at worksites. In France, VINCI Insertion Emploi (ViE) works with Group companies to implement these programmes, managing over 1 million work integration hours each year. Teaming up with partners specialising in integration through economic activity, VINCI is also creating social joint ventures to help build paths to sustainable employment. VINCI is a stakeholder in 5 of the 20 such structures in France, which provide cleaning services at worksite facilities and motorway service areas, handle construction site logistics and carry out routine maintenance operations.

Close to 8,000

young people undertook work-based training within the Group in 2023.

8,000

children of employees in France received online academic support in 2023 through boost.vinci.com, a free platform developed in partnership with Prof Express.



SYLVIE WASKOWIAK

teacher at La Noue middle school in Saint-Dizier (north-east France)

"The students' feedback is very positive because they are engaged in a participative process, which motivates them and leaves a mark. They look at their career options differently. Thanks to Give Me Five, they acquire useful skills and behaviours, and that's very important."



This universal registration document was filed on 28 February 2024 with the Autorité des Marchés Financiers (AMF, the French securities regulator), as competent authority under Regulation (EU) 2017/1129, without prior approval pursuant to Article 9 of the said regulation.

The universal registration document may be used for the purposes of an offer to the public of securities or the admission of securities to trading on a regulated market if accompanied by a prospectus and a summary of all amendments, if any, made to the universal registration document. The set of documents thus formed is approved by the AMF in accordance with Regulation (EU) 2017/1129.

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1973, boulevard de la Défense
CS 10268
92757 Nanterre Cedex – France
Tel.: +33 1 57 98 61 00
www.vinci.com



VINCI.Group



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