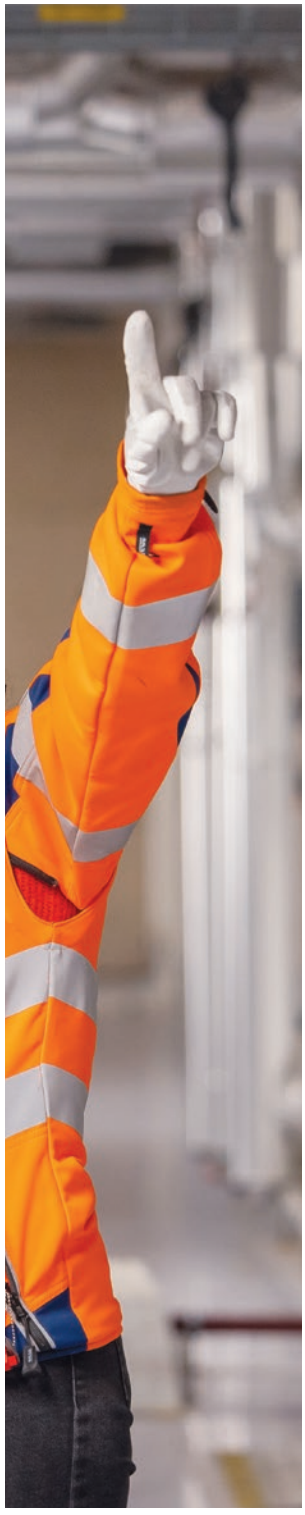
# Yearbook 2022



VINCI ENERGIES

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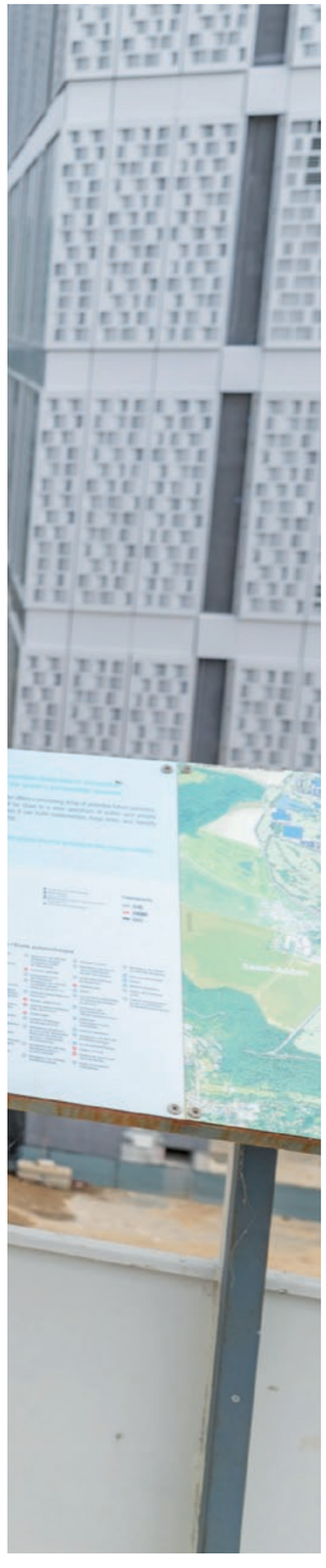
# PROFILE

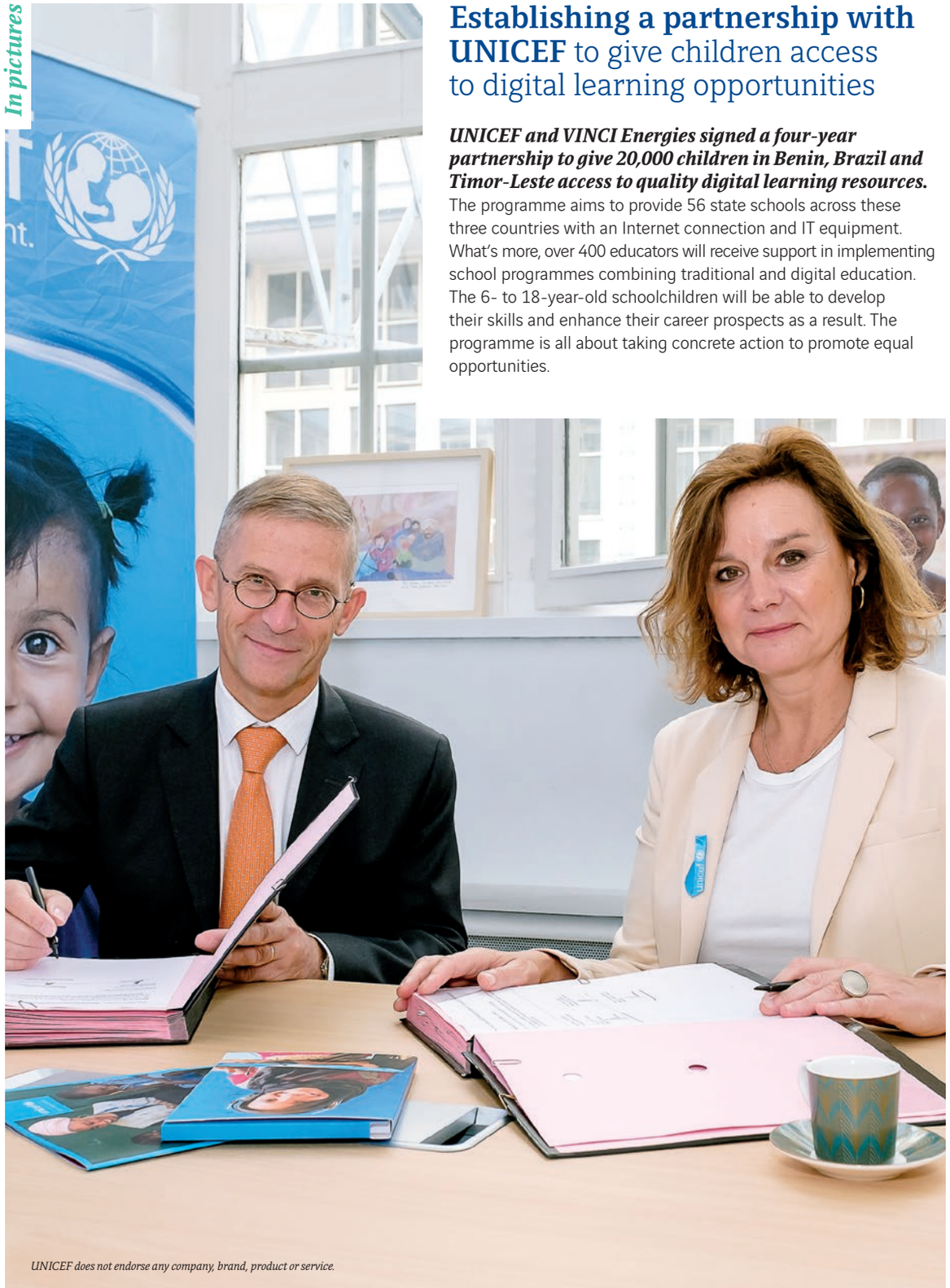
In a world undergoing constant change, VINCI Energies contributes to the environmental transition by helping bring about major trends in the digital landscape and energy sector. VINCI Energies teams roll out technologies and integrate customised multi-technical solutions, from design to implementation, operation and maintenance. With their strong local roots and agile and innovative structure, VINCI Energies' 1,900 business units have positioned themselves at the heart of the energy choices of their customers, boosting the reliability, efficiency and sustainability of their infrastructure and processes. VINCI Energies strives for global performance, caring for the planet, useful to people and committed to local communities.

*A small selection of the 225,000 projects and hundreds of charitable initiatives undertaken in 2022*



## Establishing a partnership with **UNICEF** to give children access to digital learning opportunities

***UNICEF and VINCI Energies signed a four-year partnership to give 20,000 children in Benin, Brazil and Timor-Leste access to quality digital learning resources.***
The programme aims to provide 56 state schools across these three countries with an Internet connection and IT equipment. What's more, over 400 educators will receive support in implementing school programmes combining traditional and digital education. The 6- to 18-year-old schoolchildren will be able to develop their skills and enhance their career prospects as a result. The programme is all about taking concrete action to promote equal opportunities.



*UNICEF does not endorse any company, brand, product or service.*


## Cycling to raise money for children with heart defects

***Mécénat Chirurgie Cardiaque is a charity that brings children with heart defects*** who cannot be treated in their home countries to France for surgery. Twenty-five VINCI Energies employees showed their support for the charity by taking part in the extraordinary L'Étape du Tour event, contending with two mountain passes and an elevation gain of 4,700 m on their 170 km cycle from Alpe d'Huez to Briançon. They raised enough money to pay for heart surgery for one child.


## Strengthening our leadership position in the European ICT market through Axians

***VINCI Energies brand Axians acquired a substantial portion of the IT services business of Kontron AG*** (formerly S&T AG), a leading provider of IoT solutions in Europe. Kontron AG specialises in IT system integration as well as IT services related to application systems and frameworks. The deal includes operations in Germany, Switzerland, Poland, as well as seven other countries in Central and Eastern Europe. The acquisition is expected to bring VINCI Energies around €360 million in additional annual revenue as well as 1,600 new employees, strengthening its position in the European ICT market.

## Celebrating VINCI Environment Day

***To mark VINCI Environment Day on 22 September 2022,*** VINCI Energies organised an event to update employees on the objectives it set to help VINCI fulfil its commitments of acting for the climate, optimising resources thanks to the circular economy and preserving natural environments. Structured around four themes (impact monitoring, energy choices, technical solutions and knowledge building), the event gave us the opportunity to present some of the solutions we have deployed to support our business units and clients through the environmental transition. Guests included François Gemenne, co-author of the latest IPCC report, Corinne Lanièce, General Secretary of VINCI Energies and environment officer, as well as internal experts.

## Building a striking **tertiary-sector structure**

***Triangle, a 180 m tall, 42-floor skyscraper, with mixed uses under construction on the southwestern edge of Paris,*** is on track to set a new environmental benchmark for tertiary-sector buildings. For instance, it will include façades made using 60% recycled aluminium and 52% low-carbon concrete, a groundwater heat pump, double-skin façades, as well as heat recovery and rainwater harvesting systems, ensuring it consumes 3.3 times less energy than typical similar buildings and has a low carbon footprint. This high-performing building is expected to achieve a BREEAM rating of at least 'Excellent', as well as the HQE Exceptionnel and Effinergie+ certifications. A number of VINCI Energies business units are contributing to the project, including Lefort Francheteau (heating, ventilation and smoke extraction systems), Phibor Entreprises (high-voltage work and fire safety systems) and SDEL Tertiaire (low-voltage work).

## Implementing **smart mobility solutions** across Lisbon's public transport system

***In a bid to improve the quality of local public transport services,*** Lisbon Metropolitan Area decided to adopt a more consolidated approach to network management across the region, which encompasses the capital and 17 nearby towns, is home to 2.8 million people and welcomes 33 million tourists each year. Axians Portugal was chosen to provide the smart ticket systems that will be used for three out of the four concessions. These systems will include new ticket validator machines to significantly enhance the user experience, as well as a software platform with a cloud-based centralised ticketing solution. What's more, cutting-edge IoT architecture will make remote monitoring of all these systems possible, making it easier for operators to keep track of daily transactions.

## Delivering electricity to **rural communities in Rwanda**

***The Energy Access and Quality Improvement Project (EAQIP) was launched to bring electricity to more homes,*** businesses and public institutions in Rwanda. Expanding access to electricity in rural areas is one of the main goals of the project. In 2022, Omexom International Distribution secured two contracts funded by the World Bank and the French Development Agency. VINCI Energies West Africa business units will carry out the electrification work in Ngororero and Nyabihu. Over 450 km of medium-voltage overhead power lines and more than 1,600 km of low-tension power lines will be installed over an 18-month period, ultimately delivering electricity to 58,500 homes.

## Producing green hydrogen using **urban waste** rather than natural gas

***Energy company RWE is building a pilot facility at its centre of innovation in Niederaußem, Germany,*** where it plans to use torrefied urban waste to produce green hydrogen. The $CO_2$ generated as a by-product can be captured and stored or used as a feedstock in a circular economy. Actemium Materials Handling Köln has been tasked with planning, manufacturing, assembling and commissioning the energy and control systems of the future production unit, installing the software planning system and commissioning the combustion-gas exhaust unit. The VINCI Energies business unit is playing its part in bringing about positive environmental change, as the Chemelot industrial estate's annual natural gas consumption is expected to decrease by around 200 million $m^3$ as a result of the project.

# Interview with **the Chairman and CEO**

*How would you describe 2022 for VINCI Energies and its teams?*

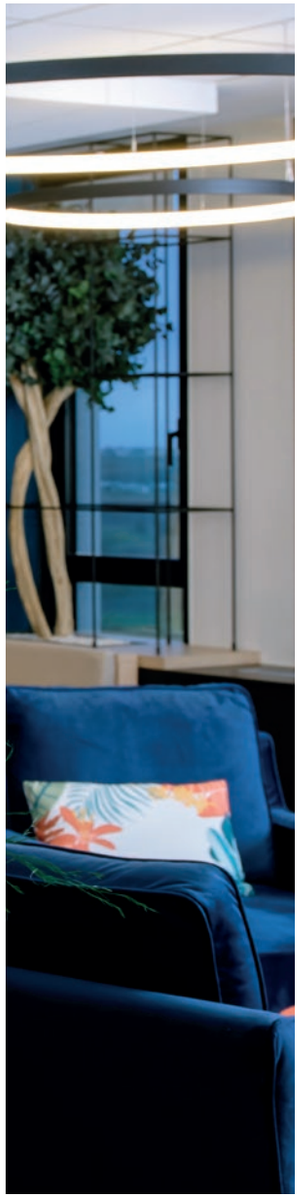
It was an intense and exciting year for us, which might sound a little surprising given the extraordinary circumstances. A combination of external factors – geopolitical tensions, material shortages and logistic delays, the energy crisis and inflation – of course had an impact on our operations.

Nevertheless, in these turbulent times, I will remember the rays of sunshine that managed to break through. As, for instance, the results achieved by our business units, the commitment of our employees, and the initiatives we worked on with local communities and our partners in the field. These initiatives, carried out with both the VINCI Foundation and Mécénat Chirurgie Cardiaque, were made possible thanks to our employees' interest in supporting local causes close to their hearts. Our growth and results speak to the vitality of VINCI Energies all over the world and across all business lines. It is also reflected through the acquisition of 31 companies in 2022; we are now working to integrate their teams.

**Arnaud Grison,**
Chairman and Chief Executive Officer of VINCI Energies

*"Based on over 50 years of experience, VINCI Energies' decentralised model is showing its capacity to bear fruit everywhere it has been rolled out and forms an integral part of our culture."*

**31**
***acquisitions in 2022***



### *What were the main factors driving this performance?*

Our business units have long focused on the energy transition and the digital transformation. Every year, these challenges are increasingly presented as dominant trends in the global economy, and the implications of the war in Ukraine and the Covid-19 pandemic have only accelerated and intensified that viewpoint. Beyond the positioning on these mega trends, our Essentials are also naturally key drivers of our success. Take, for example, our decentralised model, which enables us to make decisions based on the reality close to the field, fuelled by an in-depth understanding of the environment and how it is changing. Take also how we operate as a network, which enables us to share best practices, as well as knowledge about our clients and the challenges they face. Driven by clear values, shared by all our business units: trust, entrepreneurship, solidarity, autonomy and responsibility.

After two years of disruption due to sanitary restrictions, 2022 was also a year of renewed connections with our teams. A sense of collective energy has returned to our networks and is contributing to our momentum.

*"Our employees are aware of what they need to do to help clients reduce their carbon footprints and make their processes more efficient and less resource intensive."*

### *The environment has become a universal concern. How is VINCI Energies incorporating that into its strategy?*

Both our clients and our teams are gaining greater environmental awareness. Our clients now believe in the need to change and take the urgency of the environmental transition into account. Our teams are aware that their presence at the heart of our client' energy choices, processes and infrastructure places them in a prime position to provide advice and pragmatic solutions to help them achieve that transition. We seek to reduce the $CO_2$ emissions generated by their facilities and equipment by offering a range of customised services based on optimised and digital processes using minimal resources.

Furthermore, we remain committed to reducing our own direct emissions by 40% between 2018 and 2030. One of our clients' our priorities is to reduce the emissions produced by our fleets of vehicles and the buildings that we occupy – as for example through the energy renovation programme that we have rolled out for our property assets in France.

### *What was new for VINCI Energies from a safety perspective in 2022?*

We feel responsible for the safety of our employees, partners and sub-contractors, and strongly believe that all accidents can be prevented.

We were and remain deeply saddened by the death of five people that took place in 2022, four of which happened on site. Each of these tragedies could have been avoided. We have analysed each accident in detail to understand what happened and why, so we can use those lessons learned to make improvements in terms of site execution, organisation and management.

However, making progress will take time as safety is a culture encompassing procedures, behaviour and rituals. We want to create safe working communities within each of our business units. Safety is, above all, about people and situations rather than statistics. Our approach involves ensuring all workers within each business unit share the same view of what working safely means, for workers and managers alike, as well as an understanding of everyone's role. Once this vision has been established for every team, each business unit can build a strategy to progressively make it a reality and anchor it into their daily activities. Transforming a safety culture requires a long-term programme rather than a short-term plan of action.

### *You often describe employees as the real asset of the company. How do you ensure their development?*

Training, raising awareness, nurturing and sharing our culture are all crucial to the long-term success of our model. We currently have 13 academies and 35 training centres – a vast network that enables everyone to develop their

**13**
***academies***

**35**
***employee training centres***

technical and managerial skills. Our training pathways and the responsibilities that we give our employees are equivalent to formal entrepreneurial programmes.

We also strive to boost diversity and seek to increase the number of women in our workforce. Our female employees are key to our success. Having mixed teams in our business units is a sign of modernity, quality and balance, and improves our capacity to collectively make the best decisions possible.

Another major challenge is addressing the search for purpose, which is where our CSR policy steps in. We engage in active social dialogue within our business units, work closely with employee representatives, tirelessly assess the environmental impact of our business lines, research optimised and low-carbon solutions that use minimal resources, and promote solidarity in our daily work.

By supporting and empowering our employees, we give them the ability to directly take into account requirements related to ethics, vigilance and respect for human rights. The compliance programme that we have implemented forms the cornerstone of our management system, and we constantly share information about what it means – as part of our training, management meetings, project review sessions – and ensure it is correctly applied. We also clearly state to our employees that we will always support them in their refusal to compromise on these issues.

*"Our employees can discover exciting professions and take advantage of opportunities to learn, grow, innovate and live many varied experiences throughout their careers with us."*

**17,000**
***permanent contracts signed***

### *Tell us about the partnership with UNICEF that VINCI Energies has entered into as part of its comprehensive CSR strategy.*

Our history and values have given us a deep sensitivity to learning and transmitting. We believe that universal access to education reduces inequality and encourages regional development. Making a very real, tangible and immediate impact is the aim of the agreement that we have signed with UNICEF. To be more specific, we will be funding multi-year projects in Benin, Brazil and Timor-Leste that have been developed with UNICEF teams. Twenty thousand underprivileged students aged from 6 to 18 years old will gain access to the Internet and online information, and their 56 different schools will be connected to the Internet and equipped with IT tools.

What is more, over 400 teachers will receive support in implementing school programmes combining traditional and digital education. This partnership with UNICEF will enable us to propose a framework for action for any employees who would like to get involved beyond the limits of their business unit.

### *What are the major challenges to tackle in 2023?*

We have identified our priorities: ensuring the proper execution of our order books, continuing to develop our services in booming markets, bringing life to our model on a daily basis and supporting our business units. In other words, we want to help them recruit despite the current strain on the labour market, continuously provide the best support to their clients, strengthen their safety culture, and fly the flag for our values. It is an ambitious programme. Everyone will need to buy in, especially given that other, as yet unknown challenges are bound to arise. But keeping a cool head in a fast-paced environment is key to remaining true to who we are and doing what we do best.

# Key figures

***Revenue in 2022***

**€16.7 bn**

***Operating income from ordinary activities in 2022***

**€1,142 m**

6.8% of revenue

***Net income in 2022***

**€693 m**

4.1% of revenue

**€63 K**

***average project value***

**90,000**

***employees***

**225,000**

***projects***

**1,900**

***business units***

***Revenue by business line***

**29%** Infrastructure

**25%** Industry

**29%** Building Solutions

**17%** ICT

***Revenue by country***

| | | | |
|---|---|---|---|
| Belgium | Netherlands | Switzerland | France |
| 3.2% | 4.7% | 4.9% | 44% |
| Germany | Nordic countries | Rest of Europe | North America |
| 15.8% | 4.7% | 8.6% | 5.7% |
| Rest of the world | | | |
| 8.4% | | | |

**57** *countries*

**IN EUROPE:**

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

**OUTSIDE EUROPE:**

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

***The environment***

***2030 objectives***

**40%**

***reduction in scope 1 and 2 emissions between 2018 and 2030***

**20%**

***reduction in scope 3 emissions between 2019 and 2030***

***2022 figures***

**26%**

***of purchased electricity from renewable sources***

**32,356**

***hours of environmental training***

**80%**

***of inert waste recycled***

# Executive Committee

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

**1. Arnaud Grison**
Chairman and
Chief Executive Officer
of VINCI Energies

**2. Corinne Lanièce**
General Secretary
of VINCI Energies

**3. Christian Glade**
General Manager
of VINCI Energies France
Infra & ICT

**4. Julio de Almeida**
General Manager
of VINCI Energies
International & Systems

**5. Nathalie Boijoux**
Chief Financial Officer
of VINCI Energies

**6. Jos Boers**
General Manager
of VINCI Energies
Europe North West

**7. Reinhard Schlemmer**
General Manager
of VINCI Energies
Europe East

**8. Éric Plumey**
General Manager
of VINCI Energies France
Building Solutions & Industrie

**9. Véronique Matignon**
VP of Human Resources
of VINCI Energies

# Our business lines

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

## Infrastructure

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

OMEXOM

### *Achieving the energy transition in energy and transport infrastructure*

Faced with a changing energy landscape, VINCI Energies and its clients play a part in making the energy transition a success. Its business units harness Omexom's electricity and gas expertise to create sources of low-carbon energy, develop energy infrastructure, promote optimised energy usage and implement innovative, collaborative solutions.

We carry out projects for energy producers, energy transmission and distribution network operators, local and regional authorities and users everywhere.

We help protect the environment by using low-carbon processes and recycled materials to continuously enhance our services.

## Industry

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

ACTEMIUM

### *Helping to continuously improve industrial performance*

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

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

## Building Solutions

- **The activity of the Building Solutions network accounts for 29% of VINCI Energies' revenue.**
- **Facility management is provided under the VINCI Facilities brand. Works are carried out under local brands.**

VINCI FACILITIES

### *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 17% of VINCI Energies' revenue.**
- **Axians is the VINCI Energies brand dedicated to information and communication technology.**

axians

### *Operating at the heart of digital transformation*

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

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


*"Our environmental goal is to help our clients reduce their carbon footprint."*

**— Corinne Lanièce,**
*General Secretary of VINCI Energies*

# Helping speed up the **energy transition**

Aware of the urgent need for environmental action, VINCI Energies places great importance on reducing the impact of its activities, transforming its business lines and developing solutions to help its customers achieve their goals. This long-term commitment, brought to life through close collaboration with our stakeholders, targets enhanced environmental performance at every stage of the project life cycle.

## Deploying business unit-specific action plans

The VINCI Group seeks to play a leading role in the environmental transition of living environments, infrastructure and mobility systems, which is why it has identified three ambitions for 2030 – acting for the climate, optimising resources and preserving natural environments. Since these ambitions were made known in 2019, VINCI Energies business units have taken the Group's road map on board, adapting it to their own challenges and priorities. They have begun implementing concrete action plans, which comprise targeted measures and harness tried-and-tested solutions.

## Informing the decisions clients make regarding infrastructure and processes

VINCI Energies possesses a number of strengths that help it accelerate the transition to a low-carbon economy. First of all, its business units are in a position to make a concrete difference by influencing the choices clients make regarding processes, infrastructure and energy. Furthermore, the network is underpinned by a shared culture of creativity, agility and tailored solutions. What's more, VINCI Energies is making progress in understanding, measuring and analysing the actual impact of its activities, which is key to achieving maximum efficiency.

## Facilitating precise impact measurement

Each year, our teams become more aware of, knowledgeable about and involved in environmental issues. For instance, we introduced various internal reporting tools in 2022, enabling each business unit to calculate their carbon footprint, determine their contribution to circular economy and biodiversity protection efforts, and perform simulations to help them decide which projects they should deploy for clients.

*"Sixty percent of our indirect emissions are generated downstream, which means $CO_2$ is generated when the facilities and equipment delivered to clients are used. Our goal therefore is to help reduce clients' carbon emissions, in particular by deploying new eco-friendly solutions."*

**— Corinne Lanièce,**
*General Secretary of VINCI Energies*

# Interview with **Philippe Conus,** Director of Innovation

## What does innovation mean to VINCI Energies?

At VINCI Energies, innovation is an operational imperative, a process grounded in the reality of our business and a way of improving service quality for our clients. It is a tool we can use as we see fit to provide a tailored response to a given issue. It can be a useful means of addressing challenges such as improving our internal processes through digitalisation or helping clients reduce their carbon footprints.

## Who contributes to the innovation process at VINCI Energies?

We are part of an ecosystem where participants can and do interact with one another. Everybody has a part to play in identifying, developing, funding, sharing, marketing and overseeing the feedback process for worthwhile innovations. Project leaders can take advantage of division- or brand-level incentives and/or grants and receive sustained support from the Innovation Department, particularly as regards methodology. What's more, the Leonard platform, created by VINCI to support innovation centred around the future of cities and regions, can act as an incubator and an accelerator in certain cases.

## Do any VINCI Energies projects stand out as being particularly innovative?

The SprinkIA solution springs to mind. It is a new procedure for designing active fire protection systems using artificial intelligence. It enables us to provide clients with more accurate tenders more quickly. All VINCI Energies business units with experience in fire protection systems in France contributed to the development process. The solution is supplied by DIANE, a new structure responsible for extending this use case to other Group activities.

### Leveraging the power of the network effect to launch a new OREO service

Acquired by VINCI Energies in 2020, OREO performs (artificial intelligence-assisted) drone-based inspections of offshore wind turbine blades. Applying for the Leonard programme gave OREO managers access to a vast network of VINCI (Eurovia) and VINCI Energies (Axians Portugal, Omexom, Energize programme) stakeholders. Each entity supported OREO in its efforts to develop and market its new service, the deployment of which has got off to a promising start.

**80**
***innovative internal projects supported in 2022***

# Responding to major challenges by adopting a **local approach**

Across all business lines, VINCI Energies builds solid partnerships with its clients by offering them solutions, methods and techniques, for instance, to help them reduce their $CO_2$ emissions. These objectives – along with the escalation of environment-related regulatory requirements – are what drive our business units forward.

*"In the next 10 years, we expect major investments in decarbonising industry through the use of hydrogen and e-fuels, the electrification of processes, as well as the adoption of low-carbon processes for steel, glass and plastic. Large-scale battery production will also contribute to accelerating electric mobility. The global electric vehicle battery market could double in size between now and 2030, which is why we are taking a proactive approach."*

**— Bruno Nicolas,**
*Brand Director, Actemium*

## Facilitating an accelerated transformation of energy infrastructure

Rising electricity demand and a strong shift to renewables have resulted in unprecedented investment in energy infrastructure and networks. With that in mind, VINCI Energies focuses on providing tailored, turnkey services across the entire energy value chain, from production through to end use. VINCI Energies also takes part in complex low-carbon mobility projects, having installed electric vehicle charging points and hydrogen filling stations in several countries, and supports regions looking to make energy efficiency improvements.

## Helping industrial clients with energy efficiency and eco-efficient processes

Industrial clients are mainly looking to reduce their energy costs and $CO_2$ emissions and design more eco-friendly products. VINCI Energies business units draw on a robust network of experts and their extensive knowledge of industrial processes to deliver the best solutions, from renewables to energy efficiency initiatives to more eco-efficient processes. Our teams are also very active in promoting circularity – through reuse in particular – and green technology.

*"Omexom faces many challenges related to increased integration of environmental considerations. Our work now involves installing low-carbon energy systems, enhancing the resilience of infrastructure and making networks more flexible, the overarching goal being a more low-carbon energy mix."*

**— Marcus Popp,**
*Brand Director, Omexom*

With respect to green technology, we are primarily working on batteries, low-carbon hydrogen, carbon capture and e-fuels.

## Striking the right balance between multiple property-related priorities

The property sector sits at the crossroads of multiple major transitions. Not only dœs it need to achieve carbon neutrality by 2050, the sector also needs to evolve alongside changes in society, catering for new ways of working (particularly with the rise of remote working), ageing populations and changing consumption patterns. Striking the right balance between all these priorities is key to building and managing buildings in a controlled manner. VINCI Energies guides clients throughout the life cycle of their buildings, providing them with effective solutions while measuring their overall impact.

*"Points worth mentioning include building obsolescence occurring at a faster pace and buildings meeting higher environmental performance standards. With increasing importance being placed on sustainability criteria, assets that do not meet new requirements will go down in value."*

**— Philippe Conus,**
*Director, Building Solutions*

## Supporting digital transformation and sustainability

While digital transformation was already on the agenda, it was accelerated by the pandemic. All our markets are currently very buoyant. Various countries are investing in upgrading their telecom networks. What's more, businesses are facing a growing number of cybersecurity and data mining challenges.
Our clients are becoming increasingly aware of the impact of ICT on the environment. In 2022, Axians was awarded a contract on the basis of its efforts to optimise its solution's carbon footprint for the first time. Our ability to offer clients solutions with reduced carbon footprints will strengthen our competitive edge.

*"When it comes to deploying networks, particularly private ones, being able to offer comprehensive services bringing together telecom infrastructure and digital solutions will make all the difference. We're fortunate insofar as we can offer synergistic solutions by working alongside other VINCI Energies business lines. Our services range from digitising factories to collecting data for smart building management to protecting electricity grids from cyberattacks."*

**— François Lemaistre,**
*Brand Director, Axians*

France

## Ushering in a new era for the largest public lighting system in Martinique

VINCI Energies has been centrally involved in upgrading public lighting infrastructure in Martinique. Having previously carried out work in Le Diamant and Schoelcher, a consortium comprising Getelec Collectivités and Citeos Ingénierie Antilles-Guyane convinced decision-makers in Fort-de-France to award it a contract to upgrade LED equipment and some of the public lighting control cabinets (which will be equipped with a remote management system monitoring all infrastructure). The objective being to reduce lighting-related energy consumption by 70%. Under this comprehensive energy performance contract, the consortium will also be responsible for illuminating iconic buildings, deploying a smart sensor system on the waterfront and in parking facilities, as well as building a solar-powered electric vehicle charging station.

Belgium

## Equipping social housing with smart solar power systems

In response to calls to support low-income households amid energy price hikes and collectively combat climate change, certain social housing providers have pledged to provide their tenants with renewable power. SHM Denderstreek, for instance, has acted on this pledge at two social housing properties in Lede and Haalert. Responsible for the technical work package, IZEN equipped 102 homes with a full solar power system in just 10 days. Members of the households in question received training and a kit with energy conservation tips to help them reduce their electricity costs even further.



France

## Taking floating photovoltaics to another level

The floating photovoltaic plant in Lazer in the Hautes-Alpes department is the first of its kind to be deployed on a hydroelectric reservoir. It will ensure synergy between these two sources of renewable energy on a large scale. Omexom ENR Sud-Ouest was contracted to work on this project for EDF Renewables. It provided a 2,500 $m^2$ floating platform – the largest inflatable pontoon in the world – to facilitate the installation of 50,000 solar panels. Commissioned in late 2022, the plant has a capacity of 20 MWp – equivalent to the annual energy consumption of 12,500 people.

Germany

## Working in unison at an electrical substation

An electrical substation served by Germany's south-west transmission line – an important part of the country's very high-voltage grid – needed to be extended to meet future needs and support the integration of renewables. To that end, two VINCI Energies business units were tasked with setting up two mechanically switched capacitators with damping networks (MSCDNs). Omexom Ebehako GmbH was responsible for installing the equipment and managing the project and construction work at the facility, whereas Maschinenfabrik Reinhausen (MR) was in charge of engineering, supply, production, testing and commissioning.

France

## Playing a key role in making a high-quality electric bus service a reality

The first express bus service in the Greater Bordeaux area will be launched in early 2024, running between Bordeaux's main train station Gare Saint-Jean and the centre of Saint-Aubin-de-Médoc. The idea is to provide a quick, consistent and frequent service using obstacle-free designated lanes. Out of all the proposals put forward, an electric solution involving quick charging facilities at bus terminals and slow charging facilities at the bus depot was chosen. Mobility was chosen to build all the infrastructure. Its contract covers carrying out design and implementation studies, installing prefabricated units at bus terminals, integrating charging facilities inside an existing depot, deploying smart charging software, testing, commissioning and training the operator.

Portugal

## Assembling the electrical system for Europe's largest hydroelectric power project in 25 years

The Daivões hydroelectric power plant – a large facility under construction in Portugal – will have a capacity of 1,158 MW. Once commissioned, the power plant is expected to increase the country's total installed capacity by around 6% and help avoid 1.2 million tonnes of $CO_2$ emissions per year. The operator – Iberdrola – has tasked Omexom Spain with assembling the electrical system – transformers, as well as control and low-voltage systems – and auxiliary power and lighting systems in and around the dam area and in the power plant itself. The 24-month timescale within which all work at this exceptionally large hydroelectric power plant must be completed poses a major challenge.

Sweden

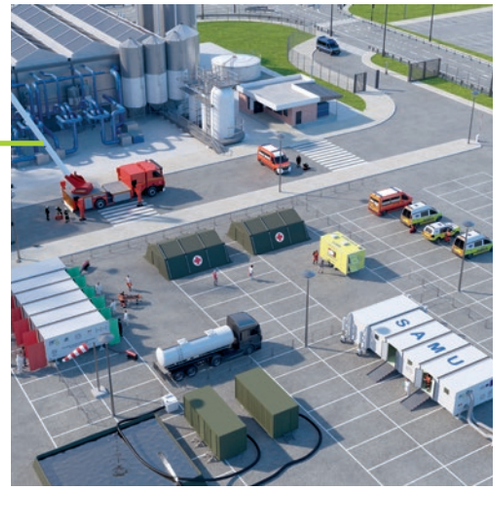
## Playing a vital role in modernising the electricity grid

Omexom regularly carries out work to reinforce and expand Sweden's electric transmission system. In 2022, Svenska Kraftnät – the state-owned operator of the national grid – contracted Omexom Sundsvall to work on two projects. The first project involves upgrading technical and control system equipment at a 400 kV substation in Betåsen to support the commissioning of two new wind farms and a new substation in the region. The second project (in Kolstad) involves carrying out upgrade work to ensure the infrastructure meets safety requirements. Omexom is responsible for carrying out earthworks, installing a new 400 kV substation, connecting lines and decommissioning the existing substation.

France

## Developing mobile health units to improve local access to healthcare and vaccinations

Cegelec Défense Solutions & Services and the French public hospital purchasing cooperative UniHA joined forces to develop mobile health units (MHUs) that span 68 m² and are equipped with heating and air conditioning, deployable within an hour, customisable and air-transportable. These MHUs can be used to provide healthcare in the event of a disaster, facilitate vaccinations or increase the capacity of an existing hospital. Up to 20 MHUs can be made available to hospitals and paramedics between 2022 and 2026. The service provided includes a furnished straight truck, personnel training and support, as well as maintenance over a 36-month period.




France

## Working at the forefront of agrivoltaics in the South of France

Agrivoltaics is all about combining agriculture (animal or crop production) with renewable energy generation. The most common technique involves installing photovoltaic panel equipment over farmable land, providing shelter from the rain and sun. VINCI Energies was contracted to work on an agrisolar project for NEOEN in Châteaurenard, a town in the Bouches-du-Rhône department. Developed across 10.5 hectares of land, the project seeks to boost agricultural output and facilitate sheep grazing and beekeeping by setting up a sheepfold and a grazing enclosure, as well as an area for 25 beehives. Omexom RE Solar is responsible for operating and maintaining the photovoltaic equipment over a 20-year period.


**England**

## Streamlining the flow of raw materials at a power station

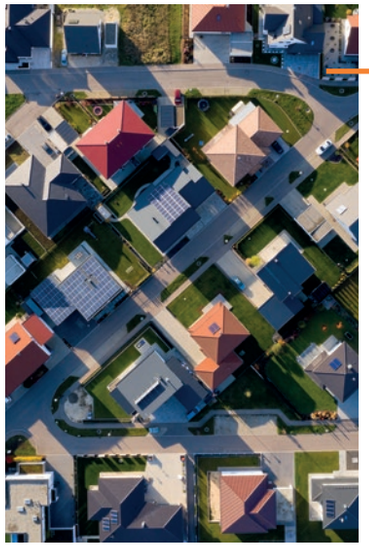
A former coal-fired power station in Lynemouth, England, has successfully converted to sustainable electricity generation. Actemium Automation Yorkshire was tasked with automating the control system used to monitor the transport and storage of raw materials – biomass pellets – as well as the overall process at the facility. The main goal was to make it easier to monitor critical operational parameters (biomass moisture content and weight, $CO_2$ levels, temperature levels in the storage areas), as well as safety-related features (such as the fire prevention systems for the conveyor belts). Today the facility generates enough clean energy to power the equivalent of 450,000 households.

**Germany**

## Helping Porsche prepare for the production of new electric vehicle models

In preparation for the production of new electric vehicle models in the coming years, Porsche decided to extend its vehicle body warehouse in the Zuffenhausen neighbourhood of the German city of Stuttgart. The car maker contracted Actemium ASAS GmbH to work on this project lasting just over a year. The business unit was tasked with increasing the capacity of the facility (by adding another aisle) and installing 166 new storage units (each with a 1 tonne capacity) and a 20 m high storage and retrieval machine. This project provides the VINCI Energies business unit with an opportunity to demonstrate its extensive expertise in transport, logistics and construction.





**Belgium**

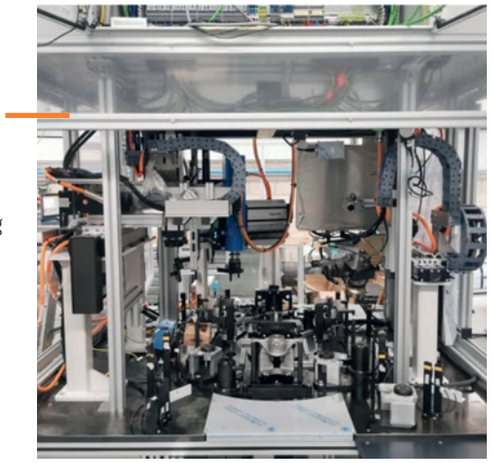
## Using recovered waste heat to warm homes

Recovering and reusing "waste" heat is one of the most promising responses to climate change. Waste heat is the energy generated in industrial processes that diffuses into the surrounding environment. Recovered waste heat can be fed into a nearby district heating network – a neighbourhood-scale central heating system – for residential heating purposes. Near Antwerp in Flanders, a cooperative heating network called "Warmte Verzilverd" uses waste heat recovered from an Agfa-Gevaert factory to warm homes. Actemium Belgium has been given full control of this innovative waste heat distribution project, which means it is responsible for automation, (remote) visualisation, electrical engineering, panel construction and equipment commissioning. The ultimate goal of the project is to achieve an annual saving of around 2,000 tonnes of $CO_2$, which is equivalent to the emissions produced by driving a car 18.2 million kilometres or around the world 455 times.

**Mexico**

## Developing an assembly line for an auto parts manufacturer

Auto parts manufacturer Continental chose Actemium Mexico to develop an assembly line for its factory in San Luis Potosí, Mexico. The new facility will include 11 semi-automated stations for assembling single-piston (left and right) rear brake callipers, plus an additional unit for parking brakes. The contract awarded to Actemium Mexico includes engineering, design, manufacture, installation and commissioning of the entire assembly line, creating work for its mechanical, electrical and control engineering teams.



**Brazil**

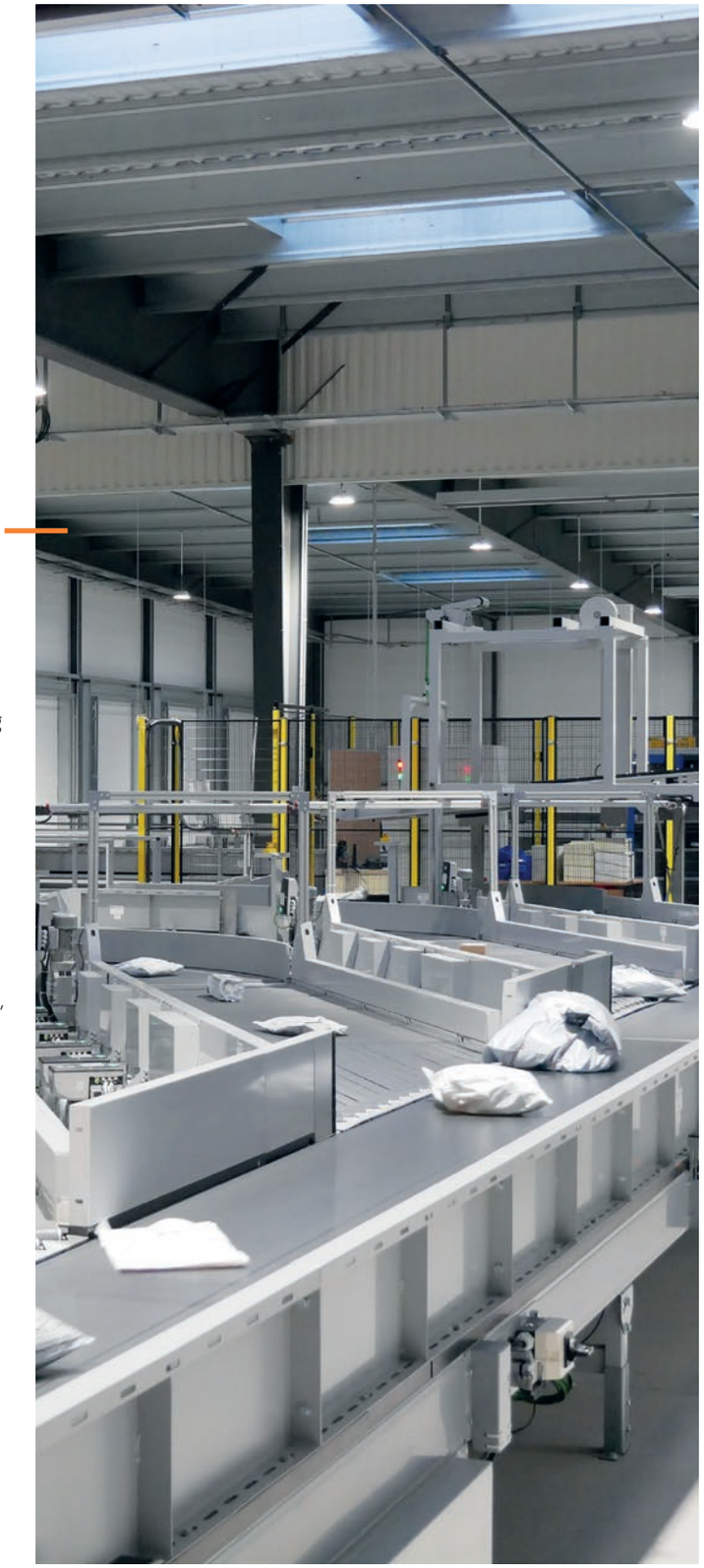
## Upgrading a metro line's electrical system in Brasília

Actemium Infrastructure signed a contract with Metro-DF, the operator of the metro network that covers Brasília and a number of satellite cities (Ceilândia, Águas Claras and Samambaia), spans more than 42 km and comprises 24 stations. The contract involves upgrading safety, control and monitoring equipment across line 1's electrical system. Work will be carried out at sixteen (13.8 kV/750 Vcc) traction substations, a (13.8 kV/750 Vcc) maintenance substation and the operations control centre. Actemium Infrastructure will also build a new substation. The operations phase of the project is expected to last three years.

**France**

## Automating La Poste's package sorting system for streamlined distribution

With e-commerce surging, La Poste's logistics subsidiary Viapost needed to pick up the pace if small packages were to be delivered in a timely manner. Actemium Lyon Logistics implemented an innovative solution to help the sorting centre in Argonoy rise to this challenge. The automated system put in place eliminated the need for workers to pick up packages and sort them onto the correct shelves. The solution developed by the VINCI Energies business unit, which uses high resolution cameras to read barcodes on packages, means that packages can be sorted three times more quickly than by hand. Furthermore, it is low maintenance and requires no physical effort.



**United Arab Emirates**

## Installing the first shore power connections to reduce the impact of ports

Shore power is increasingly seen as an effective way to reduce the pollution and noise generated by the diesel engines of vessels docked in ports. Following a call for tender organised by a UAE-based oil company, Actemium Emirates Projects was tasked with equipping the Mussafah logistics base and Ruwais industrial port near Abu Dhabi with shore power connections. Since November 2022, around 10 onshore power systems have been available at each facility, accommodating up to 64 boats in total. These shore power connections enable vessels to switch off their engines and still perform loading and unloading operations and run onboard lighting, air conditioning and IT systems.



**Germany**

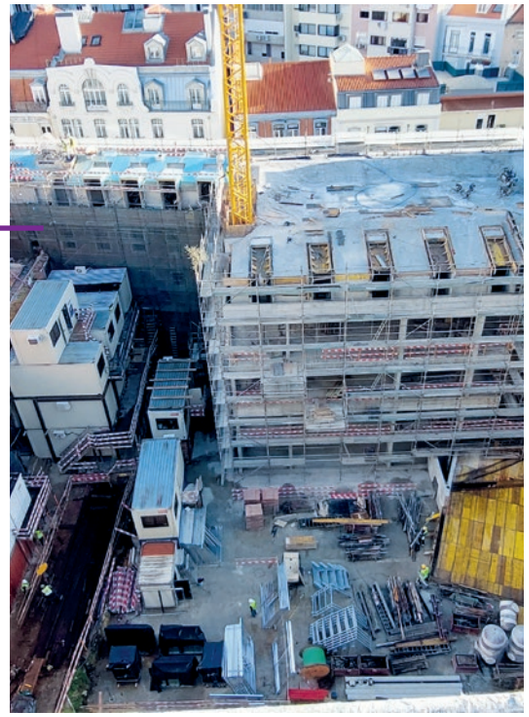
## Supplying power to facilitate the production of 100 MW of hydrogen

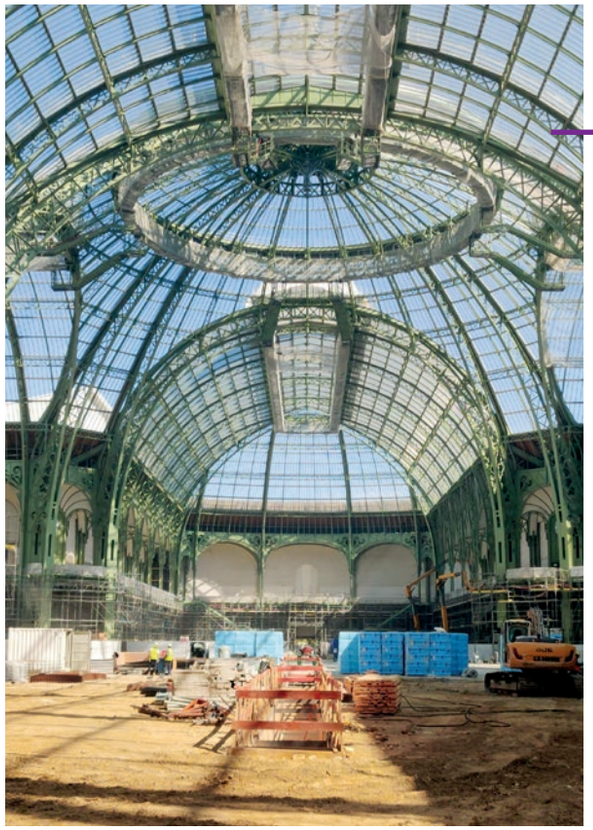
Determined to become a sustainable energy carrier producer, Shell Germany has announced plans to install facilities capable of producing low-carbon hydrogen – using a process called proton exchange membrane (PEM) electrolysis – at its refinery in Wesseling. Actemium Infrastructure & Energy Köln will work in partnership with Siemens AG Köln to build, deliver and commission a 30 kV switching station as part of the initiative. Actemium will also be responsible for carrying out electrotechnical work, fitting general and emergency lighting systems, extending cable trays for the network of cables and pipes, as well as installing fire alarm and earthing systems and a lightning arrester. This work in particular will enable the refinery to cease crude oil processing come 2025.

**Portugal**

## Turning a large Lisbon hotel into a modern and eco-friendly building

Convento Santa Joana – a property in the centre of Lisbon that was a convent long before it became known as an iconic hotel – boasts 369 rooms and apartments, restaurants, meeting rooms and leisure facilities. An ambitious renovation project is being led by a consortium comprising HCI Construções and Alves Ribeiro, the goal being to turn the hotel into a smart building. Sotécnica and Longo Plano won a contract covering all special facilities. These two VINCI Energies business units are responsible for work involving heating, ventilation, air conditioning, water and wastewater networks, fire suppression systems, building management, electricity and safety.
The project began in 2022 and is expected to end in September 2023.

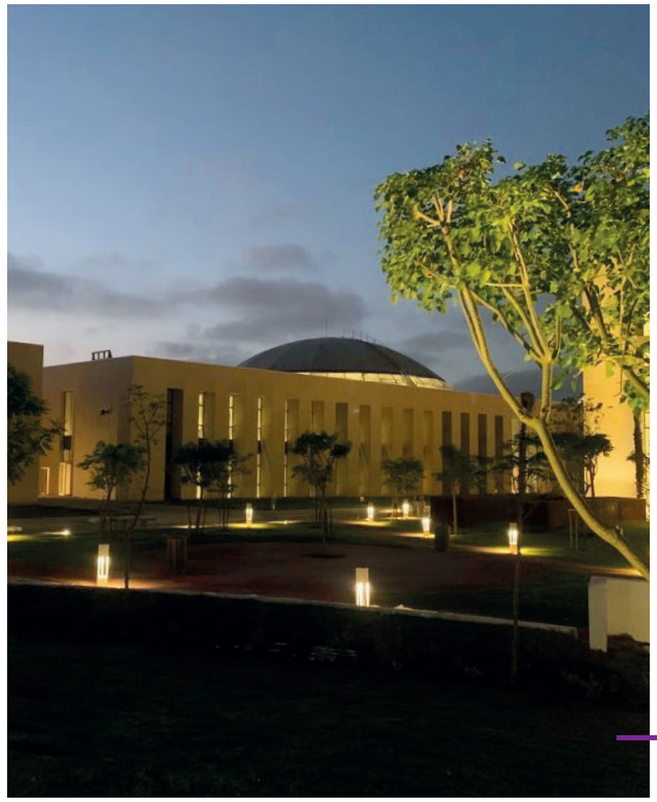




**France**

## Leveraging the network's extensive expertise on the Grand Palais renovation project

The project to renovate the Grand Palais, a Parisian monument spanning 67,000 m$^2$, has provided VINCI Energies with an opportunity to demonstrate the complementary expertise of business units in its network. Phibor Entreprises is in charge of the high-voltage work, the fire safety system and building management; Cegelec Tertiaire IDF Grands Projets was chosen for the air-conditioning, heating and ventilation work; SAGA Tertiaire will be involved in the plumbing work package; and Citeos Grands Projets IDF will be responsible for the illumination of the facades, as well as the architectural lighting in the Nave and the west wing (known as the *palais d'Antin* in French). Site logistics specialist Réso Services will be able to help these business units put in place a vendor-managed inventory system as well as optimised order preparation and transport solutions.



**Morocco**

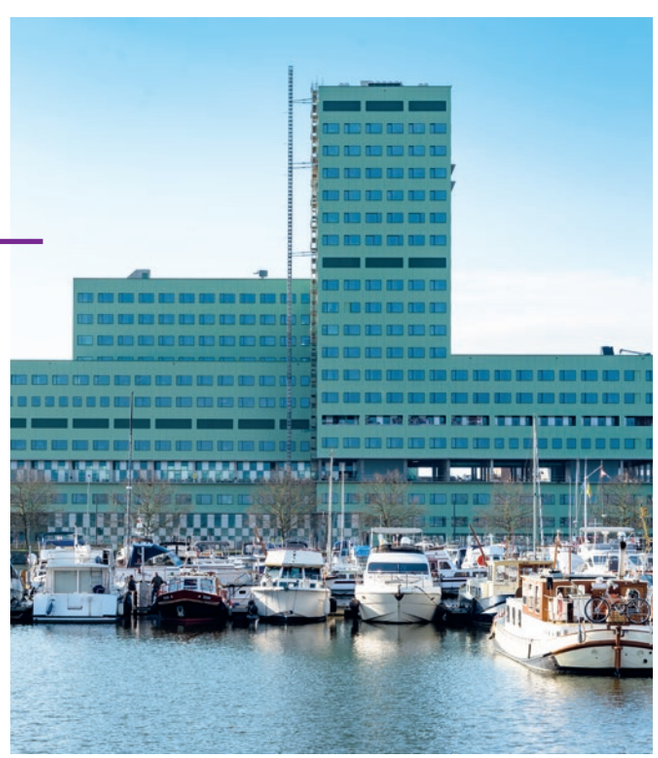
## Securing a major contract to extend Mohammed VI Polytechnic University's Rabat campus

VINCI Energies Morocco was chosen by an OCP subsidiary to develop and carry out the technical work packages for the second phase of the project underway at Mohammed VI Polytechnic University's Rabat campus.
The packages involved four university buildings, an academic building for artificial intelligence–related activities, a hospitality school, a drop-in centre for students, a sports centre with a pool, a building for the think tank Policy Center, parking facilities and outdoor mechanical equipment rooms. Sogea (VINCI Construction) and teams of Building Solutions and Axians in Morocco carried out fluid-related, high- and low-voltage and IT work across all these locations.

**Belgium**

## Establishing a long-term partnership to build and maintain a hospital in Antwerp

The Antwerp-based hospital chain ZNA has just built a hospital that will ultimately replace Stuivenberg Hospital. The new facility has 19 floors with room for all hospital services, as well as two basements, parking facilities, and a loading and unloading area. Cegelec HVAC and Cegelec Elec installed the heating, ventilation and air-conditioning systems, while ITB installed the electrical equipment. However, the network's contribution to the hospital does not stop there, as VINCI Facilities Long Term Contracts has been awarded a 20-year maintenance contract.



**France**

## Working on the largest hospital worksite

Two VINCI Energies business units are involved in a project to a build a new university hospital in Nantes. This 220,000 m² complex will include 54 operating theatres and over 1,400 beds. While lead company Cegelec Tertiaire IDF Contracting was awarded the air conditioning, plumbing, lab bench and electrical engineering packages for several buildings, Cegelec Rennes Projets is responsible for electrical engineering work in one building as well as worksite facilities. A low environmental impact worksite charter has been drawn up to minimise disruption, air pollution and waste generation during the project, which is expected to end in September 2026.

**Switzerland**

## Taking part in an extraordinary project run by a Swiss broadcaster

The aim of the Radio Hall project run by Swiss broadcasting company SRF is to turn a lorry shed built in 1967 into a campus-inspired building with 220 workstations, six studios and a "live" stage with a capacity of 300 spread across 4,400 m². As part of this project to boost interactions between radio, television and Internet workers in Leutschenbach, JOMOS Brandschutz AG was tasked with installing a smoke and heat extraction system. Divided into three smoke removal sections, this system is configurable via six network-based control panels.

**Belgium**

## Contributing to one of the largest low-carbon swimming pool projects

Swimming pool specialist LAGO is going to build a 3,000 m² swimming pool complex in Bredene, Belgium. The complex will be equipped with 761 roof-mounted solar panels complemented by a geothermal system, ensuring the building is fully electric and has a very low carbon footprint. VINCI Facilities Long Term Contracts, which already manages a dozen LAGO swimming pools in Belgium, is contributing to the project via Cegelec HVAC Public North and Cegelec Elec North (which are responsible for technical equipment) and VINCI Facilities Long Term Projects (which is responsible for maintenance for the duration of the operating agreement).

©LAGO /artabel

**Netherlands**

## Ensuring a complex of buildings meets high environmental performance standards in Amsterdam

Construction service provider Cordeel Nederland contracted Bosman Projects to work on a project along the Karspeldreef in Amsterdam. A complex of buildings called "The Ensemble" will be built with energy efficiency in mind and meet the BREEAM 'Excellent' rating. This mixed-use development will include two residential towers with 592 apartments, as well as 19,000 m² of office space. The multi-storey plinth will feature community facilities, such as a health centre, a young talent centre and commercial premises. The project began in the first quarter of 2022 and is expected to finish in the second quarter of 2025. Bosman Projects is responsible for all technical operations across the complex, with the exception of heat generation.

France

## Playing a key behind-the-scenes role in preparations for a new Grand Paris Express line

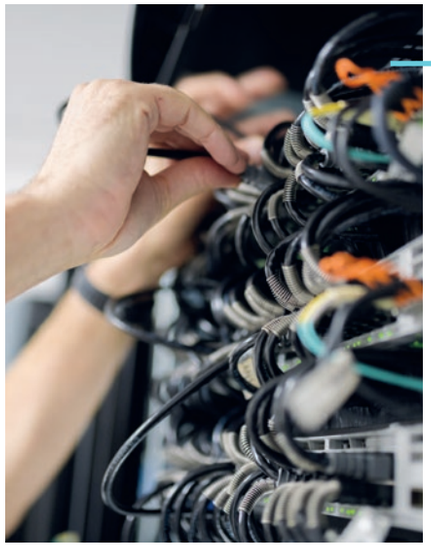
As part of a consortium with Eiffage Energie Systèmes, the Axians business units won the contract to design, deploy and maintain the multi-services network and surveillance systems along the future metro line 18 of the Grand Paris Express. In 2030, this new line will include 10 stations along its planned 30-minute route between Orly and Versailles. The contract includes supplying the CCTV, air quality monitoring, access control, intrusion detection, telephone and interphone systems to be installed along the route and inside the carriages, as well as conducting a comprehensive assessment of the cybersecurity policy and mechanisms developed for the line's systems.

Germany

## Giving greater visibility to Hamburg's sustainable development efforts

In 2015, the UN adopted the 2030 Agenda for Sustainable Development, which sets out 17 Sustainable Development Goals (SDGs) and 169 targets for a fairer and more sustainable society. All 193 UN Member States are therefore working towards the same set of goals for the environment, health, education and food. Within this framework, the German city of Hamburg turned to Axians IKVS for help with formalising its "Public SDG Reporting 2022" project. As a result of their collaboration, a summary of all the relevant authorities' sustainable development data is now available on the city's website. Making graphic indicators and key figures available online is key to encouraging public discussion and earning the trust of local residents.





Germany

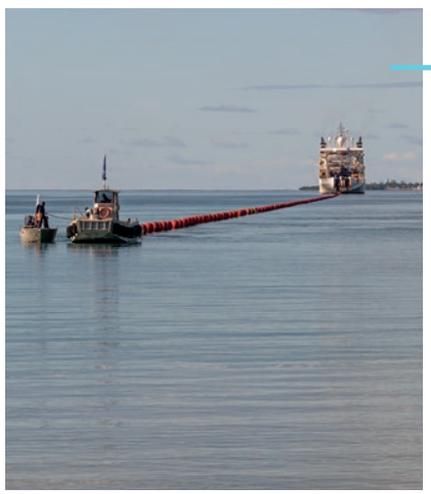
## Developing a cutting-edge critical system management solution for data centres

As the need for high-performance computing increases, so too do the associated energy costs. To help companies optimise their cost control and cloud management processes, Axians has developed a turnkey solution called Dynamic Power Cloud Manager (DPCM). This piece of software offers two advantages – it automates most of the work handled by IT departments and, with the help of powerful monitoring tools, minimises the number of servers in use at any given time. It reduces energy bills by 30% and cuts operational costs. DPCM is used by around 60 clients in the aviation, automotive and telecoms industries.

Switzerland

## Acting as a general contractor on a project to upgrade a high-speed network

The ageing coaxial network in Sissach – a Swiss municipality with a population of 6,600 – was in need of an upgrade. Axians was contracted by Sissanet – a division of Elektra Sissach – to provide expertise in analysis, engineering, planning and work management. In its capacity as a general contractor, the VINCI Energies business unit has been overseeing the deployment of a high performance fibre-optic network since 2020. By the end of 2023, the fibre-to-the-home (FTTH) network will reach 1,600 buildings and 3,000 units of usable space. Users will enjoy high-speed data transfer and enhanced data protection. The project will also facilitate automatic electricity meter readings.



France

## Significantly enhancing digital links in New Caledonia

To facilitate secure local and international data transfer, a second submarine cable is being laid in the French archipelago of New Caledonia, complementing the existing cable between Nouméa and Sydney. Selected as the successful bidder for the Office des postes et télécommunications de Nouvelle-Calédonie (OPT-NC) contract, Alcatel Submarine Networks (ASN) tasked Axians with carrying out the environmental studies and preparatory work including soundings. The VINCI Energies business unit also completed cable landing work at the seven locations connected to the second submarine cable, as well as civil engineering work at all the stations where cable pulling activities were to take place.

Belgium

## Upgrading radio communication systems for the European Parliament

The European Parliament wants to upgrade the radiocommunication systems at its three places of work (in Brussels, Luxembourg and Strasbourg). Once upgraded, these systems will require regular maintenance. Following the first project phase in Strasbourg, similar work will be carried out in the main building in Brussels. The radiocommunication system and its components are based on the latest terrestrial trunked radio (TETRA) standards and tried-and-tested solutions available on the market. It should represent the cutting edge of radiocommunication technology when installed. The project is based on a framework agreement signed in 2019.

France

## Promoting digital equality on Reunion Island

People living in some remote parts of Reunion Island do not have any Internet access. This was the case in Cilaos – a village surrounded by mountains – up until recently. As part of the regional public initiative network contract, a consortium led by Orange tasked Axians Services Infras Océan Indien (SIOI) with deploying fibre-optic infrastructure in the area. Given the distinctive location, the project was carried out under extraordinary conditions. For instance, a robot wrapped 20 km of fibre-optic cables around high-voltage cables several metres above ground level. In December 2022, the first Cilaos residents got to test out their new Internet connection.



Morocco

## Providing IT and audiovisual solutions at Mohamed VI Polytechnic University's Rabat campus

Mohamed VI Polytechnic University's Rabat campus decided to equip its teaching spaces with technology facilitating hybrid (in-person and remote) learning. Axians Morocco was selected to design, install and commission audio and video recording and streaming solutions, video walls, interactive screens and conferencing systems. Instructors can now record and live-stream their classes in over 100 teaching spaces. Axians also helped the university upgrade its IT infrastructure and digital solutions, offering advanced cybersecurity threat detection and protection, workspace virtualisation and automated internal network management solutions.

*"At VINCI Energies, we give employees the opportunity to get involved in activities outside their day-to-day remit."*

**— Arnaud Grison,**
*Chairman and Chief Executive Officer of VINCI Energies*

© UNICEF Timor-Leste

## Links with schools

### **Sponsoring an e-mobility project** involving motor sports

The InMotion project has given 50 students from the Eindhoven University of Technology an opportunity to fulfil their dream of developing an endurance racing-worthy car with an electric motor and a fast-charging battery. After two years of development work, the project hit its first major milestone when the Revolution prototype went from 20% battery to 80% in just 12 minutes during a test. The InMotion team have no intention of leaving things there – they want to make the charging process as quick and straightforward as the refuelling process for petrol cars. It is also working on a battery pack that keeps all cells at a constant temperature and offers enhanced performance. Omexom Netherlands is a top-tier sponsor of the InMotion project, firmly believing it makes a worthwhile contribution to e-mobility.

### Developing a **smart grid** testbed for educational and research purposes

A smart grid is a digital technology-based electricity network that facilitates the integration of new energy generation and consumption models, as well as new energy stakeholders. Optimising the balance of supply and demand in real time at local level can prove challenging, which is why ESTP and VINCI Energies made this issue the focus of their demonstrator project. Equipped with energy production, storage and consumption systems, their smart grid can be used to validate a variety of use cases ranging from electric mobility to self-consumption under real-life conditions. It communicates with a hypervisor that manages, analyses and organises energy data. The platform will be studied by ESTP engineering students. It will also serve as a starting point for research programmes, which could use artificial intelligence to predict photovoltaic energy production for instance.


### Offering **summer internship opportunities** for students in Austria

As part of its Summer of Innovation programme, VINCI Energies Austria gives high school and college students the opportunity to complete internships in a number of locations during the summer holidays. Interns split their time equally between tasks for their assigned department and group work as part of a team. They are closely supervised by HR teams, which are responsible for organisation and coordination. Students from all backgrounds are welcome to apply. VINCI Energies Austria's programme is open to young people who have an inquisitive mind, a good imagination, a passion for tech and, above all else, a wide range of interests.


### Establishing **strategic digital transition-oriented partnerships** in Portugal

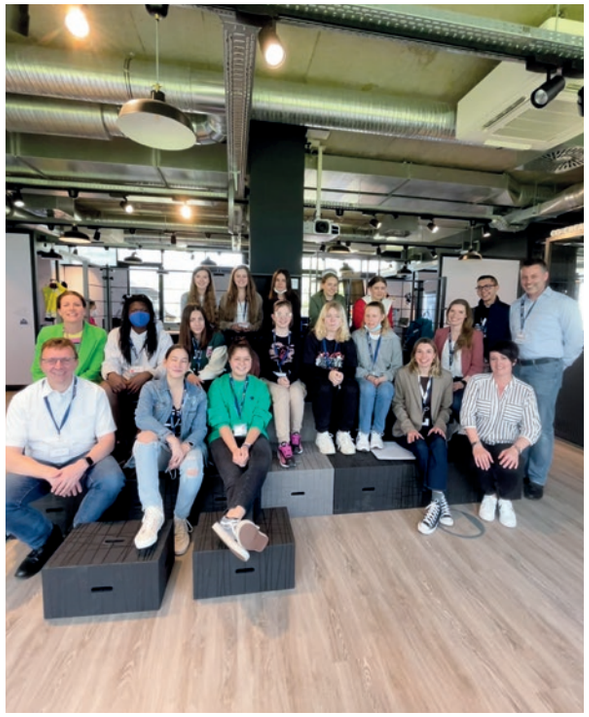
Axians Portugal announced partnerships with two leading higher education institutions. The business unit formed a partnership with Instituto Superior Técnico (IST), the University of Lisbon's engineering and technology school. Axians teams will be involved in work to renovate the largest lab in the electrical engineering and IT department and help students gain an insight into the working world. The business unit also formed a partnership with 42 Lisboa, a programming school where technical, emotional and social skills are nurtured. In exchange for having access to a pool of potential job applicants and a diverse teaching platform, Axians agreed to help ensure the 42 Lisboa curriculum would alleviate the national shortage of specialised workers.

### **Reaching out to students** looking for internship opportunities

Held online for the third year, the Young Talent Days event was bigger than ever in 2022, with over 7,500 applications, more than 700 internship opportunities, 180 VINCI Energies managers and recruiters and 460 applicants connected to the platform. The event gives students nearing the end of their Master's the opportunity to learn about VINCI Energies. Over the course of three days, participants were able to talk with former interns and recruiters to prepare for their interviews, watch pre-recorded conferences, listen to live pitches and interact with stand holders. They were also given the opportunity to take part in a VINCI Energies quiz in aid of Mécénat Chirurgie Cardiaque.

## Giving German teenagers an **insight into our careers**

Keen to give secondary school girls a glimpse into diverse career opportunities, VINCI Energies business units in Germany actively contributed to the Girls' Day event. Various activities around the theme of digitalisation and sustainability were organised and executed in close collaboration with employees. The diverse programme of nationwide events went down well with students, who were given the opportunity to visit an electrical substation at Frankfort Airport or a wind turbine connected to the grid via a 30 kV line, learn about mechatronics and take part in a workshop on smart cities in the future.



### Diversity

## Promoting **diversity in technology-related professions** in Belgium

Recognised for its commitment to diversity and inclusion, VINCI Energies Belgium continued to promote equal opportunities in the workplace in 2022, deploying the second Women in Technology campaign to encourage more women to take up careers in industrial automation, energy, transport and construction. The business unit's efforts to break down stereotypes include shining a spotlight on 30 female employees on the Group's job portal, inviting women to a networking lunch coupled with a presentation on body language, and using inclusive language in its job ads.

### Training

**1.8**

***million hours of training provided to employees***


## Supporting a young Swiss automation specialist on his journey to **international recognition**

The 2022 WorldSkills Competition gave 250 talented apprentices from 25 different countries a chance to travel to Stuttgart to showcase their skills in industry 4.0, water (particularly wastewater) technology and mechatronics. Two young people from Switzerland fought off fierce competition from Asian teams to win the bronze medal in mechatronics. One of them was Adrian Matthys, who took up his current position at Actemium Switzerland in 2020, having started out as an apprentice in 2016. His success is a testimony to VINCI Energies' commitment to nurturing its teams.

## Encouraging girls in Italy to study **STEM subjects**

Fewer girls than boys choose to study science, technology, engineering and maths (STEM) subjects at European universities. To make STEM learning environments more inclusive, VINCI Energies Italy launched the VINCI Energies Adoption Program. Initiatives include talks in schools to raise awareness among girls and those around them, grants for female students, free training sessions facilitated by VINCI Energies experts, as well as professional integration support for underprivileged young people. This pilot programme will help dispel some of the misconceptions that exist within families and some education institutions.

# Safety


## Exploring safety together as part of a **four-day event**

Safety Week is a key component of VINCI Energies' ongoing efforts to establish a strong culture of safety. It forms part of a multi-year series of events and training sessions enabling us to better address prevention and risk management in our day-to-day activities. In 2022, in addition to the overall theme of exemplary leadership, business units were asked to focus on one of five areas: engagement, transparency, risk perception, learning from events and understanding procedures. All business units got something out of the four-day event, which helped them align their vision of safety with current and future action plans.

## Health and safety **indicators**

**Accident frequency rate**

| 2010 | 2022 |
|---|---|
| 10.34 | **5.33** |

**Accident severity rate**

| 2010 | 2022 |
|---|---|
| 0.72 | **0.31** |

**% of business units with zero accidents***
*(*with lost time)*

| 2010 | 2022 |
|---|---|
| 64% | **80%** |

*"As site manager, people expect me to run the project, but more than anything else they expect me to show everyone working on the project that we are fully focused on safety and stand by our commitments. I encourage my crew and our subcontractors to speak up, to say stop, to anticipate risks. If we need to have another look at our safety management systems, for example, we do. We all have a voice and a duty to raise any safety issues. We all have the authority to stop working if we feel the job or work environment are unsafe. And we also have a responsibility, not only for our own actions but also for the safety of our coworkers."*

**— Paul Blinkhorn,**
*site manager at Omexom Power Solutions in the UK*


**700,000**
***hours of safety-related training***

## Promoting a culture of **safety excellence** all year round in Sweden

Safety messages must be repeated to be remembered. With that in mind, EITECH, INAC, Actemium and Emil Lundgren teams in Sweden took the initiative of using calendars to promote a culture of safety excellence and share best practices throughout the year. Different months provided advice on different topics – such as hoist use, mandatory PPE and work environments – and featured relevant photos of employees. The initiative, which proved popular internally, shone a spotlight on real projects completed by the teams to make them feel invested in building a culture of safety excellence.

## **Joining forces** to protect workers from electrical hazards

Founded in 2018, the start-up Neoratech specialises in the production of personal protective equipment (PPE) for fitters and technicians working in dangerous environments. VINCI Energies representatives met Neoratech managers through the Leonard incubator led by the VINCI Group. They soon decided to join forces to protect construction site workers from electrical hazards. VINCI Energies and Neoratech are currently making adjustments to two types of PPE for electricians – gloves fitted with a voltage measurement device, as well as helmets with visors equipped with a head-up display. These two partners were awarded the Efficace prize at the 2022 Village Awards, an event celebrating the most successful collaborations between start-ups and large companies.

# Demonstrating our continued **support** for charitable initiatives

VINCI Energies has been helping people in need through charitable partnerships and projects for many years. It has supported various charitable initiatives – through the Fondation VINCI pour la Cité, VINCI Energies employees and business units, as well as its partnerships with Initiatives-Cœur (since 2017) and UNICEF (since 2022), taking action to promote social and professional integration and improve healthcare and education outcomes for children.


VINCI Energies has made it clear that, when it comes to the overall performance of a business, charitable initiatives should be as much of a priority as technical, economic, environmental and financial considerations. It strives to support initiatives with a concrete, real and instant impact on people and communities in need.

## Reaching out to local communities

VINCI Energies is committed to giving employees and business units an opportunity to support local communities by, for instance, engaging in skills-based volunteering, making in-kind or monetary donations or organising fundraisers for the VINCI Energies Mécénat Charity endowment fund. Most initiatives involve one or more charities that VINCI Energies supports directly or through the Fondation VINCI pour la Cité. VINCI Energies strongly encourages teams worldwide to play a part in flying the flag for one of its core values – solidarity.

## Addressing major issues affecting children

By supporting Initiatives-Cœur (which gives greater visibility to Mécénat Chirurgie Cardiaque) and UNICEF, VINCI Energies enables all employees worldwide to support worthy child-related causes. By establishing a four-year partnership with UNICEF, VINCI Energies has pledged its support for charitable programmes in three countries – Brazil, Benin and Timor-Leste – to provide children with access to quality digital education resources. These UNICEF programmes will be deployed across 56 schools, providing 400 educators and over 20,000 children aged 6 to 18 with an Internet connection and IT equipment. The children will be able to develop their digital skills, learn no matter what is happening and enhance their career prospects. Since the beginning of the partnership, VINCI Energies has given employees all over the world the option of taking part in various sports fundraisers in aid of these three education projects.

## Key social engagement figures for 2022

### Fondation VINCI pour la Cité

**548** *employees involved in the foundation, including 120 as sponsors*

**104** *employee-sponsored projects*

**€1,173,980** *allocated to employee-sponsored projects*

### Initiatives-Cœur

**26** *children's lives saved with Mécénat Chirurgie Cardiaque, half by BU-/employee-led fundraising activities*

### UNICEF

**4-year partnership established**

**3** *countries: Benin, Brazil and Timor-Leste*

**56** *schools*

**400** *educators*

**20,000** *children aged 6 to 18*

**Information and donation website:**
https://solidarity-effect.vinci-energies.com/


© UNICEF Timor-Leste

*"Access to quality education opens the door to limitless opportunities for children. Yet, many children do not enjoy that access in Timor-Leste. With support from VINCI Energies, France, UNICEF and the Ministry of Education, Youth and Sport in Timor-Leste are helping about 6,000 children in 10 schools access educational programmes, and leapfrog into the future through the use of digital educational tools and 21st century-ready learning material."*

**— Bilal Aurang Zeb Durrani,**
*UNICEF Timor Leste Representative*

## Initiatives-Cœur


# Supporting Initiatives-Cœur's Route du Rhum adventure to help **save the lives of 21 children**

Having included VINCI Energies among its three sponsors since 2017, the Initiatives-Cœur boat makes waves for a charitable sporting project giving greater visibility to Mécénat Chirurgie Cardiaque, a charity that supports children living with heart conditions in less well-off countries. On 9 November 2022, skipper Sam Davies set sail in the Route du Rhum event, an iconic transatlantic solo race starting in Saint-Malo and ending in Pointe-à-Pitre. Throughout the race, Initiatives-Cœur sponsors VINCI Energies, K-LINE and les Chocolats du Cœur led initiatives such as the "1 click = 1 heart" drive, donating €1 to Mécénat Chirurgie Cardiaque for each new Initiatives-Cœur Facebook fan or Instagram follower. Enough money was collected to fund operations for 21 children with heart conditions.

# Giving others a chance to get in on the **100 km de Millau** action

VINCI Energies employee and long-distance runner Hervé Accary wanted to mark his fifth time running the 100 km de Millau – a challenging event in terms of distance and elevation changes – by getting others in on the action. He set all VINCI Energies employees and their professional and personal contacts a challenge of collecting at least €12,000 – enough money to pay for heart surgery for one child. They smashed his fundraising target, collecting €16,550 before and during the race. Spurred on by the support of his colleagues and their contacts, Hervé beat the personal best he had set in 2019.

## UNICEF


# Taking a **women-only charity race** as an opportunity to improve education outcomes for children

La Parisienne is an annual women-only charity race through the centre of Paris. VINCI Energies took advantage of the 25th edition of the race – on 11 September 2022 – to launch a challenge in aid of the three education programmes it supports through its partnership with UNICEF. No fewer than 335 employees took part, raising a total of €5,134. This money will go towards various initiatives to help over 20,000 young people aged 6 to 18 gain access to the Internet and online information.

# Getting employees moving in aid of **UNICEF**

As part of the partnership established with UNICEF, VINCI Energies employees were given the opportunity to take part in a virtual race using the United Heroes app. Participants just needed to choose what distance they would cycle, walk, hike or run. VINCI Energies pledged to donate €0.50 to its partner for every kilometre they covered, plus another €2 for every picture of the race shared on social media with the #SolidarityEffect hashtag. Employees worldwide covered almost 7,000 km over a two-day period, raising €13,896 for UNICEF in the process. This money will go towards three digital education projects in Benin, Brazil and Timor-Lieste.


*UNICEF does not endorse any company, brand, product or service.*

## Local initiatives


# Supporting **a drinking-water supply project in Kenya**

Engineers Without Borders Germany, a humanitarian organisation that removes barriers to development through engineering, is currently working on a drinking-water supply project that will benefit two centres working with people with disabilities in Munyu, Kenya. The project seeks to address a pressing issue in Kenya. As the country's population grows and rainy seasons get shorter and shorter, people are becoming more reliant on groundwater, the quality of which can be compromised by wastewater discharges. Omexom Hochspannung GmbH donated €2,500 to the Engineers Without Borders Germany-led project.


# Running **the Melbourne marathon** to raise funds to help fight a rare childhood cancer

A number of Omexom Australia employees took part in the Melbourne Marathon to raise funds to help fight neuroblastoma, a rare cancer found in children. A total of AUD 1,780 was collected for this worthy cause.

## VINCI Foundation

# **Helping young people not in education** gain an insight into the working world

The Étincelle network seeks to help young people who left school with no – or very few – qualifications better their lives. In 2022, the Fondation VINCI pour la Cité organised 10 sessions attended by around 100 people as part of the programme. Cegelec Tours Electricité facilitated one of these sessions, giving eleven 16- to 24-year-olds not in education an insight into the working world and an opportunity to think about the next chapter in their lives. Over the course of the week-long session, these young people took part in workshops, spoke to employees about their careers, visited worksites, and more. The session concluded with a certification ceremony, giving participants the opportunity to present their plans for the future – and inspire and motivate one another!


# **Rallying around Ukrainian refugees** in the Netherlands

The Dutch town of Zwijndrecht welcomed 150 Ukrainian refugees fleeing the war in 2022. Diverz, a non-profit committed to improving the well-being of local residents, wanted to make the Ukrainians feel welcome by giving them the option of taking part in activities ranging from relaxation to cooking to sport. Pieter Visser, a manager at VINCI Energies BU Verkerk, decided to become a sponsor for Diverz to support such initiatives. What's more, the VINCI Foundation in the Netherlands provided assistance in the form of laptops (to help the children and adults keep in contact with their schools and employers back in Ukraine), ping-pong tables and sports clothes.

## VINCI Foundation


# Supporting those affected by the **flooding in the Ahr valley**

In July 2021, devastating flooding in the Ahr Valley in Germany submerged towns and villages and caused significant damage. Hoffnungswerk e.V. was set up shortly afterwards to offer social and psychological assistance to people living in flood-affected areas. As a sponsor for Hoffnungswerk e.V. and a buyer for CSC BA West, Kai Schmidt helped forge an agreement between the charity and the business unit. As a result, Hoffnungswerk e.V. was able to buy electronic components for the Come Together Café – a place to welcome and inform people looking for therapeutic advice – through CSC BA West, which also supplied the equipment the volunteers needed to install the components.


# **Reaching out to young people** to enhance social cohesion across France

Give Me Five events, which give middle school students the opportunity to visit VINCI sites across France, reflect the Group's commitment to placing diversity, equal opportunities, inclusion and long-term employment at the core of its activities. The fifth series of events saw 14- and 15-year-old students from Louise Michel middle school in Clichy-sous-Bois make their way to Montesson to learn about VINCI Energies' business lines and brands. They took a look around a site, talked to employees and took part in public-speaking and social media workshops. All the students agreed it was a worthwhile experience, as learning about the diverse careers available at VINCI Energies helped them understand what options were open to them.

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