



PROFILE

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

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

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

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Our PERFORMANCE

REVENUE IN 2021

€15.1 bn

Operating income from ordinary activities in 2021

€985 m 6.5% of revenue

Net income in 2021

€553 m

3.7% of revenue

REVENUE BY BUSINESS LINE

29%

Infrastructure

25%

25% Industry

28%
Building solutions

18%

average project value



 205_0000

 85_0700 employees



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REVENUE BY COUNTRY



MORE THAN HALF OF REVENUE GENERATED OUTSIDE FRANCE EN 2021

France

Monde

(excl. Europe)

3%

(excl. France)

Europe

43%



EUROPE: OUTSIDE EUROPE: Austria Algeria Belgium Angola Bulgaria Argentina Czech Republic Australia Denmark Bahrain Finland Benin France Brazil Germany Cameroon Greece Canada Hungary China Ireland Colombia Italy Côte d'Ivoire Democratic Republic Liechtenstein Luxembourg of the Congo Monaco Guinea India Netherlands Indonesia Norway Poland Kazakhstan Portugal Kosovo Romania Malaysia Slovakia Mauritania Spain Mexico Sweden Morocco Switzerland Mozambique United Kingdom New Zealand Nigeria

> Qatar Republic of the Congo Saudi Arabia Senegal Singapore United Arab Emirates United States

Our COMMITMENT

TO THE ENVIRONMENT



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

748

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

finalists

prizes



of inert waste recycled

100% of hazardous

waste recycled or treated



FOR COMMUNITIES



projects supported through the VINCI Foundation by VINCI Energies employees in 2021

480

VINCI Energies sponsors with the VINCI Foundation



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

118

children's lives saved since 2017, including 30 in 2021

6,100 employees actively using the United Heroes app,

raising €131,765

FOR OUR EMPLOYEES

17,500

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



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



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

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





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.



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 28% of VINCI Energies' revenue.
- Facility management is provided under the VINCI Facilities brand. Works are carried out under local brands.



Making buildings smarter and more sustainable

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

ICT

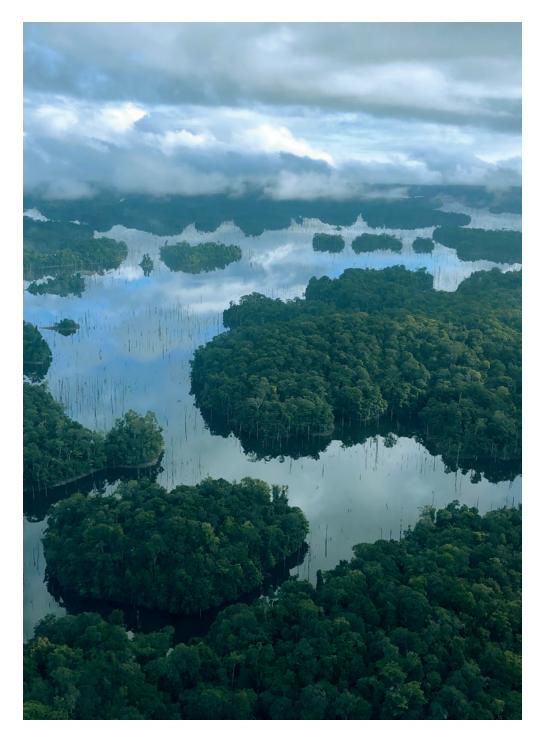
- The ICT activity accounts for 18% of VINCI Energies' revenue.
- Axians is the VINCI Energies brand dedicated to information and communication technology.



Operating at the heart of digital transformation

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

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

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

Moreover, 56% of all indirect emissions are generated downstream, which means CO_2 is generated when the facilities and equipment delivered to clients are used. The challenge therefore is to support clients to reduce their emissions, in particular by developing new green solutions.

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

^{*} Scope 1: direct emissions from sources owned or controlled by a company, such as equipment, facilities and company vehicles.

Scope 2: indirect emissions associated with a company's consumption of purchased electricity, steam and heat

^{**} Scope 3: indirect emissions occurring in a company's value chain, including upstream and downstream emissions associated with purchased goods and services, transport of goods, waste, business travel, employee commuting, etc.

INFRASTRUCTURE



SUPPORTING THE ENERGY TRANSITION IN FINLAND

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

BUILDING A DRIVERLESS LIGHT-METRO SYSTEM IN CANADA

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



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



Led by the Energisa Group in partnership with a number of public stakeholders, the Ilumina Pantanal project aims to provide renewable electricity to over 2,000 isolated, low-income families in the state of Mato Grosso do Sul in Brazil. The project relies on a solution developed by Omexom – individual solar power generators with photovoltaic modules and lithium batteries. These generators can power homes, schools and medical units without being connected to an electricity distribution network. Fully charged generator batteries last up to two days without sunshine. Omexom is responsible for managing the entire project implementation phase, including system transport.

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INDUSTRY



STREAMLINING MEDICAL ORDER PREPARATION IN THE NETHERLANDS

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

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

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



REDUCING THE CO₂ EMISSIONS ASSOCIATED WITH POWERING DOCKED VESSELS



Greenhouse gases associated with the marine industry could increase by 120% between now and 2050, by which time they might be responsible for 10% of global emissions. Emissions from vessels at sea and in ports urgently need to be addressed. Whether at sea or docked, vessels need a 24/7 power supply to run lighting, heating, air conditioning and refrigeration systems. Actemium developed an alternative solution in the form of an onshore power supply (OPS) that can be connected to a boat's on-board power supply system using a cable, providing up to 11,000 volts of power. Seafarers can connect to these facilities without needing help from anyone on the dock.

BUILDING SOLUTIONS

BUILDING A NEW AGRONOMY FACULTY IN THE GERMAN CITY OF KIEL

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

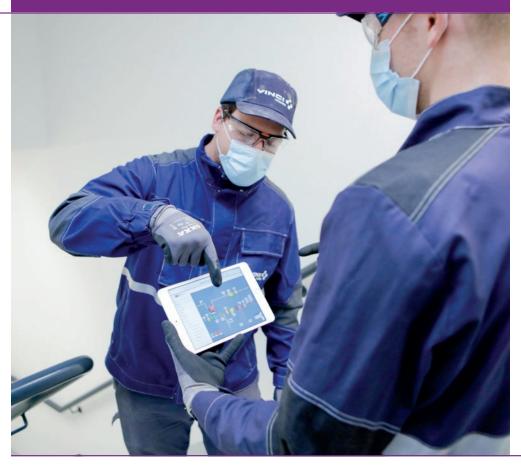


RENOVATING A BUILDING TO A HIGH ENVIRONMENTAL STANDARD IN THE **NETHERLANDS**

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



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



Renewed in 2018, the full facility management contract awarded by Thales to VINCI Facilities covers 65 sites in France, 1.4 million square metres and 43,000 employees. The client also signed an energy performance contract with VINCI Facilities in a bid to reduce service sector electricity consumption by 20%. Two years and multiple energy performance measures (replacing traditional lighting systems with LED solutions, installing variable-speed drives on rotating machines and introducing cooling systems with heat recovery systems) later and the objectives have been met and even surpassed.

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ICT



IMPLEMENTING A SUPERCOMPUTER TO ADVANCE FUNDAMENTAL AND APPLIED RESEARCH IN BELGIUM

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



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

OPTIMISING LOGISTICSTHROUGH MICROSERVICES AND ARTIFICIAL INTELLIGENCE



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



SUPPORTING AND INVESTING IN EMPLOYEES

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

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

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

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

SUPPORTING AND INVESTING IN EMPLOYEES



DOING SAFETY WEEK DIFFERENTLY IN CANADA

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



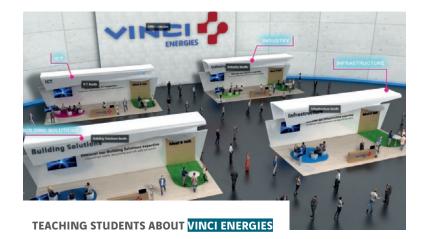
RENEWING OUR PARTNERSHIP WITH THE ARTS ET MÉTIERS ENGINEERING SCHOOL

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



CREATING VINCI ENERGIES ACADEMIES IN THE ASIA-PACIFIC REGION

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



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

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SUPPORTING AND INVESTING IN EMPLOYEES

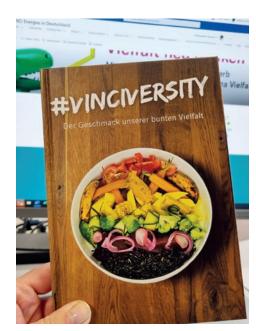


SETTING UP NEW OMEXOM INSTITUTES IN SPAIN AND CAMEROON

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

EMPOWERING YOUNG EMPLOYEES TO CHAMPION DIVERSITY IN GERMANY

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





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

REACHING OUT TO PEOPLE WITH DISABILITIES IN FRANCE

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



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REACHING OUT TO OUR COMMUNITIES

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

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

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

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

REACHING OUT TO OUR COMMUNITIES



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

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

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





TAKING ACTION AT VINCI ENERGIES SENEGAL TO HELP FUTURE GENERATIONS LEARN

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



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

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REACHING OUT TO OUR COMMUNITIES





CHANGING LIVES BY GETTING PEOPLE INTO MUSIC IN THE UNITED KINGDOM

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



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

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