

# Forging a sustainable world.



SUSTAINABILITY

EXTRACT FROM THE 2022 UNIVERSAL REGISTRATION DOCUMENT

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# FORGING A SUSTAINABLE WORLD

VINCI is a world leader in concessions, energy and construction, operating in more than **120** countries.

We are at the centre of the challenges facing today's world, and our ambition is to play an active part in the energy and environmental transition

of living spaces, infrastructure and mobility, while fostering social progress as a humanist group that stands for inclusion and solidarity.

We harness our fields of expertise, our quest for innovation, our business model's strength and our teams' engagement to strive towards a goal that our **272,000** employees share: serving a useful purpose and caring for the planet.

# Joining forces to advance the environmental transition

VINCI has made **ambitious commitments** to act for the climate, the circular economy and natural environments – the three pillars of its environmental policy – which primarily focus on **reducing its own footprint**. The Group's teams are playing a large part in this shift by reshaping their everyday work practices.

## Energy efficiency

In September 2022, amid the energy crisis, VINCI rolled out an energy savings plan that will reduce the electricity and natural gas consumption of its concession activities and offices in France by 15% in 2023. This short-term target aligns with the Group's broader environmental transition goal to shrink its direct carbon footprint (Scopes 1 and 2) by 40% by 2030.

1

## Environment Day

VINCI employees around the world celebrated the third annual Environment Day on 22 September with collaborative games, workshops, 15-minute environmental impact sessions, conferences, on-site demonstrations and more, creating many opportunities for local teams to build awareness and share their experiences with the environmental transition.

2

## Self-consumption at airports

VINCI Airports is building on-site solar power stations to reduce its carbon footprint. Three new solar farms at the Faro airport, Belgrade airport and Lyon-Saint Exupéry airport (P3 car park) began operating in 2022, bringing the network's total installed capacity to 36 MWp. The Faro power plant was developed by SunMind (a specialised subsidiary of VINCI Concessions) and installed by Omexom (VINCI Energies), which now operates Portugal's very first airport solar farm.



2

## Rooftop solar power

Through its dedicated subsidiary Eliove, VINCI Energies is installing rooftop solar panels to scale up energy efficiency gains for its property assets. Eliove's first mission is to inventory and audit the 160 buildings owned by VINCI Energies in France and then identify candidates for solar panel installation, in terms of technical feasibility. After that it will do the same for leased buildings. The subsidiary manages every project phase, including investment, re-roofing, operation and maintenance. Longer term, Eliove plans to put this know-how to work for the Group's external customers.



## Environment Day

was an opportunity to share best practices emerging from the Environment Awards, whose first edition in 2021 drew over 2,500 initiatives submitted by Group employees. Of these, 190 earned distinctions as regional winners or top finishers.



1





### A cold mix asphalt recycling process

developed by VINCI Construction was used for the first time in 2022, for a resurfacing operation in the VINCI Autoroutes network (A20 between Souillac and Cahors-nord, in south-west France).



3

Actions guided by VINCI's environmental policy reduced the Group's direct greenhouse gas emissions (Scopes 1 and 2) by 13% between 2018 and 2022, adjusted for the impact of acquisitions.

3

#### Building low-carbon roads

VINCI Construction is modernising its asphalt production plants by fitting them with new energy sources, equipment and monitoring systems that are lowering both consumption and emissions. It is also stepping up the production of recycled materials, with its Granulat+ solutions, and the use of innovative road renovation processes to optimise the recycling rate of road operations and the carbon footprint of its worksites.

#### Rehabilitating land around motorways

In 2022, VINCI Autoroutes signed a partnership agreement with France's National Forest Office, which will help to rehabilitate 200 sites in the VINCI Autoroutes network by 2030. Its 28,000 hectares of green areas along motorways offer many opportunities for ecological regeneration by planting trees, preserving natural environments and restoring wetlands.

# Helping to create a low-carbon economy

In addition to reducing its direct emissions, VINCI is helping customers and the users of its infrastructure reduce their own carbon footprints, with solutions that are already up and running in all its business lines.



1

1

## VINCI makes strides in renewable energies

With the integration of Cobra IS on 1 January 2022, VINCI has taken a leap forward in renewable energies. The Group's new energy business delivers turnkey solar PV and wind power projects, along with the development and financing for some of them. Cobra IS has also built up solid expertise in offshore windfarm energy converter platforms. Alongside Siemens Energy, Cobra IS will build four large platforms in the North Sea, for a combined capacity of close to 6 GW.

## Motorways cater to electric vehicles

At the end of 2022, 125 service areas out of the 180 in the VINCI Autoroutes network were equipped with electric vehicle (EV) charging infrastructure, for a total of 604 charging points available for use. VINCI Autoroutes also launched Ulys Electric, a universal solution enabling subscribers to pay electronic tolls in four countries (France, Spain, Portugal and Italy), as well as parking fees in 500 car parks and EV charging at 60,000 points in France, regardless of the operator. Outside France, VINCI Highways is also installing charging stations across its network, such as on the PR1BINA expressway in Slovakia.



2

2

## Low-carbon concrete gains ground

More and more worksites are building with low-carbon concrete. Ultra-low-carbon concrete from the Exegy® range developed by VINCI Construction has been used in France, to produce prefabricated segments for works on the Grand Paris Express, and in the United Kingdom, to build the EcoPark South energy recovery facility in London. VINCI Construction has undertaken to increase the use of low-carbon concrete in its projects to 90% by 2030.

Ultra-low-carbon Exegy®  
can drive a

**70% reduction**

in emissions compared to  
traditional concrete.





VINCI Concessions invested

**€15 million**

in Hype, the first integrated platform for hydrogen mobility in France.

VINCI Energies is Hype's exclusive partner for the construction of new hydrogen production and distribution infrastructure to fuel its fleet of hydrogen-powered taxis.



5

4



improve energy efficiency and how they can be implemented to meet the customer's emissions reduction targets. A solution developed by VINCI Facilities, called P2C, calculates the carbon footprint of a maintenance contract, covering Scopes 1, 2 and 3, so that the most effective low-carbon or carbon-reducing solutions over a building's entire life cycle can be proposed to customers.

5

### Investing in hydrogen

VINCI has co-founded the largest global fund for low-carbon hydrogen infrastructure and is expanding its initiatives in all business lines to develop this new source of energy. For example, it created a range of infrastructure construction services, under the Hyfinity brand. It also invested in Genvia, producing a pilot manufacturing line for high-temperature electrolyzers at the company's facility in Béziers (southern France). The Group has built the first airport hydrogen stations for ground vehicles, while collaborating with major aviation sector players to develop liquid hydrogen for airplanes.

3

### Rewarding airlines for emissions reduction

VINCI Airports has introduced an eco-modulation system in France and at London Gatwick to adjust landing fees based on aircraft emissions and thereby support the aviation sector's efforts to lower its carbon footprint. At several airports in its network, VINCI Airports also provides airlines with sustainable aviation fuelling services using biofuels produced from used cooking oil.

4

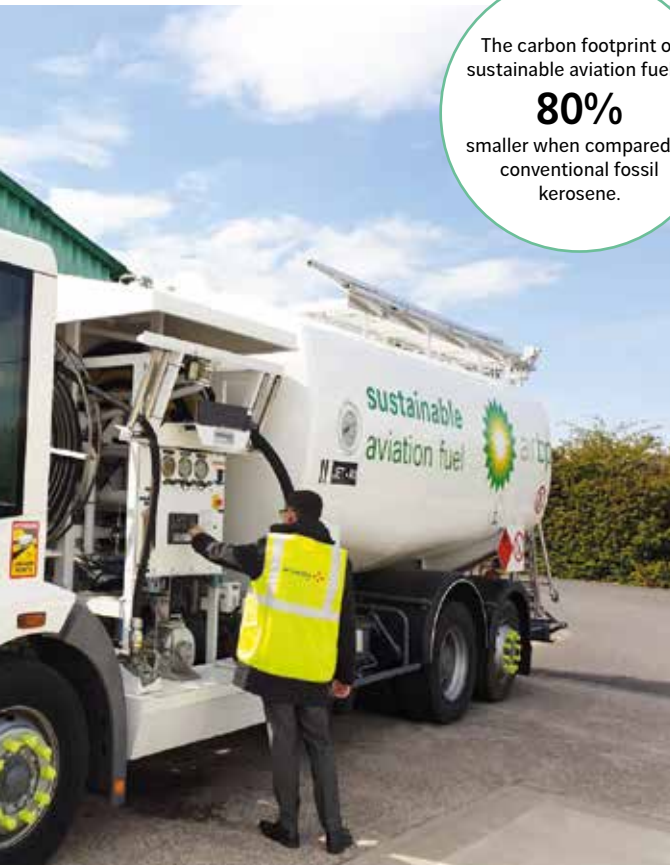
### Decarbonising building maintenance

VINCI Facilities (VINCI Energies) offers its building maintenance customers two decarbonising options. With its "low-carbon contract", VINCI Facilities commits to an emissions reduction plan using the solutions initially agreed upon. With its "carbon-reducing contract", VINCI Facilities goes further, by identifying actions to

The carbon footprint of sustainable aviation fuel is

**80%**

smaller when compared to conventional fossil kerosene.



3

# Embracing its corporate social responsibility as a large group

VINCI strives to embody humanist, inclusive values, being a company that cares for its employees and its surrounding communities. Deeply connected to the regions where it works, the Group contributes to local social development through sustainable job creation, integration programmes and solidarity initiatives.

## A positive socio-economic impact

An in-depth study in 2022 confirmed VINCI's far-reaching impact on local social and economic environments in France. In 2021, VINCI contributed 1.5% of the country's gross domestic product (GDP) through its direct, indirect and induced impacts across the entire value chain. For example, one VINCI job supports an additional 3.6 jobs in France. Almost all Group purchases in France are made on the domestic market, including a large share from small and medium enterprises. Priority is on working with local suppliers and subcontractors to further contribute to regional growth.

1

## Educational guidance for young people

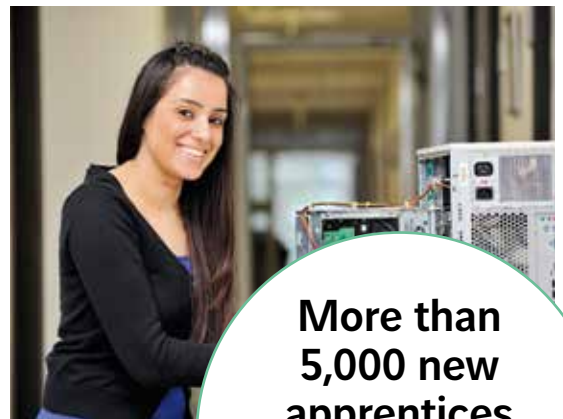
With more than 5,000 middle school students supported during the 2021-2022 academic year and close to 9,000 enrolled in 2022-2023, the Give Me Five programme is growing fast. Under the programme, in France, VINCI hosts students from priority neighbourhoods for work experience placements in Group companies. Hundreds of Group employees get involved locally by giving the students an introduction to the many varied aspects of their jobs. Another Give Me Five initiative is an innovative integration effort that helps dozens of young people at risk of exclusion to return to employment each year.

2

## With boost.vinci.com,

VINCI offers all employees in France free access to online tutoring and other academic support for their children, from elementary to vocational level, developed in partnership with Prof Express, the French market leader. Since September 2022, 8,000 children of employees have benefited from the service.

1



## More than 5,000 new apprentices

joined Group companies in France in 2022. Eight recruitment fairs were held across the country to meet candidates, who could also apply through the JobIRL platform.

2







4

3

### Advancing gender diversity

VINCI has set a goal to raise the percentage of women managers to 30% by 2030. To speed up the pace of women entering its areas of business, the Group has intensified its collaboration with the non-profit Elles Bougent. Close to 700 employees take part in events in some 20 countries to encourage female students to pursue careers in science and technology, making VINCI's network the organisation's largest in the world.

### #PasChezVINCI

With its hashtag "not at VINCI", VINCI is taking action to combat everyday sexism, which has been shown to be an obstacle to gender diversity, among other adverse effects. A learning module available in five languages encourages all Group employees to self-assess their attitudes and help bring about positive change.

4

### Thanks to the "Ella es Astronauta" programme

(She is an Astronaut) developed by the She Is Foundation and supported by the Fundación VINCI Colombia, 35 teenagers from all around the country visited NASA's space centre in Houston, in the United States, in 2022.

3



### Women on the Move

This web series by VINCI Concessions zooms in on the women who are working in mobility and their inspiring career stories, to encourage others to follow in their path.

1

### Guaranteeing universal social protection

In September 2022, VINCI launched its new universal social protection minimum standards, giving all Group employees, regardless of the country where they work, access to the same baseline guarantees in two key areas. First, social insurance provides financial assistance for each employee and their family in the event of a serious accident, whether in professional or private circumstances. Second, parental leave, paid at full salary, is provided to improve work-life balance for employees and their co-parents during this special time when a new child arrives.

2

### Putting human rights into practice

Since 2022, all Group entities have had access to the Managing Human Rights platform on VINCI's intranet, where they can assess their human rights practices, identify points to watch and build action plans to improve them. It is the operational counterpart to VINCI's Guide on Human Rights, enabling every subsidiary around the world to apply the Group's guidelines governing migrant labour, recruitment practices, working conditions, living conditions and relations with local communities.

3

### 20th anniversary of the Fondation VINCI pour la Cité

In the past 20 years, the Fondation VINCI pour la Cité has backed almost 3,500 projects led by non-profits and supported by nearly 6,300 employees in France. With this combination of financial aid from the foundation and hands-on involvement by employees, VINCI is engaging locally alongside non-profit organisations that combat exclusion. Consistent with this

local approach, the Group has created 16 other foundations over the years, in other countries and regions where it operates. The Group's business lines, divisions and companies all join in with their own civic engagement initiatives.

4

### Organic farming and social integration

Since the early 2010s, VINCI Autoroutes has supported Jardins de la Voie Romaine, whose first integration project turned an area alongside the A19 motorway in north-central France into an organic farm. Today, this integration and farming non-profit manages four sites, which include an apiary and shops selling local products. It currently employs close to 100 people, helping to maintain vibrant and cohesive communities in the region. Since the organisation's start, close to 60% of those supported have returned to employment or entered training programmes leading to formal qualifications.

1



2







3

In 2022, VINCI's 17 foundations allocated €6.1 million to 570 projects, sponsored by almost 1,570 employees.

4







This universal registration document was filed on 28 February 2023 with the Autorité des Marchés Financiers (AMF, the French securities regulator), as competent authority under Regulation (EU) 2017/1129, without prior approval pursuant to Article 9 of the said regulation.

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

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