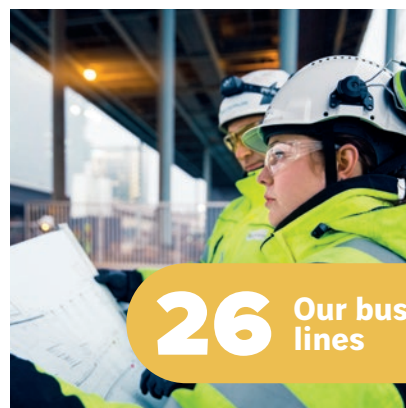




YEARBOOK

2024

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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' 2,100 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.

Find  
out more





# ALBUM

## With UNICEF\* to support children in Brazil

Find  
out more



Fostering access to quality education through digital resources in three countries – Brazil, Benin and Timor-Leste – is the core aim of the partnership established between VINCI Energies and UNICEF for the 2022-2025 period. In Brazil, 150 educators are involved in developing and implementing teaching programmes that combine traditional and digital methods, with the ultimate goal of reaching 3,000 children.

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



## 106 children saved

On 10 November 2024, Sam Davies set off on the legendary Vendée Globe 2024 race aboard the **Initiatives-Cœur**. After weeks at sea, a journey full of challenges, she brought her adventure to a close on 30 January 2025, delivering on her commitment to save children with heart defects. Thanks to the 1-click = 1 heart\* initiative, 106 children will benefit from life-saving surgery through the charity Mécénat Chirurgie Cardiaque, bringing the total number of children with heart conditions treated to over 500 since the start of the Initiatives-Cœur project in 2009.

\* 1 euro donated by the project partners (K-LINE, Les Chocolats du cœur and VINCI Energies).

## Acquisitions in the **Netherlands**

With the acquisition of RH Marine Netherlands B.V. and Bakker Slidrecht Electro Industrie B.V., two specialized maritime industry integrators, VINCI Energies has strengthened its industrial offering in the country.



## Aiming for universal access to electricity in **Senegal**

VINCI Energies has signed a €200 million contract with Senelec, Senegal's national electricity company, to build transmission and distribution infrastructure that will power several thousand homes. The works, expected to take three years, will employ more than 1,000 people to install 1,350 km of high-voltage and very high-voltage overhead and underground lines.

## A makeover for the **Grand Palais**

Its majestic nave and galleries may have hosted events during the Paris Games in the summer of 2024, but the Grand Palais is still undergoing renovation and will not reopen fully until spring 2025. This major project involves a number of VINCI Energies business units, including Citeos Grands Projets IdF, Phibor Vital et Phibor Opale, Cegelec Tertiaire IDF Grands Projets, SAGA Evo Smart and Réso Services.



## Strengthening cyber expertise in Germany

VINCI Energies, through its dedicated **Axians brand**, is expanding its expertise in cyber, IT and cloud services with the acquisition of Fernao Group, a leading provider of cybersecurity services in Germany and Switzerland.



## HAROPA PORT brings electricity to ships at berth

HAROPA PORT has entrusted a consortium of VINCI Energies and VINCI Construction business units with delivering a high-voltage onshore power supply (OPS) system for ships docked in Le Havre. The project involves building a conversion substation connected to the public grid and designed to supply power at voltages of 11 kV or 6.6 kV. The first phase is scheduled for delivery in spring 2025. OPS systems for berthed vessels are set to become the norm in Europe by 2030.



## Contributing to the future **Hertel-New York line**

**Hydro-Québec will be building a 57.7 km (56.1 km underground and 1.6 km underwater) 400 kV line** from the Hertel substation in La Prairie, near Montreal, to the Canada-US border, where it will be connected to the Champlain Hudson Power Express transmission line spanning approximately 545 km. TCI+, awarded one of the three packages for a contract worth CAD 70 million, will build a 16.3 km section of the line. Once completed, the project will help reduce carbon emissions by 3.9 million tonnes per year.

## With the CNES in **French Guiana**

**Cegelec Space and Telematic Solutions, two VINCI Energies business units,** were selected to contribute to delivery of the payload-related client support contract at the Guiana Space Centre. The ten-year contract, led by MT Aerospace, Air Liquide Spatial Guyane and ArianeGroup, includes, alongside other services, managing 11,800 fixed and mobile devices and 3,200 measuring tools deployed across the entire spaceport and at remote sites.

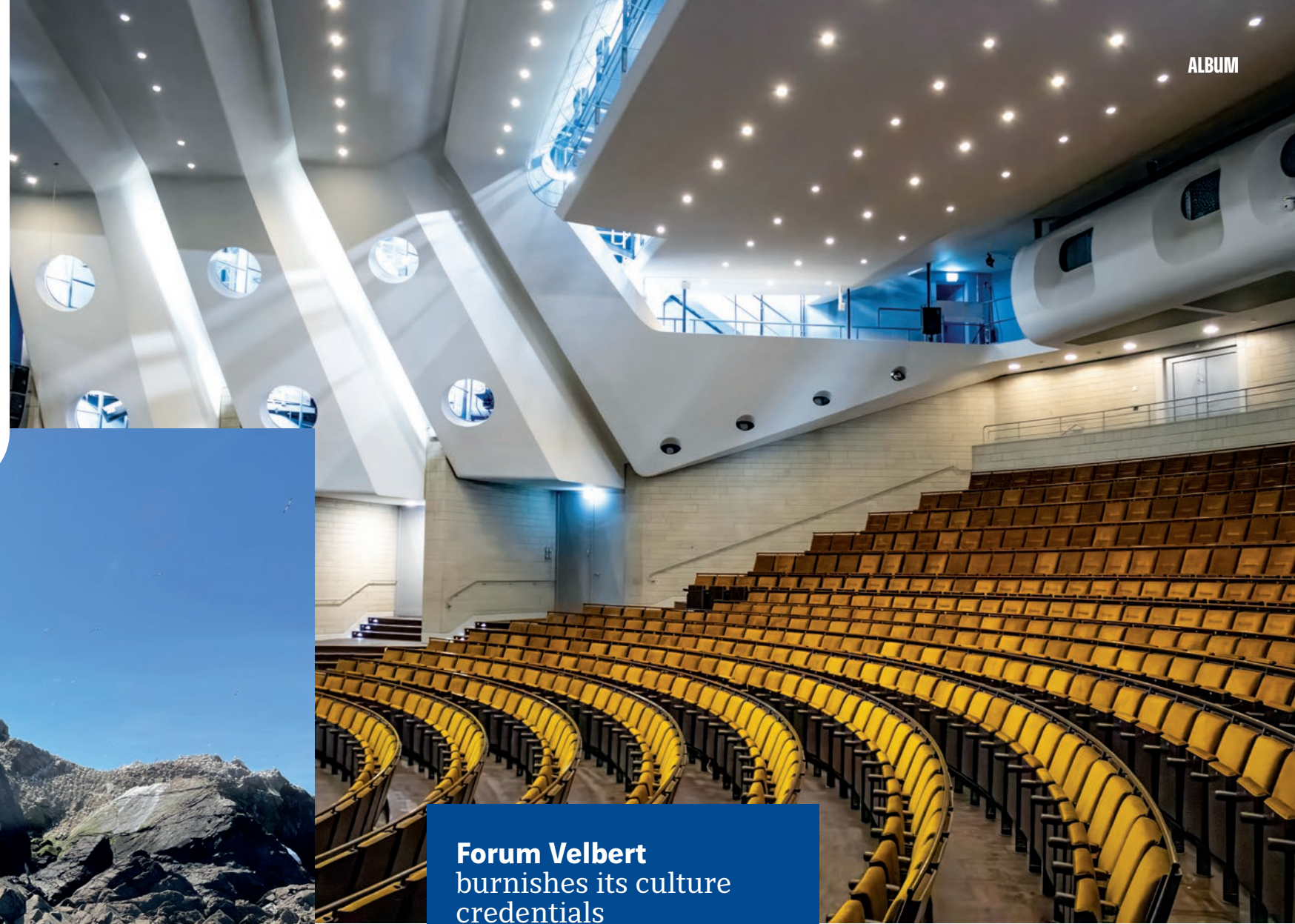
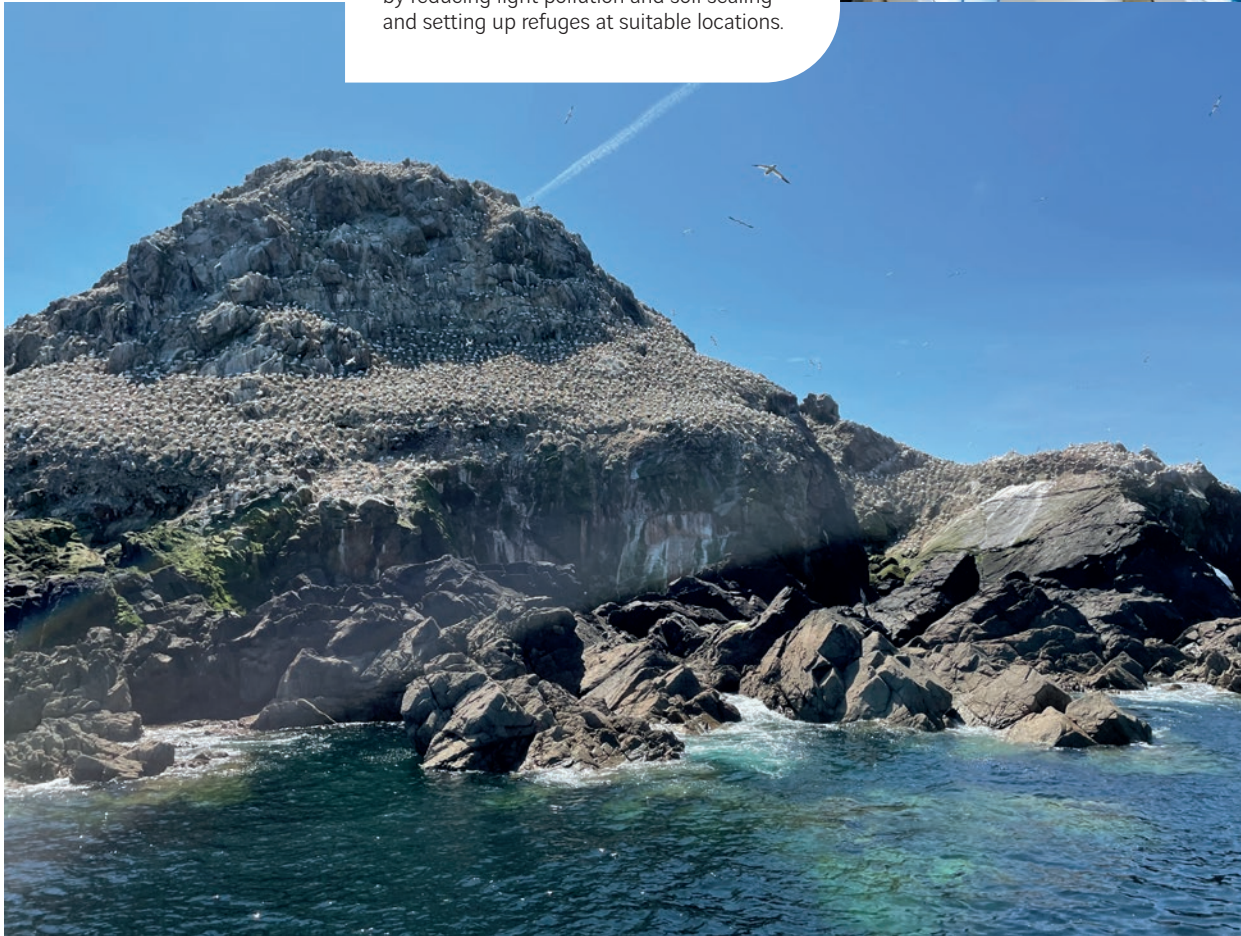


## Supporting homeless people in **Lisbon and Porto**

**VINCI Energies Portugal teamed up with Legião da Boa Vontade,** a non-profit that helps homeless people, to launch a volunteer programme to support those living on the streets in Lisbon and Porto. Altogether, 107 employees helped prepare soups and snacks, sort food and deliver meals.

## With the LPO for biodiversity

VINCI Energies signed a one-year sponsorship agreement with France's bird protection league (LPO). The goal is to better integrate biodiversity into the day-to-day operations and activities of VINCI Energies business units in France by reducing light pollution and soil sealing and setting up refuges at suitable locations.



## Forum Velbert burnishes its culture credentials

Thanks to extensive renovation and transformation work carried out by VINCI Facilities Germany, Forum Velbert, an important cultural space in the centre of the German town of Velbert, has regained its splendour – and more space to accommodate new activities, including the municipal library. VINCI Facilities has also been awarded a contract to operate the venue for a 25-year period.



# OUR PERFORMANCE AND ORGANISATION

# INTERVIEW

with **Arnaud Grison**,  
Chairman and Chief Executive Officer

“**VINCI Energies is a value-driven, forward-looking company.**”

## How would you sum up 2024?

In a complex and sometimes chaotic global landscape, VINCI Energies is growing steadily, confirming two decades of uninterrupted growth: our teams are expanding, new business units are being integrated and our results keep

getting better. VINCI Energies is the leading global player in its field, generating almost €20.4 billion in revenue in 2024 through more than 200,000 contracts and operating in 61 countries.

2024 can best be described as another excellent year!

## What factors contribute to this enduring stability?

It goes without saying that our culture and teams are the driving forces behind our success. VINCI Energies’ performance, resilience and stability are underpinned by shared values, as well as by a decentralised model that has been its trademark and has defined its identity for over 50 years. The elements that set us apart are shared with each employee through our “Essentials”, which describe who we are, what drives us and how we operate.

Our network is made up of 2,100 human-sized business units, each with firm roots in its region, each an expert in its business segment. Driven by our values – trust, entrepreneurship, solidarity, autonomy and responsibility – our teams are attuned to the needs of our clients, providing them with bespoke solutions and services.

## In a buoyant energy transition market...

We support our clients in their energy choices: we supply equipment and maintain it, we provide them with solutions and installations tailored to their environmental priorities, using the most appropriate technologies.

**2,100**  
BUSINESS UNITS

The energy and environmental transition represents a significant challenge on a number of fronts. It forces organisations to rethink their models, adjust the scope of their activities and develop ambitious roadmaps to accelerate decarbonisation, use resources sparingly and preserve natural environments.

Today, all organisations – big or small, public or private – are evolving as they invest in electrification, connections to renewable energy sources, network and equipment modernisation and renovation, the repair and



“**It goes without saying that our culture and teams are the driving forces behind our success.**”

maintenance of infrastructure and installation, as well as the deployment of digital technology.

Our role in this major transformation is to develop solutions that perfectly align with each client’s specific needs, objectives and constraints.

## What are VINCI Energies’ environmental ambitions?

Aside from ensuring compliance with regulatory deadlines, VINCI Energies, in line with the targets set by VINCI, is committed to reducing its direct emissions by 40% between 2018 and 2030. Our proactive roadmap focuses on gradually electrifying our fleets, using biofuels, reducing the footprint of our own sites by doing energy retrofits, systematically using low carbon electricity and promoting self-consumption.

## What is your philosophy with regard to innovation?

We take a very pragmatic approach, which is our hallmark. We seek to integrate the best technology available to resolve a specific issue for a client. VINCI Energies has always prioritised concrete and applied innovation, grounded in reality. This relies on the entrepreneurial spirit and curiosity of our teams, along with their insight into their clients’ needs, and the power of our networks to identify and mobilise the best experts.

Moreover, innovation is a wonderful lever for taking action at the forefront of the energy and environmental transition. In 2024, three of our innovations won prizes at the Environment Awards organised by the VINCI Group: an AI-based solution to manage the energy efficiency of building management systems; a standalone filtering solution

to save 91% of the water wasted during tank draining operations; and an algorithm-based solution to prevent forest fire risks resulting from electrical network faults. Each innovation solves an operational issue for a client and deploys the latest technical solutions.

### How do you support the social and environmental responsibility initiatives led by VINCI Energies business units?

Our business units are, first and foremost, people-focused organisations, so they are sensitive to issues that impact their community and mindful of social and environmental responsibility requirements. Solidarity is one of our core values.

Our employees are showing greater commitment in this area, and we ensure that all related initiatives are articulated and shared. Numerous initiatives are being undertaken, both through various activities at local level, and through our key partnerships with Mécénat Chirurgie Cardiaque and UNICEF, as well as the activities carried out for the Fondation VINCI pour la Cité.

### In a labour market impacted by structural challenges, how do VINCI Energies business units maintain their attractiveness?

Our employees are our greatest asset and we must offer them organisations, work environments and working conditions that meet their expectations, while giving them a sense of purpose. We want to ensure everybody can thrive, learn, grow and evolve.

Our decentralised model, our shared values that guide everyone's actions, our human-sized business units, our diverse expertise and our network of training academies are key.

Diversity is an asset that leads to quality, balance and sustainable success. We make sure our business units offer women a work environment that enables them to thrive, including in technical roles, without ever feeling isolated. This is successfully supported by the many diversity networks set up across our organisations in recent years.

34  
acquisitions

### How do you ensure ethics and compliance requirements are met?

Our commitment to ethics is the cornerstone of our managerial model and ensures the longevity of our business. The requirements in terms of ethics, respect for human rights and compliance must be upheld by each of our employees. There cannot be trust without ethics and compliance.

We have introduced extensive awareness and training initiatives at all operational, managerial and executive

levels. This affects every business unit. In ever more complex business ecosystems where responsibility for risks is increasingly shared, we must also carefully assess our third-party, supplier and client risks. We are also stepping up our monitoring control plans to ensure our compliance programme is effective in the long term. We are acting decisively with a great sense of purpose.

### What about employee safety on worksites?

2024 was a tragic year in that regard, as four fatalities occurred on our worksites. Each of these accidents could have been avoided. We have analysed them in detail and identified lessons to be learned, for our managers and our workers.

A strong culture leads to strong performance. We have therefore undertaken to fully integrate safety into our culture, using the same tried-and-tested methods that have proven successful to our business. With shared principles and an entrepreneurial spirit running through our decentralised organisation.

“Our commitment to ethics is the cornerstone of our managerial model and ensures the longevity of our business.”

We have taken the time to clarify the safety framework and shared rules: our expectations for all executive managers, as well as the operating principles in each business unit and on each worksite. Everyone has a part to play.

### What are the main strategic priorities for 2025?

To preserve and transmit our culture and to continue our outstanding growth. Our objective is to do this in all countries where we operate, with innovative offerings, serving our clients, driven by the energy transition and the digital transformation. In short, to continue expanding our teams and organisations to address these challenges.

That is what we highlighted at our Investor Day in November.

# 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 – Omexom, Actemium, VINCI Energies Building Solutions and Axians – is managed by a strategic committee and a steering committee.

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



**Vincent Bouffard**  
General Secretary  
of VINCI Energies



**Sophie  
Deis-Beauquesne**  
General Counsel  
of VINCI Energies



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



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



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



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



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



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



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



# Key figures

## REVENUE IN 2024

€20.4bn

2024 operating income  
from ordinary activities

€1,474m  
7.2% of revenue

2024 net income

€862m  
4.2% of revenue

102,600  
employees

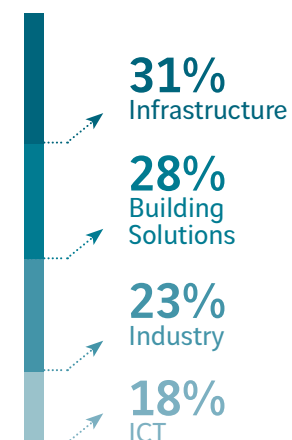
2,100  
business  
units

300,000  
projects

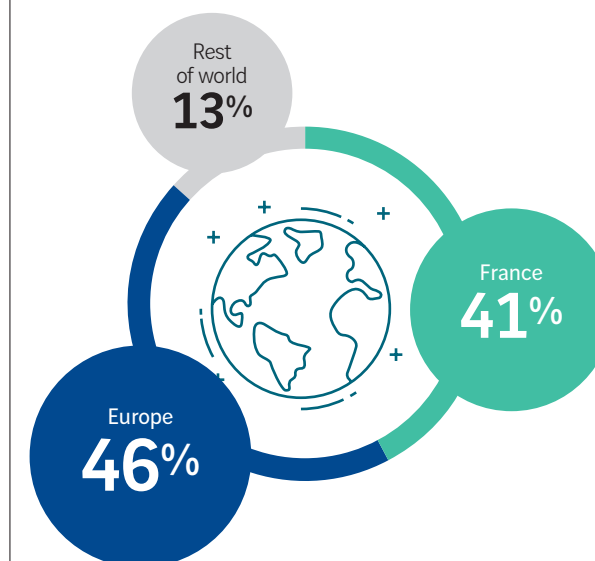
€70k  
Average  
projects  
value

274  
acquisitions  
in 10 years

## REVENUE BY BUSINESS LINE



## REVENUE BY GEOGRAPHIC AREA



## EUROPE

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

## OUTSIDE EUROPE

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

61  
COUNTRIES



# OUR BUSINESS LINES



# Environment

## VINCI Energies' ambitious goals

VINCI sees the environment as a strategic priority for responding to the climate emergency. The Group's environmental ambition is structured around three central themes: acting for the climate, optimising resources and preserving natural spaces.

Decarbonisation is a major priority for VINCI Energies, which intends to play a key role in the energy transition and has set itself ambitious goals: a 40% reduction in scope 1 and 2 emissions by 2030 (baseline 2018). To honour these commitments, VINCI Energies carries out large-scale assessments, develops low-environmental-impact solutions and adapts its infrastructure, projects and activities to make them more resilient to climate change.

The results are tangible: VINCI Energies reported scopes 1 and 2 emissions of 287 kT CO<sub>2</sub>-eq, i.e. a 20% reduction between 2018 and 2024. Moreover, 34% of the electricity consumed came from renewable sources, while VINCI Energies also strengthened its commitment to electric mobility by tripling its fleet of electric vehicles between 2022 and 2024.

VINCI Energies plays a key role in supporting its customers' energy transition by proposing solutions to reduce their own emissions. Thanks to energy management tools such as energy audits and real-time monitoring platforms, it helps industrial players and tertiary buildings optimise their consumption and lower their carbon footprint. It also encourages the transition to industrial electrification by offering alternatives to fossil fuels, such as high-temperature heat pumps and electrification of industrial processes.

VINCI Energies deploys charging infrastructure for electric vehicles and supports its customers' transition to decarbonised fleets. Its range of solutions also includes upgrading electrical networks and optimising urban energy flows, together with installation of low-carbon telecoms and network equipment.

Our approach is guided by a commitment to optimise resources and preserve natural environments. To this end, VINCI Energies offers solutions involving reuse of equipment, such as refurbishing electrical transformers rather than systematically replacing them, and deploying high-level recycling strategies for worksite materials to reduce use of virgin raw materials. Another lever for action is optimising installations' end of life by integrating eco-design from project design phase. VINCI Energies' expertise in maintenance and predictive maintenance operations also contributes to extending the life span of installations.

34%

of electricity consumed from renewable sources

53%

of our business units certified ISO 14001

71%

of waste recycled (excluding inert waste)

# VINCI Environment Awards

## 46 projects qualified to compete

The 2024 edition of the Environment Awards, a competition designed to showcase the positive contribution of the VINCI Group's activities to the environmental transition, attracted no fewer than 1,000 emerging or tried-and-tested solutions. Prizes were awarded to 12 innovations, including three projects submitted by VINCI Energies.



### WATER EFFICIENCY PRIZE

#### Eliminating water wastage from tank draining operations

Uxel'eau offers a standalone dynamic filtering system that eliminates up to 91% of water wastage during tank draining operations and reduces the amount of electricity used by fire protection systems. This VINCI Energies France solution also ensures that tanks are kept frost-free, using only a third of the electricity consumed by current systems.



Find out more

### ADAPTATION PRIZE

#### Preventing forest fire risks

VINCI Energies Portugal's solution combines high impedance and algorithms to prevent the risk of forest fires by detecting variations in current in electrical substations to anticipate the risk of contact between vegetation and medium-voltage lines.



### JURY'S FAVOURITE PRIZE

#### Optimising energy consumption in buildings

WiseBMS is an AI-based solution for controlling heating and air-conditioning equipment in tertiary buildings equipped with building management systems (BMS). This technology developed by VINCI Energies France is designed to optimise energy consumption in buildings while also improving occupant comfort.



Find out more

## INFRASTRUCTURE

overview

### INFRASTRUCTURE

- This activity accounts for 31% of VINCI Energies' revenue.
- It includes both energy and transport infrastructure.
- Omexom is the VINCI Energies brand dedicated to energy infrastructure.

#### Helping energy and infrastructure achieve their energy transition

Faced with the transformations in the energy sector, VINCI Energies and its customers are contributing to the success of the energy transition. Its Omexom-brand business units work in the electricity and gas sectors to build low-carbon energy sources and develop energy infrastructure, promote energy efficiency and implement innovative and collaborative solutions. These solutions respond to the needs of energy producers, managers of energy transmission and distribution networks, local and regional authorities and their users in the regions where we operate. And to preserve the environment, we constantly improve our offers by promoting processes with low carbon impact and recycled materials.



#### SPAIN

#### Txorierri switches to 100% LED lighting

The Txorierri urban community in the Basque country tasked Omexom with renovating its public lighting system. The project involves 100% LED lighting that should reduce energy consumption by 60%, together with human presence sensors and a system for remotely managing lighting equipment.

OMEXOM



**Markus Popp**  
Omexom Brand Director

*World investment in low-carbon energy is continuing to rise, as is demand for electricity, which is expected to at least double or even triple by 2050. This means we're looking at around 40 million km of network to replace, renovate, reinforce or build and maintain to meet global demand for electricity.*

#### FRANCE

#### Photovoltaic power plant in Creil

Photosol (a subsidiary of the Rubis group) chose Omexom Projets EnR Ouest to install a 200 MWp ground-mounted photovoltaic power plant on 147 hectares of land at a former military airbase in Creil, northern France. The 350,000 panels, which Omexom will operate and maintain for two years, should generate around 188 MWh of renewable electricity – enough to power 85,000 homes in around 10 municipalities. Works are scheduled to end in March 2026.



## INFRASTRUCTURE

overview

### FRANCE

#### A comprehensive performance contract in Moulin

The town of Moulin launched a tender for a comprehensive performance contract to renovate and manage lighting systems in public spaces and sports facilities, festive lighting, illumination of heritage sites and all the town's traffic lights. The contract also includes an option to install photovoltaic plants on different sites in the municipality. Moulin seeks to reduce its energy consumption by 74% in the third year of the 12-year contract, which is being handled by VINCI Energies business units Citeos Ingénierie Centre-Est and CEE Allier, as part of a consortium with CEME.



# 110

The number of comprehensive performance contracts with quantified commitments managed by Citeos network business units in 2024 in France.



### BRAZIL

#### Pioneering construction of a very high-power electrical line in Brazil

Omexom Transmission Lines in Brazil has completed construction, over 28 km, of a 230 kV transmission line with the country's largest installed renewable energy capacity, i.e. 846 MW. This project, located 600 km from the capital of the state of Salvador in the centre-north region of Bahia, was remarkable for its technical and logistics challenges, innovative technological choices and strong CSR commitments.

## INDUSTRY

- The activity accounts for 23% of VINCI Energies' revenue.
- Actemium is the VINCI Energies brand dedicated to industry.

### Contributing to continuous improvement of industrial performance

VINCI Energies works with its industrial customers to optimise the productivity of their installations, improve process performance and maximise energy efficiency. Its Actemium-brand business units offer solutions for every market segment in which they operate. They advise, design, deploy and maintain bespoke solutions and integrated services for industrial plants, together with sustainable multitechnical services covering the whole industrial life cycle.

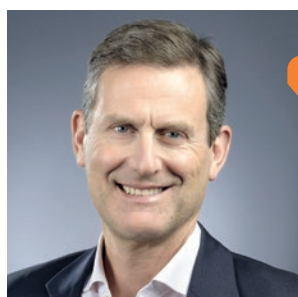
Their expertise in electrical, thermal and mechanical engineering and process management and control enables them to develop ever more innovative solutions, particularly in the field of robotics, predictive maintenance, traceability and cybersecurity.



### BRAZIL

#### Maintaining oil rigs

Actemium Oil & Gas Offshore Maintenance BS has won a three-year maintenance contract for the oil exploration and production units operated by Petrobras in the Santos basin of the coast of Brazil. The contract includes onshore support provided by technicians and engineers working remotely and offshore maintenance of mechanical, electrical, instrumentation and climbing equipment, together with the heating, ventilation and air-conditioning (HVAC) system.



**Christophe Rousseau**  
Actemium Brand Director

*Actemium is a global network with a strong presence in the European market, in four major segments – automotive, life sciences, agribusiness and chemicals. But we're also seeing significant growth in our activity outside Europe. The energy and digital transitions are accelerating investment in new production facilities and radically transforming manufacturing methods.*

### FRANCE Robots among the prunes

Maître Prunille, an Agen prune and dried fruit specialist, opted for a robot-based solution to reduce its water consumption. Thanks to the expertise of VINCI Energies business unit Lexem, the cooperative created a robotic island designed to empty pallet boxes, thereby reducing water spills compared to manual handling and, as a result, cutting water consumption by 30 to 40% during the 8-week harvest. Additional savings were made by integrating a water recycling system with an automatic filtration system in the machine-based pitting process.



**INDUSTRY**  
overview

**GERMANY**

**Maintenance for a  
ground-breaking  
industrial-scale  
biorefinery**

UPM Biochemicals GmbH, a leading sustainable chemicals company in Germany, has entrusted AMP Leuna GmbH with providing comprehensive maintenance services for the world's first industrial-scale biorefinery producing biochemicals from wood sourced from sustainably managed hardwood forests, as of 2025. AMP, in which VINCI Energies has a majority stake, is one of the leading comprehensive maintenance service providers for petrochemical facilities and the paper and sugar industries in central Germany.



**FRANCE**

**Automated sorters  
for E. Leclerc**

Actemium Lyon Logistics has been chosen by two E. Leclerc central purchasing units to design and install automated sorters for fresh products. Twelve drop-off lines are due to be installed in the Sarthe department between autumn 2025 and spring 2026, with the retailer ultimately aiming to handle 11,500 packages an hour. In the Allier department, the future line will identify and sort homogeneous products, then transport them to pallets of heterogeneous products for delivery to local shops and click-and-collect points as of June 2025.

**SPAIN**

**An OPS system for  
the Port of Barcelona**

The port's first onshore power supply (OPS) system for ferries was installed at the Grimaldi terminal on the Sant Bertran quay, the last step for its expected commissioning in early 2025. This system, already deployed by VINCI Energies in over 40 European ports, will supply 100% renewable electricity to the ferries using the city's closest commercial quay.



**40**

Onshore Power Supply (OPS)  
systems installed by  
VINCI Energies across  
the world.

## BUILDING SOLUTIONS

overview

### Making buildings more sustainable, welcoming and efficient

VINCI Energies Building Solutions is active throughout the life cycle of buildings, combining expertise in engineering and works with multi-technical maintenance and services to occupants under the umbrella of facilities management. Encompassing design, installation, operation and renovation, its business units work on all types of building to create and maintain sites with a focus on making them always more sustainable, efficient, comfortable, safe and adaptive. Their know-how covers all the systems and technical equipment that bring a building to life: electrical engineering, smart building, air-conditioning, ventilation and heating, plumbing, fire protection, security and all-trade services. Operation and maintenance then guarantee quality of service over the long term and optimise the building's life cycle – and may even include energy performance and low-carbon commitments.

### BUILDING SOLUTIONS

- The activity accounts for **28% of VINCI Energies' revenue.**
- **Engineering and works are handled by local brands, with maintenance and facility management primarily carried out under the VINCI Facilities brand.**



BUILDING SOLUTIONS



**Philippe Conus**  
Director of VINCI Energies  
Building Solutions

*The complexity of buildings but also of regulatory and environmental requirements are bringing changes in our customers' buying practices – they are increasingly seeking contracts that cover all a building's technical packages. We are seeing an increase in the share of major projects in our activity. The capacity to offer contracts combining works and maintenance is particularly valuable to respond to the development of Lifecycle contracts, which can be comprehensive energy performance, PPPs or low-carbon performance contracts.*

### FRANCE The first DC-powered building

Zero inverters and no unnecessary interfaces: the Wave building in Lille, which hosts several VINCI Energies business units, is the first tertiary site where electrical equipment can be directly powered by the building's own photovoltaic system. With no need for an alternating current network, the system delivers energy savings of 20 to 30% and a 50% decrease in the amount of copper cabling used, thereby preserving natural resources.



### FRANCE Energy performance at CentraleSupélec

CentraleSupélec is undergoing major renovations to its iconic Bréguet building on the Paris-Saclay campus. As part of a design-build-operation/maintenance consortium led by Autumn | Patriarche, the comprehensive technical package has been entrusted to VINCI Energies business units, with Phibor Entreprises responsible for high- and low-voltage work and fire safety systems, Cegelec Tertiaire IdF for air-conditioning, ventilation, heating and smoke extraction and Saga Tertiaire for plumbing and special fluids. The different packages will be steered by a project management team. The project is accompanied by a public comprehensive performance contract aimed at achieving a 50% reduction in energy consumption per square metre. After the first phase dedicated to asbestos removal between November 2023 and October 2024, a new chapter started in November with the launch of transformation works. The building is scheduled to reopen in September 2025.

## BUILDING SOLUTIONS

overview

### FRANCE

#### Maintenance and facility management for Olympic sites

VINCI Facilities business units were tasked with multi-technical maintenance services for the Stade de France and the Nice stadium (both VINCI Stadium venues), the Paris Nord Villepinte and Arena Paris Sud sites and the Fontainebleaus national defence sports centre. They also provided all facility management services (excluding catering) for the Olympic Games Organising Committee in Saint-Denis (35,000 m<sup>2</sup>, 2,000 occupants).



More than  
**15,000**  
sites managed by our  
VINCI Facilities teams



### GERMANY

#### Extension of an ice-cream factory

G+H Kühltager- und Industriebau GmbH was entrusted with full planning for the extension of the d'Eisbär Eis GmbH ice-cream factory in Apensen in the state of Lower Saxony. The works included building a new warehouse with a fully automated photovoltaic system and a loading building connected by a bridge to the production area.

### BELGIUM

#### Geothermal energy for an office complex

The Commerce 46 office complex in the European quarter of Brussels (12 storeys, three underground levels and a total floor area of 14,200 m<sup>2</sup>) which houses European Commission services, has switched to geothermal energy. Cegelec HVAC Commercial South was entrusted with the HVAC installations and energy monitoring for this huge complex.



## ICT overview

### Acting at the heart of the digital transformation

VINCI Energies business units, positioned at the heart of the digital transformation, respond to its challenges by offering its customers bespoke, open, innovative, scalable and sustainable solutions. From installation of infrastructure to management of data, our teams' technological expertise covers a wide range of skills spanning the entire life cycle of data: collection, transmission, storage, processing, analysis, sharing and protection.

## ICT

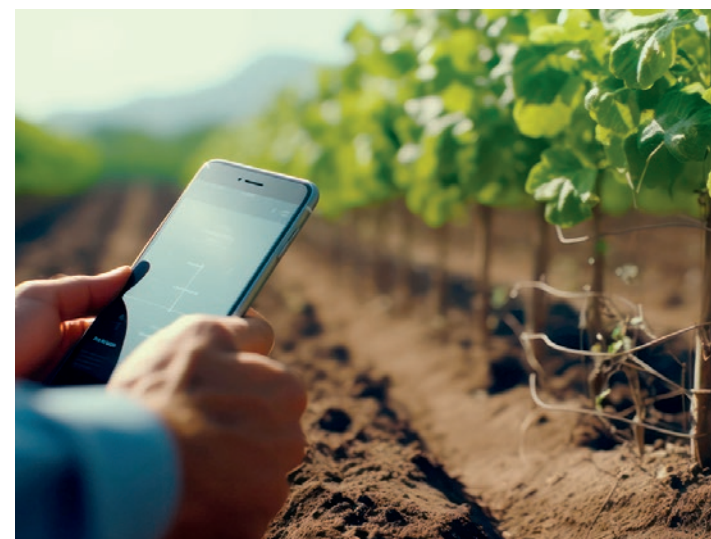
- The activity accounts for **18% of VINCI Energies' revenue.**
- **Axians is the VINCI Energies brand dedicated to information and communication technology.**

axians



**Christian Cartalas**  
Axians Brand Director

*Axians business units continue their strong development push in information and telecommunication systems, with an increasingly significant share going to bespoke software and associated services. Our teams support the digitisation of their customers' processes in all economic sectors, from industry to utilities and including the public sector. They are also continuing to roll out 5G and FTTH in Europe and North America. Lastly, our business units are upgrading their AI and cybersecurity skills to respond to growing market demand.*



### NETHERLAND An SAAS solution for a vineyard

The De Wilde Wijngaard organic vineyard, located near Lelystad, north of Amsterdam, has adopted the Axle on-the-job solution developed by Axians Belgium. Available on smartphones, tablets and PCs, this solution enables the vineyard to share its know-how not only with seasonal workers but also with the whole winemaking community.



### FRANCE Better mobile network coverage around Olympic venues

Telecoms infrastructure and IT specialist Axians deployed 64 temporary masts, ranging in height from 12 to 25 metres, around Olympic venues to boost 3G, 4G and 5G mobile network coverage. In French Polynesia, VINCI Energies also installed the telecoms infrastructure and underwater networks for the 'Judge's Tower' used during surfing events.

Axians connected more than

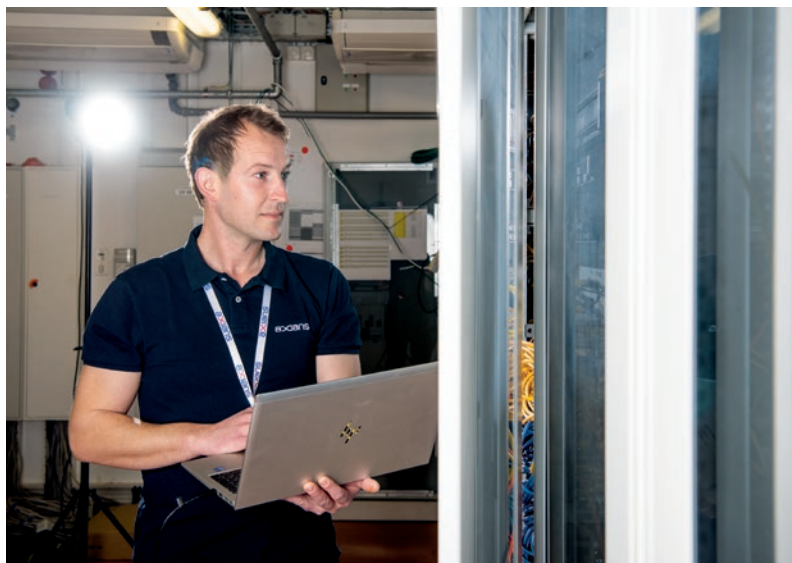
# 1 million

homes as part of France' super-fast broadband plan

## ICT overview

### GERMANY Reliable, uninterrupted connectivity

The Axians service centre in Bitterfeld, in eastern Germany, has been carrying out maintenance – including preventive maintenance – on Internet networks for the country's leading telecoms operators since 2016, guaranteeing seamless access to online services for thousands of subscribers across the country.



### BELGIUM An app to prevent post- pregnancy diabetes

Axians Belgium collaborated with the non-profit Diabetes Liga to develop Zoet Zwanger, a digital tool for monitoring post-pregnancy gestational diabetes, a condition that affects around 4,000 women in Flanders every year. The app tracks screenings up to 10 years after childbirth and encourages users to take preventive blood tests. More than 24,000 women are today using the Zoet Zwanger app.



### FRANCE A grid demonstrator developed by Omexom and Axians

Omexom business unit SDEL Contrôle Commande (SDEL CC), which specialises in substation control and automation systems, collaborated with Axians to develop a 'secure digital grid' demonstrator to showcase their expertise in cybersecurity and substation reliability.

A photograph of three women in a modern office setting. They are seated around a table, looking at documents. The woman on the right is smiling and looking at the documents. The woman in the middle is looking down at the documents. The woman on the left is partially visible, looking at the documents. There is a white mug on the table. The background shows office furniture and a potted plant.

# OUR HUMAN RESOURCES

**AFRICA**  
**Attracting talent**

The Young Talents Days are a key event for VINCI Energies, since they highlight our business units' commitment to detecting, attracting and supporting talented young people. Initiated in France several years ago, they are now being rolled out across the world.

In 2024, VINCI Energies organised several in-person events in Morocco, Côte d'Ivoire, Senegal, Benin and Guinea to offer engineering school students, in particular, a unique immersion in our activities and projects, while also informing them about our many end-of-studies internships.



**FRANCE**  
**Workshops for middle school students**

Omexom teams in Tournus (eastern France) welcomed ten 14-15-year-old students followed by Crée ton avenir, a non-profit supported by the Fondation VINCI pour la Cité. They took part in on-the-job workshops to learn about the business unit's different activities.

Find  
out more



19

VINCI Energies Academies  
across the world

37

training centres  
across the world



**CZECH REPUBLIC**  
**A bootcamp for future engineers**

Omexom GA Energo hosted university-level energy and electrical engineering students at its summer school. The programme included conferences and professional workshops in Czech and English, a worksite visit and a visit to a training centre in Germany.



**FRANCE**  
**Certified training with Uxello in Nantes**

Fire protection specialist Uxello turned to the Nantes-based Fab'Academy, a UIMM training hub for the Pays de la Loire region, to set up its own training organisation. The Uxello Institute aims to train and certify candidates in work-study programmes for two specific roles – maintenance technician and sprinkler system installer. Apprentices can look forward to the prospect of permanent employment and career development opportunities within VINCI Energies.

**SWITZERLAND**  
**Practical training for engineering students**

Actemium Switzerland offers practical training in areas related to their studies to students from four higher-education institutions (Baden-Wuerttemberg Cooperative State University DHBW, University of Applied Sciences North-western Switzerland, ABB Technical School and the École Nationale Supérieure d'Ingénieurs Sud-Alsace engineering school). The business unit regularly welcomes five to eight students in the fields of systems, automation, AI and data science as a way of complementing their theoretical knowledge.



22%

of total recruitments are young people under 26

82%

of employees take a training course every year

QUEBEC

Double inauguration  
of an Academy and  
an Institute in Laval

The first VINCI Energies Academy in North America and the latest Omexom Institute – now 18 worldwide – opened on the same site in Laval (Canada). The academy, which offers more than 120 courses, in-person and online, aims to share the VINCI Energies culture and upgrade Quebec teams’ skills in areas such as energy transition. The institute gives professionals access to a catalogue of 750 job-specific training courses.



PORTUGAL  
VINCI Energies in  
the Formula Student  
competition

Some 50 students from the Instituto Superior Técnico in Lisbon took part in Formula Student, an international vehicle design competition. A team of future engineers sponsored by VINCI Energies and the Actemium, Axians, Omexom and Sotécnica brands designed and developed a prototype for an all-electric, autonomous racing car. Their hard work paid off since they finished first in the overall ranking in Portugal, second in Spain and seventh in Germany out of the 180 teams competing.

Safety Week 2024

Safety Week, the main lever for developing the safety culture at VINCI Energies, is part of a series of events and training courses rolled out every year.



Estelle Gauguery  
VINCI Facilities Centre (France)

Find solutions  
together’.

Several months ago, teams of technicians and managers met up on a customer site in Saint-Pierre-des-Corps (west-central France) to share feedback on a very serious accident unfortunately suffered by one of its team’s technicians. This Safety meeting provided an opportunity for in-depth discussions around this real situation with the aim of finding solutions together and defining best practices to prevent any recurrence. Listening to the account of our colleague had a strong impact on all participants – it’s easier to identify with a situation that you yourself may encounter every day and then think, collectively, about STOP, the theme of Safety Week 2024.



Over 800,000

hours devoted to health  
and safety training

79%

of business units with zero accidents



# OUR COMMITMENT TO SOLIDARITY

# Solidarity commitments

## A combination of individual commitments

Solidarity is a core value for VINCI Energies.

Thanks to the engagement of employees in our 2,100 business units, thousands of people across the world benefit from practical programmes and solutions in the fields of education, healthcare and housing.



### Mécénat Chirurgie Cardiaque

VINCI Energies has been supporting Mécénat Chirurgie Cardiaque through fundraising events and campaigns such as Initiatives-Coeur and l'Étape du Tour since 2017. To date, this reliable partnership has already saved the lives of 197 children with heart conditions across the world.

### UNICEF

VINCI Energies has partnered with UNICEF France to support projects in Benin, Brazil and Timor-Leste aimed at giving children access to a quality education through the use of digital tools. Thanks to these UNICEF\* programmes, carried out in collaboration with each country's ministry of education between 2022 and 2025, 56 schools will be connected to the Internet and provided with IT tools, while 400 educators will receive support to implement school programmes combining traditional and digital methods for over 20,000 students from 6 to 18 years old.

### Fondation VINCI pour la Cité

The Foundation's mission is to encourage social and professional integration initiatives led by our employees, with the aim of promoting social innovation across our different business lines.

### Local initiatives

With their strong regional roots and active presence on the ground, our business units are keen to support non-profits that foster solidarity. The many initiatives launched are a spontaneous expression of our employees' and business units' engagement.

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

### GERMANY

#### Heart surgery for a little girl

Zoé, a 4-year-old girl from Cameroon suffering from a congenital heart condition, underwent a successful operation in Strasbourg and made a speedy recovery at her host family's home in Alsace. The surgery was financed by the donations received during the Welcome Days organised by VINCI Energies this year in Germany, which were transferred to Mécénat Chirurgie Cardiaque as part of our partnership with the non-profit.



### FRANCE

#### Coureurs du Coeur 2024

Since 1917, VINCI Energies has been supporting Mécénat Chirurgie Cardiaque, a non-profit that enables children with heart defects to undergo surgery in France if they cannot be treated in their own countries. In summer 2024, 50 cyclists took part in the Étape du Tour de France event, contending with an elevation gain of 4,600 m and four mountain passes on their 138 km ride between Nice and the Col de la Couillole. Their efforts were generously supported by our employees, raising enough money to fund surgery for five children, who returned to their families in excellent health.

# 197

children operated  
on by Mécénat Chirurgie  
Cardiaque since 2017

Find  
out more





## BRAZIL Developing digital skills

Fourteen-year-old Rafael learned how to create QR codes as part of Connected Territories, a UNICEF\* programme supported by VINCI Energies. Rafael's group decided to work on the history of the area around the Belmira Viana municipal school in Cerro Corá, in the state of Rio Grande do Norte. With the help of their teachers, the adolescents used digital tools to collect personal accounts and photographs from local residents. Rafael and his classmates then made their research available to the general public through QR codes, thereby increasing knowledge of local heritage.



## UNITED KINGDOM A donation for Cycling Minds

The VINCI UK Foundation donated more than £3,000 to Cycling Minds, a non-profit that uses sport to help people with major social difficulties or mental-health problems. In addition to this financial contribution, Cycling Minds now benefits from the personal support of David Pallent, Actemium Automation Teesside BU manager and sponsor with the VINCI UK Foundation.



## FRANCE Professional integration with Bureaux du Cœur

Mickaël needed a place to live while taking part in a professional integration programme at Optim'ism, an entity supported by the Fondation VINCI pour la Cité. Bureaux du Cœur – a non-profit that helps with people in difficult circumstances – put him in touch with Actemium Marine Lorient, which offered him temporary accommodation. This initiative was made possible by the intervention of Bruno Libert, BU manager, and Charlotte Le Marre, buyer and project sponsor, working in tandem with Sylvain Gragnic, administrative manager. Today, Mickaël has found a job thanks to the support he received.

## BENIN Prunelle discovers computers

Ten-year-old Prunelle used a computer for the first time in her life when a digital classroom was inaugurated at her middle school in Bohicon, one of 16 schools included in the UNICEF\* programme supported by VINCI Energies. Despite her young age, Prunelle is already dreaming of a career in science and as part of the programme completed an IT course on YOMA, a digital platform that helps young people develop their skills. After completing the course, Prunelle and 10 other students were awarded a certificate of achievement.



Find  
out more



# 20,000

students benefitted  
from the three UNICEF\* programmes  
with the support of VINCI Energies,  
between 2022 and 2025

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



## GERMANY A springboard for apprenticeship

The HF Humanity Foundation, set up in 2022 to help disadvantaged young people access training and employment, hosted its annual summer bootcamp. The aim of this event is to connect young people in the 15 to 24 age group who have a secondary or general education diploma with companies offering apprenticeship opportunities. The initiative was sponsored by Omexom Germany, with financial support from the Fondation VINCI pour la Cité.



## CANADA

### Support for single mothers

Neolect continues to work with Mère en action, a non-profit that offers services tailored to the needs of mothers and their children. The Quebec-based business unit's support will help it carry out a number of projects for its daycare facilities, including secure parking, more accessible drop-off and pick-up areas and a new playground. Neolect also raised funds for the non-profit during an in-house golf tournament.



## CZECH REPUBLIC

### Improvements at a children's home

Thanks to the engagement of Omexom GA Energo employees, the Trnová children's home in central Bohemia was able to offer its young residents refurbished green spaces and play areas for the summer holidays. Business unit employees also organised a special event to raise CZK 68,915 (€2,752) for the home.



## NEW ZEALAND

### Warm clothing to weather the winter

Omexom NZ partnered with Ronald McDonald House Charities and the Pukekohe Community Action Trust for its third Warm Hearts for Winter campaign, which provides warm clothing, sleepwear, blankets and other essentials for people in need during the winter months.

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