



Solidarity commitments 2023



| PROFILE

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

Living up to our values

Uniting teams around the world through socially responsible initiatives

Our performance as a company is measured not only in technical, economic, environmental and financial terms, but also in social terms. We are therefore committed to making a concrete, real and immediate impact on communities and people, particular those in need. By undertaking public interest initiatives, VINCI Energies seeks to forge strong ties with its communities and foster a sense of pride among employees and people collaborating with the company.

Most of the projects we have launched or supported focus on education, knowledge transfer and children's health, which are subjects that unite all employees worldwide.

Three ways in which we forge lasting partnerships with communities

VINCI Energies enables employees and business units to support their local communities by engaging in skills-based volunteering, making in-kind or monetary donations or organising fundraisers.

Most initiatives involve one or more non-profits that VINCI Energies supports directly. VINCI Energies strongly encourages teams worldwide to champion one of its core values – solidarity.

By putting community organisations in touch with Group employees who have the skills they need, the Fondation VINCI pour la Cité underscores the importance of solidarity. It supports projects promoting social and/or professional integration, in which many VINCI Energies employees are personally involved as sponsors.

International projects also enable employees worldwide to support causes close to their hearts. For instance, VINCI Energies has been supporting the Initiatives-Cœur project since 2017. Designed to take part in high-profile sailing races, the Initiatives-Cœur boat gives greater visibility to Mécénat Chirurgie Cardiaque, a charity that enables children with heart defects to

548 employees
involved in the foundation,
including 120 as sponsors

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

access surgery. 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, give the cause greater visibility and, in turn, save the lives of even more children.

Furthermore, VINCI Energies signed another key partnership agreement in 2022, teaming up with UNICEF to give 20,000 children in Benin, Brazil and Timor-Leste access to quality digital learning resources. The 6- to 18-year-old schoolchildren will be able to develop their skills and enhance their career prospects as a result. The programme is all about taking concrete action to promote equal opportunities.

56 schools
in Benin, Brazil and Timor-Leste
to benefit from the partnership
established between UNICEF
and VINCI Energies



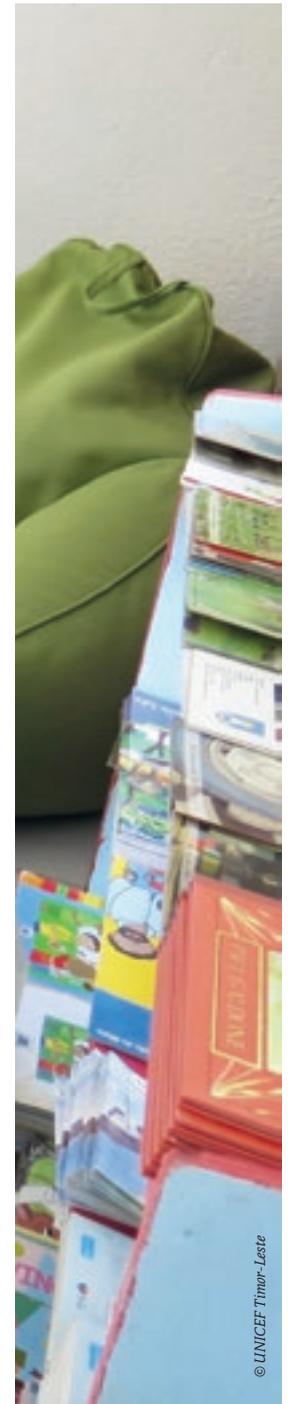
Information and donation website:
<https://solidarity-effect.vinci-energies.com/>



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Childhood and education

VINCI Energies supports UNICEF by financing projects in Benin, Brazil and Timor-Leste.



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Giving young people access to learning opportunities anytime, anywhere

UNICEF* helps children in over 190 countries and regions thrive and fulfil their potential. To complement local initiatives involving business units and assist people in need, VINCI Energies signed a four-year sponsorship agreement with UNICEF France.

Keen to provide children with quality digital education resources, these partners seek to give students aged 6 to 18 equal access to Internet and IT equipment. To that end, projects will be rolled out in 56 schools across three countries, reaching over 20,000 children and 400 educators. As a result, the children will be able to develop their digital skills, learn no matter what is happening and enhance their career prospects.

Why did we decide to focus on access to digital education? The Covid-19 pandemic highlighted the digital divide between students who could continue their education online and those who could not. Two thirds of children worldwide do not have access to digital tools and, by extension, remote learning opportunities, even though most jobs require some level of digital skills. Furthermore, the Internet provides access to a wide range of information but only in a limited number of languages.

Timor-Leste

This project seeks to address gaps in access to Internet and IT equipment – a major issue in Timor Leste, where 42% of the population lives below the poverty line. Disadvantaged children do not have access to learning and empowerment opportunities. Only 20% of preschool-age children are enrolled in school. Almost 37% of young people (aged 15 to 24) living in rural areas are illiterate, compared with only 6% of their urban peers.

At the end of this four-year partnership:

- 10 schools in the municipalities of Liquiçá, Ermera and Ainaro will have an Internet connection, IT equipment, as well as new or upgraded computer-based learning spaces.
- 250 educators will have received training on how to use digital tools and incorporate them into their teaching strategies. As a result, over 6,000 schoolchildren will gain access to online information and develop their digital skills using IT tools and platforms. Special attention will be given to children with disabilities.

Brazil

In 2019, almost 1.1 million school-age children and teenagers were not enrolled in school in Brazil. The most vulnerable segments of the population were less likely to attend school. Moreover, the Covid-19 pandemic forced most schools to close between March 2020 and October 2021, which had a highly negative impact on students, particularly those living in disadvantaged regions.

At the end of this four-year partnership:

- 30 state schools in semi-arid and Amazonian regions will have an Internet connection and IT equipment.
- Around 150 educators will be involved in developing and implementing teaching programmes combining traditional and digital education. These hybrid courses will ultimately reach 3,000 students.

“In Brazil, there is no Internet access in 21,900 schools, particularly in the north and the north-west. With the help of VINCI Energies and its teams, we are going to ensure 3,000 children and teenagers in 30 state schools receive a high-quality education with hybrid learning solutions, and provide 150 educators with training on how they can help students learn more and actively engage with the information presented to them. These experiments can contribute to the adoption of new technology-based practices on a wider scale. The partnership is particularly important given the current global learning crisis. Receiving invaluable long-term support will help us continue to ensure all children thrive and fulfil their potential.”

— **Youssef Abdel-Jelil,**
UNICEF representative for Brazil



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“Having access to high-quality education opens up infinite possibilities for children. However, many children in Timor-Leste do not have this luxury. Supported by VINCI Energies, UNICEF and Timor-Leste’s Ministry of Education, Youth and Sport are helping around 6,000 children in 10 schools access education programmes and prepare for their future using 21st-century learning resources and digital education tools.”

— **Bilal Aurang Zeb Durrani,**
UNICEF representative for Timor-Leste

UNICEF

Benin

This West African country is home to an estimated 11 million people, 51% of whom are children and 25.6% teenagers. The majority (55.4%) of the population lives in rural areas and the country has heavily invested in priority social sectors. However, primary and secondary school enrolment rates are low, particularly in the north, where the enrolment rate for girls is well below the national average. While the government is taking steps to provide schools with IT equipment and Internet access, resources remain limited. Furthermore, the Covid-19 pandemic disrupted the learning process for young people across Benin, exacerbating the difficulties they already faced.



At the end of this four-year partnership:

- 16 schools in the departments of Alibori, Atakora, Borgou and Zou will have an Internet connection and 13 will be equipped with IT equipment, enabling 11,200 children – including 5,600 girls – to benefit from digital technology.
- 8,400 children, including 4,200 girls, will have experienced a hybrid learning model, developing their digital skills using online IT platforms and tools.

“While access to education has significantly improved in Benin over the past two decades, there are still geographical disparities affecting the most vulnerable children, particularly in the north of the country. For instance, only 64% of girls in Alibori have access to primary education. Having VINCI Energies’ support means we can continue our efforts to ensure all children receive a high-quality education and acquire digital skills. In collaboration with VINCI Energies, we aim to support 16 schools catering for teenagers aged 15 to 18 in five departments. Our goal is to help 11,200 teenagers, including 5,600 girls, acquire digital skills by 2026. We also seek to help 8,400 teenagers and young people, half of whom are girls, access better training and employment opportunities by 2025. Together, we can set all children up for a bright future and infinite opportunities in Benin.”

— **Djanabou Mahonde,**
UNICEF representative for Benin



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

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

Getting employees moving in aid of UNICEF

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





By supporting Mécénat Chirurgie Cardiaque, Initiatives-Coeur helps children with heart defects who cannot undergo surgery in their home countries.

Initiatives-Cœur

Saving the lives of children with heart defects

In 2017, VINCI Energies established a charitable sports partnership with Initiatives-Cœur to support Mécénat Chirurgie Cardiaque. This project assists children with heart defects who cannot undergo surgery in their home countries.

Sam Davies took the helm of the Initiatives-Cœur boat that same year, channelling all her energy and fighting spirit into the project. She demonstrated her deep commitment to the project during the Vendée Globe 2020-2021, when she showed great determination to finish the course even after a collision with a floating object had put her out of the race.

The partnership agreement between VINCI Energies and Initiatives-Cœur reached its term in June 2021. However, VINCI Energies firmly believed that this inspiring project was a standard bearer for the cause it supported, which is why it decided to renew the partnership until the Vendée Globe 2024. A new Initiatives-Cœur boat was launched to compete at the front of the pack in races and raise Mécénat Chirurgie Cardiaque's profile to save more children's lives.

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

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



Saving the life of a Nigerian boy using funds raised at a Welcome Days event in Germany

VINCI Energies' Welcome Days in Germany give new hires the opportunity to get behind the company's charitable initiatives. In November 2022, participants could take part in a workshop to win points that would be converted into a donation for Mécénat Chirurgie Cardiaque. They raised enough money for a 3-year-old Nigerian boy to undergo surgery in Strasbourg in January 2023. Within a few days, he was able to return to his host family to recuperate.



Encouraging students to give it their all at École Polytechnique's sports tournaments

On 13 October 2022, almost 2,000 students made their way to the École Polytechnique campus to compete in sports tournaments. VINCI Energies gave competitors the opportunity to take part in sports-based fundraising activities in aid of Team Mécénat Chirurgie Cardiaque, pledging to donate a certain amount of money to the charity for every sail they hoisted and kilometre they cycled. Five hundred students gave it their all, raising €6,130 towards surgery for a child with a heart defect.





*Social and
professional integration*

*The Fondation
VINCI pour la Cité
encourages the
commitment of
employees and
promotes social
innovation within
the VINCI Group.*



Fondation VINCI pour la Cité

Helping each individual feel part of the community

The Fondation VINCI pour la Cité, which celebrated its 20th anniversary in 2022, supports social and professional integration initiatives, promotes equal opportunities, encourages employee engagement and fosters social innovation within the VINCI Group.

The foundation takes a four-pronged approach to combatting exclusion.

Access to employment

The foundation works with stakeholders that facilitate professional integration and improve access to employment for the long-term unemployed. It supports projects enabling people to choose their future paths and start building their career plans as early as secondary school, thereby opening up access to employment opportunities. It helps vulnerable people with no qualifications access training opportunities through integration through employment structures and supports initiatives to help people learn French, acquire digital skills and prepare for employment.

Inclusive mobility

The foundation supports structures that help people for whom mobility is an obstacle to finding work or accessing training opportunities, including socially responsible driving schools and garages, affordable rental companies, mobility platforms and all other organisations providing mobility assistance services.

Integration through housing

The foundation supports structures that help vulnerable people find and secure decent accommodation. It promotes initiatives providing advice on energy consumption management and living space upkeep, organisations working to stop evictions, as well as participatory housing developments fostering social and generational diversity.

Social cohesion in vulnerable areas

The foundation works with organisations that foster communication and community spirit among residents of priority neighbourhoods in urban centres and remote rural areas (towns and villages with less than 2,000 inhabitants). It supports organisations that provide school support services or promote integration through sport, workshops relating to culture and digital literacy, as well as neighbourhood events in vulnerable areas.

Giving young people an opportunity to think about their future career choices at Mobility

In collaboration with the non-profit Créé ton Avenir !!! France, Mobility hosted 10 students from Henri Barbusse middle school in Vaulx-en-Verin as part of a work shadowing programme. Accompanied by two facilitators, the students spent a week learning about Mobility’s various activities by meeting and having lunch with employees. Being immersed in the Mobility work environment gave them ample material for their concluding presentations, in which they shared what stepping into the shoes of employees had taught them about the business unit’s various departments. The experience offered a fascinating introduction to the business unit’s work, encouraging the students to think about their future career choices.



Supporting those affected by the flooding in the Ahr valley

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



Fondation VINCI pour la Cité

Supporting two employees' joint efforts to empower women

During lockdown in 2020, VINCI Energies' HR team members Barbara Moulin-Rabel and Selimata Diallo wanted to get involved in a non-profit to help foster a sense of connectedness despite the physical distancing requirements in place due to the pandemic. They decided to work with Bus des Femmes, which provides public health outreach services and promotes the rights of survivors of human trafficking, sexual exploitation and forced prostitution. As sponsors, these two colleagues help out at the drop-in centre, a safe space where they offer a sympathetic ear, support and guidance. They have run two basic digital literacy workshops and made a number of donations, including second-hand IT equipment and office supplies.



Boosting the spirits and development of children affected by violence

For over 30 years, the children's charity KidsOut has been providing toys and fun days out for survivors of domestic violence living in refuges around the UK. The charity seeks to give these children access to computers to contribute to their educational and social development. A £4,600 donation from the VINCI UK Foundation will be used to buy 20 laptops for Women's Aid refuges in the UK. A technical and security consultant at Axians will offer practical advice on software requirements, child-friendly security and theft prevention to ensure KidsOut gets suitable products and good value for money.



Providing housing and support to young orphans in Portugal

Set up in 1886 to support orphans, CIJE is a Portuguese foundation that provides accommodation and psychosocial support for children aged 3 to 18. Semi-autonomous groups of four do the shopping, prepare meals and manage day-to-day tasks, gaining skills that will help them secure long-term employment. The work of the foundation is supported by Programa VINCI para a Cidadania, the fruit of the combined efforts of VINCI Airports, VINCI Energies in Portugal and the Fondation VINCI pour la Cité to support the development of local communities. Their support will enable CIJE to renovate a space in the Castelo Branco centre, which houses around 60 children.



Creating links between children with disabilities and the wider population in Belgium

Founded in Belgium by parents of children with disabilities, Aalteratief is a non-profit that aims to establish a centre for teenagers who can no longer attend school or day centres. Two Belgian VINCI Energies employees provide organisational and financial support to the non-profit. They have also submitted a grant request to the Fonds VINCI for a tandem bike and a trailer, which would make it easier for the young people and their carers to collect and deliver fruit and vegetables from local businesses – one of the activities organised by Aalteratief. Giving the teenagers opportunities to exercise and interact with others will provide a solid foundation for their future integration.





Encourage our business units to involve with local communities.

Local initiatives



Committed businesses units

Our business units are encouraged to leverage their strong local presence to do good in the communities where they operate.

Supporting a drinking-water supply project in Kenya

Engineers Without Borders Germany – a humanitarian organisation that removes barriers to development through engineering – is currently working on a drinking-water supply project in Munyu, Kenya. This project will benefit two centres working with people with disabilities. The project seeks to address a pressing issue in Kenya. As the country's population grows and rainy



seasons get shorter and shorter, people are becoming more reliant on groundwater, the quality of which can be compromised by wastewater discharges. Omexom Hochspannung GmbH donated €2,500 to the Engineers Without Borders Germany-led project.

Acting as ambassadors for a charity working with sick people

Agir Contre La Maladie is a charity that supports people with chronic illnesses, cancer or disabilities, offering them a range of social, sporting and wellness activities. In early 2022, seven SDEL Contrôle Commande employees organised a raffle to raise money for the charity, taking on the responsibility of sourcing prizes, selling tickets and raising teams' awareness to ensure the fundraiser would be a success. Over 1,000 raffle tickets were sold to employees and more than 300 prizes were given out. A total of €4,000 was collected in an outpouring of generosity and solidarity. The charity used this money to buy around 70 pieces of sports equipment and accessories, enabling the people it supports to begin or continue tailored exercise programmes.



Making a Red Cross space in Italy eco-friendly

Actemium has been tasked with carrying out technological optimisation and energy efficiency work at a Red Cross committee's new head office in Legnano, Italy. The project involves installing a solar-plus-storage system, which should provide 23.12 MWh of renewable electricity each year, reducing CO2 emissions by as much as planting 272 trees would. An IP door access control system will identify users remotely using Bluetooth technology for faster and smoother entry. The business unit is also responsible for installing electrical network and telecommunication system connections in a new office space.



Raising money for medical research by cycling the length of New Zealand

To show his support for the Auckland Medical Research Foundation, Electrix business unit manager Thomas Burgess set himself the challenge of cycling from one end of New Zealand to the other. In February 2022, the cycling enthusiast covered a distance of over 3,100 kilometres in 21 days. Unforeseen circumstances – his friend pulling out 11 days in due to Covid – did not prevent Thomas from accomplishing what he had set out to achieve. Supported by his family, friends, online well-wishers and the entire Electrix community, his efforts raised just over NZD 10,000 for the foundation.



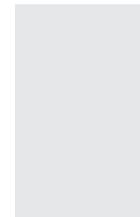


Helping struggling young people access employment in a spirit of solidarity

For the past 10 years, the Mobility business unit Linear Infrastructures Activities (LIA) has been a member of GEIQ BTP 42, a group of employers representing companies of all sizes across the Loire department. This network seeks to help resolve structural issues affecting construction industry recruitment by identifying, training and integrating jobseekers through tailored programmes. Since the partnership was set up in 2013, Mobility has hosted and trained a number of motivated young people looking to learn a trade and find their professional footing. For instance, Mohammed, who is originally from Sudan, learnt about the work of an electrician during a school visit. Having joined Mobility through a labour supply agreement, he is currently contributing to the SNCF transformer station upgrade project in Noisy-le-Sec as an electrical fitter.

Building widespread support for breast cancer research and screening

Throughout October, VINCI Energies employees showed their support for Breast Cancer Awareness Month by taking part in a range of events, including charity races, awareness-raising workshops, collection drives and conferences. The entire programme of events helped draw attention to the importance of breast cancer screening and research.



This document is published by the VINCI Energies Communication Department.

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Design and layout: VAT - agencevat.com - 2211_03957.

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