



# CONNECTING OUR SUSTAINABILITY

Sustainability Report **2022**  
**VINCI Energies** in Portugal



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ABOUT  
THE REPORT

# A better world is built every day with maturity, service, and consistency.



A butterfly flapping its wings can cause a hurricane on the other side of the world. This is the well-known “butterfly effect” which suggests that an individual change, in any place, can influence the course of events and trigger a huge change in another place and at another time. In other words: each of us has the power to create, through our actions, a better world. At VINCI Energies we believe that more than power, we have that responsibility. And, if we do it not only individually, but as a Group, with well-defined objectives and well-thought-out steps, this impact will be truly exponential.

It was this premise that made us follow the path towards sustainability, reflected in our values, in our manifesto and in our everyday actions.

When, in 2021, we launched the report “Connecting our Sustainability”, after listening to our main stakeholders, we materialised the topics considered as the most relevant into ambitions with a well-defined action plan.

In 2022, within the scope of Jornada 2030 created by BCSD – Business Council for Sustainable Development – to support companies in converting sustainability into objective actions, showing their alignment with the UN’s Sustainable Development Goals, we positioned ourselves in the “Build” stage, the third out of six, which translates into the need to establish action plans in order to make our sustainability strategy more mature and more consistent: we undertake this in a very transparent and authentic manner.

Maturity and consistency are, therefore, the words that best define our actions in terms of sustainability in 2022. This past year, we reaffirmed the commitment “To serve people and take care of the planet”. A commitment that continues to unfold on three fronts: environmental emergency; social and employee expectations; and digital transformation and energy transition.

Our Environmental Ambition was reinforced in 2022: in terms of GHG emissions, for example, and despite an 18% increase in turnover, there



was an 8% decrease in total emissions generated, showing our consistency and determination in achieving the proposed goals.

Environment Day was the most visible environmental project that we carried out in 2022, aimed at the entire VINCI Energies in Portugal, focused on biodiversity, specifically on the valorisation of riverside ecosystems.

After two editions in digital format, this year we increased our contribution to the Group's action. The initiative resulted in a huge environmentally responsible teambuilding, with 750 registrations, in ten locations across the country. In total, we collected approximately three tons and 21 m3 of waste and invasive species. The contribution of our employees corresponded to around 2,600 work hours, showing the high level of commitment to this action.

These are our people! The people we want first and foremost to continue to care for and serve, whether through a culture of health and safety, committed to achieving the "Zero Accidents" goal, or through several benefits and initiatives that promote employee well-being and the adoption of an inclusive approach based on principles of respect and recognition. Compared to the previous year, in 2022, we had more people with permanent employment contracts, a higher percentage of women hired and one of our companies received the Age Friendly merit seal... an initiative to be extended to the entire group in due course.

This inclusive growth extended beyond our people and covered the communities adjacent to our operations, with more than a dozen

projects supported under Programa VINCI para a Cidadania, in addition to initiatives from previous editions. Our business units are increasingly closer to local communities and, this year, they increased the number of support actions as well as donations to various institutions. Our pact of active engagement with society, contributing to its socioeconomic development, is increasingly present in our day-to-day lives, and this year's actions show a growing commitment of our employees in civic projects and in combating social exclusion in the communities where they operate.

Beyond doors, our ethical conduct also expands, reflected in the relationships with our stakeholders. Though it may seem a commonplace, I strongly believe what I say: we base our work on respect for ethical principles, for people and for the planet.

When we adopt social responsibility, ethics and compliance, lifelong learning, safety excellence – physical and mental –, environmental responsibility, innovation, and collaboration strategies, we promote our consecutive growth as a business project. The commitment to creating an impact on the world we touch is present in our communication, but mainly in the implementation of our action. For a smarter, more efficient, and sustainable future. More human, after all.

And that is how we want to continue making a difference. In the world and in everyone's future.



# ABOUT US

*“Serving people and taking care of the Planet” is today a greater commitment, aligned with the permanent goal of building long-term value for our customers, shareholders, employees and partners, and for society at large.”*



# About VINCI Energies

VINCI Energies – part of the VINCI Group – is dedicated to two major transformations underway in the world: the **digital transformation** and the **energy transition**. VINCI Energies is made up of 1,900 business units specialised in engineering, development, consultancy and execution, installations, facilities management, solution management, services, and systems, under four major international specialist brands – Actemium, Axians, Omexom, and VINCI Facilities – and some local brands.

From industry to information and communication technologies, from energy infrastructures to building solutions, and in all these activity areas, the Group combines the exponential advent of energy and digital, promoting a smarter and more efficient, more sustainable, and humane future.

## VINCI Energies in the world



**16,7**  
**Mm€**  
revenue



**90 000**  
employees



**57**  
countries  
(in 2022)



# About VINCI Energies in PORTUGAL

VINCI Energies has been present in Portugal since 2005, with the acquisition of Sotécnica, a leading Portuguese company with more than 70 years of experience in the smart building solutions, multi-technical maintenance, and energy areas.

Continuing its development and growth path, nationally and internationally, in recent years, VINCI Energies in Portugal has made several acquisitions in the digital transformation and energy transition areas, becoming a relevant player in these sectors.

The several business units in Portugal maintain permanent operations in Angola, Mozambique, and Luxembourg, and develop international projects in Germany, Ghana, Greece, the Netherlands, Qatar, the United Kingdom, Zambia, Belgium, and France, with reference clients and partners in the sectors where they operate.

Currently, the international brands Actemium, Axians, Omexom, VINCI Facilities and the local brands Sotécnica and Longo Plano are part of VINCI Energies in Portugal, which together have a turnover of M€219 and represent the dedication and competence of 1,880 employees (in 2022), focused on digital transformation and energy transition in Portugal, and from Portugal to the world.



*Improving industrial performance*



*The best of ICT with a human touch*



*Achieving the energy transition*



*Bringing life to your buildings*



  
**219**  
M€

  
**1880**  
employees

  
**43**  
business unit

  
**19**  
locations





## Major trends and approach of VINCI Energies in Portugal



### Environmental emergency

Climate change has, and is expected to increasingly have, a significant impact on the lifestyle of societies and business. Simultaneously, the scarcity of resources and pressure on the environment require organisations to conduct their activities more responsibly and with less impact on the environment.



### Social and employee expectations

Growing inequalities and social crises require immediate action to promote inclusion and integration policies and, simultaneously, specific measures to protect all its employees.



### Digital transformation and energy transition

Digital transformation and energy transition are decisive steps towards achieving and consolidating sustainable development. Companies that anticipate and work with the objective of developing appropriate solutions become more resilient and show greater capacity to respond to current and future challenges.

The trends we identify bring additional challenges to the business, but they also offer opportunities. Instead of just recognising them, it is crucial to establish an approach that will allow us to act proactively. This report presents how we deal with the identified trends, as well as other trends that we believe will contribute to more sustainable development.

In 2022, within the scope of the BCSD Jornada 2030 - which supports companies in the conversion of sustainability into specific actions, showing their alignment with the Sustainable Development Goals (SDGs) - we answered the online survey to determine the maturity level. Within the scope of the assessment carried out, we positioned ourselves in the "Build" stage, the third out of six, characterised by the need to establish objectives, goals, and action plans in order to make our Sustainability strategy more mature and more consistent.

# VINCI Manifesto

At VINCI Energies in Portugal, we guide our action in accordance with the *VINCI Manifesto*, a manifesto published by the Group that establishes our commitments and principles as an organisation, shared by all employees and which guide us to achieve our objectives.

We build and manage infrastructure and facilities that contribute to improving everyone's daily lives and mobility. Our Manifesto formalises the commitments that ensure the best way to provide our services:



**1**  
Together!  
**Design and build**  
Learn more about how we put this commitment into practice in the chapters **Stakeholder engagement** and **Development of green-offers**.



**2**  
Together!  
**Comply with ethical principles**  
Learn more about how we put this commitment into practice in the chapter **Respect for Ethical Principles**.



**5**  
Together!  
**Strive for zero accidents**  
Learn more about how we put this commitment into practice in the chapter **Promotion of Health and Safety**.



**6**  
Together!  
**Foster equality and diversity**  
Learn more about how we put this commitment into practice in the chapter **Inclusive Growth**.



# together!



**3**  
Together!  
**Accelerate the environmental transition**  
Learn more about how we put this commitment into practice in the chapter **Environmental Ambition**.



**4**  
Together!  
**Engage in civic projects**  
Learn more about how we put this commitment into practice in the chapter **Corporate Volunteering**.



**7**  
Together!  
**Promote sustainable careers**  
Learn more about how we put this commitment into practice in the chapter **Inclusive Growth**.



**8**  
Together!  
**Share the benefits of our performance**  
Learn more about how we put this commitment into practice in the chapter **Inclusive Growth**.

# Values VINCI Energies

We are a networked organisation and as such, it is crucial that we are able to work together. Because we are aware that this is only possible through sharing common values, we established the VINCI Energies Way of Life - a set of values and guidelines that generate conviction and strength, evoke commitment, and lead us, united, in the right direction, connecting employees, brands and business units.

## AUTONOMY



Autonomy is granted to our business units with the ability for people to make their own decisions, within a defined framework. Autonomy embraces the concept that each situation is specific, and we believe in human intelligence. We also aim at empowering each and every employee to develop their talents and potential. Autonomy is not independence; it also encompasses communication and transparency.

## ENTREPRENEURIAL MINDSET



We empower and acknowledge everybody's ability to take initiatives, weigh up risks and seize chances, envision and achieve success. We value the ability to make decisions and to deliver. Being able to say "no", being careful and selective is also part of the entrepreneurial mindset. We acknowledge the right to make mistakes.



## RESPONSIBILITY



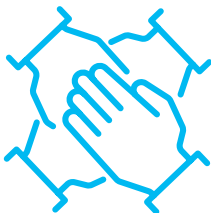
We empower and give responsibility to everyone, no matter their level within the organisation. We are convinced of the ability of our employees to work responsibly and to assume this responsibility. It is key to our success.

## TRUST















Trust is at the heart of our working relationship and is deeply nurtured by proximity, enabling everyone to demonstrate their talent. Trust is given, earned, and rewarded so that everyone can work together. Trust is based on transparency and does not exclude control.

## SOLIDARITY



We demonstrate solidarity within VINCI Energies by working as part of a network to share knowledge, activities, and resources for greater innovation and better performance and responsiveness. We work as a network, and we value people who are willing to give and share. Employees and business units also show solidarity by getting involved in civil society and local communities. Our solidarity is shown in good and bad times.

# Value creation 2022

VINCI Manifesto	Our business	Value creation	Contribution to the SDGs
Design and build	<b>Our activities:</b> Infrastructure Industry Building solutions ICT  <b>Accelerate the energy transition and the digital transformation</b>	<b>219 380 M€</b> in revenue (+18% vs 2021) <b>68,6%</b> spent on local suppliers (-6% than in 2021)	 
Comply with ethical principles		<b>0 whistleblower tips</b> to be established in the Code of Ethics (-100% than in 2021)	 
Accelerate the environmental transition		<b>2 257 tCO2e</b> (Scopes 1 and 2) (-8% than in 2021) <b>10,3 of emission intensit</b> (tCO <sub>2</sub> e/revenue M€) (-22% than in 2021)	 
Engage in civic projects		<b>1,5 M€</b> in support granted through the VINCI Program for Citizenship (2019-2022)	
Strive for zero accidents		<b>4,55</b> frequency index for work-related accidents (+12% than in 2021)	
Foster equality and diversity	<b>Our values:</b> Autonomy Entrepreneurial mindset Responsibility Trust Solidarity	<b>25%</b> of women (+1% than in 2021)	
Promote sustainable careers		<b>1 880</b> employees (+2% than in 2021)	 
Share the benefits of our performance		<b>CASTOR</b> <b>24%</b> of all employees are shareholders	



# Stakeholder engagement

At VINCI Energies in Portugal, we believe that our success is directly related to the success of our stakeholder engagement. For this reason, we have mapped our most relevant internal and external stakeholder.

## Main stakeholder groups

EMPLOYEES

---

SUPPLIERS AND SUBCONTRACTED WORKERS

---

CLIENTS AND CONSUMERS

---

SECTORAL ENTITIES

---

FINANCIAL INSTITUTIONS

---

CENTRAL AND LOCAL ADMINISTRATION

---

LOCAL COMMUNITY

---

SCIENTIFIC COMMUNITY

---

INSURANCE COMPANIES

---

REGULATORY AND CERTIFYING ENTITIES

---

PARTNERS

---

SHAREHOLDER: VINCI ENERGIES / VINCI

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In order to foster a relationship of trust and proximity and in order to actively involve our stakeholders in all areas and geographies, we carry out a set of initiatives and have implemented several communication channels, specifically adapted to each group of stakeholders, in addition to our transversal means [Site](#) (with Contact Form), [LinkedIn](#) and [YouTube](#).

## INITIATIVES AND COMMUNICATION CHANNELS

### EMPLOYEES

- *Surveys*
  - Organisational Climate » **annual**
  - Cross-cutting areas satisfaction » **annual**
- *Employee satisfaction survey* » **annual**
- *BU managers and teams* » **periodic**
- *Newsletter* » **monthly**
- *Whistleblowing mechanism*
- *In-house events*
  - Corporate (Promotions, Christmas Party) » **annual**
- *Perimeter/Business* » **fortnightly**
- *Safety week* » **annual**
- *Environment Day* » **annual**
- *Consultation with workers* » **annual**
- *Emails sent regularly by the different cross-cutting areas of VINCI Energies in Portugal*
- *Intranet*

### SUPPLIERS AND SUBCONTRACTED WORKERS

- *Project meetings* » **periodical**
- *Sending the Quality, Environment and Safety Manual*
- *Supplier assessment* » **annual**
- *Welcome integration and on-site*

### CLIENTS

- *Client satisfaction surveys* » **annual**
- *Project monitoring meetings* » **periodic**
- *Events* » **periodic**
- *Complaint book and handling*





## SHAREHOLDER VINCI ENERGIES / VINCI

- Reports » periodic
- Disclosure of relevant information
- Meetings » periodic

## REGULATORY AND CERTIFYING ENTITIES

- External audit » annual
- Communication according to legal requirement
- Inspections » periodical

## PARTNERS

- *Workshops* » quarterly
- Events » periodic
- Project meetings » periodic

## INSURANCE COMPANIES

- Project meetings
- Communication via platform

In 2021, we carried out a consultation process with some of the most relevant stakeholder groups, in order to identify their needs and expectations regarding the action of VINCI Energies in Portugal in terms of sustainability (more details on the consultation process, available in the [Sustainability Report 2021](#)), with this information serving as the basis for for the materiality analysis of this report.

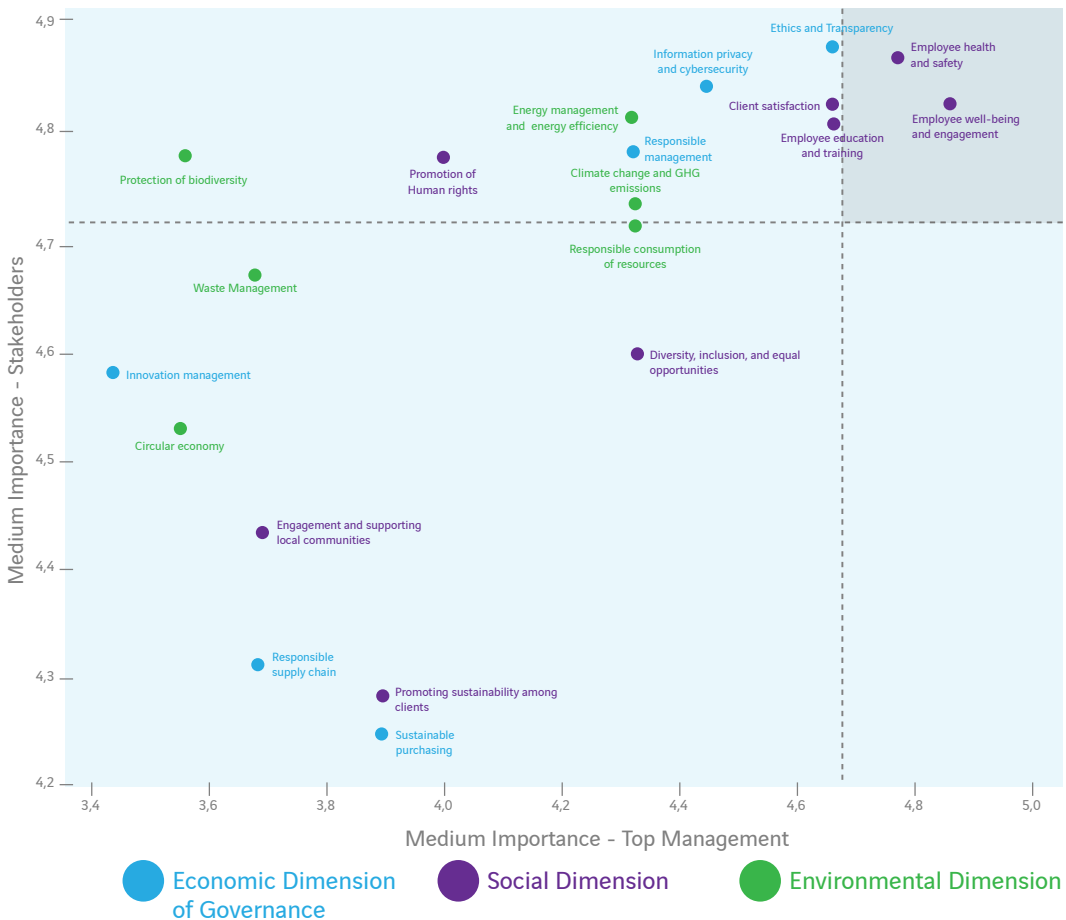
Stakeholder engagement is essential for the effective identification and management of sustainability impacts, therefore, the information collected through mechanisms and communication channels mentioned above, allows us to understand not only the impacts associated with our activities, but also the way in which these are perceived by stakeholders and, consequently, carry out a more effective management.

# Materiality

Materiality analysis is the process that guides our performance in the sustainability area and that maximises our positive impact. And, as it is of the utmost importance, we are committed to following the best methodological practices.

This is why we reviewed the internal axis of the materiality matrix in order to guarantee partial alignment with the concept of dual materiality, thus anticipating the response to the requirements arising from the Corporate Sustainability Reporting Directive.





















The review of the internal axis, which reflects on the impact of the topics on VINCI Energies' capacity to create value in Portugal (financial materiality), was carried out through a workshop with top management members. This exercise resulted in the materiality matrix that we present below, with no changes being detected in relation to the set of material topics identified in the last report.



## SDGs impacted in the approach to the topics

### Material topics



Governance	Ethics and transparency see chapter: Respect for Ethical Principles		
	Information privacy and cybersecurity see chapter: Information, privacy and cybersecurity	 	
	Responsible management see chapter: Governance and Respect for Ethical Principles		
Environmental	Protection of Biodiversity see chapter: Protection of Biodiversity		 
	Energy management and energy efficiency see chapter: Energy management		
	Climate change and GHG emissions see chapter: Climate change and CO <sub>2</sub> emissions		
Social	Employee education and training see chapter: Employee education and training		
	Promotion of human rights see chapter: Respect for Human Rights		
	Employees' health and safety see chapter: Promotion of Health and Safety		
	Client satisfaction see chapter: Clients		
	Well-being and employee engagement see chapter: Employee well-being	  	

# Governance

MATERIAL TOPIC  
Responsible management



## Management committee

### Energy transition



Gonçalo Sampaio  
*Director*  
Omexom



Carlos Contreras  
*Director*  
Building Solutions



Helena Santos  
*Director*  
Buildings Solutions  
e Actemium



Alberto Cervera  
CFO



André Parente  
*Director*  
VINCI Facilities  
Building Solutions



Pedro Afonso  
CEO



Nuno Caldeirinha  
CFO

### Digital transformation



Carmo Palma  
*Director*  
Axians  
(Consulting)



Pedro Faustino  
*Director*  
Axians  
(Enterprise)



Fernando Rodrigues  
*Director*  
Axians  
(Telco Utilities)

The governance structure of VINCI Energies in Portugal in 2022 consists of an Executive Committee - called CODI - chaired by a CEO. The members of this Executive Committee manage the several companies - Business Units BUs, which make-up the group.



7

meetings held in 2022  
Relating to executive, operational and strategy topics



# Sustainability Governance

Managing sustainability topics is recognised as an essential priority in the hierarchy of VINCI Energies in Portugal and its several companies. To ensure these topics are addressed appropriately, the company established clear responsibilities. This shows in specific actions, such as the appointment of people responsible for managing environmental and corporate social responsibility (CSR) topics – who report the results of their work to the CODI. In addition, the company has published its Sustainability Report since 2021, having appointed the CFO as the person responsible. It is important to note that VINCI Energies in Portugal is not currently subject to any legal obligation regarding the disclosure of non-financial information, which shows the company's commitment to adopting a proactive approach to sustainability.

The CODI actively participates in the definition of material sustainability topics, having participated in the materiality analysis and validation of its results, and ensures the review of the Sustainability Report, highlighting the commitment made to these topics at the highest level.

The ESG (Environmental, Social and Governance) Governance structure is under the responsibility of the Heads of Support Functions and the Business Unit (BU) Manager, promoting a more transversal approach to these topics.

## Governance

Financial management is ensured by the financial area of each group company, and the aspects related to Governance result from CODI decisions and Group guidelines.

## Environmental

Environmental topics management is ensured by the Head of Environment, common to the entire VINCI Energies in Portugal and by the Integrated Management Systems of the Digital and Energy perimeters<sup>1</sup>.

## Social

Social topics management is ensured by the people management and development, Bus, and CSR areas of the different companies.

<sup>1</sup> Digital Perimeter includes all AXIANS brand BUs; the Energy perimeter includes all BUs of the ACTEMIUM, OMEXOM, VINCI FACILITIES, SOTÉCNICA, and LONGO PLANO brands.

# Supply chain

At VINCI Energies in Portugal, we recognise the responsibility in managing impacts throughout the value chain, especially those resulting from supply chain operations.

**68,6%**

spent on local suppliers in 2022  
(- 6% than in 2021)



**73,2%**

of revenue allocated to purchases in 2022  
(- 11% than in 2021)



**49,7%**

spent on supply of materials in 2022  
(+11% than in 2021)



**37,2%**

spent on subcontracting in 2022  
(-3% than in 2021)

Supplier management is ensured in each BU in accordance with our values and principles that are promoted through awareness raising and dissemination of documents such as the Charter of Ethics and Conduct or the Anti-Corruption Code of Conduct<sup>1</sup>.

As part of promoting the local economy, we seek to enhance the purchasing process and, whenever possible, use local suppliers. This process results in an exponential reduction in environmental impact, especially the impact associated with the transport of products.

Our supply chain consists of an extended set of suppliers, concentrating the volume of purchasing expenses mainly in materials and subcontracting. As for this last group, we seek to ensure the adoption of best practices by contracted suppliers, particularly when subcontracted workers perform duties in our workplaces. Our objective is to ensure that these workers benefit from the same conditions we offer ours<sup>2</sup>, namely in terms of safety, working conditions, training, and risk management. For those who are not at our facilities or at the client's, we seek to raise awareness among suppliers about complying with requirements and adopting best practices.

<sup>1</sup> More information available in the chapter 'Respect for Ethical Principles > Relationship with suppliers and partners to ensure ethics'.

<sup>2</sup> More information about subcontracted worker management available in the chapter 'Health and Safety Promotion > Subcontracted Worker Health and Safety Management'.



# Supplier assessment

Supplier assessment is carried out through the Acceptum platform, a tool which was specially developed for this purpose. The assessment is carried out annually and covers an extended set of criteria, from financial issues to issues related to environmental performance, or employee health and safety.

We also have the Partnership & Suppliers Management process that aims to ensure that product and service suppliers follow our value proposition for the end customer. In this way, we monitor the impact on the value proposition through proactive and collaborative approaches of qualification, adoption, monitoring and assessment. It is in our interest to ensure that product and service providers comply with pre-established requirements for technical specialisation, delivery quality, legal requirements and improvement in social, environmental impact, and health and safety at work.

Within the scope of managing suppliers with framework agreements or commercial agreements, we seek to develop partnerships with the biggest manufacturers and distributors, negotiating special commercial conditions, with the objective of globalising purchases, making the process more efficient, particularly with regard to product delivery.

We are currently redesigning the supplier qualification and assessment process to transform it into a multi-stage assessment process, in which suppliers will be assessed and internal processes for better management and improvement of procedures will be defined

# Clients

Through its companies, VINCI Energies in Portugal brings together a group of clients with a presence in several sectors – Banking and Insurance; Education; Energy and Utilities; Industry; Logistics - both at public (representing 5% of all clients) and private level. It provides support to both sectors in their respective digital transformation and energy transition agendas.

MATERIAL TOPIC  
**Client satisfaction**



**3 460**

clients in Portugal  
(+24% than in 2021)

# Client satisfaction assessment

Assessing our client satisfaction allows us to monitor their perception and adapt our services and the way we conduct our activity to their needs and expectations.

Each BU adjusts the customer satisfaction survey methodology that best adapts to its reality, which can be done through a questionnaire, interview, or other mechanism. The frequency of consultation is, at least, annual or whenever the BU deems it relevant (for example, after completion of the work or during periodic meetings with the client).

Other means can also be used to assess the degree of client satisfaction, such as: their level of loyalty; provisional and definitive reception records; activation of guarantees; payment withholding; others.

		2020	2021	2022
Energy Perimeter	Sotécnica (0-4)	3,6	3,3	3,1 <sup>1</sup>
	Actemium (0-100)	92,61	96,44	.. <sup>2</sup>
	Longo Plano (0-4)	-	3,19	3,39
Digital Perimeter <sup>3</sup>	Axians Solutions (0-100)	89,10	89,55	89,77
	Axians DC (0-10)	-	-	8

<sup>1</sup> The reduction shown in value compared to previous years is indicated by the several business areas as resulting from the current situation of lack of qualified labour and delay in the delivery of materials and equipment.

<sup>2</sup> Actemium's client satisfaction assessment will be carried out in 2023, therefore, at the publication date of the Report, it was not possible to present the information...

<sup>3</sup> The Companies that make up the perimeters are indicated in the sub-chapter titled Scope, period, and reporting structure.





# Information privacy and cybersecurity

MATERIAL TOPIC  
Information privacy  
and cybersecurity



Ensuring information privacy, strengthening cybersecurity, and safeguarding the protection of our stakeholders' data are priorities for us, highlighting our strong commitment to managing these topics.

In October, to celebrate the European Cybersecurity Month, we promoted a set of initiatives, such as thematic webinars, online awareness-raising sessions or sending informative communication. Due to the importance of these topics in the current context, throughout the year, we implemented a range of awareness-raising and training activities, of which the following stand out:

:



8

IT Security  
communication  
initiatives



2

cybersecurity  
awareness videos



8

e-mail  
communications



1

e-learning  
cybersecurity  
passport



17

e-learning  
sessions  
on several  
cybersecurity topics

Simultaneously, not only did we develop a communication kit in cybersecurity, but we also created a Yammer group with four communication channels on cybersecurity; and we continued to implement and monitor the Multi Factor Authentication (MFA) for all user accounts. Finally, we made sure that BitLocker

- a disk encryption system installed on phones and tablets for terminal protection
- was active in all pieces of employee equipment.



0 complaints or  
whistleblower  
tips

related to violation  
of privacy and loss  
of client data in 2022

# Research and development

The continuity and prosperity of VINCI Energies in Portugal depends on the ability to develop innovative solutions, update, and modernise processes, but it also involves paying attention to new trends and entering into partnerships for research and development that meet the needs and expectations of our clients and stakeholders.



**944 852€**

of investment  
in research  
and development  
initiatives  
in 2022

(-47% than in 2021)<sup>1</sup>

It is for these reasons that we invest in innovation in all areas and activities that we develop - internal and external -, through the development of projects and initiatives, being a differentiating factor in market competitiveness.

At VINCI Energies in Portugal, we intend to continue investing in the development of skills in these fields of knowledge and to be recognised as a reference company in the field of innovation associated with the applicability of solutions in real contexts.

<sup>1</sup> The difference seen in comparison with the value of the investment made in 2021 does not reflect a lesser commitment on the part of VINCI Energies in Portugal. This reduction results from the completion of large projects in 2021.



Thus, in the energy perimeter, we continue to develop our work through projects such as Viewgest or through the implementation of the Warning and Alerts Platform in the Águas do Norte operation (see more details about these projects in the chapter *Development of green-offers*), among others that we highlight below.

## AI Clearing

Construction progress monitoring

technological platform that uses artificial intelligence and advanced GIS analysis to automate infrastructure construction progress reporting, significantly reducing control over construction progress.

It is based on machine learning solutions that automate the analytical process. The use of drone data allows the creation of reports, covering 100% of the construction site surface in three dimensions. With the data being captured by the drone, several types of digital data are processed, and automated and advanced 4D geo-spatial analyses are carried out. Due to this automation, it is possible to reduce the report generation cycle and provide the reports through interactive online panels or in PDF format. In addition to this, it is possible to migrate data and report the results directly in each organisation's systems.

## API Infraspak & Codex

Some business areas use a cloud Asset Management application, Infraspak, to manage their clients' assets and systematise this information, adding total automation to almost their entire process. However, a gap was identified in the closing of the automation process and client billing in Codex. To fill that gap, a communication API was created in order to interconnect the systems and take a further step towards fully automating the generation of invoices in Codex with the data already entered in Infraspak, significantly increasing the process efficiency. Sotécnica was awarded the "Operação Mais Eficiente" ("Most Efficient Operation") award during the Intelligence for Maintenance Tour 2022 (IFM 2022) promoted by Infraspak in Porto.

## Green Container



The Green Container project was born as the result of two needs: reducing the consumption of diesel to power the generators and consequently improving the ecological footprint of the construction of a photovoltaic park. It was noted that the daily consumption for 9 hours of power supply for construction containers cost €82, 38 litres and emitted 100 kgCO<sub>2</sub> per day.

Consequently, it was calculated that, with investment in a container-type solution, with batteries, inverters, electrical panel, protection equipment, powered by a 17 KW system (in this case, with the panels from the plant itself), we would achieve a cost reduction of around 93% and an annual emission saving of 33 604 kgCO<sub>2</sub>e.

In the digital perimeter, the big investment has been on research and innovation projects through technological development. The projects are based on the creation of multimodal platforms that apply artificial intelligence methods, based on deep learning, machine learning, computer vision, sensor fusion, natural language processing, behavioural mapping techniques, among others.

We highlight some of the projects developed or underway, which reflect our commitment to research and development:

### Agricity

A platform that allows to detect/monitor the presence of heavy metal contaminants in water in urban agriculture areas, to collect information from a network of sensors, to communicate the data obtained in real time to a central system, analyse it and make it available to stakeholders.

### Augmented Worker

Mobility solution that uses augmented reality to provide a contextual view of work orders, equipment, and where the professional is located, contributing to reducing the risk of work-related accidents.

### Under-invoicing detection

Detection of under-invoicing patterns (reporting less invoicing than what was actually invoiced, to avoid taxes or other charges) among small and medium-sized companies in the Portuguese business sector, thus avoiding tax evasion, through Artificial Intelligence models with the ability to detect anomalous patterns..

### Intelligent Customer Services

Implementation of algorithms, with the objective of improving the customer support service provided by State regulatory entities.

### Intelligent Document Automation

Development of a software component that allows digital recognition of several types of documents, such as invoices and receipts.

### Intelligent Funds Assistant

Development of a virtual assistant with artificial intelligence to support the preparation of applications for European funds.



## Intelligent Monitoring

Platform for monitoring the Internet of Things (IoT) market, agnostic to the several types of suppliers and sensor communication protocols and with the ability to be instantiated to several business challenges. This platform has been positioned in the area of asset maintenance and healthcare.

## EDP Metaverse

Creation of an online corporate event that allowed employees to interact in a virtual “world” created specifically for EDP, using personalised avatars to navigate and interact with each other and with the space.

## Intelligent Social Home Care

Innovative home support service with (social and health) care convergence for elderly people and people with disabilities, promoting a more autonomous, safe, and healthier life.

## Telerehabilitation

Project that uses Machine Learning, Computer Vision, and Augmented Reality technology to design physical-motor rehabilitation exercises prescribed by health professionals and personalised for each patient.

## Gutenbrain



AI-based solution for industrial documentation processing, reinventing Maintenance, and Inspection Engineering.

# ENVIRON- MENTAL AMBITION

Considering the ecological transition, necessary to face climate change, the VINCI Group is committed to enhancing its positive impacts, transforming its businesses, and developing innovative solutions that work in that direction. We intend for this environmental ambition to be shared by all those who work with us, a proof that at VINCI Energies in Portugal we recognise the crucial role each worker plays in achieving the Group's commitments.

## MATERIAL TOPICS

Climate change and GHG emissions

Energy management and energy efficiency

Protection of Biodiversity







## PILLARS

ACTION FOR CLIMATE

OPTIMISE THE USE OF RESOURCES  
THROUGH CIRCULAR ECONOMY

PRESERVE NATURAL ENVIRONMENTS

## GOALS

Be *net zero* in  
GHG emissions  
by  
**2050**

Reduce direct GHG  
emissions (scopes 1 and 2)  
by 40%, compared to 2018  
by **2030**

Reduce indirect emissions  
(scope 3) by 20% by 2030,  
compared to 2019

## INITIATIVES

ENVIRONMENT DAY 2022

FLEET DECARBONISATION

DEVELOPMENT OF GREEN-OFFERS





**2257** tCO<sub>2</sub>e  
(scopes 1 and 2)



**10,3**

emission intensity  
in 2022



**26%**

electric and  
hybrid cars in the  
fleet in 2022



**6,3%**

energy  
intensity

Since 2022, all consumption and relevant environmental information are reported on the “eVE” platform. This platform is mandatory for all VINCI Energies business units, with two areas: data entry and green dashboard.

All requested data is introduced in data entry, with this being done on a quarterly basis (until 2021, the report was annual). The green dashboard allows business managers to analyse and monitor their activity data by means of graphs and tables. Monitoring through the “eVE” platform allows more appropriate measures to be defined more quickly when compared to the annual reporting previously in force.

  
**My Green dashboard**

# Climate changes and CO<sub>2</sub> emissions

MATERIAL TOPIC  
Climate change  
and GHG emissions



The VINCI Group operates in sectors that significantly contribute to climate change, such as transport and construction. In line with our environmental ambitions, we consider climate action as one of our main pillars. To reduce greenhouse gas emissions and comply with the commitment to limit global warming to 2°C, established in the Paris Agreement, we are adopting the necessary measures and have made ambitious commitments, shared by all members of the Group, namely VINCI Energies in Portugal.

## Ambition for 2050

Be *net zero* in GHG emissions

## VINCI Group commitments for 2030

- Reduce direct GHG emissions (scopes 1 and 2) by 40% by 2030, compared to 2018;
- Reduce indirect emissions, acting along the entire value chain of the Group's activities (scope 3) by 20% by 2030, compared to 2019.



## VINCI Energies in Portugal data:



# 10,3

emission  
intensity in 2022  
(tCO<sub>2</sub>e/ revenue €)  
vs 13,2 in 2021

# 22%

reduction  
in emission  
intensity in 2022  
(tCO<sub>2</sub>e/ revenue €),  
compared to 2021

# 1,20

emission  
intensity in 2022  
(tCO<sub>2</sub>e/ employee)  
vs 1,32 in 2021

# 9%

reduction  
in emission  
intensity in 2022  
(tCO<sub>2</sub>e/ employee),  
compared to 2021

# 2257

tCO<sub>2</sub> and (scopes 1 and 2)  
-8% than in 2021

Within the scope of our commitments, we seek to contribute to the established intermediate goals and ensure the fulfilment of proposed objectives while adapting structures and activities to act on climate change.

Despite the 18% increase in turnover, there was an 8% reduction in total emissions and, consequently, a 22% reduction in the intensity of recorded emissions. This record highlights an increase in the efficiency of energy consumption processes which, consequently, translates into a reduction in emissions generated.

Regarding the total emissions generated in Scopes 1 and 2, in 2022, we recorded 2,158 tCO<sub>2</sub> in direct emissions from fuel consumption, which represents a 6% reduction compared to 2021; and 99.6 tCO<sub>2</sub><sup>1</sup> in terms of direct emissions resulting from energy consumption, which represent a 32.6% reduction compared to the previous year. In total, we recorded an 8% reduction in our direct carbon footprint.

Regarding Scope 3 emissions, the mechanisms available for their monitoring are being implemented. To date, the estimates made have allowed us to identify carbon-intensive suppliers so that in 2023 it will be possible to understand whether their environmental ambitions are consistent with ours and whether they are available to consider joint solutions to reduce the carbon footprint.

Also, regarding Scope 3 emissions, remote work remains a reality that contributes to the reduction of both emissions and the consumption of resources such as water and paper. On the other hand, whenever possible, priority is given to hiring staff close to our facilities, thus potentially reducing the impacts associated with employees' commuting.

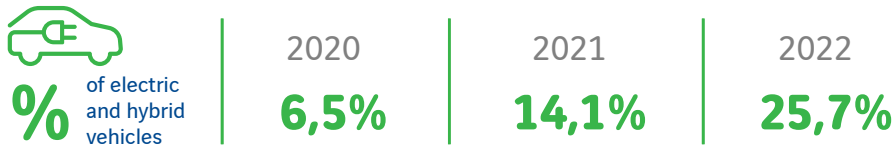
<sup>1</sup> Considering the values calculated based on the market-based method.

# Sustainable mobility and fleet decarbonisation



Around 95% of our direct carbon emissions come from our light and heavy vehicle fleet, a proportion in line with VINCI Energies data worldwide. The services we provide are largely dependent on the movement of people, machines, and equipment, which is why we recognise that it is in fleet management that we can make more

of an impact: we are on the path to decarbonisation, through the most notable electrification in function cars, delivered from the project manager profile. In this context, we also promote, among employees, the choice of electric and hybrid vehicles through Flex Benefits.



Despite the effort that has been made, the solutions available for heavy vehicles are still limited and not economically viable, and whenever the solutions presented on the market are suitable for the activities we carry out, we will try to integrate these solutions into our fleet. Additionally, we try to raise awareness of the importance of an eco-friendly driving style, through training sessions, in which techniques

are presented to ensure greater safety, reduced fuel consumption and greener driving.

Regarding the promotion of sustainable mobility, we can evolve, namely by raising awareness among employees about the use and sharing of vehicles, with more frequent use of flexible soft mobility products that can be found on the market.



# Carbon tools

The carbon footprint of our projects is an important part of our impact on climate action. In this sense, we have been developing tools to estimate the carbon footprint of the solutions that we make available to the client and to highlight the CO<sub>2</sub> reduction compared to other solutions.

In 2022, working groups were created to start working on these tools, initially in Excel format and, in 2023, for digital application, namely:

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**Green+**  
of the Axians brand

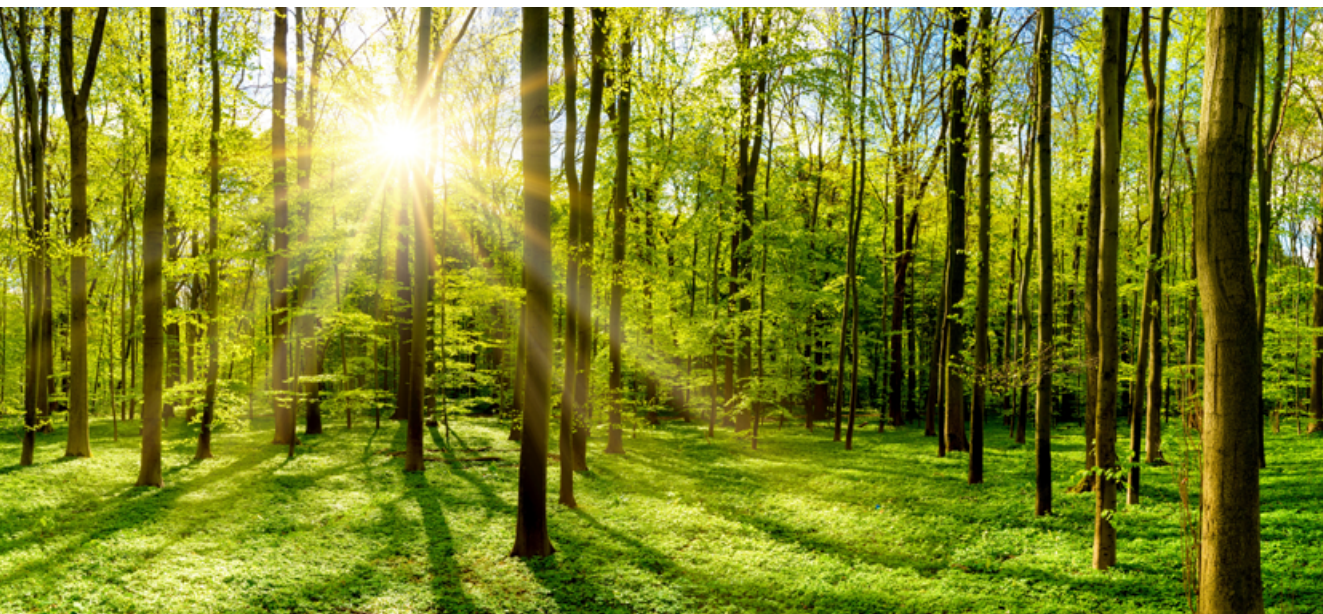


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**Carbonapp**  
of the Omexom brand



In 2023, we hope to be able to increase the implementation of these tools as they become more robust and recognised as an added value by our clients.



# Energy management



We recognise our responsibility for the efficient energy management as a fundamental vehicle for achieving climate action-related goals. In this sense, we are committed to the efficient management of this resource and its consumption on two 'fronts':

- through acting and adopting more efficient behaviours and initiatives and the use of energy from renewable sources.
- through projects with clients aimed at those objectives, the so-called green offers <sup>1</sup>.

In terms of performance in 2022, regarding energy consumption, even though there was an increase in activity, there was a reduction in total energy consumption, which is the result of the efforts that have been implemented and, consequently, a reduction in energy intensity, from 7.2 MWh/revenue (M€) in 2021 to 6.3 MWh/revenue (M€) in 2022.

In addition to more efficient consumption, we have sought to ensure that the energy consumed comes, whenever possible, from renewable sources. In 2022, 79% of the energy consumed came from renewable sources, not only thanks to the energy mix offered by suppliers, but also thanks to the "100% green" energy contract in some of the facilities, as well as the energy generated by solar panels.


In 2022, the major measures to promote the reduction in energy consumption were mainly based on replacing lighting with more

efficient LED lighting; employee awareness<sup>3</sup>; continued investment in intelligent energy analysis systems in buildings; and installation of photovoltaic panels and hybrid vehicle chargers in new buildings (Maia and Parque das Nações).

The fleet decarbonisation effort, route optimisation and remote work mentioned above also contributed to reducing energy consumption, having resulted in a 2% reduction in total fuel consumed. Despite this reduction, there was an increase in petrol consumption, following the replacement of several internal combustion engine vehicles by hybrid vehicles. The fleet electrification also requires us to continue our efforts to install more charging stations at our facilities, wherever possible.

**6,3** ⚡  
energy intensity -  
electricity consumption  
and LGP - (MWh/turnover  
€) in 2022 vs 7.2 in 2021

**-12%**  
energy intensity - electricity  
consumption and LGP -  
(MWh/turnover €) in 2022  
compared to 2021

**79%**   
of the total electricity  
consumed in 2022 came  
from renewable sources<sup>2</sup>

<sup>1</sup> More information regarding the development of green-offers available in the chapter "Environmental Ambition > Development of Green-offers".

<sup>2</sup> To calculate electricity from renewable sources, the following were considered: solar panels (231 GJ), green energy contract with supplier Galp (103 GJ) and the energy mix of the remaining energy suppliers (3,626 GJ).

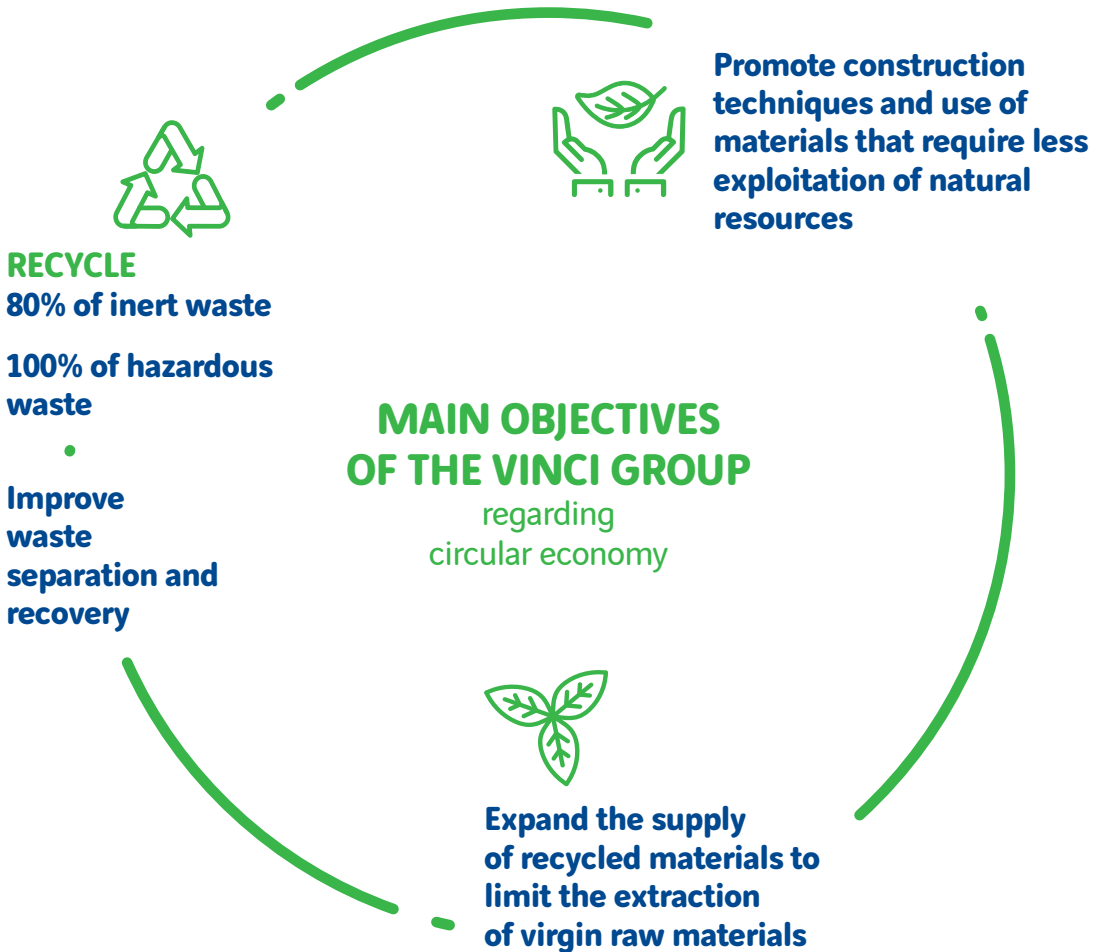
<sup>3</sup> More information regarding employee awareness available in the chapter "Environmental Ambition > Raising awareness among employees on sustainability".





# Circular economy

The growing scarcity of natural resources requires immediate action on the part of organisations, which is why we are committed to limiting the footprint of our businesses, through the integration of **circular economy** principles in the way we carry out our activities. This commitment translates into the reformulation of consumption, production, and resource management practices, based on a continuous improvement strategy. In this context, it is in the supply chain that we can make the greatest impact, through the acquisition of reused or recycled materials and, internally, by integrating waste into the production process or replacing used resources.





In 2022, we joined the BCSD Circular Economy working group, in order to understand good practices and actions that can help us leverage this action key aspect.

At VINCI Energies in Portugal, we always seek to give a new life to the waste we produce. Examples of this commitment are the initiatives to reuse laptops for donations, reuse of materials returned by clients for donations or for internal projects and reuse of packaging materials, such as wooden pallets, styrofoam, plastics and cardboard boxes.

When it is not possible to give a new life to the waste produced, we ensure its correct separation, for subsequent disposal and/or recovery. In 2022, within the scope of waste management, we participated in a waste collection project for the Instituto Português de Oncologia (Portuguese Institute of Oncology).

In line with the Group's objectives, VINCI Energies in Portugal works to increase the recovery of the waste generated, having guaranteed, in 2022, the recovery of 91% of waste, which corresponds to 403,959 tons of waste.



Despite the final treatment of waste, the more efficient we are in packaging and separating the streams produced, the better results we will achieve in terms of their recovery, which is why it is extremely important that we continue to raise awareness among employees of this reality: the economic and environmental added value that the acts of rethinking a purchase, reuse, reduce, recondition and/or donate represent.

Also, during 2022, we disclosed several diagrams and posters, with the objective of promoting

an increase in the useful life of our materials and equipment:



# Protection of Biodiversity

MATERIAL TOPIC  
**Protection  
of Biodiversity**



The VINCI Group recognises the potential impact of activities on natural environments, therefore, the protection of these environments is a priority in the design, construction, and operations processes for the Group and for us, VINCI Energies in Portugal. Throughout the project's life cycle, we work to have the least possible impact on natural environments and develop solutions to conserve resources and restore ecological balance.

## VINCI ENERGIES OBJECTIVES

**Zero net loss in  
biodiversity**

**Reduce the water  
outprint of our activities**

**970  
trees  
planted  
in 2022**



**100 in teambuilding**

**870 Plantar uma Árvore  
Association**

**2 000 € donation to  
Sailors for the Sea**

It is important to highlight that, within the scope of our activities, no significant direct impacts on biodiversity arising from the majority of our operations were identified, as the environmental impact analyses we regularly carry out show.

However, we are aware that upstream, the materials necessary to carry out the activity are natural products and that, as such, we have to look for ways to reduce the demand for new resources and contribute to their responsible management.

As for the main impacts on biodiversity associated with our activities (those in which such impacts occur), the use of the factory building for assembling electrical panels (São Julião do Tojal facilities) stands out. Every three years, this facility monitors pollutants from fixed sources related to the exhaust from the metal parts painting production process.

In order to develop our activities, it is sometimes necessary to fell trees, for example, for excavating, digging trenches and installing solar panels, which is why it is necessary to transfer or remove nests. All these activities are developed while seeking to mitigate negative impacts and recognising that part of the impacts are effectively of a reversible nature.

We strengthened our relationship with BCSD, becoming part of the Biodiversity Working Group. In this context, we presented the Environment Day Vinci Energies Portugal as a case study at the BCSD Sustainability/ Natural Capital Conference, in November.

At the BU level, we highlight the Seeding the Future event, in which around 180 Axians employees carried out planting and harvesting activities of food products in collaboration with Semear (an organisation that promotes the



social-professional inclusion of young people and adults with intellectual difficulties).

We also highlight the planting of 970 trees, 100 in teambuilding and 870 by the Plantar uma Árvore Association and the donation of 2,000 euros to Sailors for the Sea, an organisation that works to protect marine habitats.

We always seek to protect the fauna (such as storks) and the flora potentially affected by our activities by means of measures, such as, the placement of avifauna devices within the scope of Omexom Distribution's activity and the implementation of plans for ecological recovery when installing photovoltaic panels.

## Environment Day

VINCI Energies defines “no net loss” as its objective in terms of **biodiversity and protection of natural environments**. Environment Day was the largest environmental project that we carried out in 2022, focused on biodiversity, specifically on the valorisation of riverside ecosystems.

After two editions of Environment Day in 2020 and 2021 that were more focused on the digital format, due to the pandemic, in 2022, we increased our contribution to the Group's action. Based on the water topic (a scarce good that, although not involved in our production processes, it is important to everyone), we presented, in collaboration with Quercus, several activities that called for the participation of our employees.

The action resulted in an enormous environmental responsibility teambuilding, with 750 registrations, in 10 locations across the country: Boca do Inferno, Quinta do Pisão, Praia da Figueirinha, Mata da Machada, Rio Leça, Ria Formosa, Funchal, Herdade do Freixo do Meio, Pateira de Fermentelos, Barragem de Sta. Águeda.

In total, we collected approximately three tons and 21 m3 of waste and invasive species and worked in around four hectares. The contribution of our employees corresponded to around 2,600 work hours, showing the high level of commitment to this action.



# Raising awareness among employees on sustainability

To achieve the established goals, it is essential that employees relate to and understand the purpose of the commitments made. That is why we invest in environmental sustainability-related awareness and training.

We provide a set of e-learning courses that explain the Group's environmental ambition and how each employee can contribute:

1. VINCI's Environmental Ambition; 2. VINCI Energies's Environmental Commitment; 3. Green IT passport. These courses were published in the **monthly Environment tip** that corresponds to sending a corporate email to employees, with the objective of raising awareness and encouraging action in the areas of circular economy, climate action and scopes, carbon tools, drought in Portugal, or days to be celebrated, such as Overshootday.

In addition to promoting e-learning courses, several **face-to-face and hybrid training courses** are promoted, as well as awareness-raising sessions, namely when employees are hired, in contract works and projects, in the implementation of the eVE platform (the platform for monitoring environmental indicators) and in working groups for carbon tools. We believe that raising our teams' awareness of all the topics that make up our Environmental Ambition is a critical factor and that their development must be reinforced.



**497<sub>h</sub>**  
**training in**  
**environmental**  
**topics in 2022**

In terms of raising employee awareness, we should also mention Environment Day 2022, dedicated to biodiversity, which brought together several VINCI Energies employees in Portugal and raised their awareness about topics related to our Environmental Ambition, as well as calling on them to be active agents in improving impacts on the environment.





# Development of green-offers

One of our goals is to deliver solutions that help our clients reduce their carbon footprint, which will indirectly reduce ours as well. Green-offers are the solution that promotes this goal, being an environmental added value that does not jeopardise any of the key aspects of our Environmental Ambition. In this field, our objective is to reduce scope 3 emissions by 20% by 2030.

Disclose our green-offers and promote others is a way of attracting stakeholders that value environmental protection, highlighting the way we can contribute to the energy and digital transition.

Our green-offers include projects ranging from replacing lighting with LEDs in several airports, implementing irrigation channel monitoring systems, among others that we present below.



## Photovoltaic power plants

Implementation of a photovoltaic plant at Faro Airport, the first to be implemented at an airport in Portugal, with 2.9 MWp.

Implementation of the Morgavel photovoltaic plant in the Sines area, which was started in 2022, with 48.9 MW (98,832 bifacial modules).

Development of the Tax Authority application for mobile devices, which represents the total dematerialisation of the management processes of taxpayers under simplified accounting methods, namely recibos verdes (invoices issued by self-employed workers) management, issuance of receipts and invoices.

## ATGO Gestão Integrada de Atividade (Integrated Activity Management)



## Technical maintenance



Refurbishment and replacement of refrigeration and air conditioning equipment, with equipment that are more efficient and less harmful to the environment.

## SDDR rollout

Development of a preventive system for detection of anomalies in substations (e.g. falling trees) with a risk of causing fires. Through the detection of anomalies and their rapid resolution, the possibility of forest fires occurring is reduced, and consequently the CO<sub>2</sub> release into the atmosphere.



## Geothermal system at Quinta da Ombria



Implementation of a geothermal system, a clean and renewable energy source, which minimises the use of natural resources and reinforces the preservation of the region's unique biodiversity - through a surface geothermal system that is a pioneer in technological application in sustainable tourism in Portugal.

### Mobility



Within the scope of the new public transport policy for the Lisbon Metropolitan Area, Mobility guarantees the following solutions: onboard ticketing, SAE, CCTV, passenger counting, and equipment connectivity in central SOFTWARE systems.

### Hydrogen Challenge VINCI Energies

Omexom Portugal submitted its application to the Hydrogen Challenge and was one of the winners with the Tagus H2 Project proposal: a 10 MW Green Hydrogen production plant, which could be used for injection into the national natural gas transmission network and for the supply of a Green Hydrogen refuelling station for heavy vehicles. The plant will be supplied with electricity from renewable sources from a 17.5 MWp photovoltaic plant powered by batteries. This was one of the 14 projects awarded by VINCI Energies, among projects from countries such as Australia, France, Morocco, New Zealand, and Spain, thus strengthening our Group's environmental commitment and the innovation dynamics to which we try to contribute.





The development of the green-offers reported in 2021 continued, namely: Viewgest - Remote management and monitoring systems for irrigation networks; Energy and consumption monitoring system for the service station - Central energy and consumption monitoring and information platform; Warning and alert

platform for the Águas do Norte operation. As for environmental certification projects, we highlight the participation in the Exeo Office Campus with LEED Gold A+ and in the Hotel Convento, which has BREEAM certification.

## Environment Awards

In 2022 there was no new phase of applications to the Environment Awards, with a year dedicated to the development and replication of the initiatives submitted in 2021.

At VINCI Energies in Portugal, the following stand out:

Disclosure of Green IT topics in the Environment tip, focusing on actions such as cleaning e-mail inboxes and using "greener" search engines.

Finding inspiration in the birdhouses submitted at the Environment Awards, shelters were created for different fauna and flora species at the São Julião do Tojal facilities.



The SOTÉCNICA Maintenance team implemented a water-saving solution for ANA, at Faro Airport, placing a tank on each boarding bridge to store water from the air conditioning system, later on, the water is used for washing the bridges and, if there is an excess of water, it will be used to cool the air terminal roof.

# Partnerships & Alliances

Within the scope of the activity of the Partnerships & Alliances area, the participation and promotion of the following initiatives stands out, which include an environmental aspect

## Promotion of the “Taking Action for the planet (with our partners)” initiative

This is an initiative with sessions specifically focused on environmental sustainability to learn about tools, processes, incentives, and initiatives such as: Cisco Takeback Incentive & tradeIn, DELL Advancing Sustainability, Microsoft Sustainability Manager and other partner programs focused on environmental sustainability;

## Listening to TOP partners CISCO, MICROSOFT, NOKIA, and SCHNEIDER

Listening to top partners to reflect on their practices and objectives in terms of environmental sustainability, in order to qualify reference solutions (energy efficiency and infrastructure consolidation) that also help our clients achieve their environmental sustainability objectives;

## Microsoft Partner Pledge Of The Year

Raising awareness, with Microsoft, of Axians/VE good practices in monitoring and adopting a joint commitment to reduce pollution and enhance practices that benefit environmental sustainability;

## MICROSOFT | Microsoft Partner Pledge Forest

We were the first co-owner partners of a tree “It will offset 300 Kg of CO2”, a program of initiatives developed with this supplier under which we had the opportunity to rescue a tree in its corporate forest.;

## CISCO | “Environmental Sustainability Specialization”

Specialisation focused on the preservation of resources through a circular economy, having been one of the first European partners to obtain this specialisation;

## CISCO | Registration in the CISCO Takeback Incentive & tradeIn program

Program that facilitates and promotes the process of taking back used equipment for reconditioning and future use;



## CISCO | Access to Cisco Refresh – Certified Remanufactured Equipment program

Program to promote circular economy with access to fully certified and remanufactured CISCO routers, switches, telephones, and collaboration products for context of proposals for clients and support and maintenance services;

## CISCO + DLL (financial entity)

Identification of financing programs that promote the collection of equipment at the end of the contract, to enable reconditioning and energising the circular economy;

## DELL | Tech Refresh and Recycle Program

Program to promote technological renewals with a focus on recycling equipment and optimising criteria aimed at environmental sustainability.





# INCLUSIVE GROWTH

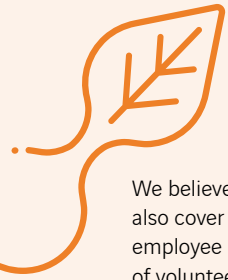


At VINCI Energies in Portugal, we work to ensure that our employees, communities, and all those who in some way establish relationships with us, feel that we respect the commitments in our **Manifesto** and in **VINCI Values**.

In this sense, it is our priority to promote the inclusive growth of our people, with integration as a base value for the development of activities, through professional relationships and interactions with stakeholders, namely suppliers and subcontracted workers.



## INCLUSIVE GROWTH



We believe that this inclusive growth should be expanded beyond our facilities and also cover the communities adjacent to our operations, through the promotion of our employee engagement in civic projects and the fight against social exclusion, in the form of volunteering and donation of goods.

### MATERIAL TOPICS

Employee well-being and engagement

Promotion of human rights

### SDG



### GOALS



**30%**

of women in Executive Committees by 2030

### INITIATIVES

**Flexible work** policy

Adherence to programs for the inclusion of people with disabilities

Partnerships to promote diversity and equality



## KPI



**81,9%**

of employees  
with permanent  
employment  
contract



**26,1%**

of all  
managers are  
women



**25,4%**

of all employees  
are women

# Employee well-being

MATERIAL TOPIC  
Employee well-being  
and engagement



The well-being of our employees is a very relevant aspect, both from the point of view of promoting work-life balance, as well as personal and professional appreciation and recognition.

We try to ensure that the workplaces of VINCI Energies in Portugal are pleasant spaces and that we are recognised as a reference employer, through the implementation of several initiatives (such as mentoring programs, promotion of internal mobility and promotion of a set of benefits) and the adoption of an inclusive approach based on principles of respect and recognition. In 2022, we promoted the Stories program at Axians, a program in which we invited our employees to tell their stories and journey within the company, recognising their role in implementing the principles and values we defend and in creating a pleasant workspace for all.

**We offer a set of benefits that meet the needs and expectations of our employees and can be grouped into five pillars:**



EDUCATION	MOBILITY	HEALTH AND WELL-BEING	RETIREMENT	TECHNOLOGY AND HOME OFFICE
<p>Childhood ticket</p> <p>Annual training plan</p>	<p>Car</p> <p>Fuel</p> <p>Parking</p> <p>Travel pass</p>	<p>Health plan</p> <p>Additional health services</p>	<p>Conservative fund</p> <p>Dynamic fund</p>	<p>Technological equipment</p> <p>Peripheral equipment</p> <p>Office supplies</p>







**81,9%**

**of the employees  
of VINCI Energies  
in Portugal have  
a permanent  
employment  
contract (+1,4%  
than in 2021)**

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Additionally, we have the My Club platform available, which brings together a wide range of discounts and partnerships for employees and we continued with the referral program that launches the challenge of referring a friend to join the VINCI Energies in Portugal workforce – the “boost” and “friend get a friend” program.

We also continued the Castor Fund<sup>1</sup> Program, which is a VINCI Group savings program that aims, whenever possible, to offer employees who wish to do so the possibility of becoming VINCI shareholders under more favourable conditions.

The Family Benefits program is available for Axians employees consisting of two initiatives: the offer of an extra parental leave of five days of paid absence to be enjoyed during the first year of the child's life and the payment of tuition fees to employees and employees' children who are pursuing a bachelor's or master's degrees in universities announced by the company.

In addition to the benefits already mentioned, we also guarantee access to our Occupational Medicine service; we offer salary conditions above the minimum wage and adjusted based on benchmarking; and we give priority to the effective hiring of employees, when possible. These actions seek to promote the well-being and professional stability of our employees.

## Flexible work policy

As part of our employees' work-life balance, we implemented the flexible work policy at Axians.

Our concept of flexible work is based on a value and reflects a desire, a will. The value is that of responsibility - we believe that all people at Axians live by this value regardless of where they work, without compromising in any way the quality of our service and product. The deep desire, the will, behind this policy is that people who work at Axians can have a richer life experience - personally and professionally -, making the most of both, whenever possible. Therefore, the model covers all work possibilities, that is, it ranges from 100% at the office to 100% remote, covering several combinations in between. Without there being any rigid criteria, this guarantees that the decision made will meet the needs of each team.

<sup>1</sup> The Castor Fund Program is applicable to employees who reach a minimum seniority of 6 months, consecutive or not, over the last 12 months at the registration time.

# Diversity and inclusion

In line with the Foster equality and diversity commitment of our Manifesto, we work daily to promote diversity and equal opportunities, and prevent all forms of discrimination in our activities.

We are aware that diversity is an important factor in business differentiation and competitiveness, and that the more diverse our workforce is, the more talent we can attract and retain and, consequently, the better the results of our service and the quality of our product.



In this context, the VINCI Group set the 30% goal of management positions occupied by women, an objective that VINCI Energies in Portugal has pursued, having already a total of 2 women on the Executive Committee in 2022, which represents 20% of the total.

Nevertheless, we contribute positively to the Group's global goals, in terms of the total number of women, whether in management or non-management positions, according to the numbers highlighted below.

		2021	2022
<b>Managers</b> (% of all managers)	Male	78,4%	73,9%
	Female	<b>21,6%</b>	<b>26,1%</b>
<b>Non-managers</b> (% of all non-managers)	Male	74,9%	74,9%
	Female	<b>25,1%</b>	<b>25,1%</b>
<b>Total</b> (% of total)	Male	75,8%	74,6%
	Female	<b>24,2%</b>	<b>25,4%</b>



IN 2022



**0,8%**

of managers  
have some type  
of disability  
(vs 1% in 2021)

**0,74%**

of non-managers have  
some type  
of disability  
(vs 0,4% in 2021)

As for the promotion of equal opportunities, through the integration of people with disabilities, we join programs financed by the Instituto do Emprego e Formação Profissional (Institute for Employment and Vocational Training) (IEFP) for the integration of professionals with a degree of disability, namely in administrative areas. In this context, we have established relationships with entities specialised in supporting companies for the integration and inclusion of these employees, focused on the technology areas, namely with the Operação de Emprego para Pessoas com Deficiência (Employment for People with Disabilities Operation) (OED) and the Associação Salvador, and we participated in meetings that encourage the hiring of people with different degrees of disability.

Simultaneously, we maintained partnerships and programs to promote equality and diversity, namely:

### 1 Partnership with Professional Women Network:

Global movement of people working towards balanced leadership, in terms of gender, through professional and international, intersectoral development, online and in person networking.

### 2 One Step Ahead Program (AESE Business School):

Feminine leadership program, in which several women from VINCI Energies in Portugal participated, which aims to contribute to society being built in a more balanced and humane manner, with the necessary presence of everyone.

And also, providing companies and institutions with more diverse leadership and a broader vision of the future.

### 3 Informal partnership with Geek Girls:

An initiative that brings together women in technology from across the country and the Super Women Academy, an entity that promotes training on diversity and equality.

### 4 Women in Tech at Axians:

Axians community to promote gender equality, whose purpose is to make Axians a more attractive space for women, available in all geographies.

### 5 Partnership with 42Lisboa and UPskill:

Promotion of inclusion through requalification.

To better understand VINCI's commitment to diversity and inclusion, as well as the measures that promote them, we have several e-learning courses available on the topic, accessible to all employees: "Social reporting gender equality Index"; "Understanding everyday sexism"; "What if we are all sexists?"; "Diversity: challenges and opportunities".

# Employee education and training

MATERIAL TOPIC  
Employee education and training



We believe that the development and training of employees is essential, both from a professional and personal point of view.

As an employer, we recognise that promoting employee development is an essential part of our ability to attract talent.

In 2022, 18,646 hours of training were promoted, of which 59% were carried out in e-learning format and the remaining 41% in face-to-face format. The actions promoted focus on the most varied areas, from health and safety to environment and management, offering a wide range of training areas for employees.

Topic	No. of training hours
<b>Health and Safety</b>	6.106,5
<b>Technical</b>	4.137,8
<b>Administration and support</b>	3.763,3
<b>Languages</b>	1.870,0
<b>Environment</b>	496,5
<b>Management</b>	733,0
<b>Others</b>	1348,3
<b>Ethics</b>	215,5



# Respect for human rights



At VINCI Energies in Portugal, we continually act to respect and protect Human rights throughout our value chain, taking care of people and local communities subject to the impact of our activity.

In 2011, the VINCI Group adopted the United Nations guiding principles regarding companies and human rights and developed its policies and codes in alignment with these principles, translating the commitments made in this matter into the framework of its activities.

We recognise our responsibility and work actively to combat and prevent possible violations of human rights, with the VINCI Group focusing on the following areas:

	<b>Recruitment and labour migration practices</b>
	<b>Work conditions</b>
	<b>Accommodation conditions</b>
	<b>Subcontractor and temporary employment agencies practices</b>
	<b>Relationship with local communities</b>

The VINCI Group has published its Code of Human Rights (or *VINCI Guide of Human Rights*), adopted by VINCI Energies in Portugal and which is effectively implemented in the performance of our activities. This Code aims to establish action standards for human rights, presenting the commitments, approach and guidelines.

In terms of raising awareness and training our employees in the human rights topic, online training sessions were held through the UP! platform, namely the “Human Rights

Curriculum”, which consists of an awareness session on these topics in the context of our activity. In 2022, training covered 81 employees, for a total of around 46 hours (+165% than in 2021).

The Code is extended, similarly to the Codes of Ethics, Conduct and Anti-Corruption, to all suppliers and subcontracted workers, who undertake to comply not only with the applicable legal requirements, but also with the codes and regulations in force at VINCI Energies Portugal.

# Corporate Volunteering

“The future of others is our present!”

The VINCI Program for Citizenship exists under this motto and the strength, motivation and sense of mission that characterizes VINCI. This is a program that results from the collective commitment of several VINCI in Portugal companies: VINCI Energies, ANA Aeroportos and *Fondation VINCI pour la Cité*.

This Program reflects the objective of being actively involved with society, contributing to socioeconomic development, with a special focus on local communities, near our activities. United by the desire to be part of the progress of these groups, we gathered efforts and resources to build a program that, through network and scale effects, allows us to expand individual intervention capacity, reflected in the number and geographic diversity of the projects we support.

Being part of an extended network of Foundations, Funds and Programs present in the different countries in which we carry out our activity, there are four intervention areas:




**1 Access to employment** 

Support entities that promote equal opportunities and the active participation of the different target audiences - regardless of their socioeconomic condition, gender and ethnicity - with initiatives that facilitate access to the job market, promote effective inclusion in organisations or reinforce the development of technical and/or personal skills.

**2 Integration through housing** 

Support entities that promote access to housing for the most vulnerable groups, such as housing integration institutions for homeless people, intergenerational housing programs, social or low-cost housing programs. Support entities with intervention to improve housing conditions of a target audience in a situation of exclusion and/or isolation.

**3 Charitable mobility** 

Support entities that provide support within the scope of mobility and access to a target audience in an isolation situation in terms of sociocultural services and activities, employment opportunities, health, and education system establishments.

**4 Support disadvantaged neighbourhoods** 

Support entities that promote initiatives related to citizenship and the education of children and young people in disadvantaged neighbourhoods.



The success of our work is based on the principle that the effectiveness of actions is as big as the engagement of our employees, and it is based on this premise that we encourage them to sponsor projects that match their values and expectations.

By actively involving our employees, we are able to strengthen relationships with the supported entities, giving them a face and an engagement commitment. This engagement also contributes to the successful implementation of the initiatives, combining the efforts of supporters and supported, in a result that, in this way, will always be greater than the sum of the parts.

The choice of projects to support is based on the following criteria:

- the relevance/urgency of the intervention.
- the quality and coherence of the diagnosis and solution with regard to the expected goals and problems to be addressed.
- the added value of the donation and sponsorship for the project, beneficiaries, and entity.
- the viability of the project.
- the potential for positive and sustainable changes in communities.

## Projects supported VINCI Program for Citizenship

### 2<sup>nd</sup> edition (2020)

**14** projects supported,  
of which **7** sponsored by  
employees of VINCI  
Energies in Portugal.

### 3<sup>rd</sup> edition (2021)

**14** projects supported,  
of which **8** sponsored by  
employees of VINCI  
Energies in Portugal.

### 4<sup>th</sup> edition (2022)

**14** projects supported,  
of which **8** sponsored by  
employees of VINCI  
Energies in Portugal.



### Supported projects

Of the projects supported in the **4<sup>th</sup> edition of the VINCI Program for Citizenship**, we highlight those that were sponsored by our employees:

[Learn more here](#)

#### Sow opportunities in 2023

ENTITY: BIPP Inclusão para a deficiência

Promote the training and professional integration of 50 young people with intellectual and developmental disabilities, through technical monitoring activities.

#### Training in elderly care

ENTITY: Emergência Social Association

Allow access to employment for people at risk of social exclusion in the Lumiar neighbourhood, in partnership with the Associação Portuguesa para a Cultura e o Desenvolvimento, which will provide specific training in elderly care so that, in the end, they can seek employment opportunities in this area.

#### Talented neighbourhoods

ENTITY: Talentos de Campeão – Associação desportiva

Promote and integrate sport as a driver for the development of psychosocial skills in 200 young people “at risk of social exclusion, school absence or other social and educational needs”, from 10 different neighbourhoods.

#### Bread House

ENTITY: Vale de Açor Association

Acquisition of new equipment, which will allow 12 beneficiaries (patients from the therapeutic community) to be trained in making bread and to serve another 100 beneficiaries internally, promoting the social reintegration of people who have undergone the rehabilitation process.

#### Professional Dreams by Oficina do Sonho

ENTITY: Terra dos Sonhos Association

Monitoring and training 12 institutionalised young people, aged between 16 and 21, to promote their integration into active life in an organic manner.

#### Accessibility in aquatic environments

ENTITY: Cooperativa para a Educação e Reabilitação do Cidadão Inadaptado de Cascais

Acquisition of a mobile chair for use in a therapeutic tank to enable aquatic therapy for 40 people with profound disabilities and reduced mobility. Training 10 professionals from the institution.

#### Snoezelen room, a place called: taking care of me

ENTITY: Casa da Infância e Juventude

Adaptation of one of the shelter's rooms into a Snoezelen room. It will allow therapies to reduce levels of aggression, help improve symptoms of depression, anxiety, hyperactivity, autism, among other pathologies that affect children and young people institutionalised at this home.





## Other supported projects

In addition to the VINCI Program for Citizenship projects, charity and support actions are also carried out at the BUs level for local communities. In 2022, we highlight the following initiatives:

### Friend get a Friend

The Friend Get a Friend initiative aims to reward employees' suggestions for open opportunities, with a charity prize, with a new association recently included that aims to help refugees from the war in Ukraine.

### One day at Axians

The objective is to provide a different day for female children and young people, aged between 6 and 20 and in vulnerable social situations. This day will comprise several activities - such as the visit to the Oceanarium - and a guided tour of our facilities. This proposal was aimed at 20 beneficiaries of CIJE - Casa de Infância e Juventude - and contributed to developing their knowledge about technology. The purpose was to encourage them to continue their studies, facilitating their social integration and minimising the negative impact that the ecosystem has on their development.

### Digital solidarity

In collaboration with the Just a Change Association and for 2 days, 46 volunteers helped to rehabilitate part of the Centro Social Paroquial de Nossa Senhora do Cabo (Nossa Senhora do Cabo Parish Social Centre). This action to combat housing poverty aimed to rehabilitate several rooms and communal areas of the Social Centre and bring smiles back to the more than 120 elderly people who, at the end of the two days, were able to enjoy more welcoming, bright, and harmonious spaces.

### We Help Ukraine

Participation in the development of a platform and an operations centre that has become a meeting point for those who want to help and those who need help, connecting people in Ukraine (or on the run) with people and organisations that can provide support.

### Fighting housing poverty

In collaboration with the Just a Change Association, for two days, 46 volunteers belonging to the Digital Operations BU of Axians Portugal helped to rehabilitate part of the Centro Social Paroquial de Nossa Senhora do Cabo.

### Donation of equipment

Second-hand computers were prepared and donated to the Agrupamento Escolas de Benavente (Benavente School Group), involving five employees, in a total of 55 hours of volunteering.

### Donation of goods

Collection of toys for charity throughout Axians DC to give to Ukrainian citizens resettled in Portugal. This initiative had as partners the Associação Juntos pela Paz & Grupo 1122 the Humanitarian Rescue Mission in Ukraine, and the Vila Franca de Xira City Council.



### **Instituto Nacional do Sangue (National Blood Institute) and Paróquia Centro Médico Senhora da Boa Nova (Parish Senhora da Boa Nova Medical Centre)**

Participation in the blood donation campaign and food donation to disadvantaged children, in partnership with the Instituto Nacional de Sangue, the Paróquia Centro Médico Senhora da Boa Nova, involving six employees, 40 hours of volunteering work and an investment of €1,900.

### **Socialising at Casa de Protecção e Amparo de Santo António**

Venue rental and in-house catering hiring to hold a reunion that was an important moment in the association's life. Casa de Santo António's mission is to continue the social response of Casa das Mães, providing support for younger people and making the work carried out with each user of this service easier.

### **Charity Christmas**

The Tech Talent area embraced the "Anjinhos de Natal" ("Christmas Angels") project in partnership with the Salvation Army, adopting 125 wishes from children across the country. This project consists of collecting Christmas gifts to deliver to disadvantaged families, so that parents have the possibility of giving their children a Christmas gift.



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## Other charity actions also stand out:

- **Associação de Apoio Social Os Pandas**  
Donation of school supplies and Christmas gifts
- **Ajuda de Berço**  
Caixa Amiga
- **Banco Alimentar**  
Supporting the Food Bank - four days of volunteer work
- **Casa Sant'Ana**  
Donation of goods and volunteer work in maintenance
- **Casa do Gil**  
CBF Embrace – 2022 kickoff of the Critical Business Functions perimeter
- **Crescer Saudável & Vale Encantado**  
Supporting recreational activities in daycare centres
- **Casa dos Marcos – Raríssimas** Donation of wooden spoons
- **Instituto Superior Técnico (IST)** Business for @all Scholarships
- **Semear**  
Several initiatives in the social and environmental sphere
- **Nova University FCT**  
IT support
- **Several Institutions**  
*Tech Talent Gaming*

In addition to the involvement with the organisations, we also contribute through donations to the following institutions:

- Academia Johnson Semedo
- Ajuda de Berço
- Associação 101010 Portugal
- Associação Espinho Solidário com Famílias e Crianças Desfavorecidas (AESFCD)
- Associação Humanitária de Bombeiros
- Associação Paulo Bento
- Bombeiros Voluntários da Covilhã
- IPO
- Mosaico
- Terra dos Homens



# PROMOTION OF HEALTH AND SAFETY



At VINCI Energies in Portugal, we are aware of the multiplicity and complexity of risks associated with our operations and we act to prevent workplace accidents on a daily basis.

Our priority is to promote the well-being of our people, ensuring their physical integrity in all activities, a challenge that involves a strong monitoring policy, training and raising awareness among our employees.

VINCI Energies in Portugal, similar to all Group companies, established the “Zero Accidents” objective, adopting the same approach to preventing accidents and improving working conditions.





We are inspired by a culture of care, encouraging self-protection and that of others, and in which we are all active agents in creating a safe and pleasant space. The protection of our people and the promotion of health are clear and non-negotiable values for us.

## MATERIAL TOPICS

Employee health and safety

## ODS



## GOALS

Zero Accidents

## INITIATIVES

*Safety Week*

## KPI



**4,45**

frequency index for work-related accidents with lost days

**0,29**

severity index for work-related accidents



# Health and safety culture

MATERIAL TOPIC  
Employee health  
and safety



Improving safety conditions, preventing accidents, and promoting a workspace that guarantees the physical and mental well-being of our employees is an extremely important topic for us.

An organisational culture focused on health and safety and a healthy work environment are fundamental conditions for protecting our greatest success factor, our people. Thus, “Zero Accidents” is one of the Group’s main objectives while keeping the focus on Safety Excellence.



## 4,45

frequency index  
of work-related accidents  
with lost days in 2022

**vs. 4,05 in 2021**

## 0,29

severity index  
for work-related  
accidents in 2022

**vs. 0,28 in 2021**

VINCI Energies in Portugal develops an annual Health and Safety program, a holistic and systemic approach focused on the employee, acting in their individual dimension towards the company and their work, as well as on their personal and family life. This plan was designed to be personalised for each employee and it incorporates a diversified set of initiatives, focusing on sharing knowledge and training.

## PROMOTION OF HEALTH AND SAFETY

We believe that including this topic in the Group's annual activity plan is crucial to nurturing the internal culture of health and safety and, as such, we have included the following objectives:

**Health surveillance**

**Identification of hazards and assessment of risks resulting from activities**

**Monitoring workers subject to work-related accidents**

**Monitoring visits to facilities**

**Implementation of corrective measures, treatment, rehabilitation, and reintegration**

**Prevention of occupational diseases and work-related accidents**

**Campaigns to promote employee health and well-being**





# Safety Week

Safety Week is a week dedicated, annually, to raising awareness and debating employee safety, health, and well-being topics. In 2022, the Safety Week's topic was Exemplary Leadership, since this is one of the pillars of our Safety Culture and we believe that in a team we are all leaders at some point.

During the week, two webinars were promoted on behavioural skills in driving and on mental health awareness. Several field workshops were also organized at the BUs level to encourage the sharing of ideas, to promote actions to improve the risk perception index and also to define specific actions to be included in the Shared Strategic Plan 2023.

[Learn more here](#)



Portugal, Angola  
and Moçambique



**2**

webinars

**728**

participants



**40**

+ BUs



**120**

workshops

**1466**

participants



**154**

resulting actions  
in 2022

**155**

resulting actions  
in 2023

# Health and safety promotion mechanisms

At VINCI Energies in Portugal, we established and developed a set of measures necessary to raise awareness, communicate and consult internal and external matters in terms of health and safety. As for this topic, we highlight the health insurance offered to all employees, which includes several coverage plans, allowing access to a network of service providers and extra well-being and leisure benefits. As part of online medical appointments, free GP and psychology sessions are available. Other measures and initiatives to promote health and safety also stand out:

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## VINCI Energies in Portugal

### Consultation with employees

According to legislation in force and the requirements of NP ISO 45001.

### App Safety Up

Available on smartphones to identify potentially dangerous situations and/or near misses.

### Annual employee satisfaction survey

### Improvement files

Open to all employees to propose improvements, and report book.

### Training in HSW

Including webinars and workshops, namely on ergonomics, mental health, physical exercise, defensive driving, among others.

### Good safety practices

Disclosure by e-mail, on the intranet, social media, and leaflets/posters.

### Suggestion boxes

A channel for employees to indicate opportunities for improvement.

### Welcome integration

Onboarding for new employees.

### Survey Clima Organizacional

The objective is to understand the current situation regarding employee satisfaction and engagement, define where we want to be in the medium term and create a roadmap with recommendations to get there.

### Internal client satisfaction

The objective is to understand the opinion and expectations of employees regarding the services provided by the cross-cutting areas.

### Other surveys

Topics considered relevant, such as the provision of Occupational Medicine services.

### Newsletter

Information and tips on health and safety at work.



As for employee capacity-building and training, we strengthened the approach to this topic in the annual training plans in accordance with the needs identified. In 2022, the following training areas stand out:

MAIN TRAINING AREAS		
E-learning on Health and Safety at Work	Safety press	Basic life support
Electrical hazards	Emergency response	Drill
First aid	Work at height	Lifting platforms and forklifts
Safe and efficient driving	Safe use of man baskets	Fall hazard work at different level
Machines and work equipment	Lessons learned from work-related accidents	Safety Manager
Safety induction: REN - Gas pipelines	Internal auditor	Illuminance
Road work signs	Musculoskeletal injuries	Use of baskets
Live electrical work or in the vicinity	Automatic External Defibrillation	Project onboarding
Safe cargo loading and unloading	Unwinding, adjusting, and securing cables	Transport, movement, lifting, and assembly of poles

# Health and safety governance

At VINCI Energies in Portugal, we believe that the first step towards achieving the “Zero Accidents” goal is to invest in a set of prevention and control initiatives and measures. Our approach focuses on identifying hazards and the assessment of risks that make an impact on employee health and safety.

In this process, we guaranteed the necessary measures to identify hazards inherent to all activities so that, in an organised and systematic manner, it is possible to assess, map and quantify the level of exposure to risk, in order to prioritise situations that require control measures, and thus mitigate the potential damage associated with each type of risk.

## Methodology for hazard identification and risk assessment<sup>1</sup>



These procedures management and monitoring are carried out through internal and external audits, as well as through objectives and indicators which are monitored on a periodic basis. In case the indicators are not aligned with the established goals, improvement actions are implemented by those responsible for the process and these are subsequently included in the improvement plan. This procedure is reviewed on an annual basis, whenever changes to the initial procedure arise, or in the event of an incident.

<sup>1</sup> The methodology for hazard identification and risks assessment is adjusted to the nature of each project/contract



# Employee engagement and participation

Communicating and raising awareness for health and safety among employees takes place on a regular basis, starting right from the moment they join company, with a welcome integration session. During this onboarding process, employees are informed that whenever they identify and/or situations, behaviours or near misses occur that could compromise their integrity or that of third parties, they must report them immediately. Employees have several options for contacting the safety department, including telephone, the Safety Up app, email or the Whistleblowing reporting and complaint system. The latter is managed by a specially trained team that guarantees the confidentiality of the entire process.

The Energy perimeter BUs have Quality, Environment and Safety technicians who meet fortnightly with members of the Integrated Management System (IMS) and with the Director responsible for this area, to address relevant issues of health and safety at work. Additionally, one of the BUs implemented a Safety Committee, consisting of employees and management representatives, which meets every six months and whenever considered relevant.

We provide an Occupational Medicine service made available to employees in a decentralised manner, which seeks to prevent occupational illnesses and work-related diseases and/or aggravated by work, as well as promote employee physical and mental well-being. This service promotes admission tests, periodic tests and occasional/ complementary diagnostic tests according to the risks associated with each job or tests adjusted to each employee. We also

collaborate with contracted hygiene and safety services, specifically in visits to workplaces, risk assessment and identification of improvement proposals. In order to guarantee the quality of this service and ensure that all employees have access to it, monthly audits are carried out.

Security services are assisted by external hiring, in projects that require it.

# Subcontracted workers health management

Ensuring and promoting the health and safety of all those who work with us is of the utmost importance for VINCI Energies in Portugal. Therefore, we request documentation from our subcontracted workers and subcontractors to ensure compliance with legal requirements on this topic, and the necessary training is provided to safeguard their health and safety.

Aware of the responsibility and commitment in this area, we include our subcontracted workers in the Health and Safety Plan (HSP), in the Safety Procedure Sheet (SPS) and in the IMS Folder – Internal QES file. Subcontracted workers and subcontractors receive onboarding training and monitoring by the HSW technician on site/contract, during which consultation and participation in HSW are carried out, and their performance assessment is also periodically carried out. Additionally, we provide our subcontractors, subcontracted workers and independent workers with the Quality, Safety and Environment Manual (QSE), which must be accepted, since it reflects the procedures to be adopted during site visits by the QES technician. During these visits, subcontracted workers' compliance with health and safety rules, as well as other legal requirements, is analysed in order to comply with best practices.







# RESPECT FOR ETHICAL PRINCIPLES





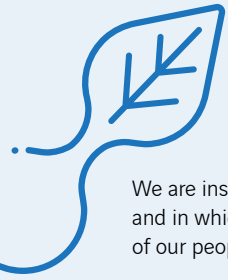


At VINCI Energies in Portugal, we understand that the good name and reputation of our organisation are the result of everyone's dedication and effort and the integrity and professional manner in which we work and interact with our stakeholders.

Therefore, we base our conduct on the strictest transparency and impartiality values, promoting, at all levels of the organisation, maximum respect for the ethical principles adopted by the Group.

We expect all our employees and subcontracted workers to recognise that ethics is a crucial aspect for the success of the business and that they act with trust, honesty, authenticity, honour, and respect for dignity and individual rights.

## RESPECT FOR ETHICAL PRINCIPLES



We are inspired by a culture of care, encouraging self-protection and that of others, and in which we are all active agents in creating a safe and pleasant space. The protection of our people and the promotion of health are clear and non-negotiable values for us.

## MATERIAL TOPICS

Ethics and transparency

Responsible management

## ODS



## GOALS

## INITIATIVES

Training in ethics  
and anti-corruption

## KPI



**396**

employees  
received training  
in ethics and  
corruption in 2022

**0**

whistleblower tips  
regarding irregularities  
related to the  
provisions of the Code  
of Ethics



# Ethics and transparency

MATERIAL TOPIC  
Ethics and transparency  
Responsible management



The VINCI Group works on a daily basis to ensure that all operations and activities are guided by strict standards of ethics and transparency and are recognised as such by its peers and stakeholders.

With this commitment in mind and given the size and dispersion of the Group's geographies, common rules, guidelines, and principles were established that apply to all those who work for VINCI.

This range of commitments are part of the [VINCI Manifesto](#), covering all the Group's corporate responsibility areas, thus promoting the daily experience of the VINCI Energies values. VINCI Energies in Portugal discloses to employees and partners all of its codes that must be accepted and guide the conduct of those involved.

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## Charter of Ethics and Conduct

The *Charter of Ethics and Conduct* translates into three commitments:

**Social** - through which we ensure respect for human rights, employee health and safety, responsible employer action, we guarantee equal opportunities, knowledge sharing and employee civic commitment;

**Environmental** - through the implementation of an eco-efficiency policy and reduction of the impact of activities;

**Innovation** - through the promotion of a collaborative and open innovation culture.

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## Anti-Corruption Code of Conduct

The code addresses corruption holistically: the concept, conflicts of interest and other related illicit behaviours, as well as the legal framework, prevention, risks of corruption in the Group's activities and forms of corruption. The document also presents rules of conduct and recommendations, internal alert procedures and disciplinary sanctions applicable in case of non-compliance.

Employees must be aware of the Anti-Corruption Code of Conduct and participate in anti-corruption training actions (particularly e-learning modules), of their BU or entity.

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### Vinci Guide of Human Rights

A topic of great importance for VINCI's organisational culture. In this guide, we establish and disclose our commitments in this area, namely reinforcing social projects and prioritise people over systems. Our approach is in line with international developments, in terms of market and client expectations of transparency, in carrying out due diligence procedures and protecting our reputation. The document is divided into four main areas: 1. Labour migration and recruitment practices; 2. working conditions; 3. Housing conditions; 4. Human rights-related practices in the value chain and local communities.

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### Gift and invitation policy

Since in the business world offering/receiving gifts or invitations is considered an act of courtesy and a common practice, we intend to ensure that these conducts do not constitute an act of corruption or an attempt to corrupt. The VINCI's *Anti-Corruption Code of Conduct* and the *Charter of Ethics and Conduct* impose rules of conduct and corruption prevention on all employees. Such rules are included in the Policy with regard to gifts and invitations.

In order to train our employees and guarantee high standards of compliance, we share all codes and policies in electronic format, at the pre-onboarding and onboarding time. Those responsible for the Bus must ensure that, on annual basis, all their employees receive and read the Codes of Ethics, Conduct and Anti-Corruption, on the Cometh platform that updates these records.

The annual training plan also includes ethics and corruption modules covering the most recent updates to rules and regulations, identification of violation cases, and recommendations for good practices and action methods, among other topics. In 2022, 396 employees received training in ethics and corruption, in a total of 195 hours, mostly through e-learning on the Up platform.

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### The Charter "VINCI Suppliers Global Performance Commitments"

This code is included in the VINCI Group's values and commitments, with the objective of associating all suppliers with a continuous improvement approach. All suppliers must respect the ten Principles of the Global Compact, in addition to the respect for local laws and regulations applicable to all countries where they are located. Each supplier must be committed to protecting human and labour rights, ethical competition, and anti-corruption, environment.

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### Guidelines for relationships with subcontracted workers

Developed to the extent that VINCI was built on the strong values that underpin its identity, which is why we strive, through our Together program, to reach out to all stakeholders and establish a dialogue with them. These guidelines explain the six fundamental commitments made by those responsible for purchasing and managing contracts at the Group, which reflect the importance of establishing working relationships based on equity with our subcontracted workers and suppliers.





**396**

Employees received training in ethics and corruption in 2022, in a total of 1,023 people **vs. 627 in 2021**

# Ethics governance

At VINCI Energies in Portugal, we pay attention to each employee, and we honour our commitment to making the workplace a safe and pleasant space. Providing the opportunity for dialogue to all who feel this need is an added value for us in promoting a healthy organisational culture.

In 2019, we implemented an internal “whistleblowing” reporting system, which gives any employee the opportunity of reporting possible cases of offence, harassment, crime, violation of regulations or international commitments, threats or serious damage to the public interest or any violation of the VINCI Codes related to human rights, environment, business ethics and health and safety at work.

We also created an e-mail ([compliance.pt@vinci-energies.com](mailto:compliance.pt@vinci-energies.com)) open to anyone who wants to communicate any type of irregularity, related to VINCI Energies in Portugal or any company in the group.

# 0

whistleblowing tips  
regarding irregularities  
related to the provisions  
in the Code of Ethics  
in 2022

**vs. 1 in 2021**



# Relationship with suppliers and partners to ensure ethics

The guarantee that our operations are aligned with our principles and values is only possible if we extend this commitment to all those who work with us on a daily basis. In this way, we apply codes and policies of conduct not only to our employees and companies, but also to partners and subcontracted workers.

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The VINCI Group has developed a document entitled “Guidelines for Relationships with Subcontracted Workers”, which establishes the guidelines for relationships with suppliers, ensuring that communication and transactions are based on the values that support the Group's identity that is based on six fundamental commitments, which must be made by those responsible for the Group's purchases and contract management.

- 1 Comparable safety conditions for our employees and subcontracted workers.
- 2 Fair commercial relationships.
- 3 Fair hiring practices.
- 4 Transparency in commercial relationships.
- 5 Cooperation with local companies.
- 6 Compliance with VINCI values.

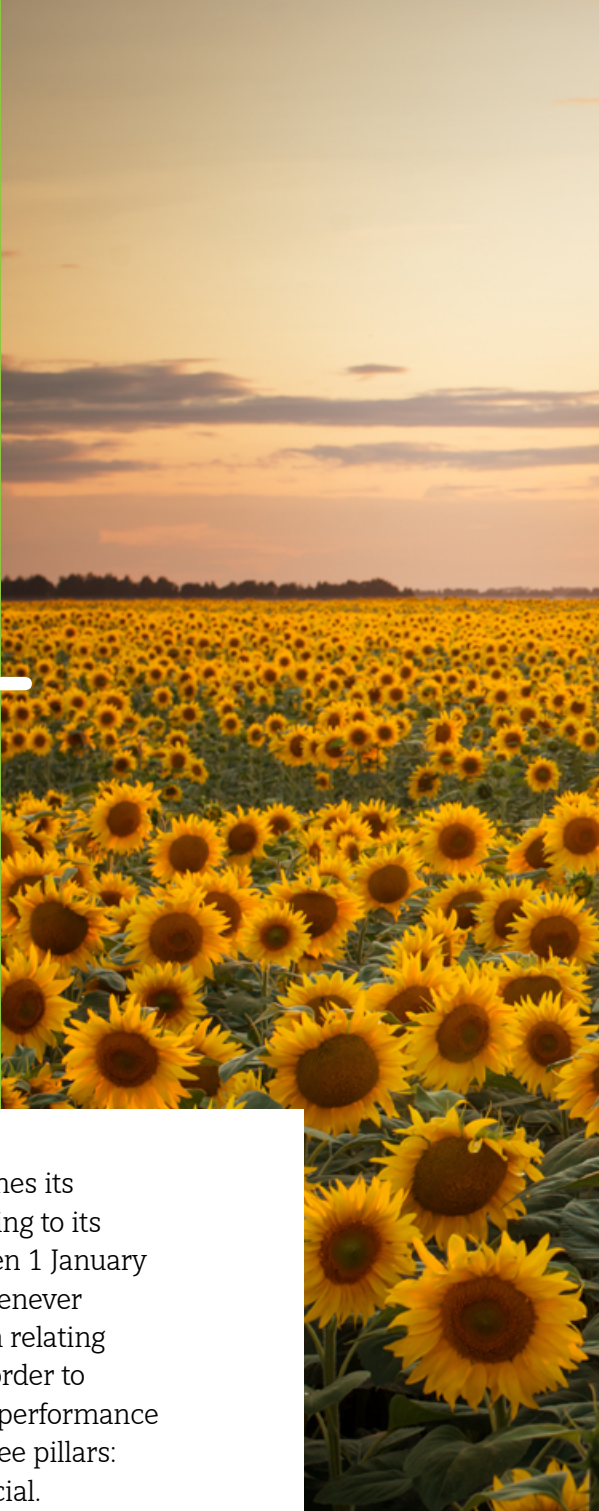
All contracts with suppliers (including subcontractors) include specific compliance clauses that require suppliers to declare and comply with anti-corruption codes of ethics and conduct.

A third-party assessment exercise is carried out annually regarding the corruption risk.

The assessment is the responsibility of each of the Business Unit Managers regarding their ten largest suppliers, of which five must be subcontracted workers. The process is carried out through the Acceptum platform, in which one of the evaluation fields refers to sending codes of conduct and anti-corruption. The platform sends an email to suppliers informing them of the codes of conduct, so that they can become aware of and accept them.



# ABOUT THE REPORT



VINCI Energies in Portugal publishes its second Sustainability Report relating to its performance in the period between 1 January 2022 and 31 December 2022. Whenever possible and relevant, information relating to previous years is presented in order to provide a view of the evolution of performance in terms of sustainability in its three pillars: economic, environmental, and social.





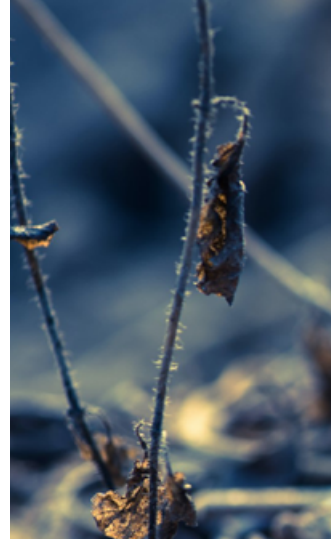


# Scope, period and reporting structure

The report includes information on the different companies that make up VINCI Energies in Portugal, in the digital<sup>1</sup> and energy<sup>2</sup> perimeter. The scope of information includes the geographies in which VINCI operates, except for some indicators in which information only relating to Portugal is included. Whenever information related to Portugal is exclusively mentioned, this shall be duly identified together with the data presented.

References are made throughout the report to the digital perimeter, which includes all BUs that operate under the Axians brand and under the remaining VINCI Energies in Portugal brands.

VINCI Energies in Portugal carried out a consultation with stakeholders during 2021, with the objective of identifying their main needs and expectations in terms of sustainability. In addition to this, it carried out a materiality analysis to determine the most relevant topics on which it intends to focus its operations, which are presented in detail in the *Sustainability Report 2021*. In 2022, it reviewed the materiality axis measured through consultation with top management, an exercise included in the chapter titled *Materialit* of this Report.



<sup>1</sup> Digital perimeter companies: Axians Digital Solutions; Axians Digital Consulting; Axians Tecninfo Angola; Axians Moçambique; Axians Digital Solutions LL.

<sup>2</sup> Energy perimeter companies: Sotécnica-Sociedade Electrotécnica SA; Cegelec instalações e Sistemas de Automação, Lda; Sotécnica Açores - Instalações técnicas Unipessoal, Lda; Longo Plano-Segurança integrada e Gestão de Edifícios, SA; Sotmoz - Sociedade Electrotécnica, Lda.





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## INDEPENDENT EXTERNAL VERIFICATION

The data included in the Report, reported in alignment with the GRI Standards, was subject to verification by an independent external entity, with the objective of ensuring that the information presented is in compliance and does not present any errors (more details on the verification process of the sustainability information available in the *Annex - Independent Limited Reliability Assurance Report*).

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## CONTACTS INFORMATION

For any clarification related to this report or the performance of VINCI Energies in Portugal in terms of sustainability, you may visit our corporate website or contact:

[sustainability.pt@vinci-energies.com](mailto:sustainability.pt@vinci-energies.com)

# Employees of VINCI Energies in Portugal

The way we manage our employees is directly related to our success, which is why we seek to promote decent and stable working conditions. In this sense, we have tried to prioritise full-time employment agreements and permanent employment agreements, which represent around 82% of employment agreements. In order to improve our performance in this matter, we offered effective contracts to 44 of the new hires (-7% than in 2021).

## EMPLOYEES BY TYPE OF CONTRACT, BY GENDER

		2020	2021	2022	Variation 21/22
<b>Under a permanent employment agreement</b>	Male	1 023	1 129	1 140	<b>1%</b>
	Female	332	370	399	<b>8%</b>
<b>Under a fixed-term employment agreement</b>	Male	362	280	263	<b>-6%</b>
	Female	82	79	78	<b>-1%</b>
<b>TOTAL</b>		<b>1 799</b>	<b>1 858</b>	<b>1 880</b>	<b>2%</b>
<b>Full-time</b>	Male	1 379	1 404	1 399	<b>0%</b>
	Female	410	447	471	<b>5%</b>
<b>Part-time</b>	Male	6	5	4	<b>-20%</b>
	Female	4	2	6	<b>200%</b>
<b>TOTAL</b>		<b>1 799</b>	<b>1 858</b>	<b>1 880</b>	<b>2%</b>

As presented in the chapter titled **Inclusive Growth – Diversity and Inclusion**, with the objective of promoting equality, we have sought to hire more women in recent years, with an increase of 1.2% in the percentage of women in total employees compared to 2021.



**6,2%**

increase in the total number of women compared to 2021



**44%**

of permanent employment agreements in new hires in 2022



In 2022, 308 workers worked for VINCI without a contractual relationship with us (service providers and outsourcing). Although we avoid hiring service providers and outsourcing, due to the unforeseen volume of work or the fact that some activities, given their nature, have to be performed by professionals other than those who are part of our staff (especially when it comes to participation in specific projects and areas not developed by our teams), sometimes we are unable to do so. Despite this, as presented in the

chapter 'Subcontracted Workers Health and Safety Management', we seek to ensure the best conditions for these workers.

We believe that employee remuneration is a criterion of the utmost importance to our value proposition, which is why we seek an adjustment in line with their expectations. In 2022, there was an 11.11 ratio between the total annual remuneration of the highest paid individual and the average total annual remuneration of employees<sup>1</sup>.

## NEW HIRES | TURNOVER

Number and % of new hires		2022	
Age	<=25	78	4,1%
	26-35	160	8,5%
	36-50	149	7,9%
	>50	31	1,6%
Gender	Male	289	15,4%
	Female	129	6,9%
<b>TOTAL</b>		<b>418</b>	<b>22,2%</b>

Number and % of turnover		2022	
Age	<=25	58	3,1%
	26-35	154	8,2%
	36-50	168	8,9%
	>50	31	1,6%
Gender	Male	309	16,4%
	Female	102	5,4%
<b>TOTAL</b>		<b>411</b>	<b>21,9%</b>

## OUTFLOW OF EMPLOYEES DUE TO

	2020	2021	2022	Variation 21/22
Employment agreement termination	107	94	32	<b>-66%</b>
Dismissal/Resignation <sup>2</sup>	142	162	259	<b>60%</b>
Mutual agreement	11	16	12	<b>-25%</b>
Others	66	154	108	<b>-30%</b>
<b>TOTAL</b>	<b>326</b>	<b>426</b>	<b>411</b>	<b>-4%</b>

## Talent attraction and retention

As for our employee turnover, 411 left the company - the majority due to dismissal (63%) - and 418 joined the company, which highlights the growth and effort to integrate new talent.

<sup>1</sup> Total remuneration calculated based on: base salary, meal allowance, holiday and Christmas allowances and annual bonus.

<sup>2</sup> Includes worker and employer initiatives.

# Employee health and safety



In order to ensure effective employee health and safety management, the majority of the establishments and activities of VINCI Energies in Portugal implemented a health and safety at work management system<sup>1</sup>. Despite the certification, all companies belonging to VINCI Energies in Portugal are expected to follow the best practices and guidelines regarding employee health and safety.

As for the health at work services management, we have an administrative area which is run by the company that provides this service, and this is the department that manages admission tests and sends the medical certificate forms to the human resources managers. The occupational medicine doctor is responsible for monitoring employee health and promotes the prevention of occupational illnesses and work-related diseases or aggravated by work, as well as promote employee physical and mental well-being. It is also in this area that periodic and occasional admission tests are done. To provide support and assistance to the occupational medicine doctor, there is also an occupational nurse, responsible for carrying out complementary diagnostic tests, collecting and recording biometric data, among other tasks.

## Health at work



Administrative  
area



Occupational  
physician



Occupational  
nurse

<sup>1</sup> The VINCI Energies Portugal brands Actemium, Axians, Omexorn, VINCI Facilities and Sotécnica have implemented a safety and health at work management system (based on ISO 45001 standard).



## WORK-RELATED ACCIDENTS INDEXES

	2020	2021	2022	Variation 20/22
Accident frequency index with lost days of work <sup>2</sup>	2,41	4,05	4,45	<b>12%</b>
Frequency index for work-related accidents	2,75	5,30	5,20	<b>-2%</b>
Severity index for work-related accidents <sup>3</sup>	0,12	0,28	0,29	<b>4%</b>
Number of work-related accidents of mandatory reporting <sup>4</sup>	3	1	4	<b>300%</b>
Number of work-related accidents with serious consequences <sup>5</sup>	2 <sup>6</sup>	0	1	-
Number of resulting deaths from work-related accidents	0	0	0	-
Work-related accidents index of mandatory reporting <sup>7</sup>	1,03	0,31	1,38	<b>300%</b>
Work-related accidents index with serious consequences <sup>8</sup>	0,69	0,00	0,34	-
Index resulting deaths from work-related accidents <sup>9</sup>	0,00	0,00	0,00	-
<b>Hours worked</b>	<b>2 905 105</b>	<b>3 208 395</b>	<b>3 074 962</b>	<b>-4%</b>

The main types of work-related accidents recorded were falls (on the same and on a different level), overexertion, load and equipment handling, and electrical contact, the latter being associated with a risk inherent to activities that involve interventions in electrical installations, in the vicinity of live installations or when using electrical equipment.

In 2022, there were 14 work-related accidents resulting in sick leave, with one employee suffering injuries that resulted in serious or permanent damage and two without sick leave<sup>10</sup>.

<sup>2</sup> Frequency index of work-related accidents with lost days = (number of work-related accidents with lost days \* 1,000,000) / number of hours worked.

<sup>3</sup> Severity index for work-related accidents = (number of days lost due to work-related accidents \* 1,000,000) / number of hours worked.

<sup>4</sup> Mandatory reporting accidents are all accidents that must be reported to the insurance company (with and without sick leave).

<sup>5</sup> Accidents with serious consequences are those that result in serious and generally permanent damage.

<sup>6</sup> Updated value compared to the previous report.

<sup>7</sup> Work-related accidents of mandatory reporting index = (work-related accidents of mandatory reporting / hours worked) \* 1,000,000.

<sup>8</sup> Work-related accidents with serious consequences index = (work-related accidents with serious consequences / hours worked) \* 1,000,000.

<sup>9</sup> Index of deaths resulting from work-related accidents = (deaths resulting from work-related accidents / hours worked) \* 1,000,000.

<sup>10</sup> The total number of accidents presented differs from the values presented in the table because only accidents reported to the insurance company were included in the table.

## ABSENCE DATA, DUE TO (ABSENCE DAYS)

	2020	2021	2022	Variation 20/22
Illness	8 874	9 791	9 588	<b>-2%</b>
Parenting	5 521	5 658	6 485	<b>15%</b>
Others <sup>1</sup>	11 646	9 273	8 248	<b>-11%</b>
<b>TOTAL</b>	<b>26 041</b>	<b>24 722</b>	<b>24 321</b>	<b>-2%</b>

As for absenteeism, illnesses continue to be the main cause, which highlights the importance of investing in employee health and well-being. As for parenting, we noticed an increase in the number of absent days, which reflects the growth in VEP and a culture that promotes parental rights and parenting.

<sup>1</sup> The other category includes, among others, family care absences, breastfeeding/nursing leave, unpaid leave, long weekend, client's long weekend, marriage leave, medical appointment, bereavement leave, worker-student leave.





# Labour relationships / Social dialogue

In order to promote labour relationships and social dialogue with employees, a workers' representative is appointed for the occupational health and safety, elected at Actemium. In the remaining companies, satisfaction surveys are carried out, together with consultations with workers on the safety of working conditions, within the scope of the Integrated Management System.

Labor relations require the involvement of several departments, such as the People Development Management, Legal and SGI areas, together with the business areas. Meetings, training, and webinars are promoted, with the objective of creating standardised policies and procedures, which respect the company's values and labour legislation in force. These departments reconcile and mediate labour conflicts, participate in negotiation processes, as well as monitor and intervene in labour relationships, with a view to preventing or overcoming labour conflicts.

Individual employees maintain direct and frequent contact with these areas, especially at the beginning of the labour relationship, in onboarding processes, but also throughout their working lives, finding the appropriate tools on the company's intranet. The employee engagement processes seem to result in employee satisfaction, with no strikes recorded in recent years.



# 98%

of employees in the  
energy perimeter in  
Portugal are covered  
by a Collective Labour  
Agreement<sup>2</sup>

<sup>2</sup> This regime does not apply to the digital perimeter.

# Diversity and Inclusion

Since we, VINCI Energies in Portugal, are part of a Group that operates around the world, the promotion of diversity and the principle of inclusion are obviously part of our companies' DNA. This is why we have been focusing on hiring people whose gender is underrepresented, in this case female, possibly justified by the nature of the sectors in which we work. However, we have managed to significantly increase the number of women who work with us and who currently represent 25% of the total number of employees, whereas in 2019 they represented only around 15%.

## EMPLOYEES BY JOB CATEGORY, BY GENDER

	Manager		Non-Manager		Total		TOTAL
	Male	Female	Male	Female	Male	Female	
2020	357	84	1 028	330	1 385	414	1 799
2021	377	104	1 032	345	1 409	449	1 858
2022	388	137	1 015	340	1 403	477	1 880



To ensure diversity in the company, gender criteria is important, but so is age criteria. In this section, the distribution is more balanced, with a higher prevalence in the age groups from 26 to 35 years old (28% of all employees) and from 36 to 50 years old (48% of all employees).

## EMPLOYEES PER AGE GROUP

	2020	2021	2022	Variation 20/22
≤ 25	158	149	135	<b>-9%</b>
26-35	575	558	530	<b>-5%</b>
36-50	823	885	898	<b>1%</b>
> 50	243	266	317	<b>19%</b>
<b>TOTAL</b>	<b>1 799</b>	<b>1 858</b>	<b>1 880</b>	<b>1%</b>

In terms of promoting diversity through the inclusion of employees from different age groups, Axians was the winner of the 1st edition of the Age Friendly Merit Seal, an accreditation program whose objective is to certify companies to ensure that the best age friendly practices are followed.

# Social performance

## Associations and commitments with external initiatives

We consider that for our companies' development and innovation it is important to associate ourselves with excellent partners and participate in initiatives and working groups that develop projects relevant to the sector, thus enhancing the contribution to sustainability of each of the VINCI Energies in Portugal brands.

### ASSOCIATIONS

AECOPS - Associação de Empresas de Construção e Obras Públicas e Serviços

AQTSE - Associação para a Qualificação Técnica do Setor Energético

APIEE - Associação Portuguesa dos Industriais de Engenharia Energética

Câmara do Comércio e Indústria Luso-Francesa. Associação Portuguesa para o Desenvolvimento das Comunicações

European Recycling Platform

AICOPN - Associação dos Industriais da Construção Civil e Obras Públicas do Norte

APE - Associação Portuguesa da Energia

APPSI - Associação Portuguesa para a Promoção da Segurança da Informação

Centro Nacional de Cibersegurança

Portal Eletrão

AMEAL - Agência Municipal de Energia e Ambiente de Loures

APFM - Associação Portuguesa de Facilities Management

APSEI - Associação Portuguesa de Segurança

Data Science Portuguese Association

Rede Nacional de CSIRT

ANIMEE - Associação Portuguesa das Empresas do Setor Elétrico e Eletrónico

APIRAC - Associação Portuguesa de Empresas do Setor Térmico, Energético, Eletrónico e do Ambiente

BCSD Portugal

COTEC Portugal

Sociedade Ponto Verde



## Contributions to regions and local communities

We take our responsibility towards the communities in which we operate, by supporting local projects and organisations with relevant actions that have a positive impact on people. The main contribution to regions and local communities is made via the VINCI for Citizenship program, through which several projects are supported, assessed based on several criteria

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**Relevance/urgency of the intervention,** given the current context, geography, the number of beneficiaries supported, local relevance, differentiation of the response, the need to quickly adjust to a new reality, among other aspects.

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**Positive and sustainable changes in the community,** due to the ability to create relevant, durable, and measurable social changes in the surrounding region.

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**Added value of the donation and/or sponsorship** for the project, beneficiaries and entity.

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**Viability of the project to achieve the objectives,** in terms of the entity's human and financial resources in accordance with the solidity and experience in the area in which it intends to develop the project and with the target audience in question.

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**Quality and coherence of the diagnosis and solution given the expected objectives and problems to be addressed.**

This information makes it possible to understand and analyse the problem, the feasibility of the proposed solution and the coherence/adequacy between both.

During the validity period of the support, the entities are monitored in order to support the implementation of the projects. During the same period, information about the progress of the projects is collected from the entities, encouraging a dialogue process with the support of the respective sponsors, regarding the main points for improvement.

Within the scope of the measures implemented to guarantee social cohesion and develop employment in the communities in which we operate, we highlight the internship programs and participation in job fairs. There are several

types of internships available, from curricular internships to summer internships or IEFP (Institute for Employment and Vocational Training) internships. The objective is to allow young people to have their first contact with an organisation, offering professional experience that allows them to acquire teamwork skills, team spirit, collaboration, and proactivity.

In this context, we highlight the **UPSkill program**: a program to retrain people for technological areas. Under this program, 22% of interns were hired.



## UPSkill PROGRAM

	Number of internships	Trainees hired (number)	Trainees hired (%)
2021	22	19	86%
<b>2022</b>	<b>18</b>	<b>4</b>	<b>22%</b>

The vocational internship program - Ativar Program - is also working, which includes 9-month internships, with a view to promoting the insertion of young people into the job market, or the vocational retraining of people in a situation of unemployment. Within the scope of this program, 25% of interns were hired.

## ATIVAR PROGRAM

	Number of internships	Trainees hired (number)	Trainees hired (%)
2021	31	22	71%
<b>2022</b>	<b>8</b>	<b>2</b>	<b>25%</b>

Several partnerships were established with higher education institutions in order to contribute to the training of interns and, simultaneously, facilitate the identification of the best talents recently arriving on the job market. Partnerships started with: Polytechnic Institute of Setubal , Instituto Técnico de Lisboa, Instituto Superior de Tecnologias Avançadas, Faculty of Engineering of the University of Porto, NOVA School of Science and Technology

and University of Algarve, Nova SBE, AESE Business School and Instituto Português de Administração de Marketing (IPAM). In 2022, a relevant effort was made to expand protocols with all perimeters of VINCI Energies in Portugal. Also worth highlighting is YOUNG TALENTS DAYS 2022, a 100% digital job fair, promoted by VINCI, to recruit new talent (young graduates).



# Environmental Performance

## ENVIRONMENTAL AMBITION

The VINCI Group has set ambitious goals and commitments to reduce its CO<sub>2</sub> emissions. In this sense, we have sought to promote the reduction of our emissions through multiple initiatives, as presented in the chapter ENVIRONMENTAL AMBITION – Climate change and CO<sub>2</sub> emissions.

## SCOPE 1 AND SCOPE 2 CO<sub>2</sub> EMISSIONS

	2020	2021	2022	Variation 21/22
<b>Scope 1 (tCO<sub>2</sub>e)</b>	1 983	2 305	2 158	<b>-6%</b>
<b>Scope 2 (tCO<sub>2</sub>e) (market-based)</b>	281	147,80	99,63	<b>-32,6%</b>
<b>TOTAL (A1 and A2 market-based)</b>	<b>2 264</b>	<b>2 453</b>	<b>2257</b>	<b>-8 %</b>

In 2022, there was a reduction of around 8% in total scope 1 and scope 2 emissions, compared to 2021. As for scope 1 emissions, there was a 6% reduction compared to the previous year, with these representing, in 2022, 96% of total emissions.

## EMISSION INTENSITY

	2020	2021	2022	Variation 21/21
<b>Emission intensity (tCO<sub>2</sub>e/revenue M€)<sup>1</sup></b>	13,30	13,18	10,32	<b>-22%</b>
<b>Emission intensity (tCO<sub>2</sub>e/number of employees)</b>	1,26	1,32	1,20	<b>-9%</b>

In order to monitor the improvement in the efficiency of our processes with regard to CO<sub>2</sub> emissions, as well as our progress in relation to the Group's objectives, we monitor two emissions intensity indicators: one related to our revenues and the other related to the number of employees, having recorded, in the first, a 22% reduction and, in the second, a reduction of 9%.

<sup>1</sup> The values for the emission intensity in relation to revenue reported in 2021 have been updated.





The following emission factors were used to calculate emissions:

## EMISSION FACTORS

	<b>Unit</b>	<b>Emission factors</b>
LPG	kgCO <sub>2</sub> /KWh	0,20700
Petrol	kgCO <sub>2</sub> /l	2,21000
Diesel	kgCO <sub>2</sub> /l	2,49000
EDP Comercial	gCO <sub>2</sub> e/KWh	250,6
Galp Electric	gCO <sub>2</sub> e/KWh	0,0
Galp	gCO <sub>2</sub> e/KWh	0,0

# Energy



Effective and efficient management of energy consumption is essential for meeting targets related to reducing CO<sub>2</sub> emissions, since the main source of emissions comes from our energy consumption. Therefore, the investment in reducing consumption and in renewable energy sources proves to be pivotal in improving our performance.

## ENERGY CONSUMPTION WITHIN THE ORGANISATION

	2020	2021	2022	Variation 21/22
<b>LPG (GJ)</b>	63,65	51,34	0,00 <sup>1</sup>	-
<b>Electricity (GJ)</b>	5 612, 72	4 775,15	4 987	<b>+4%</b>
<b>Electricity produced from photovoltaic panels (GJ)</b>	231,23	242,35	230,62	<b>-5%</b>
<b>Total (GJ)</b>	<b>5 908</b>	<b>5 069</b>	<b>5 218</b>	<b>+3%</b>

In 2022, the value associated with LPG consumption was zero because the tank was not refilled. LPG is the main source of energy used in the manufacturing unit to heat water in the changing rooms and in the production process of heating the paint oven for parts. Electricity consumption recorded a slight increase compared to 2021 (4%) and the energy intensity ratio (MWh/revenue) presented a 14% reduction, showing the improvement in consumption efficiency. Regarding electricity consumption from

photovoltaic panels, there was a slight reduction (5%), and we plan to continue expanding the installation of this type of infrastructure in more facilities of VINCI Energies in Portugal (in 2022, panels were installed in Maia).

<sup>1</sup> In 2022, the LPG tank was not refilled.



## NON-RENEWABLE FUEL CONSUMPTION INSIDE THE ORGANISATION

	2020	2021	2022	Variation 21/22
Petrol (Gj)	1 315,96	2 655,22	4 723,73	<b>+78%</b>
Diesel (Gj)	25 819,12	28 899,92	26 351,46	<b>-9%</b>
<b>Total (Gj)</b>	<b>27 135,08</b>	<b>31 555,13</b>	<b>31 075,18</b>	<b>-2%</b>

The values reported for fuels (petrol and diesel) correspond to the total consumption of vehicles allocated to VINCI Energies in Portugal, being used to move our teams and transport materials

and equipment. In 2022, there was a significant increase in petrol consumption, which is directly related to the fleet decarbonisation and the replacement of diesel vehicles with hybrid vehicles.

The following conversion factors were used to convert consumption:

### CONVERSION FACTORS

Energy	Unit	Conversion factors
<b>Diesel</b>	PCI (Gj/ton)	42,6
	Density (ton/l)	0,000837
<b>Petrol</b>	PCI (Gj/ton)	44
	Density (ton/l)	0,000748
<b>Electricity</b>	(Gj/MWh)	3,6

# Water



At VINCI Energies in Portugal, we consume water supplied by the public water supply system and discarded into that system, since it is used for human consumption and use in the facilities, and it is not an input in the production process. This way, water management is not a material topic at VINCI Energies in Portugal because the associated impacts are not significant.

VINCI Energies defines, within the scope of its biodiversity and natural environments objectives, the commitment to reducing its water footprint, without yet establishing a target. That is why we recognise our responsibility in the responsible management of resources, which includes water, and we regularly promote awareness-raising activities among our employees to promote the reduction of water consumption and its conscious consumption.

## WATER ABSTRACTION BY SOURCE

	2020	2021	2022	Variation 21/22
<b>Water abstraction (m³) from the public water</b>	4 504	2 674	3 262	<b>+22%</b>
<b>Average water consumption supply system by employee</b>	2,5	1,4	1,7	<b>+21%</b>

The increase in water consumption recorded in 2022 results from the greater use of physical facilities after the pandemic period, with the return of employees to the facilities. The cleaning operations carried out due to the change in facilities also contributed to this increase.

Despite the increase in average water consumption by employee between 2021 and 2022, for the reasons already mentioned, the ratio was lower than that presented in 2020, showing progress in this resource management.

As for the effluents, one of our facilities needs industrial licencing – the manufacturing facility in São Julião do Tojal – and is required to collect wastewater on a quarterly basis. The Waste Water Discharge Authorisation, applicable to the facility, indicates the parameters to be measured and the appropriate quantities permitted. Because drinking water is supplied by the public water supplied system it is not subject to quality controls other than those carried out by sanitation services.



# Circular Economy

Circular economy is one of the three pillars that make up the VINCI Group's environmental ambition and that is why we recognise the relevance of this topic and we try to incorporate it into the way we work, as presented in the chapter *ENVIRONMENTAL AMBITION - Circular Economy*, namely through effective waste management.

## Waste

Waste management is intrinsically related to the promotion of circular economy, since, in addition to investing in waste recovery, another alternative to consider should be its reintegration into the value chain.

The waste produced at VINCI Energies in Portugal results mainly from the activities developed in our contracts and projects, so there are several waste streams produced, namely WEEE (waste from electrical and electronic equipment), packaging materials, plastics, electric cables, inert materials, and wood. All waste is sent to the final operator and, for the most part, is treated with recovery operations.

Among the inputs, packaging waste from products to be installed/used in our activities stands out; as for the outputs, WEEE streams, other hazardous streams and inert materials stand out.

Since our waste mostly arises from the activities carried out, it largely depends on the nature of the tasks in question (e.g. new material with packaging to be installed, obsolete equipment to be removed, inert materials to be collected, etc.).



Although there is a direct relationship between the waste produced and the activities implemented, an effort is made to ensure that waste materials are reused, whether on site or in other tasks. This is the case of materials such as packaging paper and cardboard and wooden pallets, which almost always are given a new life.

The collection, treatment and/or disposal of final waste is the responsibility of operators accredited for this purpose or by means of a contract for the use of a given space. All waste we produce is managed, being recorded in the Waste Tracking Electronic Guide (EGAR) and consequently in the Integrated Waste Registration Chart (MIRR), all streams for which we indicate ourselves as producers/holders, as well as the companies responsible for transport and final recipients.

In 2022, the implementation of the D+++ project stands out. This is an internal dematerialisation, digitisation, and bureaucracy reduction project, used in the Support Services of the energy perimeter, responsible for the digitisation of invoices, platform for access to documents and digital signature of contracts, which allowed the reduction of paper consumption and associated waste.

## GENERATED WASTE BY TYPE AND RECOVERED WASTE

	2020	2021	2022	Variation 21/22
<b>Hazardous waste produced(t)</b>	38 107	31 628	38 242	<b>20,9%</b>
<b>Non-hazardous waste produced(t)</b>	226 093	312 354	266 415	<b>-14,7%</b>
<b>Inert waste produced (t)</b>	97 297	196 413	139 003	<b>-29,2%</b>
<b>Total waste produced (t)</b>	<b>361 497</b>	<b>540 394</b>	<b>443 660</b>	<b>-17,9%</b>
<b>Hazardous Waste Recovered (%)</b>	100%	87%	85%	<b>-2,3%</b>
<b>Non-hazardous Waste Recovered (%)</b>	-	97%	90%	<b>-7,2%</b>
<b>Inert Waste Recovered (t)</b>	100%	98%	94%	<b>-3,9%</b>

The amount of waste produced is directly related to the increase or reduction of activity and the nature of the projects. Despite the increase in activity recorded in 2022, it was possible to reduce the total value of waste, thus showing the effectiveness of the actions implemented.

Currently, we present very significant recovery percentages and our objective is to influence operators and recipients to have the lowest possible impact in terms of recovery operations.



**17,9%**

reduction of waste produced compared to 2021



# Annexes

## GRI TABLE

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**Declaration of use**

VINCI Energies in Portugal reported in accordance with the GRI Standards for the period from 01 January 2022 to 31 December 2022.

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**GRI 1 used**

GRI 1: Foundation 2021

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**Applicable sector rule**

NA

GENERAL DISCLOSURES

Content	Location	Omission			Sectoral Stand Ref. No.
		Requirements omitted	Reason Explanation	Explanation	
<b>GRI 2: GENERAL CONTENTS (2021)</b>					
2-1 Organisation Details	About the Report  About us > About VINCI Energies in Portugal  <b>Registered office:</b> Edifício Atlantis, Avenida D. João II, N° 44 C, 5° Andar, 1990-095 Lisboa  <b>Legal form:</b> Public Limited Company	X	X	X	X
2-2 Entities included in the organisation's sustainability report	About the Report	X	X	X	X
2-3 Reporting period, frequency, and contact information	About the Report	X	X	X	X
2-4 Reformulation of information	The reformulations of information reported in the previous Report are presented and identified throughout the Report	X	X	X	X
2-5 External verification	About the Report  Annexes > Independent Limited Reliability Assurance Report	X	X	X	X
2-6 Activities, value chain, and other business relations	About us				X
2-7 Employees	Additional information > Employees of VINCI Energies in Portugal				X
2-8 Workers who are not employees	Additional information > Employees of VINCI Energies in Portugal				X
2-9 Governance structure and its composition	About us > Governance  All CODI members have executive roles and are independent.  The mandates of the CODI correspond to two years.				X

X - N/A or not possible to indicate

■ - there are no omissions





Content	Location	Omission			Sectoral Stand Ref. No.
		Requirements omitted	Reason Explanation	Explanation	
2-10 Appointment and selection of the highest governance body	About us > Governance The CEO is responsible for appointing the CODI members. The criteria considered are, among others: background, professional experience, suitability for the role, ethics, shareholder opinion, diversity, and independence.				X
2-11 Chairman of the highest	About us > Governance The CEO - chairman of the highest governance body - ensures compliance and development of activities according to the established in the General Management Guidelines of VINCI Energies- which defines the requirements related to: Commitments; Information; Others Guidelines.				X
2-12 Role played by the highest governance body in supervising impact management	About us > Governance The CODI takes as main responsibilities, namely those related to sustainability: <ul style="list-style-type: none"> <li>· Ensure the implementation of what is established in the VINCI Manifesto, the document from which the commitments and values of the Group to which we belong derive;</li> <li>· Ensure the performance and balance of the different Areas of the Organisation;</li> <li>· Promote networking and cross-cutting actions and, simultaneously, maintain management control based on autonomy and responsibility while promoting the growth of business areas;</li> <li>· Ensure that relevant roles in the Organisation are understood and communicated;</li> <li>· Ensure continuous improvement of environmental performance and Health and Safety at Work.</li> </ul>				X

Content	Location	Omission			Sectoral Stand Ref. No.
		Requirements omitted	Reason Explanation	Explanation	
2-13 Delegation of responsibility for impact management	About us > Governance				X
2-14 Role played by the highest governance body in reporting sustainability	About us > Governance				X
2-15 Conflicts of interest	<p>The processes established to ensure that conflicts of interest are prevented and mitigated, if any, are:</p> <ul style="list-style-type: none"> <li>· Employment contracts and code of ethics and conduct that indicate that, if there are conflicts of interest, these must be reported.</li> <li>· Ethics and compliance e-learning course that requires individual statement that there are no conflicts of interest.</li> <li>· Anonymous whistleblowing platform.</li> </ul> <p>This is a mechanism for employees to report the existence of conflicts of interest between employees and/ or other stakeholders.</p> <p>More detail on the above-mentioned mechanisms available in the chapter Respect for Ethical Principles.</p>				X
2-16 Communication of critical concerns	Respect for Ethical Principles > Ethics Governance				X
2-17 Collective knowledge of the highest governance body	About us > Governance				X
2-18 Performance assessment of the highest governance body	<p>At the closing meetings, financial, environmental, safety and human resources topics are followed up.</p> <p>The VINCI Energies in Portugal closing is carried out by the Director of the VEIS</p> <ul style="list-style-type: none"> <li>- international &amp; systems Department and the closings of BUs are carried out by the CEO and the CFO of VINCI Energies in Portugal, every four months.</li> </ul>				X

X - N/A or not possible to indicate  
 - there are no omissions



Content	Location	Omission			Sectoral Stand Ref. No.
		Requirements omitted	Reason Explanation	Explanation	
2-19 Remuneration policies	<p>The top management remuneration is based on two components:</p> <ul style="list-style-type: none"> <li>· Fixed component corresponding to the base salary and meal allowance.</li> <li>· Variable component corresponding to a variable bonus that is indexed to the organisation's financial results and individual performance.</li> </ul>				X
2-20 Process for determining remuneration	The defined incentive model has a financial component and a qualitative component. It is in the latter that the established metrics can instantiate sustainability metrics (social and environmental responsibility, business development and people management).				X
2-21 Total annual remuneration ratio	<p>Additional information &gt; Employees of VINCI Energies in Portugal</p> <p>In 2022, it was not possible to report the ratio between the percentage increase in the total annual remuneration of the highest paid individual in the organisation and the average percentage increase in the total annual remuneration of all employees (excluding the highest paid employee) since, being the first reporting year, consistent information on previous years is not available.</p>				X
2-22 Statement on the sustainable development strategy	[message from the CEO]				X
2-23 Policies	Respect for Ethical Principles > Ethics and transparency				X
2-24 Incorporation of Policies	<p>Respect for Ethical Principles &gt; Ethics and transparency</p> <p>Respect for Ethical Principles &gt; Ethics Governance</p>				X
2-25 Processes to remedy negative impacts	<p>About us &gt; Stakeholder engagement</p> <p>About us &gt; Materiality</p>				X

Content	Location	Omission			Sectoral Stand Ref. No.
		Requirements omitted	Reason Explanation	Explanation	
2-26 Mechanism for advising and raising concerns	Respect for Ethical Principles > Ethics Governance				X
2-27 Compliance with laws and regulations	In 2022, there was no record of any relevant case of non-compliance with laws and regulations in which fines or non-monetary sanctions were applied.				X
2-28 Participation in associations	Additional information > Social Performance				X
2-29 Stakeholder engagement approach	About us > Stakeholder engagement				X
2-30 Collective bargaining agreements	Additional information > Employees of VINCI Energies in Portugal  The CBA only covers employees within the Portugal perimeter.				X

### GRI 3: MATERIAL TOPICS (2021)

3-1 Process for the definition of material topics	About us > Materiality	X	X	X	X
3-2 List of material topics	About us > Materiality	X	X	X	X

### ETHICS AND TRANSPARENCY

3-3 Material topics management	Respect for Ethical Principles				X
Whistleblowing tips regarding irregularities with the established in the Code of Ethics	Respect for Ethical Principles > Ethics Governance				X
Employees who received training in ethics and corruption	Respect for Ethical Principles > Ethics and transparency				X

X - N/A or not possible to indicate

■ - there are no omissions



Content	Location	Omission			Sectoral Stand Ref. No.
		Requirements omitted	Reason Explanation	Explanation	
<b>INFORMATION PRIVACY AND CYBERSECURITY</b>					
3-3 Material topic management	About us > Information privacy and cybersecurity				X
418-1 Whistleblower tips regarding privacy violation and loss of client data	About us > Information privacy and cybersecurity				X
<b>RESPONSIBLE MANAGEMENT</b>					
3-3 Material topic management	About us > Information privacy and cybersecurity				X
<b>PROTECTION OF BIODIVERSITY</b>					
3-3 Material topic management	Environmental ambition > Protection of Biodiversity				X
304-2 Significant impacts of activities, products and services in biodiversity	Environmental ambition > Protection of Biodiversity				X
<b>ENERGY MANAGEMENT AND ENERGY EFFICIENCY</b>					
3-3 Material topic management	Environmental ambition > Energy management Additional information > Environmental Performance				X
302-1 Energy consumption inside the organisation	Environmental ambition > Energy management Additional information > Environmental Performance				X
302-3 Energy intensity	Environmental ambition > Energy management Additional information > Environmental Performance				X

Content	Location	Omission			Sectoral Stand Ref. No.
		Requirements omitted	Reason Explanation	Explanation	
<b>CLIMATE CHANGE AND GHG EMISSIONS</b>					
3-3 Material topic management	Environmental ambition > Climate change and CO <sub>2</sub> emissions Additional information > Environmental Performance				X
305-1 Direct GHG emissions (Scope 1)	Environmental ambition > Climate change and CO <sub>2</sub> emissions Additional information > Environmental Performance				X
305-2 Indirect GHG emissions (Scope 2)	Environmental ambition > Climate change and CO <sub>2</sub> emissions Additional information > Environmental Performance				X
305-4 Intensity of GHG emissions	Environmental ambition > Climate change and CO <sub>2</sub> emissions Additional information > Environmental Performance				X
305-5 Reduction of GHG emissions	Environmental ambition > Climate change and CO <sub>2</sub> emissions Additional information > Environmental Performance				X
<b>EMPLOYEE EDUCATION AND TRAINING</b>					
3-3 Material topic management	Inclusive Growth > Employee education and training				X
404-1 Total training hours	Inclusive Growth > Employee education and training				X

X - N/A or not possible to indicate  
 - there are no omissions



Content	Location	Omission			Sectoral Stand Ref. No.
		Requirements omitted	Reason Explanation	Explanation	
<b>PROMOTION OF HUMAN RIGHTS</b>					
3-3 Material topic management	Inclusive Growth > Employee education and training				<b>X</b>
Training of employees on policies or human rights procedures	Inclusive Growth > Employee education and training				<b>X</b>
<b>EMPLOYEE HEALTH AND SAFETY</b>					
3-3 Material topic management	Health and Safety Promotion Additional information > Employees of VINCI Energies in Portugal				<b>X</b>
403-1 Health and safety at work System management	Health and Safety Promotion Additional information > Employees of VINCI Energies in Portugal				<b>X</b>
403-2 Hazard identification, risk assessment, and incident investigation	Health and Safety Promotion Additional information > Employees of VINCI Energies in Portugal				<b>X</b>
403-3 Health services at work	Health and Safety Promotion Additional information > Employees of VINCI Energies in Portugal				<b>X</b>
403-4 Participation of workers, consultation, and communication to workers on health and safety at work	Health and Safety Promotion				<b>X</b>
403-5 Training of workers safety at work	Health and Safety Promotion				<b>X</b>
403-6 Promotion of employee health	Health and Safety Promotion				<b>X</b>

Content	Location	Omission			Sectoral Stand Ref. No.
		Requirements omitted	Reason Explanation	Explanation	
403-7 Prevention and mitigation of health and safety impacts directly linked to business relationships	Health and Safety Promotion				X
403-9 Work-related accidents	Additional information > Employees of VINCI Energies in Portugal				X

### CLIENT SATISFACTION

3-3 Material topic management	About us > Clientes				X
Client satisfaction level	About us > Clientes				X

### EMPLOYEE WELL-BEING AND ENGAGEMENT

3-3 Material topic management	Inclusive Growth > Employee well-being				X
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### ECONOMIC DISCLOSURES

#### 204 PURCHASING PRACTICES

204-1 Proportion of expenditure on local supplies	About us > Supply Chain				X
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#### 303 WATER AND EFFLUENTS

303-1 Interactions with water as a shared resource	Additional information > Environmental Performance				X
303-2 Management of impacts related to effluents	Additional information > Environmental Performance				X
303-3 Water abstraction	Additional information > Environmental Performance				X

X - N/A or not possible to indicate

■ - there are no omissions





Content	Location	Omission			Sectoral Stand Ref. No.
		Requirements omitted	Reason Explanation	Explanation	
<b>306 WASTE</b>					
306-1 Waste management and significant impacts related to waste	Environmental ambition > Circular Economy				
	Additional information > Environmental Performance				
306-2 Impact management and significant impacts related to waste	Environmental ambition > Circular Economy				
	Additional information > Environmental Performance				
306-3 Waste generated	Environmental ambition > Circular Economy				
	Additional information > Environmental Performance				

## SOCIAL DISCLOSURES

### 401 EMPLOYMENT

401-1 New hires and employee turnover	Additional information > Employees of VINCI Energies in Portugal				✗
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### 405 DIVERSITY AND EQUAL OPPORTUNITIES

405-1 Diversity of governance bodies and employees	Inclusive Growth > Diversity and Inclusion				✗
	Additional information > Employees of VINCI Energies in Portugal				





## ***Independent Limited Reliability Assurance Report***

Dear Members of The Board of Directors

### ***Introduction***

We were hired by the Board of VINCI Energies Portugal (“VINCI” or “Company”) to carry out limited reliability assurance work on the indicators identified below in the section titled “Auditor’s Responsibilities”, which are part of the sustainability information, included in the Sustainability Report 2022 (“Report”), for the year ended 31 December 2022, prepared by the Company for the purpose of disclosing its annual sustainability performance.

### ***Responsibilities of the Board of Directors***

The Board of Directors is responsible for preparing the indicators identified below in the section titled “Auditor’s Responsibilities”, included in the Sustainability Report 2022, in accordance with the “Global Reporting Initiative” sustainability reporting guidelines, GRI Standards version and with the instructions and criteria disclosed in the Sustainability Report 2022, as well as the maintenance of an appropriate internal control system that allows adequate preparation of the aforementioned information.

### ***Auditor’s Responsibilities***

Our responsibility is to issue a professional and independent limited reliability assurance report, based on the procedures carried out and specified in the paragraphs below.

Our work was done in accordance with the International Standard on Assurance Engagements Other than Audits or Reviews of Historical Financial Information, (ISAE) 3000 (Revised), issued by the International Auditing and Assurance Standards Board of the International Federation of Accountants and we complied with the other standards and technical guidelines of the Institute of Statutory Auditors (OROC), which require that our work is planned and executed with the objective of obtaining a limited reliability assurance regarding whether the GRI Standards indicators identified in the Sustainability Report 2022 are free from materially relevant distortions.

Our limited reliability assurance work also consisted of carrying out procedures with the objective of obtaining a limited degree of assurance about whether the Company applied the GRI Standards guidelines in the sustainability information included in the Sustainability Report 2022.

To this end, the above-mentioned work consisted of:

- (i) Inquiring the management and major heads of the areas under analysis to understand how the information system is structured and the sensitivity of those involved to the matters included in the report.
- (ii) Identifying the existence of internal management processes leading to the implementation of economic, environmental and social responsibility policies.

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**PricewaterhouseCoopers & Associados – Sociedade de Revisores Oficiais de Contas, Lda.**

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Tel: +351 213 599 000, Fax: +351 213 599 999,

Registered at the CRO under Legal Person number 506 628 752, Share Capital Euros 314,000

Included in the list of Statutory Audit Firms under number 183 and in the CMVM (Securities Market Commission) under number 20161485

- (iii) Verify, on a sampling basis, the effectiveness of the collection, aggregation, validation, and reporting systems and processes that support the above-mentioned performance information through calculations and validation of reported data.
- (iv) Confirm compliance by certain operational units with instructions for collecting, aggregating, validating, and reporting performance information.
- (v) Carry out, on a sampling basis, some information substantiation procedures, by obtaining evidence on reported information.
- (vi) Compare the financial and economic data included in the sustainability information with those audited by PricewaterhouseCoopers & Associados, SROC, Lda., within the scope of the legal review of VINCI's financial statements for the financial year ended 31 December 2022.
- (vii) Validate the alignment of reported sustainability information with the requirements of the Global Reporting Initiative Guidelines, GRI Standards version.

The procedures carried out were more limited than they would be in a reasonable liability assurance engagement, therefore, less assurance was obtained than in a reasonable liability assurance engagement.

We understand that the procedures carried out provide an acceptable basis for expressing our conclusion.

#### ***Quality and independence***

We apply International Standard on Quality Control 1 (ISQC1) and consequently maintain a comprehensive quality control system, which includes documented policies and procedures on compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements.

We comply with the independence and ethics requirements of the code of ethics (including the International Independence Standards) issued by the International Ethics Standards Board for Accountants (IESBA) and the code of ethics of the Institute of Statutory Auditors (OROC).

#### ***Conclusion***


Based on the work done, nothing has come to our attention that leads us to the conclusion that the indicators identified above in the section titled "Auditor's Responsibilities", included in the Sustainability Report 2022, for the year ended 31 December 2022, have not been prepared, in all materially relevant aspects, in accordance with the requirements of the GRI guidelines (GRI Standards) and with the instructions and criteria disclosed therein and that VINCI has not applied, in the sustainability information included in the same Report, the GRI Standards guidelines.

#### ***Usage restrictions***

This report is issued solely for information purposes and use by the Company's Board of Directors, for the purposes of disseminating the Sustainability Report 2022, and should not be used for any other purposes. We shall not be liability to third parties, other than VINCI, for our work and the conclusion included in this report, which shall be annexed to the Company's Sustainability Report 2022.

29 June 2023

PricewaterhouseCoopers & Associados  
- Sociedade de Revisores Oficiais de Contas, Lda.  
represented by:

A handwritten signature in black ink, appearing to read 'António Brochado Correia', is written on a light-colored background.

António Brochado Correia, Statutory Auditor no. 1076  
Registered at the CMVM (Securities Market Commission) under no. 20160688





# CONNECTING OUR SUSTAINABILITY

Sustainability Report **2022**  
**VINCI Energies** in Portugal