
ENVIRONMENTAL GUIDELINES

We all have a part to play
to protect the environment.



COMMITMENT N°3 OF THE VINCI MANIFESTO "TOGETHER! ACCELERATE THE ENVIRONMENTAL TRANSITION*"

Joint declaration from Xavier Huillard, VINCI
Chairman and Chief Executive Officer, and
the VINCI European Works Council.

In the context of global climate change, increasing scarcity of resources and damage to natural environments, and the action taken by a vast range of entities, including the state, to reduce the environmental impact of their activities, private organisations are compelled to continue pursuing an ambitious environmental protection policy.

Through its operations, the VINCI Group will impact the environment if it does not factor in such considerations over the lifespan of buildings and infrastructure. Further to ensuring all our companies comply with regulatory requirements, we are committed to implementing additional environmental solutions to avoid and mitigate the impact of our operations on the environment in the countries in which we work.

The present document provides a framework that seeks to minimise the direct and indirect impact of our business on the ecosystems on which we rely. It forms the foundation of the culture the Group champions to protect the environment and reflects VINCI's ambition for all its business lines to provide its clients with environmental solutions.

Rueil-Malmaison, 6 November 2020

Xavier Huillard,
Chairman and Chief Executive Officer

Roberto Migliardi,
Secretary of the European Works Council

* Commitment no. 3 of the Manifesto used to be called «Together! Promote green growth», but was renamed in 2021. ».

HELPING TO BUILD A SUSTAINABLE WORLD

All companies throughout the Group strive to improve life for people in the communities in which they operate.

Respond to the environmental challenges facing communities

In everything it does, VINCI endeavours to deliver overall performance, which is not only technical, economic and financial, but also social, environmental and societal. To achieve this objective, VINCI companies look to develop and provide the most effective environmental solutions that meet the needs of their clients and respond to the challenges faced in communities. These solutions cannot be effective without implementing ambitious social and societal measures.

This responsible vision is intrinsically linked to our job as a regional developer as our projects are designed to suit the long-term reality and have an impact on existing ecosystems. All companies throughout the Group strive to improve life for people in the communities in which they operate.

The Group's environmental guidelines require environmental protection to be factored into the entire lifespan of every project in which it is involved. They are set out in the VINCI Manifesto in the "Together! Accelerate the environmental transition" commitment and apply to every region throughout the world in which VINCI companies operate.

An approach encompassing the entire lifespan of our projects

Wherever possible, VINCI promotes eco-design, which takes into account the environmental impact of a project right from the design phase in an effort to protect the environment throughout the entire lifespan of buildings and infrastructure.

As the Group helps shape the communities of tomorrow, it places great importance on promoting sustainable urban development and eco-design over an entire project and across the full value chain by designing, building, operating and maintaining urban areas that offer a more pleasant lifestyle, more effective infrastructure and more people-oriented workplaces that improve life and mobility for all.

Environmental strategies are put in place to:

- best avoid impacting the regional environment and local residents;
- reduce risks and negative impacts.

Guidelines

We are committed to:

- Act for the climate
- Optimise resources thanks to the circular economy
- Preserve natural environments

In pursuit of continuous improvement and progress, Group companies implement the environmental protection guidelines in every country in which they operate.



01. Identify and analyse risks

Group companies put in place suitable environmental initiatives that involve an upstream assessment of risks and the impact the project or operations may have on the environment. They champion a belief that progress is only possible if it involves all employees and their representatives by promoting our environmental culture. The surrounding environment (and regulations) along with the impact are considered in relation to relevant environmental categories:

- Pollution and disruption
- Greenhouse gas emissions and energy consumption that contributes to climate change
- Climate risks
- Consumption and transformation of raw materials (renewable or finite)
- Impact on biodiversity and natural environments.

02. Develop and implement action to protect the environment

The learnings from risk assessments are put into practice where necessary through environmental action plans that are adapted to the operations in question and any previously defined environmental priorities. Operating entities put in place action plans and monitor impacts as well as measures taken. They may call on support from a key environment contact if required.

03. Monitor the impact and assess performance

Each entity also sets up a system to assess the implementation of action to protect the environment.

Monitoring is conducted via a detailed reporting process headed by each business line.

Corrective measures may be implemented as a result of the monitoring process.

04. Train employees and raise awareness about the environment

Each entity ensures employees involved in tackling environmental challenges as part of their duties have sufficient knowledge to do so. They must be aware of the environmental measures and procedures to implement and be able to monitor their effectiveness.

All employees and employee representatives are made aware of environmental challenges involved in the projects on which they work, including regulatory requirements, risk prevention procedures, waste management and biodiversity protection, etc.

Improve and adapt our efforts to protect the environment to best suit the reality on the ground.

Applying the declaration

Implementing action in each VINCI business line

In accordance with the Group's decentralised structure and in an effort to adapt any action to best suit the reality on the ground, the commitments made to protect the environment are implemented in each business line to encourage their implementation and continuous improvement.

Listening to all those involved

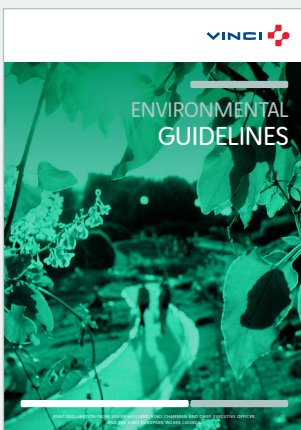
The VINCI environmental guidelines apply to every company within the Group. It is their responsibility to ensure the relevant actions are put in place by subcontractors and joint contractors throughout the entire duration of the project.

Monitoring results and sharing information

As an essential component of progress, the results of actions put in place are measured using suitable indicators (including tracking greenhouse gas emissions), which are published in the Group's annual report and presented to its stakeholders, which creates a conversation about how to improve these results.

Cross-divisional working groups (such as the environment committee, circular economy working group, biodiversity coordination and environment pivot clubs) discuss best practice and feedback.

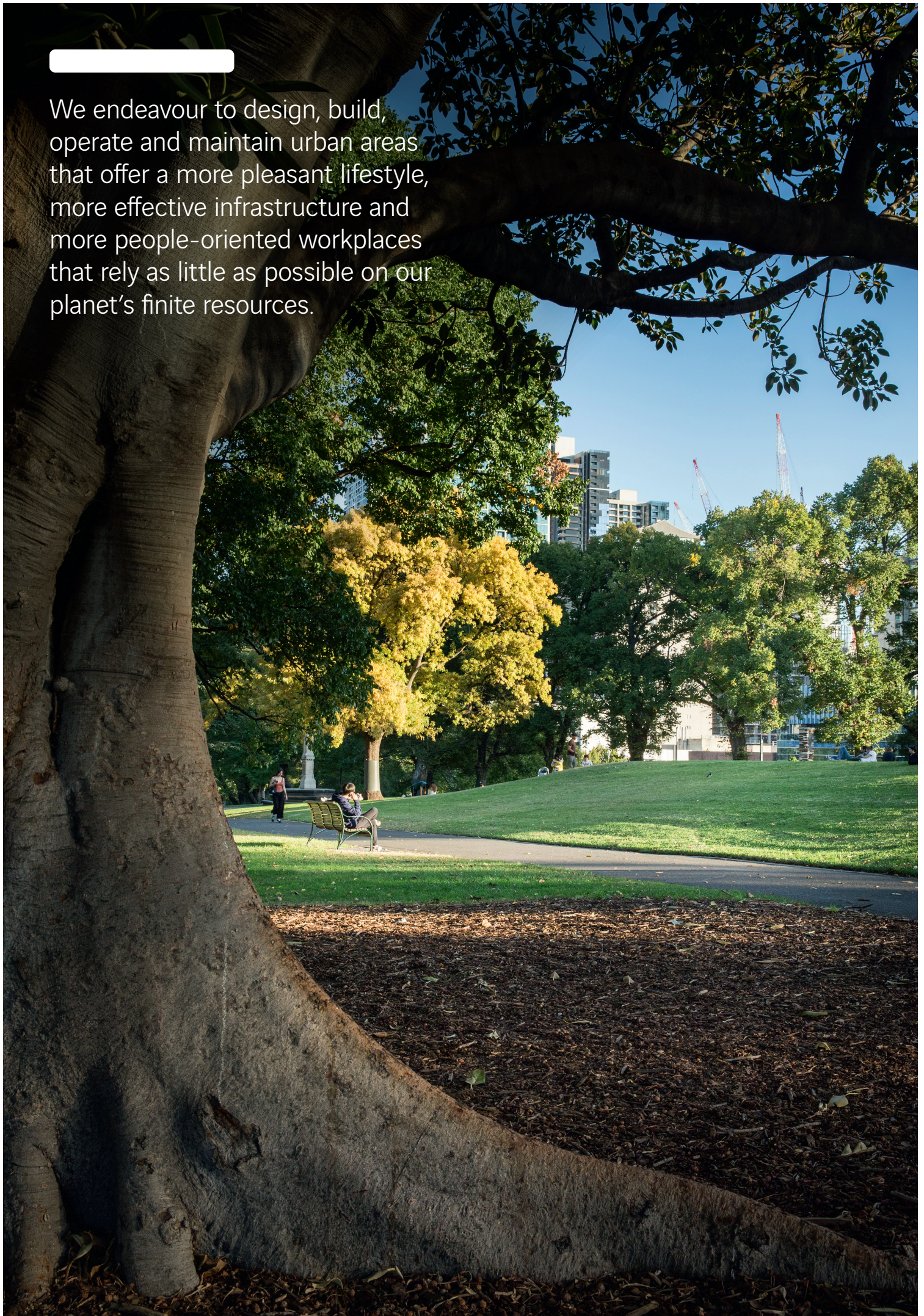
Results of these efforts are regularly presented to the Executive Committee, the Board of Directors and the Group European Works Council.



- ▶ The present declaration is available on the Group's website and intranet. It has been translated into several languages to make it accessible to everyone.



We endeavour to design, build, operate and maintain urban areas that offer a more pleasant lifestyle, more effective infrastructure and more people-oriented workplaces that rely as little as possible on our planet's finite resources.



R E A L
S U C C E S S
I S T H E
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