

# THE SUSTAINABILITY THAT CONNECTS US

SUSTAINABILITY REPORT 2024  
VINCI ENERGIES IN PORTUGAL

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We can always  
do even better

PEDRO AFONSO  
VINCI ENERGIES  
IN PORTUGAL

**“Sustainability, for us, acts as a cross-cutting inspiration, like an energy that permeates every project.”**

I recall, with enormous satisfaction, all the decisions we have made over the past few years, and I come to the conclusion that **our choices have already transformed, in fact, the world—at least the one we touch—for the better.** We are more than 2,200 employees, dedicated to digital transformation and energy transition, choosing every day to follow a path made to make an impact. And this makes all the difference.

Often, we have to look beyond the obvious and take a risk. But we know that these are the **choices that connect us**, because they are transformative, bring forth potential, expand and develop, and fulfill a greater purpose.

Our commitment to sustainability – **“Serving people and caring for the Planet”** – makes even more sense. As this year's report demonstrates, at VINCI Energies, sustainability is not a theoretical responsibility for one particular department. For us, it acts as a **cross-cutting inspiration, like an energy that permeates every project.**

As examples of this true collective mission, I would highlight three initiatives developed in 2024. The first, on the environmental front, is about our involvement in the **Environment Awards VINCI**. From among the 1,000 solutions submitted from across the VINCI world with potential environmental impact, VINCI Energies in Portugal was awarded with three regional prizes for Southern Europe. Recognition was given to the EcoPrint Innovation project by Sotécnica; UNESCO Biosphere Reserves – Pockets of Hope by Axians Portugal; and the SDDR solution – Advanced analysis for forest fire risk prevention by Axians Portugal. This last project was one of the twelve winners in the final event in Paris, where it received the “Adaptation to Climate Change” award. A tremendous accomplishment for everyone.

The second initiative is the continued **commitment to training** our employees on important topics such as **ethics, anti-corruption, and compliance**. For VINCI, this is a non-negotiable commitment. Therefore, we were pleased to see that, in 2024, there was a significant increase in the number of employees who participated in these sessions and in the number of hours taught. The company continued to invest in training for its leaders, as their role as team role models is crucial in these areas.

We were greatly pleased to report the figures for the **VINCI Citizenship Program**. This is a project that showcases, every day, on the field, the transformative impact we can have on our communities. In 2024, we registered 1,678\* participations in social and/or environmental initiatives, 11.3% more than in the previous year. But what is most significant is that our employees dedicated 6,688 hours of their time to helping those most in need and caring for the planet, which represents a 41% increase over 2023. We invested EUR 214,216 (31.2% more than in the previous year) helping 44 institutions and projects under the VINCI Citizenship Program and various local solidarity initiatives supported by the business units.

But even though the path has been set, the road ahead remains very challenging. And, as expected, increasingly complex and unpredictable.

Therefore, **our current ambition is to continue to do more and better together.** May we be even more agile, efficient, creative, but also more empathetic, cohesive and supportive, so that we can, by our actions, continue to define who WE ARE as a group: in what we do, and in the way we decide!

\* this number includes the various participations of each person.

# ABOUT US

Over the course of more than two centuries, VINCI Energies has consolidated its position as one of the biggest *players* on the market in terms of the energy transition and digital transformation, standing out for its ability to innovate and adapt to global changes.

Our commitment to sustainability plays a key role in all our operations. VINCI Energies is therefore dedicated to creating innovative solutions that not only boost efficiency and productivity, but also have a positive impact on society and on the environment.

The initiatives we develop and implement aim to reduce our carbon footprint, optimise the use of natural resources and contribute to a more sustainable future.

# About VINCI Energies worldwide

With a decentralised organisational structure, VINCI Energies, part of the VINCI Group, operates around 2,100 business units under international and local brands. Actemium, Axians, Omexom and VINCI Energies | Building Solutions (a network which includes the Sotécnica, Longo Plano and VINCI Facilities brands) excel in areas such as engineering, development, consultancy, maintenance, solution management, services and systems, and the implementation of many critical projects aimed at serving companies and society.

This diversity allows us to offer integrated and personalised solutions to meet the specific needs of our clients in different sectors. Through these brands, VINCI Energies gains access to the best practices and cutting-edge technologies that enable the company to strengthen its market leadership position in the energy transition and digital transformation.



20.4  
mM€  
revenue



102,600  
employees



2,100  
business  
units



61  
countries

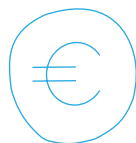
# About VINCI Energies in Portugal

GRI 2-1, 2-6

VINCI Energies began operating in Portugal in 2005 when it acquired Sotécnica, a company that had been on the Portuguese market since 1951. This acquisition marks the beginning of a trajectory of growth and expansion in the country.

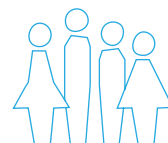
To strengthen its presence and capacity to respond to the market, VINCI Energies in Portugal carried out a series of acquisitions of other companies - most notably Novabase IMS, Longo Plano, Novabase Digital and Truewind - allowing us to add knowledge and value to our portfolio.

Currently, from Portugal, it operates in international markets, namely Africa, Europe and America - in a total of 23 countries - delivering excellence and innovation across borders, together with its specialised partners.



255.7

M€  
revenue



2,186

employees

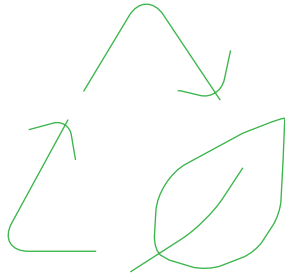


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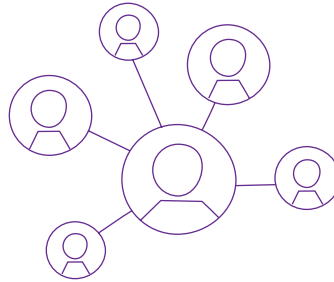
business  
units

# Major trends and approach of VINCI Energies in Portugal

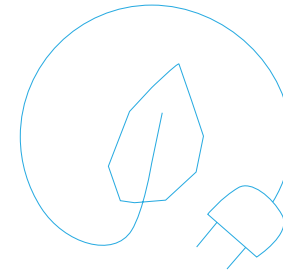
At VINCI Energies, we monitor global transformations closely and assess their impact on our ability to generate value in the short, medium and long term. For this, we work to anticipate trends and mitigate risks, while identifying and promoting initiatives that contribute to sustainable development. VINCI Energies, in Portugal, has analysed market trends to predict potential risks and opportunities and align its actions to boost its results in the short, medium and long term.



Environmental  
emergency



Social and  
employee  
expectations



Digital  
transformation  
and energy  
transition

# Major trends and approach of VINCI Energies in Portugal

## Environmental emergency



Climate changes are one of the biggest challenges facing contemporary society. This issue represents growing pressure on the company and its environmental responsibility and practical actions to mitigate negative impacts.

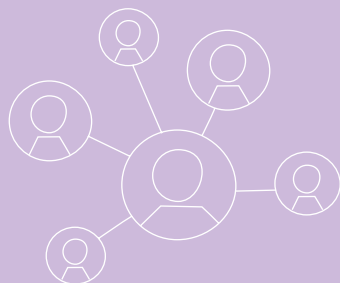
Strategies to address these challenges can create differentiation opportunities in the market, increase resilience and build stakeholder trust.

VINCI Energies is acting to address these challenges and create positive impacts on the environment. The VINCI Energies approach focuses on three pillars: climate action, resource optimisation through the circular economy, and natural environment preservation.

For more information on the VINCI Energies approach, please refer to [Environmental Ambition](#).

# Major trends and approach of VINCI Energies in Portugal

## Social and employee expectations



Meeting the expectations of the society and our employees is fundamental to the company's sustainability and competitiveness. Initiatives and policies that guarantee adequate working conditions, well-being, protection and safety, integration and inclusion, and to fight against inequalities are central in this regard.

Ensuring adequate working conditions is a priority for us. The well-being of our employees is essential, which is why we have implemented a number of measures to promote their physical and mental health, while ensuring protection and safety in the workplace.

For more information on the VINCI Energies approach, please refer to [Inclusive Growth](#) and [Promotion of Health and Safety](#).



# Major trends and approach of VINCI Energies in Portugal

## Digital transformation and energy transition



The constant need for companies to keep pace with digitalization requirements, alongside the transition to clean energy, are presented as key drivers of sustainable development. To thrive, businesses need to evolve, becoming more agile, environmentally friendly and resilient, ready to face the challenges of today and tomorrow. Digitalization accelerates this evolution, transforming tools and capabilities into innovative solutions that drive climate action.

VINCI Energies is committed to two major revolutions: digitalization and energy transition. Positioned as strategic partners in our clients' digital and energy decisions, we offer reliable, efficient and sustainable solutions for their infrastructure and processes.

For more information on the VINCI Energies approach, please refer to [Environmental Ambition](#) and [Respect for Ethical Principles](#).

# Manifesto VINCI Energies

In order to ensure excellence, compliance, sustainability and value creation across all business units, the VINCI Manifesto was developed, establishing the Group's fundamental pillars regarding its approach to sustainability.

The commitments made encompass a diverse range of business lines, as well as the corresponding commercial relationships and activities in the value chain. By doing so, we continuously seek to offer new solutions, promote innovation, contribute to adding value to our stakeholders and society as a whole, leveraging positive and lasting impacts.

At VINCI Energies in Portugal, it is our priority to align our actions with this Manifesto, disseminating these strategic guidelines throughout the company.



*together!*

## 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**.



## 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**.



## 5 Together! Strive for zero accidents

Learn more about how we put this commitment into practice in the chapter **Health and Safety Promotion**.



## 6 Together! Foster equality and diversity

Learn more about how we put this commitment into practice in the chapter **Inclusive Growth**.



## 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

## 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.

## 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 to empower each and every employee to develop their talents and potential. Autonomy is not independence; it also encompasses communication and transparency.

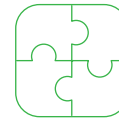
Recognising that building a strong identity and culture is crucial to overcoming the challenges we face, at VINCI Energies in Portugal we share our values with our stakeholders. We believe that by holistically inspiring trust, entrepreneurship, solidarity, autonomy and responsibility, we will be able to secure the bonds of unity established between our employees, brands and business units and the continuity of our reputation in the market.

## 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.

## 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 with civil society and local communities. Our solidarity is shown in good and bad times.

# Value creation

| VINCI Manifesto                         | Our business                                                                                                                                                            | Value creation                                                                                                                  | Contribution to the SDGs                                                                                                                                                  |
|-----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Design and build                        | Our activities:<br>\ Infrastructure<br>\ Industry<br>\ <i>Building solutions</i><br>\ <i>ICT</i><br><br>Accelerate the energy transition and the digital transformation | EUR 255.7 M in revenue (+7% vs 2023)<br><br>66.3% of subcontracting local suppliers (-2% than in 2023)                          |     |
| Comply with ethical principles          |                                                                                                                                                                         | 0 complaints proven to comply with the Code of Ethics                                                                           |     |
| Accelerate the environmental transition |                                                                                                                                                                         | 2,161.57 tCO2e (Scopes 1 and 2 MB) (-7% than in 2023)<br><br>8.45 of emissions intensity (tCO2e/revenue M€) (-14% than in 2023) |     |
| Engage in civic projects                |                                                                                                                                                                         | EUR 2.2M in support granted through the VINCI Programme for Citizenship (2019-2024)                                             |                                                                                        |
| Strive for zero accidents               | Our values:<br>\ Trust<br>\ Entrepreneurial mindset<br>\ Solidarity<br>\ Autonomy<br>\ Responsibility                                                                   | 3.41 (frequency index of accidents work with days lost) (+32% than in 2023)                                                     |                                                                                        |
| Foster equality and diversity           |                                                                                                                                                                         | 25,5% of women (25.9% in 2023)                                                                                                  |                                                                                        |
| Promote sustainable careers             |                                                                                                                                                                         | 2,186 employees (+2,3% than in 2023)                                                                                            |   |
| Share the benefits of our performance   |                                                                                                                                                                         | CASTOR 31% of all employees are shareholders (25% in 2023)                                                                      |                                                                                      |
|                                         |                                                                                                                                                                         |                                                                                                                                 |                                                                                                                                                                           |

# Stakeholders involvement

GRI 2-29

At VINCI Energies in Portugal, we understand that the relationship we build with our stakeholders is a key factor for success, which is why it is an integral part of our business strategy.

This means promoting partnerships based on being proactive, trustworthy, and transparent is a key part of our mission. Based on a collaborative spirit, we view our stakeholders as essential sources of information, enabling us to identify not only their needs and expectations, but also the challenges and opportunities arising from these relationships.

With this in mind, we mapped out our main stakeholders based on criteria of importance, relevance and influence. Alongside maintaining and improving existing communication mechanisms, both cross-cutting - [website](#), [LinkedIn](#), [YouTube](#) and [whistleblowing channel](#) - and specific, the results of this identification have also supported a set of initiatives developed and implemented in a targeted manner for each stakeholder segment, as outlined below.



- Employees
- Clients and consumers
- Suppliers and subcontractors
- Shareholders/VINCI Group
- Local community
- Insurance companies
- Scientific community
- Regulatory and certifying entities
- Partners
- Sectoral entities
- Financial institutions
- Central and local administration

# Stakeholders involvement

GRI 2-29

## Employees

- \ **Consultation questionnaires**  
Twice a year
- \ **Consultation with workers**  
Annual
- \ **Safety week**  
Annual
- \ **BU managers and teams meetings**  
Periodical
- \ **Newsletter**  
Monthly
- \ **In-house corporate events**  
(Promotions, Christmas Party)  
Annual
- \ **Perimeter/Business**  
Fortnightly
- \ **Environment Day** Annual
- \ **Regulatory emails across all areas of VINCI Energies in Portugal**
- \ **Intranet**
- \ **Performance assessment and diagnosis of training needs**  
Annual

## Clients and consumers

- \ **Project follow-up meetings and regular communications**  
Periodical
- \ **Client satisfaction survey**  
Annual
- \ **Book and complaint handling**
- \ **Answers to client survey or audit questions**  
Periodical
- \ **Events**  
Periodical

## Suppliers and subcontractors

- \ **QES Manual delivery**  
The start of each service provision
- \ **Welcome integration and on-site monitoring**
- \ **Supplier evaluation**  
Periodical
- \ **Compliance with legal and Group requirements**
- \ **Project meetings**  
Periodical

## Shareholders/VINCI Group

- \ **Reports**  
Periodical
- \ **Meetings**  
Periodical
- \ **Disclosure of relevant information**

## Local community

- \ **Active support for charities**

## Insurance companies

- \ **Meetings**  
Periodical
- \ **Communication via platform**
- \ **Contact via mediator**

# Stakeholders involvement

GRI 2-29

## Scientific community

- \ **Training**
- \ **Participation in academic community events**
- \ **Open Days**
- \ **R&D development partnerships**
- \ **Internships**
- \ **Portugal Air Summit**

## Regulatory and certifying entities

- \ **External audits**  
Annual
- \ **Communication according to legal or other requirements**
- \ **Inspections**  
Periodical

## Partners

- \ **Workshops**  
Periodical
- \ **Project meetings**  
Periodical
- \ **Events**  
Periodical

## Sectoral entities

- \ **Communications**  
Periodically and upon significant changes occur

## Financial institutions

- \ **Communications**  
Periodically and upon significant changes occur

## Administration central and local

- \ **Communications**  
Periodically and upon significant changes occur

# Materiality

GRI 3-1, 3-2

VINCI is committed to promoting sustainability in all its operations and business practices. In line with European sustainability reporting requirements, the material topics defined at VINCI Group<sup>1</sup> level were considered, as set out in the exemption rules applicable to subsidiaries.

This analysis revealed a strong correlation between the Group's material topics and those identified in the materiality process conducted by VINCI Energies in Portugal, as outlined in the matrix below. This approach reinforces the company's commitment to robust materiality analysis, aligned both with the specific context of its activity and with the Group's global guidelines<sup>2</sup>.

In line with this commitment, VINCI Energies in Portugal completed the materiality process following the guidelines set out by the Global Reporting Initiative (GRI). This process is a fundamental step towards identifying and prioritising the most relevant issues that have the greatest impact on both the company and its stakeholders.

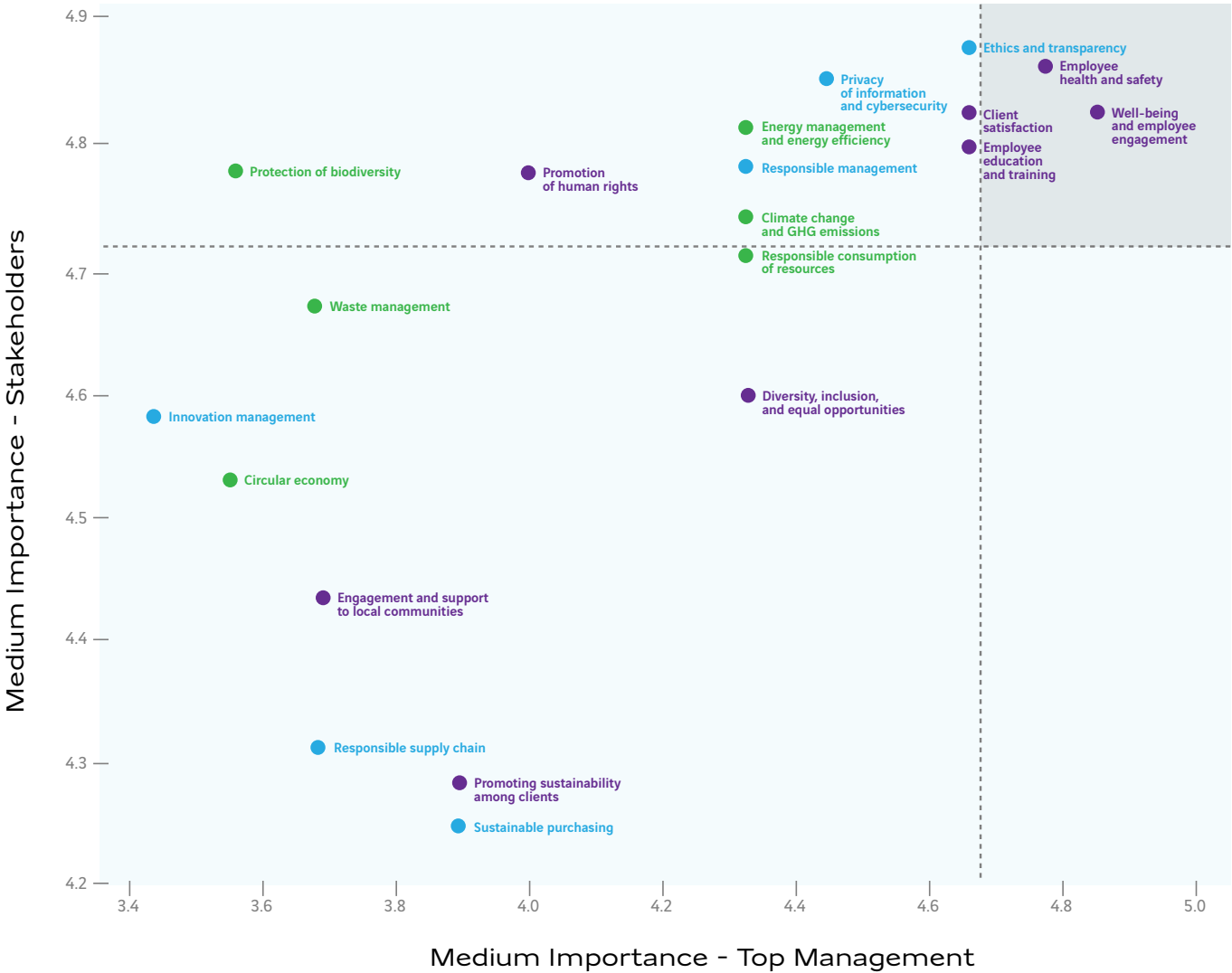
The materiality process involved a detailed analysis of the company's economic, environmental and social impacts, as well as consultation with key stakeholders, including employees, clients, suppliers and local communities. Through this process, VINCI Energies in Portugal has identified the most critical issues to be addressed in order to ensure long-term sustainable development.

<sup>1</sup> For further details on the VINCI Group's materiality, please refer to the relevant [Report](#)

<sup>2</sup> A correspondence analysis was conducted between the VINCI Group's material topics and the materiality of VINCI Energies in Portugal, which concluded that, overall, all topics were integrated, either through direct correspondence or through integration of the performance indicators. The only exception relates to the topic of "light, noise and vibration pollution", which is considered material by the Group due to its relevance to the construction sector, but does not apply to the reality of VINCI Energies in Portugal.

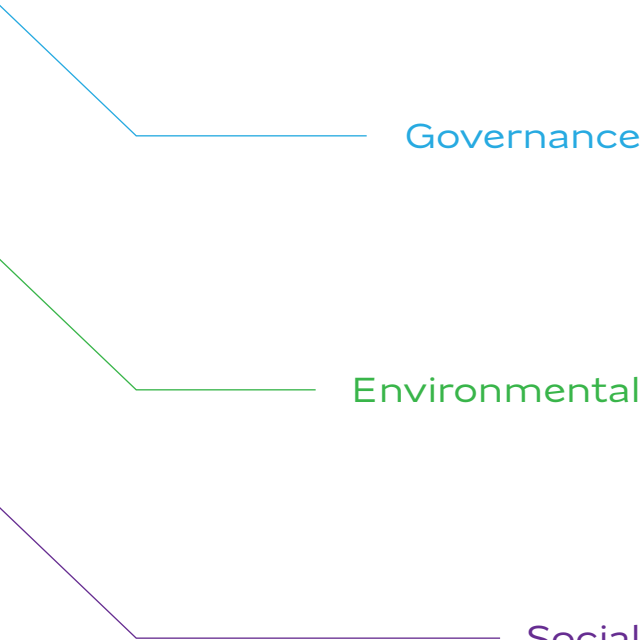
# Materiality

- Economic Dimension of Governance
- Social Dimension
- Environmental Dimension



# Materiality

During this materiality analysis, the Sustainable Development Goals (SDGs) were also identified. This exercise allows us to refine the topics on which our activity has the greatest impact, ensuring alignment between these and the material topics identified, as shown in the table below.



|                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                     |                                                                                                                                                                                                                                                                                                                               |                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                     |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <h2>Ethics and transparency</h2> <p>see chapter:<br/><a href="#">Respect for Ethical Principles</a></p> <div><div></div><div></div></div>              | <h2>Information privacy and cybersecurity</h2> <p>see chapter: <a href="#">Privacy of information and cybersecurity</a></p> <div><div></div><div></div></div> | <h2>Responsible management</h2> <p>see chapter:<br/><a href="#">Governance and Respect for Ethical Principles</a></p> <div><div></div><div></div></div> |                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <h2>Protection of biodiversity</h2> <p>see chapter:<br/><a href="#">Protection of Biodiversity</a></p> <div><div></div><div></div></div>               | <h2>Energy management and energy efficiency</h2> <p>see chapter: <a href="#">Energy management</a></p> <div><div></div></div>                                                                                                                    | <h2>Climate change and GHG emissions</h2> <p>see chapter: <a href="#">Climate change and GHG emissions2</a></p> <div><div></div><div></div></div>       |                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <h2>Employee education and training</h2> <p>see chapter:<br/><a href="#">Employee education and training</a></p> <div><div></div><div></div></div> | <h2>Promotion of human rights</h2> <p>see chapter:<br/><a href="#">Respect for Human Rights</a></p> <div><div></div><div></div></div>                      | <h2>Employee health and safety</h2> <p>see chapter:<br/><a href="#">Health and Safety Promotion</a></p> <div><div></div><div></div></div>           | <h2>Client satisfaction</h2> <p>see chapter:<br/><a href="#">Clients</a></p> <div><div></div></div> | <h2>Well-being and employee engagement</h2> <p>see chapter:<br/><a href="#">Employee well-being</a></p> <div><div></div><div></div><div></div></div> |

# Governance

## MATERIAL TOPIC RESPONSIBLE MANAGEMENT



GRI 2-9, 2-10, 2-11, 2-12, 2-13, 2-14, 2-17

Corporate governance is essential to ensuring transparency, accountability and fairness in an organisation's operations. Promotes trust among investors, clients and other stakeholders, while contributing to the long-term sustainability and performance of VINCI Energies.

In 2024, VINCI Energies' governance structure showed continuity with previous years, comprising the CEO and an executive committee of nine members, two of whom are women.

This commission, known as CODI, currently in its third term, has met six times to discuss executive, operational and strategic issues, including:

- \\ **Discussion and approval of the Offers and Invitations Policy**, including the provision for an authorisation and registration process, and a disclosure plan to the Hub;
- \\ **Revision by senior and intermediate management of the fundamentals of ethical behaviour and institutional ethics**, to better understand the raison d'être of the organisation's adoption of a demanding compliance programme;
- \\ **An 8-hour immersive seminar on the topic of 'ethics in debate' was held** at AESE, with Professor Marta Lince Faria and the Legal Director of the Hub (CODI and legal team), which was later repeated for three classes of around 30 managers each;
- \\ **Other topics:** analysis of the financial results; organisation of Managers Day; organisation of Environment Day; training at the VINCI Energies Academy in Portugal.

# Governance

## Management Committee (CODI)



Energy transition



Digital transformation

100%

independent members



**Pedro Afonso**  
CEO



**Nuno Caldeirinha**  
CFO



**Teresa Oliveira**  
Director  
Legal, Ethics and Compliance



**Alberto Cervera**  
CFO  
Energy Business Lines



**André Parente**  
Director  
Building Solutions



**Carlos Contreras**  
Director  
Building Solutions



**Gonçalo Sampaio**  
Director  
Omexom



**Carmo Palma**  
Director  
Axians (Consulting)



**Fernando Rodrigues**  
Director  
Axians (Telco Utilities)  
Actemium



**Pedro Faustino**  
Director  
Axians (Entreprise)

20%

women

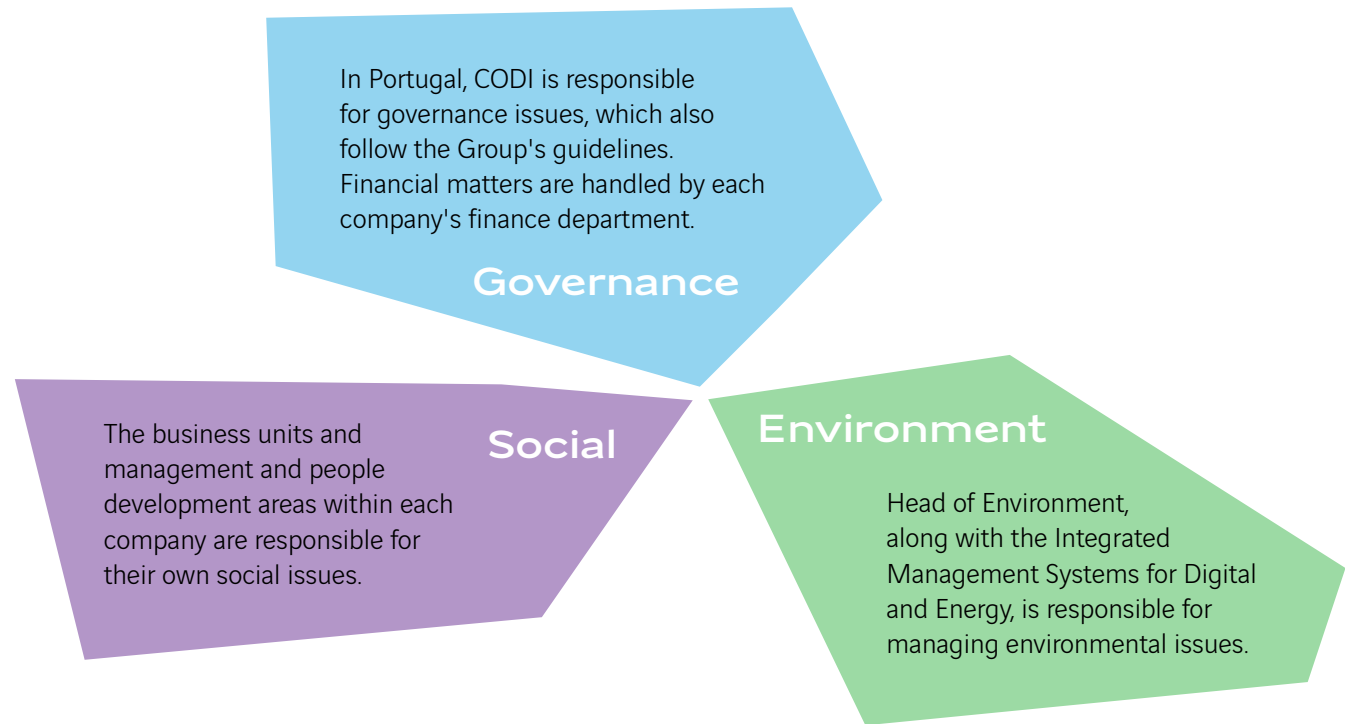
# Sustainability Governance

**Transparency** is essential to VINCI Energies' sustainability governance. Every year, we publish a sustainability report aimed at communicating to all our stakeholders the topics we prioritise and how the company addresses those issues to uphold their best interests.

A holistic approach and robust management of sustainability issues are key to enabling VINCI Energies not only to make a positive contribution to society and the environment, but also to maintain its competitive advantages in the markets where it operates.

At VINCI Energies in Portugal, the management of environmental issues and corporate social responsibility (CSR) has been assigned to managers who report these topics to CODI.

Due to their critical importance in ensuring the effective integration of ESG best practices into VINCI Energies' operations and strategy, sustainability issues are addressed within the company at the Business Unit General Managers and Head of Support Functions levels.



# Supply chain

GRI 204-1

At VINCI Energies, we seek to diversify our supply chain. As such, our value chain integrates a wide range of suppliers, both for materials and services.

These commercial relationships are managed by the different business units that comprise the company. Each area ensures the application and compliance of our principles and values, as well as our Ethics Charter and Code of Conduct.

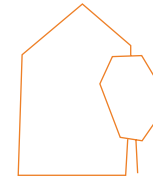
VINCI Energies' trust in its partners throughout the supply chain is essential to ensure the continuity and quality of our operations.



## Subcontracting

We ensure that all our suppliers offer fair working conditions, in line with those we offer our own employees.

This commitment to dignity at work is a reflection of our values and our corporate social responsibility.



## Local economy

We recognise the importance of supporting the local economy and, wherever possible, we work with local suppliers.

This practice not only strengthens the communities where we operate, but also helps to mitigate our negative environmental impacts, since reducing the need for long-distance transport decreases our carbon footprint.

# Supply chain

## Our commitment to a responsible supply chain

For VINCI Energies, responsible procurement means ensuring compliance with our ethical principles throughout the entire purchasing process.

For this reason, we give the social and environmental aspects of our suppliers' value proposition the same importance as economic and financial aspects. Our responsible purchasing process must comply with the Codes of Ethics, Anti-Corruption and Human Rights defined by VINCI.

With this in mind, the VINCI Group considers it part of its responsibility to support its stakeholders in continuously improving their business practices and to promote the introduction of these principles among them. We have therefore disseminated the **VINCI Group Purchasing Policy** and the **Global Purchasing Partner Performance Charter** among our partners, setting out the guidelines governing our business relationships.

We believe that, with this focus, we will contribute to strengthening our partners' performance based on ethical, social and environmental principles and, consequently, promote greater sustainability throughout our value chain.

In 2024, 66.3% represented expenditure on local (national) suppliers, a slight decrease compared to the previous year, with EUR 93,435,140 spent on the provision of materials. In this reporting cycle, the percentage of expenditure on subcontractors represented 38.6%, totalling EUR 77,770,686.



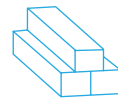
66.3%

of subcontracting  
local suppliers  
(67.5% in 2023)



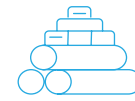
78.7%

of revenue  
allocated to purchases  
(71.98% in 2023)



38.6%

of subcontracting  
expenses  
(42.8% in 2023)



46.4%

of spending on  
materials supply  
(43.9% in 2023)

# Suppliers evaluation process

The supplier evaluation process is absolutely crucial to ensure that all partners in our supply chain comply with the high standards of quality and responsibility we have established, as well as with best sustainability practices.

This process is executed using the Acceptum platform, a tool that allows us to efficiently monitor and evaluate the performance of our different suppliers on an ongoing and detailed basis. The use of this tool allows us to carry out the entire process of collecting and analysing relevant data about our suppliers with greater ease. This enables us to undertake a more comprehensive assessment in terms of the criteria considered, including compliance with quality standards, fair working practices, environmental impact and alignment with our values and ethical principles.

On the other hand, we continue to implement the Partnership & Suppliers Management process, aimed at ensuring that all our suppliers deliver value to the end client. Through this procedure, we are able to actively monitor the impacts of our supply chain, which translates into its monitoring, evaluation and implementation of proactive solutions.

From 2025 onwards, through a new platform that embodies the supplier process, xHive Supplier Onboarding module, it will be possible to access all service evaluations of suppliers and/or service providers, allowing business units to access and use this information for contracting and/or renewing services. There are several templates available to suit the type of service contracted, from product supply to services or licensing. Committed to continuous improvement, new assessment templates are being designed and developed to better address the business's needs and requirements.

# Clients

MATERIAL TOPIC  
CLIENT SATISFACTION



VINCI Energies has a diverse and comprehensive portfolio of public and private clients across a variety of sectors, reflecting the breadth and versatility of the services it offers the market.

In 2024, we registered growth in our number of clients, totalling 4,178, an increase of 14% compared to the previous year (with a 7% expansion in our public sector client portfolio).



4,178  
clients in Portugal



85.9%  
average rating  
from reviews<sup>3</sup>

<sup>3</sup> To calculate the average rating, individual company ratings were converted to a scale of 0-100.

# Clients satisfaction assessment

Client evaluation is an ongoing and strategic practice which allows us to maintain a high standard of excellence and adapt our services to the ever-changing needs of our clients.

Regarding our clients in the digital transformation segment, a satisfaction survey is conducted annually during the last quarter on completed or ongoing projects.

Meanwhile, in the energy transition segment, each business unit adapts its client consultation methodology to what it considers best suited to each client. The criteria for defining the threshold for selecting the sample to be surveyed is tailored to each VINCI Energies company, based on the representativeness of its clients in its turnover. This assessment is conducted at least once a year, but may occur whenever the business units responsible deem it appropriate.

The evolution of VINCI Energies' client satisfaction evaluation results is summarised in the table below.

|                                   |                              | 2022 | 2023 | 2024 | Variation<br>2023-2024 |
|-----------------------------------|------------------------------|------|------|------|------------------------|
| Energy<br>Perimeter <sup>4</sup>  | Sotécnica (0-4)              | 3.1  | 3.2  | 3.3  | ↑                      |
|                                   | Actemium (0-100)             | 88.6 | 93.0 | 85.8 | ↓                      |
|                                   | Longo Plano (0-4)            | 3.4  | 3.2  | 3.2  | =                      |
| Digital<br>Perimeter <sup>4</sup> | Axians Solutions (0-100)     | 89.8 | 90.7 | 89.9 | ↓                      |
|                                   | Axians DC (0-10)             | 8.0  | 8.4  | 8.2  | ↓                      |
|                                   | Axians DC - low code (0-100) | -    |      | 95.0 | -                      |

<sup>4</sup> The Companies comprising the perimeters are listed in the subchapter Scope, period and reporting structure.

# Privacy of information and cybersecurity

MATERIAL TOPIC  
**PRIVACY OF INFORMATION AND CYBERSECURITY**



GRI 418-1



Privacy  
of information



Cybersecurity

Given the dependence of businesses on digital technologies, which has become increasingly entrenched in recent decades, it is only natural that issues relating to data privacy and cybersecurity should be a top priority for VINCI Energies.

There are constant risks to business continuity, as well as impacts on our clients, which make us look at these issues proactively. As such, the company has a comprehensive programme of measures aimed at preventing incidents and quickly mitigate any threats that may be detected.

In 2024, no complaints were received from external entities or regulatory bodies. However, Axians PT, in its role as Subcontractor (GDPR), recorded a security incident in the course of providing data backup services for the client's system, which involved the partial loss of client data.

## Processes

- ✓ Creation and operationalisation of the Data Protection Correspondent (DPC) network, with assistants at the level of the various business units
- ✓ Operationalisation of the registration of subcontracting agreements in PriVE (Privacy VINCI Energies - GDPR compliance tool)
- ✓ Creation of a safety and privacy committee

- ✓ Creation of a safety and privacy committee
- ✓ Table Top exercise, carried out with members of the security and privacy committee
- ✓ Update of the incident registration process
- ✓ Assessment of the state of information security in ICT companies

## Training and awareness-raising activities

- ✓ Awareness session on data protection in business [1 session]
- ✓ Training for Project Managers on Subcontracting in GDPR and PriVE [8 sessions]

- ✓ Campaigns to prevent phishing incidents
- ✓ Cybersecurity week

# Research and development

Research and development (R&D) play a crucial role in innovation and sustainable growth at VINCI Energies. Through our commitment to innovation, collaboration and responsibility, we seek to improve our products and services and contribute positively to society and the environment.

In 2024, we continued some projects that we had already started in previous years, which are expected to be completed by 2025, but we also started working on new solutions.



## Gutenbrain project

### Objective

Reinventing Maintenance and Inspection Engineering (MIEC), particularly industrial documentation processes, using artificial intelligence.

### Project description

The Gutenbrain project is a solution for processing industrial documentation from manufacturers and suppliers, capable of dealing with the typical problem areas of a traditional, manual-intensive workflow using artificial intelligence.

Gutenbrain makes it possible to process large amounts of information from various file formats using a data generation database - being able to do so with documents that include text, tabular data, and technical drawings. Gutenbrain thus allows all stakeholders in the MIEC project lifecycle to enjoy simplified, collaborative workflows and increase their productivity by reducing error-prone activities in the preparation of a project's asset repository.

## Intelligent Funds Assistant

### Objective

Development of a virtual assistant to help prepare applications for European community funds.

### Project description

The Intelligent Funds Assistant project, developed using AI, provides support in preparing applications for European community funds. The tool is agnostic to the fund and the language used in the application, making it possible to leverage Axians' vast experience in EU funds. It should be noted that this project was submitted and approved under Portugal 2020.

# Investigation and development

## Intelligent Document Automation

### Objective

Automating the detection of information in documents.

### Project description

Axians developed a software component called Intelligent Document Automation with the objective of performing digital recognition of documents of various types, such as invoices and receipts. This process is carried out automatically and with high precision, saving time and human effort.

## Intelligent Client Services

### Objective

Improving client support services by State regulators.

### Project description

Axians developed natural language processing algorithms that allow it to solve situations of stress and degradation of relationships between clients and operators and increase efficiency in performing tasks such as, summarising interactions for processes that will be resumed in the future.

A proof of concept was also developed for a conversational assistant, using an open-source platform, RASA, and integrating artificial intelligence models, which aim to autonomously resolve 1st line requests and reduce the number of telephone, in-person, or other interactions that involve the availability of human resources.

## Augmented Worker

### Objective

Reduce the risk of accidents at work and boost efficiency.

### Project description

Augmented Worker is a mobility solution that uses augmented reality to provide a contextual view of work orders, layered over the equipment and location from where the professional is working.

With this, employees can use a smartphone to identify not only the physical hazards to which they are exposed, but also the equipment that requires intervention and specific work instructions.

# Investigation and development

## ObservAERO

### Objective

Optimise the identification of anomalies and/or non-conformities in wind generator blades.

### Project description

Using computer vision algorithms trained on a database of thousands of images with anomalies classified by maintenance professionals, ObservAero analyses new images in detail, enabling the accurate detection of any anomalies in wind turbine blades. The integration of machine learning enables continuous improvement in identification capacity, adapting to different conditions and types of anomalies over time.

## Augmented Consultant

### Objective

Creation of virtual agents that allow automating, validating, and supporting the day-to-day tasks of the consulting profession.

### Project description

The Augmented Consultant is a concept and a vision that idealises the future of the consultant profession, supported by virtual agents based on artificial intelligence that automate, validate and support the daily activities of these professionals.

In this sense, we developed Meeting SensAI, an assistant that allows to summarise remote and in-person meetings and identify the participants, the main topics covered, as well as the main conclusions and next steps. The tool uses subdomains of machine learning, namely Natural Language Processing, Speech-to-Text I and Diarization, having been trained on open source data in Portuguese and English.

## Industrial Digital Twin

### Objective

Leverage and guarantee the companies in the industrial manufacturing sector the ability to make decisions based on data and in real time.

### Project description

The Industrial Digital Twin was developed to ensure the continuous visualization, analysis and optimization of real-time data from the factory floor, process master data and other sources of data to run simulations of what-if scenarios to support decision making, as well as apply predictive and optimization IA and Machine Learning models. The ability to simulate and analyse different scenarios allows for greater efficiency and productivity, informed decision-making throughout the value chain, as well as reducing operating costs and improving communication and collaboration.

# Investigation and development

## Connected Worker [project completed]

### Objective

Prevent and anticipate work accidents for teams in the Oil & Gas area.

### Project description

Connected Worker is a solution that supports decision-making and triggering emergency actions related to teams on the ground, focused on real-time monitoring of relevant data relating to the environment and the worker's vital signs.

In a single platform, it is capable of promoting accident prevention and anticipation, gaining precious minutes that can decide the severity and outcome of each accident, helping to ensure the professionals' well-being.

## Mercury – Digital Twin Framework for Industry

### Objective

Optimise manufacturing processes through digitalization, artificial intelligence and real-time monitoring.

### Project description

Mercury is a framework developed by Axian that allows you to create a virtual replica of physical objects, processes or systems, and combine real-time data from sensors and processes with 3D information and object properties, providing an intuitive and simple digital experience. By integrating AI into this technology, manufacturers can gain relevant insights, scenario simulation environments, predictive analytics, and greater support for their decision-making.



## Intelligent Knowledge Assistant

### Objective

Organise, optimise and make business knowledge available in an efficient and structured manner.

### Project description

Intelligent Knowledge Assistant is an intelligent framework that uses GenAI, LLMs (Large Language Models) and RAG (Retrieval-Augmented Generation), and that through automated curation analyses knowledge bases, extracts relevant information, eliminates duplicate or obsolete content and converts knowledge into semantic vectors for faster and more accurate access.

With this approach, the solution enables organisations to have a dynamic and constantly updated knowledge repository that can be easily accessed by any employee.

# ENVIRONMENTAL AMBITION



## MATERIAL TOPICS

Climate change and GHG emissions

Energy management and energy efficiency

Protection of biodiversity

## TARGETS by **2050**

Be net zero  
in GHG  
emissions

## by **2030**

Reduce direct GHG  
emissions (scopes 1  
and 2) by 50%  
compared to 2018

## by **2030**

Reduce indirect  
emissions (Scope 3)  
by 20%  
compared to 2019

# ENVIRONMENTAL AMBITION

The VINCI Group has based its 2030 environmental ambition on three pillars, setting demanding targets and commitments.

These lines of conduct inspire our actions, which are actively pursued across all VINCI Energies business units in Portugal by all employees, as part of a collective mission.



## Acting for the climate

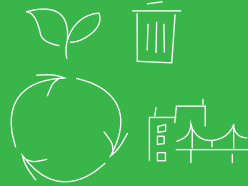
Reduce our GHG emissions

\ Scopes 1+2\*: **2018 → -50% → 2030**

\ Scope 3\*\*: **2019 → -20% → 2030**

\* direct and indirect emissions linked to our energy consumption

\*\* indirect emissions (suppliers and clients)



## Circular economy

Optimise resources through circular economy

\ **Recycle 80% of our waste:**

- \ Inert
- \ Non-hazardous

\ **Treatment of 100% of hazardous waste**



## Natural environments

Preserve natural environment

\ **Reduce our water footprint**

\ **Protect biodiversity**

# ENVIRONMENTAL AMBITION

Continuing the work developed in recent reporting cycles, in 2024 we once again reinforced our environmental initiatives, with a view to maximising the positive impact of VINCI Energies in Portugal on the planet. In addition to previously implemented actions, such as Environment Day, fleet decarbonisation, the “eVE” platform, green offers, among others, this year we highlight our participation in the VINCI Environment Awards and the Framework Environment.

## VINCI Environment Awards 2024

The second edition of the VINCI Environment Awards was the Group's major environmental initiative in 2024. Across the VINCI world, we have identified 1,000 solutions with potential environmental impact. At regional level in Southern Europe, VINCI Energies in Portugal was awarded three prizes: EcoPrint Innovation project by SOTÉCNICA; Unesco Biosphere Reserves – Pockets of Hope by Axians Portugal; and the SDDR solution – Advanced analysis for forest fire risk prevention by Axians Portugal (see [Protection of biodiversity](#)).

This solution was one of the winners at the Environment Awards finals in Paris, winning the ***Climate Change Adaptation award***.



## Framework Environment

The VINCI Energies Framework Environment in Portugal and its associated brands aims to be a tool for organising and centralising all available environmental information. The strategy is based on the Group's three pillars of environmental action and is implemented in five areas: Culture & Awareness, Tools, Green Offers, Legal & Compliance, Responsible Procurement. In addition, it includes an action sheet template, so that each BU can define its actions on the various environmental issues where it considers it pertinent to define a specific roadmap. In 2024 this framework was tested and will be made available in the first quarter of 2025.

# Climate change and CO2 emissions

MATERIAL TOPIC  
**CLIMATE CHANGE  
AND GHG EMISSIONS**



GRI 305-1, 305-2, 305-4, 305-5

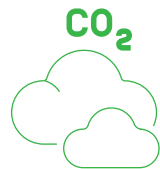
At VINCI Energies in Portugal we work to mitigate the impact associated with our main activities, recognising that we operate in sectors that actively contribute to climate change. This is a constant challenge, since we are highly dependent on fossil fuels, both when it comes to our employees travelling and when it comes to using machinery and equipment.

To this end, we have aligned our approach with the Group's guidelines, which, since 2022, have had scope 1, 2 and 3 reduction commitments certified by the SBTi (Science Based Target initiative), reinforcing its environmental positioning and ambition in contributing to the fight against the increase in average global temperature above 2 °C, in accordance with the Paris Agreement.

We are therefore striving for greater energy efficiency and investing in sustainable sources to reduce our carbon footprint. We realise that this is a collective effort and, as such, we have spread this mission to all our employees and partners, dedicating our efforts to developing partnerships and synergies for a greener society.

# GHG emissions

In 2024 we will have reduced total GHG emissions by around 7% in scopes 1 and 2.  
These results are the consequence of a collective effort to invest in decarbonisation drivers and to focus on process efficiency.



8.45

emissions intensity  
(tCO<sub>2</sub>e/revenue M€)  
(-14% than in 2023)

0.99

emissions intensity per  
employee (tCO<sub>2</sub>e)  
(-15% than in 2023)

2,137.42

emissions in scope 1  
(-5% than in 2023)

24.15

emissions in scope 2  
(market-based)  
(-60% than in 2023)

# GHG emissions

With regard to scope 1 emissions, there was a decrease of around 5% compared to 2023, totalling 2,137 tCO<sub>2</sub>e. Similarly, in terms of scope 2, which is the consumption of electricity, there has been a marked reduction of approximately 60% in emissions compared to 2023 - the result of our commitment to more efficient and sustainable energy options in the facilities and buildings we use.

These positive results are also reflected in the carbon intensity indicators, with a 14% decrease in emissions intensity per revenue (8.45 tCO<sub>2</sub>e/revenue M€) and a 15% decrease in emissions intensity per employee (0.99 tCO<sub>2</sub>e/employee).

In terms of scope 3 emissions, we continue our efforts to implement tools to collect and monitor information, as well as improving the methodology applied. We currently keep track of carbon-intensive suppliers, calculating estimates through the eVE platform and purchases of registered products and services. As these measurements are estimates, they are only used internally as a method of assessing suppliers' environmental ambitions, allowing them to consider solutions for reducing their carbon footprint. The data collected as part of this process at VINCI Energies in Portugal was integrated into the VINCI Group's sustainability report, contributing to a consolidated view of climate performance at a global level.

## Carbon tools

Estimating the carbon footprint of our projects is essential to assess their climate impact. In 2024, VINCI Energies launched eco2VE, the tool that brings together our four business lines and, consequently, the equipment and materials related to the projects to be developed. It should be noted that this information is not yet considered material enough for most of our clients. However, we intend to continue contributing to the roadmap defined by the Group, making use of the resources defined for this purpose.

eco<sub>2</sub>VE<sup>+</sup>  
My projects' footprint



# Energy management

MATERIAL TOPIC  
**ENERGY MANAGEMENT  
AND ENERGY EFFICIENCY**



GRI 302-1, 302-3, 305-5

In 2024 we noticed a decrease in total energy consumption of around 2% compared to the previous year, although we did feel a slight increase in energy intensity, since the calculation methodology only takes electricity and LPG into account.

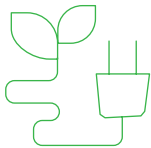
We recorded 90% of electricity consumption coming from renewable sources, as a result of an effort to demand that operators guarantee access to a '100%' green energy mix, resulting in a greater number of facilities exclusively powered by green energy.

In terms of energy consumed from photovoltaic panels, we are continuing to invest in the maintenance of existing ones and in the installation of new ones, thus also contributing to the increase in renewable electricity consumption.



37,456

of energy consumed  
(-2% than in 2023)



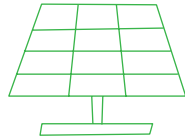
90%

of electricity consumption from  
renewable sources  
(+9% than in 2023)



5.92

energy intensity  
(MWh/turnover (M€))  
(+6% than in 2023)



918 GJ

of energy consumed from  
solar panels  
(+18% than in 2023)

# Sustainable mobility and fleet decarbonisation

Aware of the dependence on the use of a significant number of vehicles, both light and heavy, in our activities, as well as the high distances travelled due to the dispersion of existing construction sites and contracts and, consequently, the impact of the fleet on our carbon emissions at level 1, we have aligned our strategy with the Group's Climate Action, making sustainable mobility a strategic priority.

As such, we have focused on decarbonising our fleet, prioritising the replacement of vehicles - including heavy goods vehicles with cranes and machinery - with hybrid or electric options, and raising awareness among drivers to adopt more efficient driving, with a focus on optimising routes and reducing fuel consumption.



In terms of operational vehicles - VINCI Energies' biggest challenge in Portugal - we actively seek out the best solutions available, focusing on innovation, presenting more competitive contracts and creating conditions that facilitate this transition. In addition, we realise that the concept of sustainable mobility goes beyond fleet management, and we encourage people to travel only when necessary - to this end, we promote hybrid and flexitime schemes, and expand our awareness campaigns to our stakeholders.

<sup>6</sup> Comparison with the updated figure for 2023, please see Supplementary Information and GRI Table.

# Sustainable mobility and fleet decarbonisation

In this context, we have been fostering this culture through the development of a series of policies and actions, of which we highlight the following.

Broadening the scope (under consideration) of soft mobility solutions to all employees (e.g. Bolt and Uber business contracts, TESLA partnership).

The supplier's fuel cap is also available for off-site electric charging (100% green energy contract), with a consequent increase in electric charging stations on the premises.

By the end of 2024, we had 2 electric test vehicles for operational routes with varied journeys. Positive results were registered both in the drivers' experience and in the dynamics of electric charging inside and outside the organisation's facilities.

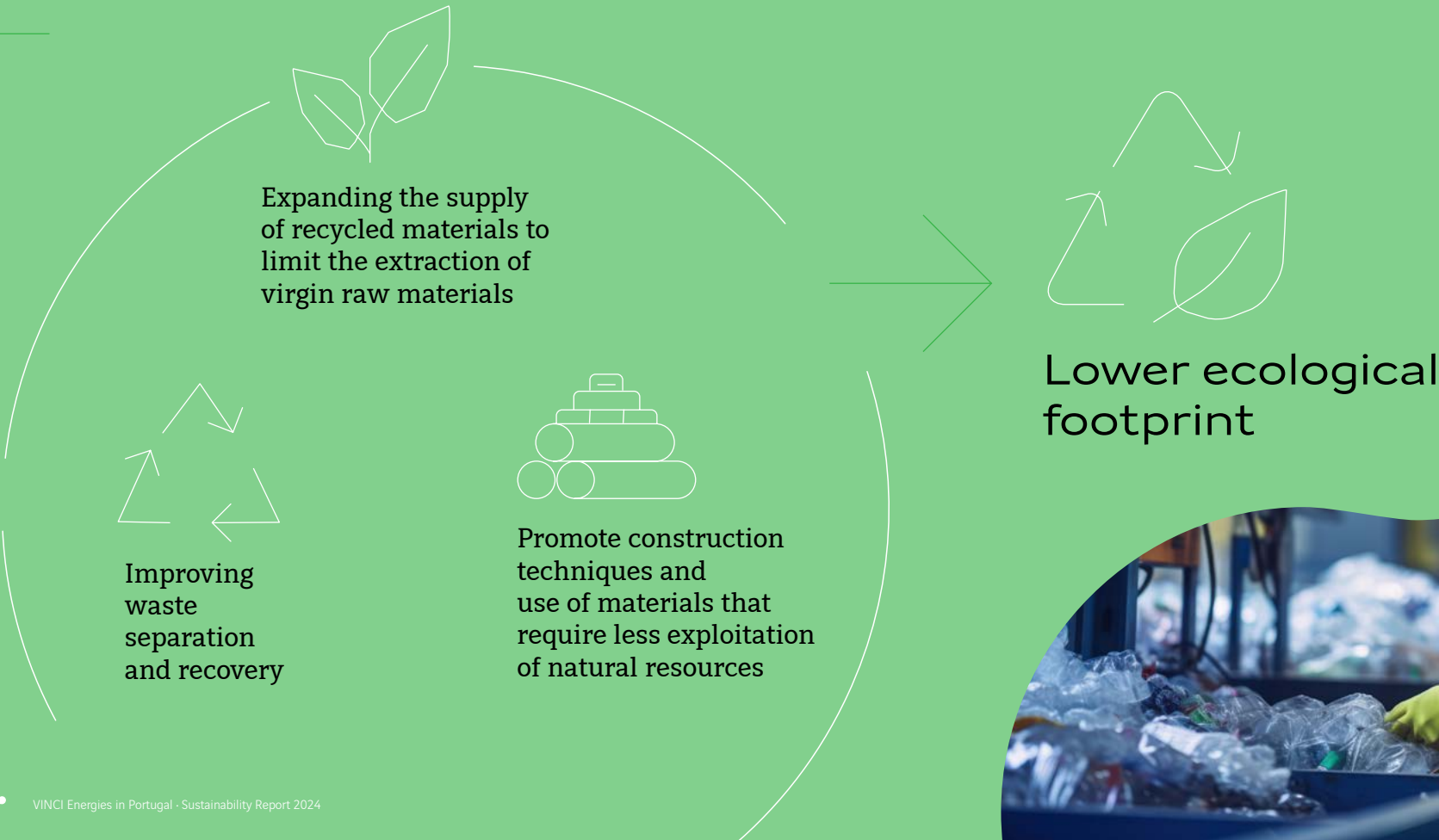
Setting up a GREP to decarbonise the fleet, with a focus on BUs in the Energy segment. The objective is to provide the Board of Directors with the best actions to take to achieve VINCI's decarbonisation targets, in the areas of fleet electrification, alternative fuels and soft mobility.

In addition, and as a result of the GREP - Fleet Decarbonisation, investment has been made in alternative fuels, such as biodiesel for diesel vehicles that travel long distances every day, and where electric charging is clearly difficult.

# Circular economy

GRI 306-1, 306-2, 306-3

The circular economy is a key lever in our sustainability strategy, particularly in terms of reducing the consumption of raw materials, protecting ecosystems, promoting a positive impact on the value chain, enhancing sustainable change in our activities and those of our stakeholders and recognising VINCI as a Group that invests in recycled materials and innovation. We have thus aligned our actions with the VINCI Group's three circular economy objectives, with the aim of reducing our ecological footprint.



# Circular economy

The waste produced at VINCI arises - apart from the domestic flows associated with the use of our fixed facilities - mainly from our direct operations, namely works and projects. In terms of incoming waste, we highlight packaging for products to be installed/used and plastics, and in own activities and outgoing waste electrical and electronic equipment (WEEE), electrical cables, aggregates and wood.

In terms of treatment, we ensure that the waste is properly channelled to the final operator, who strives to valorise it. The collection, treatment and/or deposit of these is the responsibility of a company certified for this purpose, or by contracting the use of certain spaces. We thus guarantee that all waste is correctly managed, registered in e-Gar and, consequently, in the Integrated Waste Registration Map (MIRR), allowing it to be continuously monitored through our internal eVE platform.

Nevertheless, we raised awareness among all employees of the collective effort to reuse materials at the workplace, both on site and in the warehouses of permanent installations, giving a new meaning to what would otherwise be considered waste, especially in terms of paper and cardboard, packaging and wooden pallets.

Considering these initiatives, it is worth highlighting the work carried out by certain BUs in acquiring and including reused materials and equipment in their activities, such as the Axians Maintenance BU, which reported one tonne of reused material in 2024 when replacing damaged equipment.



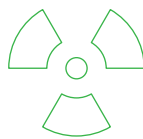
95%

of total waste recovered



93%

of recovered non-hazardous waste



91%

of hazardous waste recovered

# Circular economy

We realise that the quantities of the various flows produced depend directly on the volume of construction work in which waste is a reality. In 2024 we experienced a further increase in the total amount of waste produced due to the expansion of our business and projects, with a focus on the amount of inert waste and soil. Although there has been a slight decrease in the percentage of valuation, they remain very positive.

## Waste generation and treatment

|                                   | 2022           | 2023           | 2024           | Var. 23/24 |
|-----------------------------------|----------------|----------------|----------------|------------|
| <b>Total waste produced</b>       | <b>443,660</b> | <b>770,155</b> | <b>864,615</b> | <b>↑</b>   |
| Hazardous waste (t)               | 38,242         | 54,603         | 26,898         | ↓          |
| Non-hazardous waste (t)           | 266,415        | 582,544        | 475,083        | ↓          |
| Inert waste (t)                   | 139,003        | 133,008        | 325,748        | ↑          |
| Collected soils (t)               | -              | -              | 36,912         | -          |
| <b>Recovered waste (T)</b>        | <b>403,959</b> | <b>738,859</b> | <b>825,552</b> | <b>↑</b>   |
| Hazardous Waste Recovered (%)     | 85%            | 89%            | 91%            | ↑          |
| Non-hazardous Waste Recovered (%) | 90%            | 96%            | 93%            | ↓          |
| Inert waste recovered (%)         | 94%            | 100%           | 99%            | ↓          |
| Collected soils recovered (%)     | -              | -              | 99%            | -          |
| <b>Recovered waste (%)</b>        | <b>91%</b>     | <b>96%</b>     | <b>95%</b>     | <b>↓</b>   |

# Circular economy



This year we continued to provide information on relevant waste management issues in our internal communication channels - newsletter and my view/sociable - and we continued to invest in projects and initiatives to promote circularity.

Furthermore, we joined the 'Value Chain and Circular Economy' working group organised by BCSD Portugal.

## Reyuz

VINCI Energies' project for the Circular Economy, which through an application/ website allows any BU to sell or buy materials or equipment, promoting reuse within the network. This way we can reuse, recycle and maximise the efficiency of our assets, as well as track and predict future needs, supporting more strategic procurement decisions. In 2024 we managed to register the first transaction.

**reyuz**

## Awards and recognitions

The VINCI Environment Awards 2024 included Circular Economy as a category, with a focus on new materials and reuse. In terms of awards, BU Maintenance Services South was recognised by the Southern Europe Regional Award for the 3d Ecoprint Innovation initiative.

Sotécnica S.A. received the eCIRCULAR certification, promoted by ADENE, following an audit of its energy, water, materials and strategy management practices, obtaining a B classification (from F to A+).

Simultaneously, at operational level, the BUs are involved in one-off actions in this area, such as the collection of toners and oils used by transformers, motors and other equipment, as well as social and environmental campaigns such as 'Todos pelo IPO' (All for IPO), whose main aim was to collect end-of-life light bulbs and electrical equipment.

# Protection of biodiversity

## MATERIAL TOPIC PROTECTION OF BIODIVERSITY



GRI 101-4, 101-5

At VINCI Energies in Portugal, we understand the richness of the ecosystems in which we operate. Aware of the need to be an active agent in protecting its biodiversity, we continue to drive conservation actions, inspiring our workforce and communities to take on this commitment collectively.

With this in mind, we mapped the locations of the sites with the most significant impacts on biodiversity, namely ecologically sensitive areas, where we take an active approach to constant monitoring and preservation:

### \ Omexom Distribuição Activity in Cabrela, Monfurado and Évora

(Protected by the Birds Directive and the Habitats Directive), regarding requirements for cork oaks, olive trees and storks, working in partnership and authorisation with the ICNF.

### \ Photovoltaic solar plant in Morgavel

Based on the Natura Network in the Southwest Coast Natural Park.

### \ VINCI Facilities and solar photovoltaic plant at Faro airport

Present in the Natura Network in the Ria Formosa Natural Park.

# Protection of biodiversity

These sites are subject to the transfer/removal of stork nests and bird systems, the chopping down of trees for possible excavations, trenching, the installation of solar panels or the installation of infrastructure such as offices and warehouses. As such, we carry out a series of environmental impact assessments and identify environmental aspects, as well as analysing the compliance of our activities with the legislation in force, ISO 14001, tender specifications and other requirements. Whenever possible, we apply compensatory measures, such as ecological recovery plans.

## Act4nature

In 2024, we remained part of the Biodiversity Working Group of the Business Council for Sustainable Development (BCSD), and are proudly one of the 46 Portuguese companies that accepted the act4nature challenge. In this regard, we have defined a set of individual SMART commitments aligned with the objectives of the Kunming-Montreal Agreement on the Global Framework for Biodiversity, integrating nature conservation into our strategy and business model. The commitments are [publicly](#) available, reinforcing our transparency and effort on these issues.



## Protection of biodiversity

In terms of operational measures, we would highlight the commitment to digitising invoices, which in 2024 accounted for 67% of the invoicing of the entire Hub. This dematerialisation represents a significant reduction in paper consumption and logistical constraints in the process, helping to reduce the depletion of natural resources.

Also in this regard, we would like to highlight Axians Portugal's SDDR solution - advanced analysis for preventing the risk of forest fires, which was recognised at the Environment Awards 2024 as a green-offer aimed at preventing forest fires resulting from short-circuits in power lines. It was awarded the 'Adaptation' prize and was one of the 12 best initiatives in the competition.

## Environment Day



[watch video](#)

## Protection of biodiversity

# Environment Day

Continuing to raise the banner of 'no net loss' in terms of promoting biodiversity and protecting ecosystems, in 2024 we held another edition of the successful Environment Day format, on 24 and 27 September.

In partnership with the Quercus association, this huge team-building initiative focused on the Circular Economy. As such, our employees had the opportunity to participate in a wide range of initiatives, which are listed below.

- ✓ Restoration and cleaning of various areas.
- ✓ Collection of miscellaneous waste and ceramics.
- ✓ Removal of invasive species.
- ✓ Recovery and reuse of used pallets and wood.
- ✓ Plantation of native trees and shrubs and mangroves.
- ✓ Seedbed construction.
- ✓ Preparation of materials for educational activities using foodstuffs.
- ✓ Production of cases from PET bottles and soap from cooking oil.
- ✓ Construction of hotels for pollinating insects.
- ✓ Interpretive walks.
- ✓ Other activities.

We are proud to have registered the participation of more than 800 employees from 12 locations: Mainland Portugal, Madeira, Luxembourg, Angola, and Mozambique. Also worth mentioning is that we rewarded the winners of digital challenges with public photo displays, and our team captains were awarded trees to plant as part of the VINCI platform "my Tree".

On these two special days, biodiversity protection was always at the forefront, and our mission was to reinforce shared awareness of this issue, in the hope that the principles of Environment Day will become part of everyone's daily lives.

# Green-offers

Delivering solutions that enable our clients to mitigate their carbon footprint, contributing to our goal of reducing our scope 3 emissions by 20% by 2030, has been a priority strategy for VINCI Energies in Portugal. So, a green offer is a proposal that makes this goal happen, bringing measurable environmental benefits and supporting our Environmental Ambition commitments.

Promoting our green offers is a way of attracting a group of stakeholders who value this area of activity, positioning us as an accelerator of energy transition and digital transformation.

In 2024, we held a webinar for our BUs to clarify the concept of these solutions and present examples from Portugal and VINCI Energies, with the aim of identifying and designing new offerings that meet this objective.

## Remote management and monitoring

To optimise water use management in the Vilariça Valley's hydro-agricultural system, it was installed a system that allows consumption to be checked, i.e. remotely monitor farmers' access to the supply network, which previously could only be done locally at the hydrant. In addition, in order to increase the network's dynamism, the aim is to control the outlets remotely.

The implementation of the remote management system for the secondary irrigation network equipped the network with a monitoring system, allowing local collection of data from existing hydromechanical equipment, namely meter readings and pressure values. On the other hand, the Supervision System, based on Actemium's SCADA ViewStar, receives the collected data, allowing pressure monitoring throughout the irrigation network and hydrant consumption.



# Green-offers

## Ecosentinel

Solution that enables real-time data processing and predictive analysis. The suggested smart system uses artificial intelligence to improve the accuracy, monitoring, and prediction of extreme weather events. Through the use of AI algorithms, the system can process large amounts of environmental data, detect patterns and predict potential extreme phenomena. This project was recognised in the “Adaptation to Climate Change” category at the VEI&S 2024 Innovation Awards.

## EDP LED lighting

Sotécnica's maintenance department supported EDP in modernising the lighting system at its headquarters on Avenida 24 de Julho. This upgrade reduced energy consumption from 32,700 W to 24,000 W, resulting in savings of 8,700 W, which represents a 26.6% decrease in energy consumption and, consequently, in the building's carbon footprint. Furthermore, the solution optimises operating costs, especially in the Facility Management area, by mitigating the need for maintenance and increasing speed and efficiency, with fewer interventions required over time.



## Cloud FinOps

Consulting services and implementation of a management model supported by cloud resource optimisation tools, associated with teams, applications and projects. The system allows for better definition of architectures for new cloud and Kubernetes projects, leading to reduced waste caused by overprovisioned and idle cloud resources and optimised consumption, as well as maximised automation coverage and utilisation of commitments.

Overall, FinOps enables clients to gain greater control over teams and services deployed in the public cloud, maximise their budget and reduce their carbon footprint.

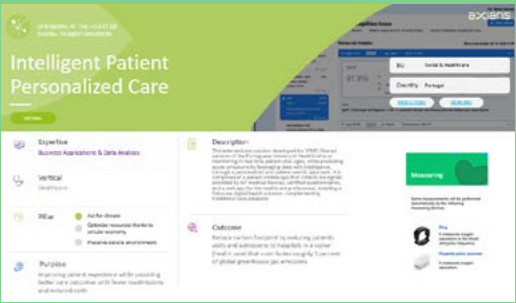
# Green-offers

## Certified projects

- ✓ BREEAM: Convent of Santa Joana, Quinta da Ombria, Rainha Logistics Warehouse (SONAE)
- ✓ LEED: EXEO and Oriente Multipurpose Building
- ✓ WELL: Oriente Multipurpose Building
- ✓ Energy Sustainability 4.0: Flatlantic

## Intelligent Patient Personalized Care

This remote healthcare system, developed for SPMS (Shared Services of the Ministry of Health), aims to monitor patients' vital signs in real time, while predicting acute symptoms through a personalised, individual-centred approach. It consists of a mobile app that collects bio signals provided by IoT medical devices, certified questionnaires, and a web application for healthcare professionals. By reducing hospital visits and admissions, it contributes to reducing the carbon footprint in a sector (healthcare) responsible for around 5% of global GHG emissions.

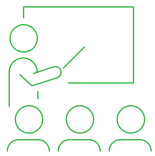


## Installation of new solar panels

Estremoz and Alcochete are the locations chosen for the construction of two important solar power plants in Portugal. This project is the result of a partnership between Omexom, a VINCI Energies brand, and Hyperion Renewables, a leading solar project developer in the Iberian Peninsula. The work uses cutting-edge technologies, including drones and AI tools, to optimise real-time construction management and monitoring. A total of more than 100,000 bifacial photovoltaic modules will be installed: 73,000 in Estremoz and around 29,000 in Alcochete.



# Raising awareness among employees on sustainability



# 402

hours of training  
on environmental  
issues

VINCI Energies in Portugal, recognizes that achieving the goals set out in our strategy is only possible with the involvement of everyone who works with us every day. As such, we are inspired to empower our people by fostering an organizational culture where sustainability is a shared responsibility for all.

So, we stay focused on raising awareness across the board by offering a variety of e-learning courses, supported by in-person and hybrid sessions that cover specific topics related to our Environmental Ambition. In 2024, we conducted 402 hours of training on this topic.

Plus, we ran some awareness campaigns through email/intranet or in person, promoted celebrations of special days - like World Environmental Education Day, Arbor Day, World Day to Combat Desertification and Drought, and Recycling Day-, held community activities with environmental impact - notably Environment Day (see [Environment day](#)) -, and encouraged the participation in other initiatives such as the Environment Awards.

## Climate Fresk

Availability of monthly Climate Fresk sessions, a workshop focused on climate change. This initiative is open to all employees, who can register via the VINCI Energies Academy portal in Portugal. Between 2023 and 2024, we trained 104 people, as well as internal facilitators. The course was very well received by the participants, who highlighted the content and training dynamics.

# Alliances & Partnerships

Aware of sustainability trends and legislative requirements, such as the European Green Deal, we have been developing new green-offers options, as well as strengthening our support for clients who are committed to meeting their sustainability goals.

In this regard, we would highlight the “ALLIANCES” section on the internal VE Myview portal, which is dedicated to centralizing tools and best practices from our partners in environmental sustainability, divided into three segments:

## 1

### Tools and action programmes

Dissemination of our strategic partners' programmes and tools for sales, pre-sales, and project management teams, enabling faster design and proposal of green offers.

## 2

### Monitoring

Enables monitoring and observation of the strategic partners' performance in relation to their objectives and measures for reducing their environmental footprint.

## 3

### Agenda

In this space, the Axians team can find events and training sessions promoted by strategic partners regarding new offers, solutions, technological trends, and tools.

# Alliances & Partnerships

Of note is the commitment to the qualification of technological partnerships, which has been recognized for its commitment to sustainability. In 2024, CISCO awarded Axians Portugal at the international CISCO Partner Summit in Las Vegas as CISCO's sustainability partner of the year.

The main contributions and initiatives developed in this area are:

## NUTANIX

### Carbon and Power Estimator

This enables Axians to improve its understanding of the factors that contribute to energy consumption, which can be the first step in a strategy to reduce usage and, consequently, associated emissions.

## MICROSOFT

### Sustainability Manager

Microsoft Cloud tool for sustainability that combines data to monitor and manage the environmental impact of a solution.

### Sustainable Procurement Strategy

Axians is a qualified partner for Microsoft procurement proposals, aligning with the company's sustainability requirements and carbon-negative ambition for indirect procurement.

### Partner Pledge

Axians is part of a strategic commitment of partners who are addressing sustainability goals.

## DELL

### Tech Refresh

Possibility of replacing the installed base of DELL servers or storage with a more sustainable solution.

### Asset Recovery Services

Supports clients in recycling end-of-life products (servers) in a responsible and secure manner, as well as offering special prices.

### Apex

Contribution to reducing energy consumption and electronic waste among clients through DELL consumption models in the portfolio DELL APEX.

# Alliances & Partnerships

## SCHNEIDER

### Retrofit for Sustainability

Operational checklist that identifies in three steps where the client is on their net-zero journey.

### School of Sustainability

Service that allows to train consultants for IT solutions with tools, resources and Premium Green products in sustainability.

## CISCO

### Build a Sustainable Practice

A platform that centralises all of CISCO's sustainability offerings, facilitating the development of more sustainable practices with a view to increasing your profits and offering innovative solutions.

### Sustainable Solutions

Offers, solutions and services to support clients in optimising their energy consumption.

### Product Approvals

CISCO product approvals and certificates by part number, integrating information on substances of concern present in articles, whether individual or complex objects.

### Green Pay

Special conditions when choosing a Green Pay financing model, with free collection of equipment at the end of the contract.

### Takebase and reuse Program

Simple, safe and sustainable programme for returning and reusing end-of-life equipment.

### Client Recycling Solutions

Proceedings for the promotion of circularity and return of used equipment.

### Takeback Incentive

Additional discount on new products for renewal or migration (trade-in) opportunities.

### Refresh Certified Remanufactured Equipment and Circularity Promotions

With Cisco Refresh, it is possible to purchase refurbished and fully certified routers, switches, phones, and network collaboration products.

### Outlet Shop

Promotional discounts on refurbished equipment.

### Sustainability Estimator

Tool to model energy savings and environmental impact when upgrading hardware components.

# INCLUSIVE GROWTH



## MATERIAL TOPICS

Well-being and employee engagement  
Promotion of human rights

## TARGETS by 2030

30% of women  
on Executive  
Committees

# Employee well-being

MATERIAL TOPIC  
**WELL-BEING AND EMPLOYEE  
ENGAGEMENT**



GRI 2-7, 2-30, 401-1, 401-2

Employee well-being is an essential pillar of VINCI Energies' culture in Portugal and reflects the company's ongoing commitment to providing fair and balanced working conditions that foster professional and personal development. In 2024, VINCI Energies in Portugal reinforced its approach to well-being at work through a comprehensive set of benefits, consolidating effective social dialogue practices, prioritising job security and strengthening talent attraction and retention strategies.

These efforts are reflected in the continuous improvement of working conditions, the sustained growth of the organisation and the retention of a motivated team committed to its mission.



## Benefits and work conditions

A diverse set of benefits that aims to value employees and provide them with stability, financial security and quality of life.



## Talent attraction and retention

Policies, measures and programmes promoting the recruitment of new professionals and ensuring the continuous development of teams, fostering an attractive and stimulating work environment.

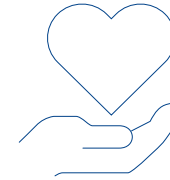
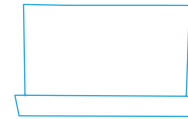


## Social dialogue

A transparent and participatory communication model that strengthens employee engagement in building a fairer and more equitable work environment.

# Benefits and work conditions

Our commitment to the well-being of our employees is reflected in a comprehensive and differentiated set of working conditions that aim to value them, as well as provide them with stability, financial security and quality of life through fair working conditions and a balance between professional and personal life.



## Work-life balance

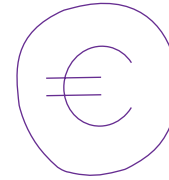
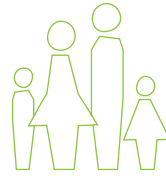
We promote a flexible working model, tailored to the needs of our people, roles and business units. The **Flexible Work** policy, already implemented and consolidated, allows employees to benefit from a hybrid work regime and flexible hours, promoting a better work-life balance. We do this by supporting our employees in acquiring and providing equipment and materials that ensure their efficiency and comfort:

- ✓ **Technical equipment:** laptops and other technological devices appropriate to their duties.
- ✓ **Peripheral equipment:** accessories such as monitors, ergonomic keyboards, headphones and other peripherals.
- ✓ **Office supplies:** employees can request essential supplies for performing their duties, whether in the office or remotely.

## Social protection

- ✓ **Health insurance**  
Provided to all employees with an employment contract, guaranteeing access to quality healthcare.
- ✓ **Life insurance**  
Coverage guaranteed for all employees, ensuring financial protection in the event of unforeseen events.

# Benefits and work conditions



## Family Benefits

### ✓ **Extended parental leave**

An additional five days of paid leave is granted to employees who become parents, allowing them to spend more time with their child during the first year of life.

### ✓ **Childhood ticket**

Allowance intended to contribute towards the costs of nurseries and kindergartens, reducing the financial burden on families.

### ✓ **Support for education**

For employees with open-ended contracts, payment of undergraduate and master's degree tuition fees is guaranteed for themselves and their children, provided that they attend courses and institutions identified by the company.

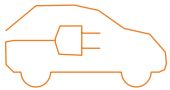
## Appropriate salaries

VINCI Energies' salary policy in Portugal is based on the principles of fairness and competitiveness, ensuring that salaries offered are above the national minimum wage and adjusted in line with market benchmarks.

# Benefits and work conditions

In addition, we have been strengthening our benefits package, seeking to meet the needs and expectations of our people.

VINCI Energies' benefits policy in Portugal is therefore a model for valuing its employees, promoting not only their satisfaction and well-being, but also their growth and stability within the organisation. These initiatives reflect the company's commitment to responsible and sustainable management of its human resources, reinforcing its attractiveness in the labour market and consolidating a corporate culture focused on developing and retaining talent.



## Mobility

- ✓ **Provision of service vehicles**  
for employees whose duties require frequent travel.
- ✓ **Fuel card**, ensuring support for business travel.
- ✓ **Advantageous parking conditions**  
to facilitate access to the company's facilities.
- ✓ **Public transport season tickets** (subsidised purchase) as an incentive for sustainable mobility.



## Retirement

- ✓ **Conservative fund**  
Designed for employees who prioritise stability and low risk, offering secure growth of accumulated capital over the years.
- ✓ **Dynamic fund**  
For those looking for an investment strategy with greater potential for appreciation, the dynamic fund allows you to optimise your savings income for retirement.



## Shares

- ✓ **Castor Fund Program**  
Share purchase plan available to all employees with at least six months' service. Enables participation in the capital of the VINCI Group, offering more favourable conditions for employees to become shareholders of the Group.



## My Club

- ✓ **My Club Platform**  
Access to a wide range of discounts and partnerships in various areas, from leisure to essential services, providing additional economic benefits to employees and their families.

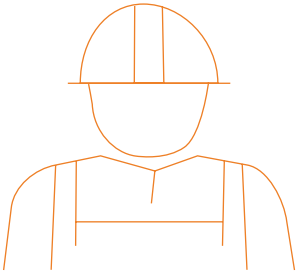


## Talent

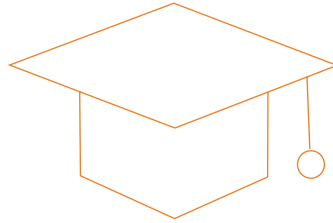
- ✓ **Reference program**  
Encouraging the recommendation of qualified candidates to join the company through a reward system for referring new talent.

# Attracting talent

At VINCI Energies in Portugal, we believe that talent is the driving force behind our growth and innovation. For this reason, we have been strengthening our strategies for attracting, developing and retaining professionals, promoting initiatives that facilitate integration into the labour market and strengthen our employees' commitment to the organisation. Our approach combines recruitment and training programmes, strategic partnerships with educational institutions and actions aimed at internal mobility and professional growth within the Group.



Promotion  
of integration  
into the  
labour market

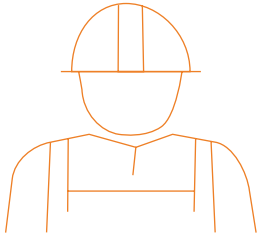


Academic  
partnerships  
and initiatives  
to promote  
education



Talent retention  
and development  
initiatives

# Attracting talent



## Promotion of integration into the labour market

To boost employability and facilitate the transition of young people and professionals undergoing retraining into the job market, we actively participate in various internship and training programmes.

### ✓ **Ativar Internship Programme**

Nine-month internships, with government support, aimed at integrating young people into the labour market and retraining unemployed people.

### ✓ **PEJENE Program**

Short-term internships promoted by the Youth Foundation, aimed at higher education students.

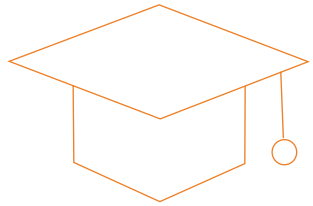
### ✓ **Green Skills & Jobs Program**

Initiative aimed at maintaining and creating jobs in the field of energy transition and energy efficiency.

### ✓ **Curricular Internship Programmes**

Protocols established with various academic institutions, namely the Instituto Superior Técnico (IST), Instituto Politécnico de Setúbal (IPS), Faculty of Engineering of the University of Porto (FEUP), University of Algarve (UAlg), IMT Mines Albi-Carmaux and La Rochelle Université, among others, enabling practical training and skills development in a real work context.

# Attracting talent



## Academic partnerships and initiatives to promote education

We maintain strong ties with universities and polytechnics, establishing protocols and collaboration programmes that promote contact and opportunities for sharing and learning with students, and reinforcing our position as an employer of choice.

### ✓ **Job fairs and academic events**

We participate actively in events promoted by academic institutions, such as the IPS and IST Job Fairs (JEEC 24) and the UAlg Internship Fair, allowing direct contact with potential candidates.

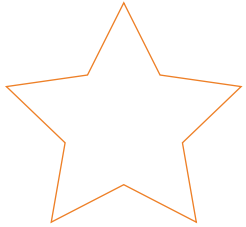
### ✓ **Study tours**

We invite students to visit our facilities and explore our organisational environment, providing them with a more concrete view of our areas of expertise.

### ✓ **Talent recruitment programmes**

We participate in initiatives such as Future Talents, Young Talent Day (VINCI Energies Programme) and the UPskill Programme, the latter focused on retraining professionals in the areas of Information and Communication Technologies (ICT).

# Attracting talent



## Talent retention and development initiatives

Besides attracting new professionals, we invest in developing and keeping talent, creating conditions that help internal growth and career continuity and progression within the VINCI Group.

- ✓ **Internal mobility**

We encourage progression and change of roles within the Group, promoting diversity of experience and opportunities for growth, as well as knowledge retention within the organisation.

- ✓ **Pulsar Sessions**

Individual and team meetings to align expectations, develop skills and promote well-being in the workplace.

- ✓ **SmartTeams**

Collaborative work dynamics that encourage innovation and team involvement in strategic challenges.

- ✓ **Exit interviews and offboarding**

Structured processes for gathering feedback from employees in transition, enabling continuous improvement of our people management practices.

- ✓ **Training vouchers**

Strengthening our internal development policy by providing financial support for the ongoing training of our professionals.

# Attracting talent



84.6%

of workers  
with permanent contract

These initiatives reflect our commitment to strategic and sustainable talent management, ensuring that VINCI Energies in Portugal remains a benchmark in the sector, both in terms of attracting, retaining and developing its professionals.

In 2024, VINCI Energies in Portugal maintained its growth trajectory in terms of talent acquisition and retention, as evidenced by the increase in new hires and the percentage of these with permanent contracts. These results reflect not only the expansion of the organisation, but also its ability to provide an environment of stability and professional growth.

|                          | 2022   | 2023   | 2024   | Var. 23/24 |
|--------------------------|--------|--------|--------|------------|
| New hires                | 418    | 478    | 594    | ↑          |
| Open-ended contracts     | 182    | 193    | 311    | ↑          |
| Open-ended contracts (%) | 43.54% | 40.38% | 52.36% | ↑          |

The number of new hires has grown significantly over the last few years, keeping pace with the company's sustainable development and responding both to the need to replace talent and to expand its activities. Even more impressive is the percentage of new hires that resulted in open-ended contracts, which exceeded 50% for the first time, reinforcing our intention to foster stability and long-term labour relations.

We prioritise stable and long-lasting working relationships, based on the principle of job security, promoting trust, stability and progression for our employees.

In 2024, we once again increased the percentage of employees with permanent contracts, representing almost 85% of the total number of VINCI Energies employees in Portugal. Although it is our priority to maintain an employment structure based on open-ended contracts, we recognise that certain operational needs require greater flexibility, thus justifying, in some cases, the conclusion of fixed-term contracts.

# Social dialogue

We actively promote a working environment where social dialogue and employee participation are recognised as essential elements for building solid, transparent and sustainable labour relations. We believe that active listening and the involvement of our professionals in decision-making processes is crucial to achieving our strategic objectives and creating an organisational culture based on trust and mutual respect.

Our approach to labour relations is based on a synergy of different strategic axes, involving the People and Legal departments and the business units, which work together to create policies, mediate conflicts and promote good practices in the workplace. This collaboration allows for the standardisation of policies and procedures, ensuring consistency in organisational values and compliance with current labour legislation.

We are therefore committed to a culture of proximity and involvement, fostering communication between teams and management through structured mechanisms such as regular meetings, training and webinars, and ensuring that all stakeholders can actively contribute to the definition of labour policies and practices.

## Active listening of employees

At VINCI Energies, we ensure continuous support for our employees, both at the start of their employment through our Welcome programme and throughout their professional career, providing tools on the intranet and promoting opportunities for sharing and development. To ensure that employees are involved in decisions that affect their working environment, we regularly conduct satisfaction surveys, which allow us to assess teams' perceptions of the working conditions we provide and identify opportunities for improvement. In addition, the departments responsible for labour relations play an active role in mediating and conciliating conflicts, participating directly in collective bargaining processes and intervening whenever necessary to prevent or overcome labour challenges.

# Social dialogue



## 93.7%

of the employees of the energy  
perimeter in Portugal  
are covered by a  
Collective Bargaining  
Agreement<sup>7</sup>

This structure ensures that all employees can express their opinions and concerns, reinforcing our culture of transparency and active involvement.

The absence of strikes in recent years reflects the success of these practices and the effectiveness of the mechanisms implemented to promote a stable and harmonious working environment.

Collective negotiation also plays a central role in our labour strategy, reflecting our commitment to ensuring fair and balanced conditions for all our employees.

For employees who are not covered by collective agreements, their working conditions and terms of employment are defined based on practices aligned with the agreements established with other employees and in full compliance with labour standards.

This approach ensures fairness and consistency in human resource management, regardless of contractual status or sector of activity.

As such, collective negotiation and social dialogue remain fundamental pillars of our people management policy, reinforcing our employees' involvement in building a more sustainable and inclusive future of work.

<sup>7</sup> In the digital perimeter, 44 employees (around 3.23%) are covered by Collective Labour Agreements. The consolidated indicator for VINCI Energies in Portugal is 37.37%.

# Diversity and inclusion

GRI 405-1

We are part of a global Group, and, as such, we recognise that diversity, equity, and inclusion are an important factor in the Group's competitiveness, image, and reputation, and that they are intrinsic to all our activities, operations, and people.

At VINCI, we fight all forms of discrimination in hiring, in professional relationships, and the in the career development of our employees.

Commitment to a more inclusive, diverse, and equitable company constitutes a factor of differentiation and competitiveness for our business, since we are able to attract and retain the best people, and this is reflected in the results of our services and the quality of our products.

We have therefore sought to maintain a set of partnerships and programmes that aim to promote equality and diversity within our corporate culture.

## Partnership

### Professional Women Network

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

## Partnership Café Joyeux

### Villa com vida

Partnership included in the inclusion of people with disabilities. The project consists of internal training to equip our employees with the skills to deal with these people and subsequently open up tailored opportunities.

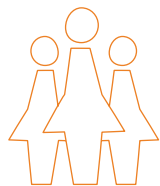


## Partnership

### One Step Ahead AESE Business School

Feminine leadership programme, 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. This enables companies and institutions to benefit from more diverse leadership and a broader vision of the future.

# Diversity and inclusion



## GROUP TARGET

# 30%

of women in  
management positions  
and on management  
committees by 2030

### Partnership 42Lisboa and Upskill

Promotion of inclusion  
through requalification.

### 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.

### Partnership Mens Talk

Partnership included in the  
gender equality strand, with  
a view to promoting the  
identification of men's needs  
in their daily lives, clarifying  
issues such as labour and  
parental rights, bullying  
in companies, etc.

At the VINCI Group level, a target of 30% occupation of management positions and management committees by women was established for 2030. Currently, in Portugal, we have 20% of women on the Executive Committee, the same as the previous year, while the percentage of women in management positions froze 4.75%, reaching 25.9% in 2024.

## Percentage of employees by job category and gender

|                                               |               | 2022         | 2023         | 2024         | Var. 23/24   |
|-----------------------------------------------|---------------|--------------|--------------|--------------|--------------|
| <b>Manager</b><br>(% of all managers)         | Male          | 73.9%        | 75.3%        | 74.1%        | -1.6%        |
|                                               | Female        | 26.1%        | 24.7%        | 25.9%        | 4.7%         |
| <b>Non-Manager</b><br>(% of all non-managers) | Male          | 74.9%        | 73.6%        | 74.6%        | 1.4%         |
|                                               | Female        | 25.1%        | 26.4%        | 25.4%        | -3.8%        |
| <b>Total</b><br>(% of total)                  | <b>Male</b>   | <b>74.6%</b> | <b>74.0%</b> | <b>74.5%</b> | <b>0.6%</b>  |
|                                               | <b>Female</b> | <b>25.4%</b> | <b>26.0%</b> | <b>25.5%</b> | <b>-1.7%</b> |

# Diversity and inclusion

## Inclusion of people with disabilities



1.4%

of managers with disabilities  
(+8.61% than in 2023)

As part of promoting equal opportunities, we've set up a bunch of measures to help people with disabilities join VINCI Energies, including:

- ✓ **Integration of an individual in the professional** insertion stage of the IEPF (Employment and Professional Training Institute);
- ✓ **Partnership with APCL/EPIS**, which allows us to welcome people with disabilities through short-term internships;
- ✓ **Relationship with entities specialized** in supporting companies for the integration and inclusion of these employees, namely with the Employment Operation for People with Disabilities (OEPD) and with the Salvador Association;
- ✓ **Participation in meetings** that promote the hiring of people with different degrees of disability;
- ✓ **Availability of multiple e-learning courses on the topic:** Social reporting equality index, Understanding everyday sexism, What if we are all sexists? e Diversity: challenges and opportunities.

As a result of implementing these initiatives, in 2024 we were able to increase the number of managers with disabilities to eight, representing 1.37% of the total number of managers in this category, a number and percentage that has been gradually increasing in recent years.

### Managers with disabilities

|                              | 2022  | 2023  | 2024  | Var. 23/24 |
|------------------------------|-------|-------|-------|------------|
| Manager                      | 4     | 7     | 8     | 14.3%      |
| Non-Managers                 | 525   | 555   | 584   | 5.2%       |
| % Managers with disabilities | 0.76% | 1.26% | 1.37% | 8.61%      |

# Employee education and training

MATERIAL TOPIC  
**EMPLOYEE  
EDUCATION AND TRAINING**



GRI 404-1

The education and continuous training of employees are fundamental pillars of VINCI Energies' strategy in Portugal, reflecting the company's commitment to valuing human capital and promoting a culture of lifelong learning.

This investment in their training allows them not only to acquire new skills, but also to keep up to date with changing market trends, while boosting their productivity.

In addition, having an educational and training programme promotes a collaborative and innovative work environment, where everyone feels valued and motivated to contribute to the company's strategic objectives.

In this way, the company strengthens its competitiveness and promotes a more qualified and safe work environment that is aligned with its values of excellence, ethics and sustainable development.

## Hours of training by topic

|                            | 2022            | 2023            | 2024            | Var. 23/24     |
|----------------------------|-----------------|-----------------|-----------------|----------------|
| Health and Safety          | 6,106.5         | 7,324.0         | 6,141.5         | ↓              |
| Technical                  | 4,137.8         | 16,223.6        | 10,040.3        | ↓              |
| Administration and Support | 3,763.3         | 8,973.7         | 2,754.3         | ↓              |
| Languages                  | 1,870.0         | 4,272.5         | 4,425.5         | ↑              |
| Environment                | 496.5           | 587.0           | 401.9           | ↓              |
| Management                 | 733.0           | 8,326.0         | 4,078.9         | ↓              |
| Ethics                     | 215.5           | 1,906.9         | 1,857.2         | ↓              |
| Diversity and Equality     | -               | 131.0           | 40.5            | ↓              |
| Others                     | 1,348.3         | 1,870.0         | 6,280.3         | ↑              |
| <b>Total</b>               | <b>18,671.0</b> | <b>49,614.7</b> | <b>36,071.0</b> | <b>- 27.3%</b> |

# Employee education and training

VINCI Energies' commitment to training enables us to equip our employees with the knowledge and skills they need to respond effectively to daily challenges and market developments, while ensuring compliance with best practices in a number of strategic areas.



36,071

hours of training



30%

of training hours  
online

During 2024, more than 36,000 hours of training were recorded, which means that, on average, a VINCI Energies employee in Portugal received around 16.5 hours of training.

## Average number of training hours per job category

|             |        | 2022 | 2023 | 2024 |
|-------------|--------|------|------|------|
| Manager     | Male   | 12.9 | 25.3 | 17.3 |
|             | Female | 11.1 | 32.5 | 28.4 |
| Non-Manager | Male   | 8.9  | 19.4 | 13.4 |
|             | Female | 9.1  | 28.8 | 20.4 |
| Total       | Male   | 10.0 | 20.9 | 14.4 |
|             | Female | 9.6  | 29.7 | 22.6 |

# Employee education and training

In line with our flexible work policy and other initiatives promoting work-life balance, it is also worth noting that 30% of training hours were delivered digitally, using our e-learning platforms.

In addition to partnerships with various higher education institutions, since 2023 we have had the VINCI Academy programme in Portugal, a training academy that aims to support all Group employees and brands. The team dedicated to this academy has, as its main objective, to invest in the growth of the training programme, with the inclusion of a catalogue of fundamental courses for our employees.

In 2024, VINCI Energies Academy Portugal held 37 face-to-face training courses, attended by 441 employees, totalling 3,409 hours of training. The diversity of training content has also been one of our commitments, which is reflected in the 2024 results, where 17% of the total hours of our training offer correspond to topics other than those we usually cover.



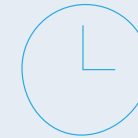
## VINCI Academy's purpose

- ✓ Talent development
- ✓ Spreading culture
- ✓ Connecting people
- ✓ Support overall performance

With this in mind, we aim to contribute to the outstanding performance of our companies by developing our employees' skills. In Portugal, we develop training activities in several areas, namely GDPR and the basics, VINCI Energies compliance programme, public procurement code, among others.

## 3 strategic focus areas to be implemented by 2025:

- 1 Make our Managers aware of the fundamental courses available at the VINCI Academy, as well as possible training paths suited to the profiles of our employees.
- 2 Ensure all courses are accessible to eligible employees.
- 3 Build, support and encourage the use of the Academy and VINCI Energies' Learning Networks to facilitate the promotion of local training initiatives.



# 3,409

hours of training  
taught by our in-house  
trainers

# Respect for human rights

MATERIAL TOPIC  
**PROMOTION OF HUMAN RIGHTS**



At VINCI Energies in Portugal, **respect for human rights** is a core principle of our culture and way of working, and is reflected in all our activities, operations and business relationships. This commitment reflects the fundamental principles of the VINCI Guide<sup>8</sup> on Human Rights, issued by the VINCI Group in 2017, and reinforced through the implementation of concrete measures that ensure an ethical, safe and inclusive working environment for employees, suppliers, partners and the community in which it operates.

At VINCI, we take a holistic view of our projects' performance, which we assess not only in terms of their technical and financial components, but also in terms of their social and environmental added value, with a view to contributing to sustainable development. We firmly believe that creating value is inextricably linked to an ambitious human project, through sharing with all our stakeholders, because, as stated in our signature: **"True successes are those we share"**.

The VINCI Group VINCI Group drafted a reference document applicable to all its companies, based on the guiding principles of the United Nations and the main international conventions, as well as a specific study on the risks of negative impacts on human rights in different geographical areas.



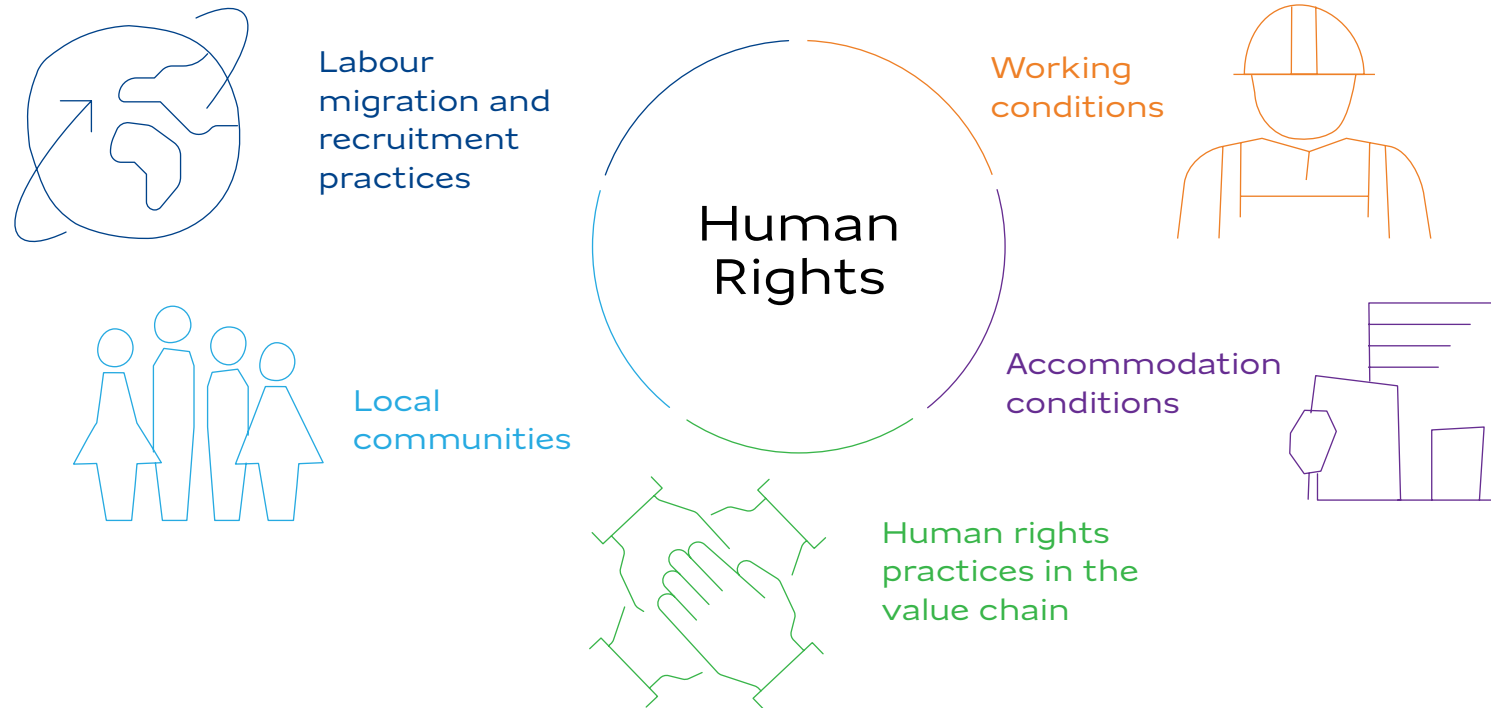
<sup>8</sup> or more information, see our [VINCI Guide to Human Rights](#).

# Respect for human rights

This reflection resulted in five themes in which the Group's activities can have a significant impact on human rights. That way, the whole project life cycle was analysed and, for each one, specific situations and corresponding implementation practices were identified and defined as guidelines.

**The establishment of these guidelines should not be seen as a coercive approach, but rather as a progressive one, with a view to evolution over time.**

Facing highly variable contexts over which they naturally have no control, VINCI Group companies can thus rely on explicit and precise guidelines to prevent risks of human rights violations in the course of their activities. Their implementation is accompanied by awareness-raising, training and information-sharing initiatives on best practices to develop a culture of prevention and continuous improvement in this area.



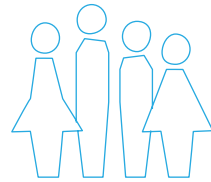
# Respect for human rights

Our human rights guidelines build on the VINCI Manifesto, embracing all areas of our corporate responsibility: collaboration with stakeholders, ethics, social, corporate, and environmental responsibility, and health and safety at work. The Manifesto sets out the basis of our commitments and applies to all our companies, regardless of their activity or location.



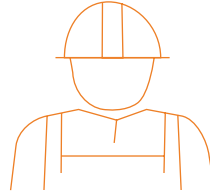
## Labour migration and recruitment practices

- ✓ Debts and recruitment expenses
- ✓ Replacement of employment contracts
- ✓ Work license, identification documents, visa, passport, and exit visa



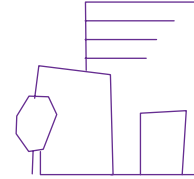
## Local communities

- ✓ Social and environmental challenges
- ✓ Land challenges
- ✓ Consultation, local community engagement, and complaints handling



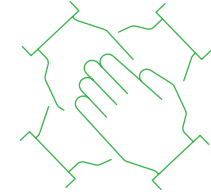
## Working conditions

- ✓ Remuneration
- ✓ Working time
- ✓ Paid holidays and other social benefits
- ✓ Workers' representation
- ✓ Employment of minors
- ✓ Discrimination
- ✓ Occupational health and safety
- ✓ Safety



## Accommodation conditions

- ✓ Housing-related standards: health and safety
- ✓ Freedom of movement, consultation, and complaint handling



## Human rights practices in the value chain

- ✓ Raise awareness, identify risks and contract

# Corporate volunteering

THE FUTURE  
OF OTHERS  
IS OUR PRESENT!

At VINCI Energies in Portugal, we believe that business success must be intrinsically linked to social development.

Through corporate volunteering initiatives – notably the VINCI Citizenship Programme (PVpC) – we encourage our employees to devote part of their time, knowledge and resources to social causes, strengthening a culture of shared responsibility and active citizenship.

These actions not only directly benefit communities, but also strengthen bonds between teams, promote a sense of purpose and foster a feeling of belonging to the organisation. In 2024, the results of this commitment are a testimony to our active role in building a more caring and sustainable future.

**We want to strengthen the ties that bind us to local communities as agents of economic and social development.**



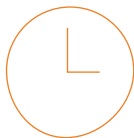
44

institutions/ projects directly supported by VINCI Energies in Portugal and by the PVpC



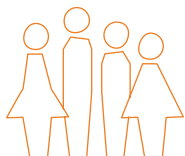
€214,216

invested in initiatives for the community  
(+31.2% than in 2023)



6,688

hours of corporate volunteering  
(+41% than in 2023)



1,678

participations in social and/or environmental actions  
(+11.3% than in 2023)

# Projects supported under PVpC

PROGRAMA  
VINCI  
PARA A  
CIDADANIA



As a result of the collective involvement of several VINCI Group companies operating in Portugal<sup>9</sup> – VINCI Energies, ANA Aeroportos – and the Foundation VINCI pour lá cité –, it was developed the **VINCI Programme for Citizenship** (PVpC). This programme aims to actively contribute to the socio-economic development of communities that may be and/or are impacted by our activities. We know that we can take a leading role in promoting an inclusive and sustainable future for society by supporting projects in four areas of action:

## Access to employment



Support organisations promoting projects that give people who are excluded from the labour market access to employment, as well as access to training for those with no educational or professional qualifications. The Programme supports entities that promote integration through economic activity; adapted and protected working structures for people with disabilities; various organisations dedicated to combating school dropout (literacy, basic skills training, etc.).

## Integration through housing



Encourage entities that promote projects enabling access to housing for the most disadvantaged, supporting homeless people, those in precarious housing or at risk of eviction, and projects promoting intergenerational and social coexistence and participatory housing.

## Social intervention in priority neighbourhoods



Support entities working to strengthen social links and combat isolation and social exclusion among residents of priority neighbourhoods: general organisations (fostering young people, school support, livening up neighbourhood life), literacy centres; organisations involved in the prevention of school drop-outs (inclusion through sport and culture).

## Charitable mobility



Support initiatives promoting the mobility of people in situations of social or professional exclusion: driving schools and social repair workshops, solidarity rental services, mobility support platforms, and services.

<sup>9</sup> These entities are the mentors of this Programme, which replicates in Portugal the already solid track record of community involvement that the various Foundations, Funds and Programmes of the VINCI Group have established in other countries.

# Projects supported under PVpC

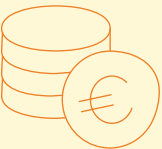
PROGRAMA  
VINCI  
PARA A  
CIDADANIA



In 2024, PVpC will celebrate its sixth edition, having already awarded more than €2.2 million in grants since its inception in 2019.

We recognise that the awarding of grants is an important contribution to the development of communities. However, the involvement of our BUs and employees is essential for the success of our work, by sponsoring projects that meet their values and interests.

Strengthening relations between the Programme and the entities it supports, giving them a face and a commitment to involvement, guarantees access to our know-how and the involvement of our employees, clients, suppliers and partners, ensuring an effective and productive transfer of knowledge and resources.



+2.2M€

in support since its first edition in 2019

|                                                                                                                                                                             |                                                                                                                                                                             |                                                                                                                                                                             |                                                                                                                                                                             |                                                                                                                                                                             |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>2<sup>nd</sup> edition</b><br>2020<br><br><b>14</b><br>projects supported<br><br><b>7</b><br>of which were<br>sponsored by<br>employees of VINCI<br>Energies in Portugal | <b>3<sup>rd</sup> edition</b><br>2021<br><br><b>14</b><br>projects supported<br><br><b>8</b><br>of which were<br>sponsored by<br>employees of VINCI<br>Energies in Portugal | <b>4<sup>th</sup> edition</b><br>2022<br><br><b>14</b><br>projects supported<br><br><b>8</b><br>of which were<br>sponsored by<br>employees of VINCI<br>Energies in Portugal | <b>5<sup>th</sup> edition</b><br>2023<br><br><b>17</b><br>projects supported<br><br><b>8</b><br>of which were<br>sponsored by<br>employees of VINCI<br>Energies in Portugal | <b>6<sup>th</sup> edition</b><br>2024<br><br><b>16</b><br>projects supported<br><br><b>7</b><br>of which were<br>sponsored by<br>employees of VINCI<br>Energies in Portugal |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

[watch the 6<sup>th</sup> edition video](#)

# Projects supported under PVpC



## Access to employment



United by the desire to be part of the sustainable progress of society, we gathered efforts and resources to build a programme that allows us to expand individual intervention capacity, reflected in the geographic diversity of the projects we support.

In 2024, 16 projects were selected<sup>10</sup>, representing the four areas of the Programme: ‘Access to Employment’ (5), ‘Solidarity Mobility’ (6), ‘Integration through Housing’ (2) and ‘Priority Neighbourhoods’ (3). Of these projects, 7<sup>11</sup> were sponsored by VINCI Energies employees in Portugal, with a total donation of EUR 372,223.38, of which EUR 70,722.44 was donated by VINCI Energies companies in Portugal.

### Geração com Valor +: Training for Employment\*

**Supported organisation**  
Inovar Autismo - Associação de Cidadania e Inclusão

**Project description**  
Develop skills (technical and social) through specialised training and monthly workshops for people with autism spectrum disorder who require little support, aged between 18 and 40, through partnerships with companies and by ensuring suitable employment opportunities. The project also provides workplace support with mentors.

**Location:** Lisbon  
**Support:** EUR 24,967.65

### Oficina do Sonho\*

**Supported organisation**  
Associação Terra dos Sonhos

**Project description**  
Increase technical skills through explanations and school support; provide vocational training and work on emotional skills in 18 young people aged between 16 and 24, living in partner shelters.

**Location:** Lisbon and Cascais  
**Support:** EUR 24,816.00



<sup>10</sup> More details about the criteria for choosing the projects supported in the chapter [additional information](#)  
<sup>11</sup> Marked with \* in the table below.

# Projects supported under PVpC

PROGRAMA  
VINCI  
PARA A  
CIDADANIA



## Access to employment



### Social Spark Studio

**Supported organisation**

Aproximar - Cooperativa de Solidariedade Social CRL

**Project description**

Creation of a hub for digital training and entrepreneurship, targeting 15 young NEETs, 15 migrants, 30 unemployed people and 30 young people/children. Activities include prototyping 20 projects, creating business plans, networking workshops, and digital training.

**Location:** Lisbon

**Support:** EUR 23,039.86

### Corações com Coroa Scholarship - VINCI Program for Citizenship

**Supported organisation**

Corações Com Coroa

**Project description**

Ensure continued access to higher education for one of the scholarship recipients, as well as biopsychosocial support throughout the process. In addition, after the scholarship ends, the institution guarantees support in the transition to independence, particularly in the CV preparation and active job search phases. The institution has been able to ensure the employability of most beneficiaries in the labour market.

**Location:** Lisbon

**Support:** EUR 21,000.00

### Training in elderly care\*

**Supported organisation**

Associação Emergência Social (AES)

**Project description**

Qualify 12 women and 1 man at risk of social exclusion with basic skills in the area of elderly care services.

With this qualification, these individuals will be able to perform skilled work in the area of elderly care in nursing homes, assisted living facilities, or family homes.

**Location:** Lisbon

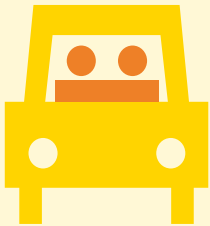
**Support:** EUR 21,750.00

# Projects supported under PVpC

PROGRAMA  
VINCI  
PARA A  
CIDADANIA



## Charitable mobility



### Solidarity On Wheels\*

**Supported organisation**

Casa de Protecção e Amparo de Santo António

**Project description**

Help Casa dos Sabores grow by purchasing a van. This increases the capacity to deliver orders, restoring financial sustainability to the institution, since it is through sales at Casa dos Sabores that other social initiatives, such as support for teenage mothers and a nursery for the children of beneficiaries, are financed. With this support, the association aims to provide assistance to 26 mothers and their children.

**Location:** Lisbon

**Support:** EUR 25,000.00

### Chapalê – Mobile library to promote education in Mozambique\*

**Supported organisation**

APOIAR – Associação Portuguesa de Apoio a África

**Project description**

Purchase of a vehicle to create a mobile library with the aim of promoting education for 500 children in rural areas, integrating other initiatives of the association and also training 10 students.

**Location:** Dondo, Sofala – Mozambique

**Support:** EUR 24,445.27

### 65+ Cuidador de idosos

**Supported organisation**

ADENORMA – Associação de Desenvolvimento da Costa Norte da Madeira

**Project description**

Purchase of a van to transport elderly people who are socially isolated. In addition to transporting them to necessary services, the association also carries out activities such as home visits and resolving personal issues. The association aims to reach 250 elderly people.

**Location:** Madeira

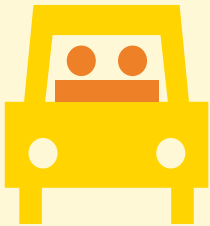
**Support:** EUR 24,999.00

# Projects supported under PVpC

PROGRAMA  
VINCI  
PARA A  
CIDADANIA



## Charitable mobility



### Strengthening our vehicle fleet – for more efficient proximity

#### Supported organisation

Portuguese Red Cross  
– São Miguel Delegation

#### Project description

Acquisition of an electric vehicle to reinforce the institution's fleet and thus ensure the mobile cognitive stimulation project, also increasing transport comfort and allowing greater geographical coverage.

**Location:** Azores

**Support:** EUR 25,000.00

### Residência Solidária de Sintra (RSS)

#### Supported organisation

AVA – Associação Vida Autónoma

#### Project description

Acquisition of two vans, one with seven seats and the other with five seats, to support the work of the Sintra solidarity residence, which houses 37 users.

**Location:** Lisbon

**Support:** EUR 25,000.00

### Universo Sensorial

#### Supported organisation

APPACDM – Associação Portuguesa de Pais e Amigos do Cidadão Deficiente Mental

#### Project description

Create two treatment rooms, one for multiple therapies and the other for hydrotherapy, designed to meet the needs of citizens with intellectual and developmental disabilities (IDD), equipped with advanced equipment (from rehabilitation to Snoezelen methodology) that promote motor, sensory and cognitive stimulation.

**Location:** Porto

**Support:** EUR 16,885.60

# Projects supported under PVpC

PROGRAMA  
VINCI  
PARA A  
CIDADANIA



## Integration through housing



### É tempo de agir

**Supported organisation**

Instituto Fonte de Vida

**Project description**

The project aims to furnish a social laundry, a social hairdresser, and to restore and expand the bathrooms of the social reintegration centre that supports 85 homeless people. In addition to improving the hygiene conditions offered to beneficiaries, the project also aims to combat social exclusion through social employability.

**Location:** Faro

**Support:** EUR 18,500.00

### Casa Reshape\*

**Supported organisation**

APAC Portugal - Associação de Proteção e Apoio ao Condenado

**Project description**

Set up an intensive reintegration programme for people who have served prison sentences and find themselves without social support, facilitating their transition to a self-sufficient life. The project includes mentoring, professional training and psychological support, focusing on the biggest barrier: access to housing that goes beyond temporary shelter, offering support for personal, social and professional development, access to services and employment opportunities.

**Location:** Coimbra

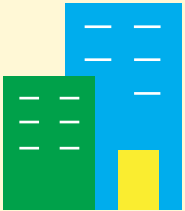
**Support:** EUR 25,000.00

# Projects supported under PVpC

PROGRAMA  
VINCI  
PARA A  
CIDADANIA



## Priority Neighbourhoods



### Bairros com Talento 3.0: Prevent sedentary lifestyles and promote healthy habits in VN Gaia\*

#### Supported organisation

Talentos de Campeão - Associação Desportiva

#### Project description

Reduce sedentary lifestyles by promoting physical activity and healthier habits among 160 children and young people (aged 6 to 16) living in eight social housing neighbourhoods in the municipality of Porto. Organisation of 32 training sessions on nutrition, hydration, sleep, rest and personal hygiene; 16 sports masterclasses; 6 awareness-raising and mentoring sessions and 24 sports training camps aimed at promoting sports practice and literacy.

**Location:** Porto

**Support:** EUR 24,800.00



### AJA – Academia Jovem Ativo

#### Supported organisation

Associação Casa do Voluntário

#### Project description

Promote young people's health through healthy habits, social and emotional skills, boosting self-confidence through personal achievements, interaction in activities, games and healthy competitions, and guiding them towards academic success. The project raises awareness of current dangers and combats drug use. It aims to increase the number of volunteers and partner organisations in the project so that there is a greater variety of activities/training/sports.

**Location:** Madeira

**Support:** EUR 22,000.00

### Escola de Mentores – Payback School

#### Supported organisation

Associação Juvenil Transformers

#### Project description

Promote citizenship and education among children and young people in disadvantaged and troubled neighbourhoods to combat social exclusion and mental health problems common among them. Activities include talent sharing, where volunteer mentors teach 15 children and young people at risk of social exclusion and/or school failure an activity on a weekly basis for a period of one year.

**Location:** Porto

**Support:** EUR 25,000.00

# Projects supported under the BUs

## Professional integration

In addition, the Business Units also carry out a number of solidarity and community support initiatives, namely the following:

### Sales Management Applications

Development of a system to facilitate sales management at ZaraHome stores, enabling the decoding of reports issued by international invoicing systems.

### PT 2030 Social Innovation Application

Detailed mapping of funding opportunities (direct and indirect) for 2024, systematising the most relevant information. In this context, support was given to the application for social innovation funding for Lisbon, under the PT2030 programme, submitted by the Vila com Vida Association, aimed at hiring human resources, training and actions, for a period of three years, in the amount of EUR 324,000.

### Basic digital skills training

As part of the agreement signed between Axians Portugal and Café Joyeux Portugal, practical training was provided to Café Joyeux employees on Office tools and safe use of the internet. A total of 168 hours of training were registered over four months.

# Projects supported under the BUs

## Education and students

### Scholarship support

For the third consecutive year, in partnership with Técnico de Lisboa (IST), scholarships are being awarded to young people in vulnerable financial situations, allowing them access to quality education.

### Donation to ENSICO

VINCI Energies in Portugal and Axians have renewed their partnership with ENSICO – Associação para o Ensino de Computação with the aim of supporting access to computer and technology classes in national schools where ENSICO operates. In 2024, EUR 10,000 was donated and access to computer classes was provided to 300 students, enabling the donation to reach more than 4,500 students.

# Projects supported under the BUs

## Education and children

### Solidarity Garden

Creation of a community garden at the Fundação do Gil, involving the foundation's employees and children in 'caring for a vegetable garden', whose fruits will be enjoyed by all the children of the association.

### Sowing cybersecurity

Double cybersecurity awareness initiative for a group of 20 young people aged between 6 and 17 from the Associação Gaivotas da Torre, which included offering 40 gift vouchers.

### Back to school 2024

One-day volunteering to provide individual support to a child (aged 6–17) during the Back to School 2024 activity, in partnership with the Terra dos Sonhos Association, with the donation of school supplies for 20 children, accompanying each one of them.

### Rehabilitation of the scout headquarters

Support for the renovation of the Agrupamento 900 Monte Abraão's scout headquarters. The support included painting ceilings and walls, restoring doors and furniture, installing Wi-Fi, replacing electrical equipment and refurbishing bathrooms, as well as purchasing all the materials. This initiative involved the participation of 20 people.

### PANDAS – School Support

Collection of donations and assistance in purchasing and distributing materials to AASOP – Associação Apoio Social os Pandas, covering 30 children. The youngsters received school supplies, backpacks and coats.

### Casa de Santo Antônio

Team building event associated with Terra dos Sonhos, enabling the dream of a vulnerable child to come true.

# Projects supported under the BUs

## Children's Health

### Food support

Provision of non-perishable food and meals to all children at Casa Santo António for two months, including a considerable donation of powdered milk for babies.

### Support the IPO

Children's Day celebration through the donation of everyday items. The challenge was launched to all employees of a business unit. The list was completed with financial support from the unit.



# Projects supported by the BUs

## Local communities and social involvement

### Banco Alimentar

Volunteering at Banco Alimentar is a regular, annual activity. It involves collecting non-perishable food items from a supermarket and sorting it at Banco Alimentar's storage centre. The initiative is run by Casa de Sant'Ana, an institution that supports women at risk, to which part of the goods collected are donated.

### Book donation

Celebration of International Book Giving Day – 14 February – resulted in the donation of over 600 kg of books to two associations: Portugal – Déja Lu – second-hand bookshop, whose profits go to the Associação Portuguesa de Portadores de Trissomia 21; Brasil – Trapeiros de Emaús.

### Sustainability Day

In 2024, the event took place in the Castelo Branco Biosphere Reserve – Tejo Internacional Natural Park and consisted of planting around 400 trees of native species, in partnership with Quercus. Each participant contributes with approximately 2 kg of non-perishable food items, and the business unit responsible for this initiative doubled the value of donations in shopping vouchers, resulting in the equivalent of 800 meals.



# Projects supported by the BUs

## Local communities and social involvement

### Semeando o Futuro

Annual celebration event we always associate with a social cause. In 2024, we joined forces with the association 'A Avó veio trabalhar', which, with the help of grandmothers, using thread, needles and a lot of creativity, made more than 400 rag dolls, which were delivered to Ajuda de Berço and Associação Crédito, in an initiative that involved around 250 people.



### Festival +Solidário

Continued partnership with Associação 4 Corações, through the purchase of EUR 1,000 worth of tickets for the Festival +Solidário, with proceeds going to support people in vulnerable situations. The tickets were offered to children from the Abrigo S. José and Casa do Menino Jesus institutions.

### Refood

Donation of 24 full meals – soup, main course and dessert – to the Refood institution. These meals were the result of a Team Building initiative, where the team prepared a full dinner menu for 24 people, under the coordination of two chefs.

# Projects supported by the BUs

## Local communities and social involvement

### Build a Bike

Initiative in partnership with Novobanco to build three bicycles donated to a charity.

### Volunteer firefighters in Cacilhas

Support in purchasing uniforms for the team to participate in the National Championship. Keeping in mind the goal of strengthening our emergency safety culture, we proposed a partnership that would involve them – through the use of their facilities and the participation of members of the fire brigade in responding to emergencies for our colleagues at the unit.

### Support for volunteer firefighters in Zambujal

Delivered ten hoses and eight nozzles to the Fire Department, reinforcing urban firefighting equipment.

### Associação de Emergência Social

A non-profit organisation that shelters pregnant women and mothers with children left without support. We found several faults in the electrical installations of one of the houses sheltering this group, which were causing frequent power cuts. The electrical panel was replaced and several circuits throughout the house were repaired.

# Projects supported by the BUs

## Local communities and social involvement

### Associação CASA

Collection of essential items: men's socks and underwear, hygiene kits (shampoo, shower gel, toothbrushes and toothpaste, etc.), backpacks, sleeping bags, blankets and other warm clothing, as well as comfortable trainers/boots for the Associação CASA.

### Volunteer Programme

Creation of a volunteer programme to support homeless people, in collaboration with the Legião da Boa Vontade institution. The programme includes four to five activities per month in Porto and Lisbon, namely the preparation of soups and snacks and their subsequent distribution. We already have the active participation of 74 employees.

### Donation of furniture

Donation of furniture to Santa Casa da Misericórdia da Amadora: chairs, desks, meeting table, drawer units, coat rack, metal flipchart and whiteboards (large).

### Porta Solidária

During the Three Kings' dinner, each participant from the Porto office brought 2 kg of non-perishable food items, with business units doubling the amount collected, resulting in an even more significant contribution, totalling 350 kg, for the Porta Solidária team.

## Projects supported by the BUs

### Women's empowerment

#### PWN – Professional Women's Network

Axians annually selects a group of women committed to their professional growth to become members of PWN, where they can be part of a network of business contacts, receive leadership training, become mentors and participate in events.

### Inclusion and Disability

#### Therapeutic musical experience

Every year, OutSystems organises a Hackathon to raise awareness about various social causes. To address this challenge, we partnered with Fundação AMA (Associação Amigos do Autismo) with the vision of creating a project (a mobile application) designed to provide a unique musical experience for children with Autism Spectrum Disorder, allowing them to co-create personalised compositions inspired by their own scenarios, memories, and dreams.

### Health

#### Blood donation

Organisation of a blood donation campaign at the Lisbon and Porto offices for the IPST Blood Bank, mobilising 34 people and obtaining 25 units of blood.

#### Basic training in resuscitation and use of AEDs

We aligned the theme of training and solidarity with safety by holding two training workshops on Basic Life Support and Automatic External Defibrillators, promoted by the Volunteer Firefighters. We believe that this support (promotion and payment for training activities) is important for the cause of the Barreiro Volunteer Firefighters so that they can continue to do such meaningful work in the community and society.

# Projects supported by the BUs

## Collective commitment

### Corrida Sempre Mulher

Sponsorship and donation for the Race Sempre Mulher, in April, in Lisbon. The main objective of this race/walk is to raise funds for the Portuguese Association for the Support of Women with Breast Cancer, thus playing a prominent role in the prevention and fight against this disease, as well as in the creation of regular sports habits among the female population. More than 135 VINCI Energies employees in Portugal took part in the race.



### L'Etape du Tour 2024

For the third consecutive year, VINCI Energies has joined forces with the Mécénat Chirurgie Cardiaque charity to raise funds and help save children with heart problems. The mission of Mécénat Chirurgie Cardiaque is to operate on children with heart problems around the world. On 6 July, three VINCI Energies employees in Portugal took part in L'Étape du Tour, cycling 138 km as part of the VINCI Energies team. The aim of this initiative was to raise funds to save five children, which was achieved, and to which we were also able to contribute.



# PROMOTING HEALTH AND SAFETY



## MATERIAL TOPICS

Promotion of health and safety

## TARGETS

Zero Accidents

# PROMOTING HEALTH AND SAFETY

The safety and well-being of employees are core values for VINCI Energies in Portugal, reflecting an ongoing commitment to risk prevention, the promotion of best practices and the creation of a safer and healthier working environment for everyone. Given the nature of our operations, we consider health and safety to be a strategic pillar, integrating it across all activities, processes and decisions.

Our objective is clear: "Zero Accidents". This is an ambitious goal, set out in the VINCI Manifesto, which can only be achieved with the active involvement of everyone: employees, managers, operational teams, partners and subcontractors.

This goal is not just a set of operational guidelines, but rather a mindset shared throughout the organisation, where prevention, training and collective responsibility play a central role.

In line with SDGs 3 and 8, VINCI Energies in Portugal promotes a safe and healthy working environment, ensuring the implementation of effective governance measures, a participatory organisational culture and continuous monitoring of results.

# PROMOTING HEALTH AND SAFETY

Our approach to health and safety is therefore based on three fundamental pillars that reflect our commitment to risk prevention, employee well-being and continuous improvement of working conditions.

## Health and and safety **governance**

GRI: 403-1, 403-2, 403-7

We are committed to structured health and safety governance based on policies and systems that ensure risk identification and mitigation. We focus on continuous hazard assessment, incident investigation and the implementation of preventive measures to minimise impacts on the working environment.

## Health and safety **culture**

GRI: 403-3, 403-4, 403-5, 403-6

We promote a culture based on a safe and healthy environment through preventive measures and initiatives focused on the well-being of our employees. We encourage active participation, provide occupational health services, promote healthy habits, and invest in ongoing health and safety training.

## Health and safety **management**

GRI: 403-9

We continuously monitor the impact of our measures, ensuring that the actions implemented result in a reduction in incidents and an improvement in working conditions. We monitor closely the safety of our workers, ensuring the effectiveness of the strategies adopted.

# Health and safety governance

VINCI Energies in Portugal considers health and safety at work to be a strategic pillar, ensuring a safe environment for all employees and partners. Our governance approach is based on three fundamental dimensions:



## Health and Safety Management System

GRI: 403-1

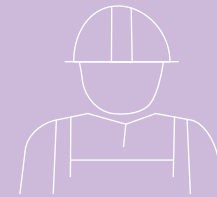
Implementation of a robust management system to ensure legal compliance and continuous improvement of safety processes.



## Hazard identification, risk assessment, and incident investigation

GRI: 403-2

Rigorous methodologies for risk detection and mitigation, encouraging active employee participation in accident prevention.



## Prevention and Mitigation of Impacts on Occupational Health and Safety

GRI: 403-7

Extending our commitment to the entire value chain, influencing partners and suppliers to adopt best practices.

# Health and Safety Management System



At VINCI Energies in Portugal, ensuring safe and healthy working environments is a non-negotiable commitment, supported by a robust occupational health and safety management system aligned with international best practices<sup>12</sup>. Effective health and safety management is ensured through the implementation of preventive measures and control initiatives that are implemented across the entire Group, but are also tailored to the specific characteristics of each business unit, employee and role.

The identification and regular updating of applicable health and safety requirements is conducted through specialised platforms and periodic consultations with regulatory bodies. We ensure compliance with legal requirements through a structured, continuous and systematic monitoring and evaluation process, both through internal audits and external services contracted to carry out periodic reviews whenever necessary.

<sup>12</sup> Most of our BUs – including the Actemium, Axians, Omexom, VINCI Facilities and Sotécnica brands – have an occupational health and safety management system structured around the ISO 45001 standard, ensuring compliance with legal and regulatory requirements and the adoption of recognised best practices in the sector.

# Hazard identification, risk assessment, and incident investigation

To ensure a safe working environment and protect everyone's health, the necessary measures are established and developed to identify existing hazards in all routine and non-routine activities, in order to assess and quantify the level of risk in an organised and systematic manner, so as to prioritise situations that require control measures to mitigate the potential damage resulting from the risk. In terms of incident investigation, VINCI Energies in Portugal follows a structured process comprising four key stages:



All processes have objectives and indicators that are calculated and analysed periodically. This process is reviewed annually and adjusted whenever necessary, either in response to incidents or due to significant changes in operations or the working environment. This way, we ensure that our safety practices remain effective and aligned with the highest standards in the industry. The implementation of the control hierarchy ensures that risks are eliminated at source or, where this is not possible, reduced to a minimum. Assessments are conducted by specialised and duly trained technicians, and the results of hazard and risk analyses are integrated into the health and safety management system, enabling continuous improvement of the methodologies adopted and the reinforcement of mitigation strategies.

# Prevention and mitigation of impacts on occupational health and safety

VINCI Energies in Portugal is committed to preventing and mitigating negative impacts on health and safety, not only within its direct operations, but also throughout its entire value chain. Aware of the importance of positively influencing our partners and suppliers, we promote good practices and encourage the adoption of measures that ensure safe working environments in all activities directly related to our products and services.

We have taken on the mission of Safety Excellence throughout our value chain and, as such, we extend our health and safety culture to all those who work with us, especially our subcontracted workers. We, therefore, ask our subcontractors and sub-subcontractors for all the documentation to ensure compliance with the legal requirements in this area, as well as the following measures and initiatives:

- ✓ Delivery and acceptance of the QSE Manual by new subcontractors
- ✓ Compliance analysis and acceptance of the subcontracted company and workers prior to entering the site
- ✓ Accident investigation in partnership with the subcontracted and dissemination of the results as a way of raising awareness within the team
- ✓ Meetings and moments of engagement
- ✓ Inclusion, dissemination, and acceptance of the Health and Safety Plan (HSP) in the Safety Procedure Sheet (SPF) and in the IMS Folder - Internal QES file
- ✓ Onboarding training, information, and awareness-raising activities and monitoring by the OSH technician on site
- ✓ Inclusion in OSH consultation and participation
- ✓ Periodic assessment and communication of performance

# Prevention and mitigation of impacts on occupational health and safety

In 2024, QSE policies were revised to reinforce the importance of risk perception and stopping work whenever safety conditions cannot be guaranteed. This information is provided when employees are hired and when they arrive at the worksite. As such, all activities are subject to hazard identification and risk assessment (safety issues are on the agenda at meetings between safety technicians, project managers, clients and subcontractors), as well as to the respective prevention and control plan, in accordance with the various established procedures. These actions include setting strict requirements for suppliers and service providers, regular audits of safety conditions in the workplace, and continuous monitoring of the performance of services provided by third parties.

We believe that excellence in health and safety is a collective commitment and, therefore, we maintain an ongoing dialogue with our stakeholders to reinforce accident prevention and risk mitigation, ensuring that our actions have a positive and lasting impact on all stakeholders. We therefore ensure that the protection and welfare standards established internally are also applied in our external relations, contributing to risk reduction and promoting a culture of safety throughout our business network.

# Health and safety culture

Health and safety culture is one of the strategic pillars of VINCI Energies in Portugal, reflecting an ongoing commitment to the well-being and integrity of all employees. Given the nature of our operations and the demanding environment in which we operate, we have adopted a structured and comprehensive approach, underpinned by our “Zero Accidents” principle. We have therefore structured our culture around four main priorities, ensuring rigorous monitoring and continuous improvement of our practices:

## Workers participation, consultation and communication in occupational health and safety

We encourage the active involvement of all teams in building a safe environment, ensuring that all workers have an active voice in defining and improving safety conditions.

GRI: 403-4

## Health services at work

We have implemented programmes that go beyond regulatory requirements, providing specialised medical monitoring and ongoing support to ensure the physical and mental well-being of employees.

GRI: 403-3

## Training in Health and Safety at Work

We are strongly committed to the continuous training of our teams through specific and practical training initiatives, reinforcing skills and safe behaviour to ensure that every employee is properly prepared to act safely and responsibly.

GRI: 403-5

GRI: 403-6

## Promotion of Health and Safety at Work

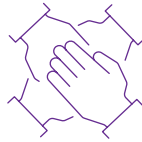
We have created initiatives and programmes for prevention and health promotion, encouraging healthy lifestyles and providing access to differentiated services and benefits, reinforcing our commitment to the overall health of workers.

# Health and safety culture

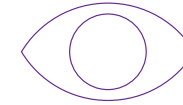
Each of these priorities was developed with a focus on the safety, integrity and quality of life of our employees, ensuring that everyone has the resources and knowledge necessary to act safely and responsibly. VINCI Energies' commitment in Portugal goes beyond compliance with standards, promoting an organisational culture of prevention and care, where every employee plays an essential role in building a safer future. We have therefore established the following commitments in line with our culture of continuous improvement and risk prevention:



Active listening  
of employees



Awareness  
and team engagement



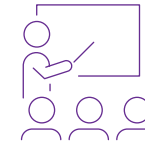
Monitoring of working  
conditions



Active health  
surveillance



Prevention of occupational  
diseases and promotion  
of well-being

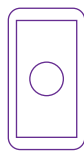


Continuous, specific  
and appropriate  
training for work  
teams

# Workers participation, consultation and communication in occupational health and safety at work

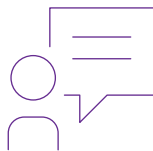
At VINCI Energies in Portugal, we believe that building a solid culture of health and safety at work is only possible with the active and continuous involvement of employees. We therefore promote participation and consultation mechanisms, ensuring that each worker has the opportunity to actively contribute to identifying risks, developing solutions and continuously improving working conditions.

Right from the first day they join the company, employees are made aware of the importance of safety by taking part in “Welcome Sessions”, where they are given fundamental health and safety guidelines. This message is continuously communicated through e-mail, Intranet, social media, workshops and leaflets on good occupational health and safety practices. Communication is fostered through various accessible and dynamic channels, which allow for the immediate reporting of risk situations, unsafe behaviour or near misses:



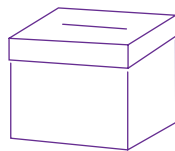
## Safety Up App

Available for smartphones and the web, it makes it possible to identify and communicate dangerous situations, good practices and safety alerts.



## Whistleblowing system

The Whistleblowing complaint system, managed by a specialised team, guarantees anonymity and protection against reprisals.



## Suggestion boxes

Suggestion boxes and improvement sheets, accessible to all employees to propose corrective measures and optimise work processes.



## Direct communication lines

Direct lines of communication by telephone and e-mail for the teams responsible for security.

# Workers participation, consultation and communication in occupational health and safety at work

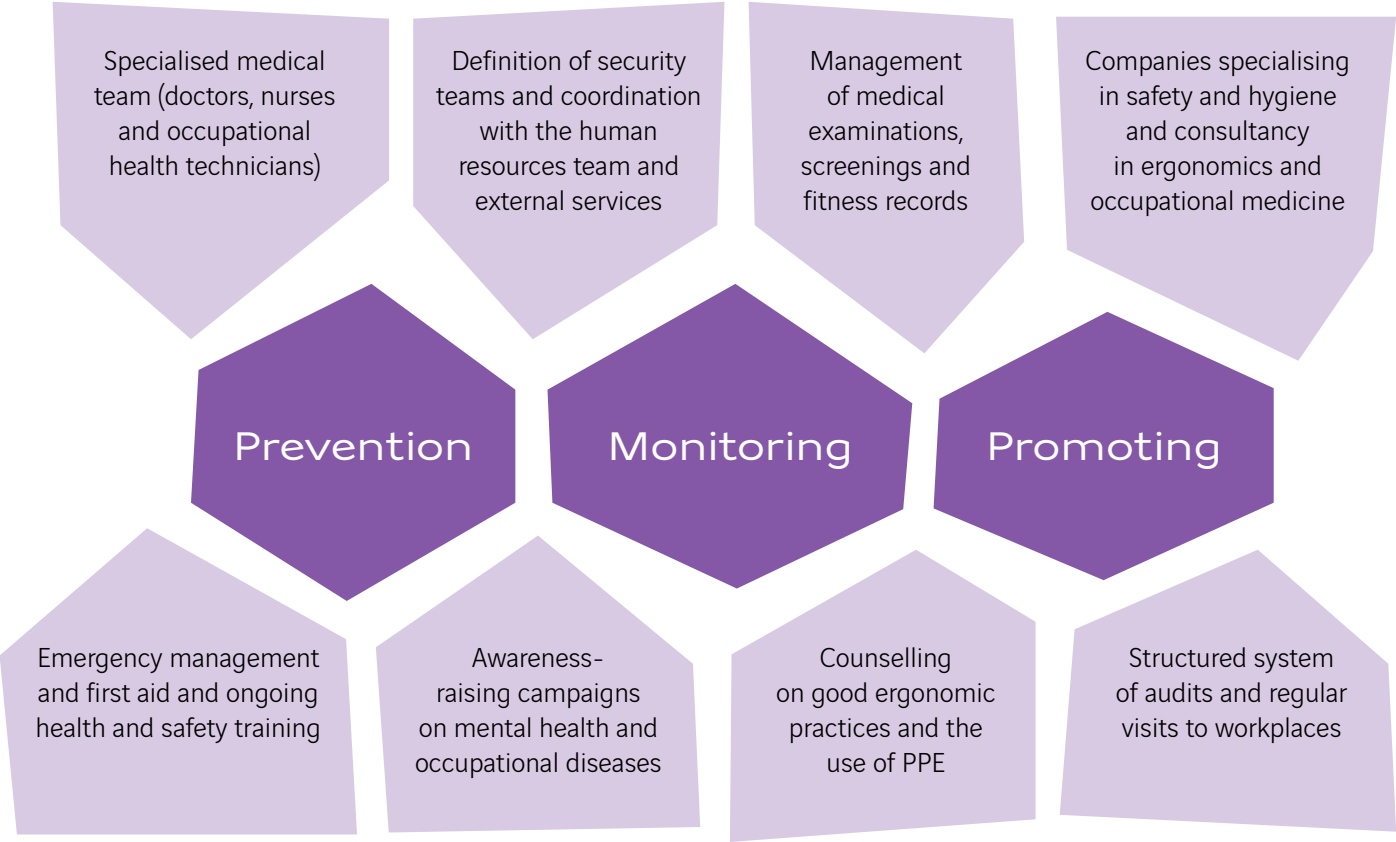
To strengthen employee awareness and involvement, we carry out annual satisfaction and organisational climate surveys, allowing us to assess employee perceptions of health and safety conditions in the workplace and identify opportunities for improvement. The data collected is processed and analysed as part of the organisations' safety performance so that preventive improvement actions can be implemented that are appropriate to the reality of each BU.

VINCI Energies in Portugal complies with the recognised measures in this area, ensuring that consultation with employees takes place in a structured and effective way, so that they can actively contribute to minimising occupational risks, preventing them and finding effective solutions to reduce occupational accident rates. With this in mind, Safety Committees and meetings with specialised technicians are organised to discuss preventive measures and corrective actions. These meetings ensure that workers' concerns and suggestions are taken into account when making strategic decisions about occupational health and safety.



# Health services at work

VINCI Energies in Portugal provides a comprehensive Occupational Health service focused on preventing, monitoring and promoting the physical and mental well-being of its employees. This service plays an essential role in identifying and mitigating occupational risks, contributing to a safe and healthy working environment.



# Health services at work

Health surveillance is ensured by a team of specialised professionals, including doctors and occupational nurses, who monitor the health of workers according to the demands of their jobs and the risks inherent in the working environment. Medical examinations are conducted on admission, periodically and occasionally, adapted to the specific needs of each position and in accordance with the legislation in force. These examinations make it possible not only to assess the fitness of employees to carry out their activities, but also to detect early possible health impacts resulting from their exposure to risk factors.

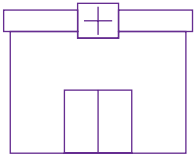
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|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Type of Examination</p> <p><b>Admission</b></p> <p>Objective</p> <p><b>Initial assessment of suitability for the job</b></p> <p>Occurrence</p> <p><b>Before starting work or within the first 10 days</b></p> | <p>Type of Examination</p> <p><b>Periodical</b></p> <p>Objective</p> <p><b>To monitor health according to occupational risks</b></p> <p>Occurrence</p> <p><b>Annual (&gt;50 years) or biennial (&lt;50 years)</b></p> | <p>Type of Examination</p> <p><b>Occasional</b></p> <p>Objective</p> <p><b>Evaluation after long term absence or changes in working environment</b></p> <p>Occurrence</p> <p><b>Whenever necessary</b></p> |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

We promote preventive and corrective actions, guaranteeing the implementation of appropriate occupational health and safety measures. For this, we actively collaborate with safety teams in identifying hazards, assessing risks and adopting mitigation measures, as well as providing advice on ergonomics and the use of personal and collective protective equipment. Regular visits to workplaces, carried out in coordination with health and safety services, make it possible to monitor labour conditions and reinforce the implementation of good practices.

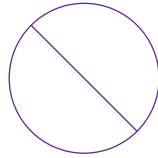
To ensure a high-quality service, we maintain a structured system of audits and continuous monitoring, guaranteeing that all workers have effective access to occupational health services and that best practices are systematically implemented and improved. In situations that require additional support, follow-up and rehabilitation services are provided, promoting the reintegration of workers after any accidents or periods of prolonged absence.

# Promotion of health and safety at work

VINCI Energies in Portugal is committed to actively promoting the health and well-being of all employees, as well as workers whose activities or workplaces we control. This commitment is reflected in the implementation of comprehensive policies and programmes that facilitate access to non-occupational health and medical services, as well as initiatives focused on promoting the general health and physical and mental well-being of all employees, including the safety week.



Access to non-occupational health and medical services



Right to stop work in risk situations



Promoting the physical integrity and well-being of workers



Safety Week

# Promotion of health and safety at work

## Access to non-occupational health and medical services

- ✓ We offer basic health insurance free of charge to all employees, with various cover plans that allow access to a wide network of service providers and additional benefits;
- ✓ Health insurance can be extended to family members under favourable conditions, reinforcing health support within the family;
- ✓ We offer free psychology consultations, reinforcing our commitment to mental health;
- ✓ To guarantee ongoing medical support, we provide direct contact details for our healthcare professionals, enabling employees to obtain advice, clarify doubts and request prescriptions quickly and efficiently.

## Right to stop work in risk situations

We recognise and respect the fundamental right of employees to stop any activity that they consider to pose a risk to their physical integrity or health, without fear of reprisals. This policy is widely publicised through training sessions and good practice manuals, ensuring that all employees are aware of their rights and the procedures to follow in these situations.

# Promotion of health and safety at work

## Promoting the physical integrity and well-being of workers

- ✓ We regularly organise awareness-raising campaigns (workshops, webinars) and health and well-being programmes (e.g. educational sessions led by experts designed to equip employees with practical knowledge to improve their daily health) on topics such as mental health, ergonomics (prevention of occupational illnesses), adopting healthy lifestyles (nutrition, sleep quality, physical exercise) and defensive driving;
- ✓ Partnerships with Fitness Centres: We have established protocols with fitness centres nationwide, offering advantageous conditions that encourage regular physical activity, which is essential for maintaining health and preventing illness;
- ✓ Seasonal fruit available: We encourage healthy eating habits by offering fresh fruit in the workplace, facilitating beneficial nutritional choices throughout the day.

# Promotion of health and safety at work

## Safety Week 2024

### WORKSHOPS



157  
workshops



50  
BUs/Support  
Functions



267  
'actions'  
to be implemented in 2024  
or to be considered in the 2025  
SSP<sup>13</sup>

### WEBINARS



3      828  
webinars participants  
\\ Promoting Health and Well-being at Work  
\\ Psychology and Road Safety  
\\ Psychoactive Substances

The Safety Week is one of the most important moments in our annual calendar, where we reinforce our commitment to safety (physical and mental) in the workplace. This initiative is part of the VINCI Energies Group's global Safety Excellence programme, bringing together all the teams from all the brands and business units that make up the Group in a global mission to reflect together on safety practices in order to continue to provide a safe working environment that generates well-being and motivation for each of our employees.

This collective approach aims to strengthen team cohesion and ensure that safety remains a central priority in all the company's operations, procedures and units. Through this initiative, the company reaffirms its commitment to the health and safety of its employees, subcontractors and partners, guaranteeing that excellence in safety is a responsibility shared by all.

Over the course of a week, workshops, training sessions, talks with experts and interactive activities are organised to encourage workers to identify potential risks, reinforce open communication about health and safety and adopt preventive practices in their daily lives.

In addition, the week provides a space for debate and sharing experiences, allowing good practices to be disseminated between different teams and areas of activity.

This special week in 2024 took place between 13 and 17 May, under the motto "Stop, think. Choose to say STOP!", one of the pillars of our Safety Culture: "Risk Perception". Only by having a clear awareness of the risks in our daily activities can we work on safety. This choice of theme reflects the company's ongoing commitment to preventing risks and accidents, adopting proactive behaviour and promoting a robust safety culture.

With the aim of raising awareness of the importance of preventing accidents at work, we have launched the cycle of sensory activities 'Living Accident Safely'. In this immersive experience, participants are challenged to take on the role of occupational accident victims and experience the difficulties arising from specific physical limitations - an experience that awakens empathy, reinforces risk perception and motivates changes in behaviour.  
Nº. of sessions: 24; nº. of participants: 364.

<sup>13</sup> SSP – Shared Strategic Project – where units describe their actions for the coming year and summarise the previous year.

# Training in health and safety at work

The ongoing training of VINCI Energies employees and partners in Portugal is a key pillar in ensuring a safe working environment and preventing accidents. Training in Occupational Health and Safety is therefore integrated into the annual training plan and tailored to the specific nature of the roles, risks associated with the activities, and the requirements of each project. The aim is to strengthen skills, raise awareness of best practices, and ensure compliance with the highest safety standards. We promote a culture of prevention and reinforce our commitment to the physical and mental integrity of everyone involved in our operations through a dynamic and multidisciplinary training approach focused on the following areas:

## Initial and continuing training

### Onboarding and on-site welcome

**Introduction to the company's safety culture, rules of conduct, emergency procedures, and proper use of Personal Protective Equipment (PPE).**

Induction training - onboarding; OHS training for new projects; Basic safety training / Safety passport; REN safety induction - Sines LNG Terminal; Electrical risk induction - Sines Refinery; Quality, Environment, and Safety onboarding; Physical and mental health and safety webinars; Safety Week 2024 - Stop, Think, Choose to Say STOP.

### Back-to-work training

**Returning employees after periods of absence, reinforcing risk awareness and applicable safety measures.**

# Training in health and safety at work

## Operational Safety Risks and Procedures

### Work at height and in confined spaces

**Safe access procedures, use of scaffolds and lifting platforms, as well as rescue and handling of loads in difficult-to-access locations.**

Works at height - access to structures, ladders, and scaffolds (rescue); Assembly and use of lifting platforms; Scaffolds - assembly and disassembly; Safe entry procedure into confined spaces; Concrete boxes with and without covers - entry into confined spaces; Work in confined spaces; Work on pipe racks.

### Prevention of electrical and mechanical risks

**Specific training for working with electrical equipment, medium and low voltage networks, Lockout-Tagout (LOTO) operations, and railway safety.**

Consignment; Work in the proximity of voltage; Work in high voltage/low voltage (HV/LV) networks; Work in the proximity of live electrical installations; Safety rules in substations and switchyards; LOTO system; Maneuvering MV cables; Installation of medium voltage (MV) underground networks - connections; Railway safety level SF3.

### Handling of loads

**Safe lifting, transportation and unloading techniques, including the use of forklifts and cranes.**

Manual handling of loads; Mechanical handling of loads / generators; Correct transport of pressurized bottles; Loading and unloading of materials using a truck, crane or multifunction system; Loading, transporting and unloading of welding shelters; Driving forklifts; Operating front counterbalanced forklifts; Drivers of heavy goods vehicles.

### Machine and equipment operation

**Training in the correct use of power tools, industrial machinery and heavy vehicles.**

Use of electrical equipment, particularly angle grinder; Equipment and tools on site; Chemicals/hazardous products; Hot work; Welding work; Safety alert - testing/tuning picker control.

### Emergency response and first aid

**Training in basic life support, evacuation procedures and firefighting.**

Emergency and first aid in the workplace and basic life support - adult (INEM); First aid and basic life support; European First Aid Course; Drills; Rescuing passengers in electric elevators; Emergency response.

# Training in health and safety at work

## Operational Safety Risks and Procedures

### Risk perception and incident reporting

**Identify dangerous situations and encourage continuous improvement in safety.**

Health and safety dialog: power tools / TotalEnergies golden rules: risk situations / importance of reporting a near miss?; Safety Week 2024 - Living through an accident safely (Sensory Lab.); Raising awareness of hand/finger protection with the management of maintenance contracts; Disclosure of accident “during leak test equipment malfunction”.

### Safety dialogues

**Regular initiatives to reinforce good practices and raise awareness of specific risks.**

“Difficult conversations” training; the importance of communication, investigating accidents, respect/self-control and teamwork; bullying in the workplace.

### Prevention of psychoactive substances

**Training on the impact of alcohol and other substance abuse on safety and work performance.**

Prevention and control of alcohol and psychoactive substances - internal regulations; Dissemination of regulations on the consumption of alcoholic beverages and substances.

# Training in health and safety at work

## Mental health and well-being in the workplace

### Mental health first aid program

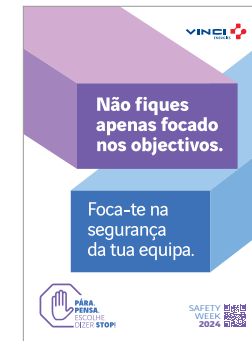
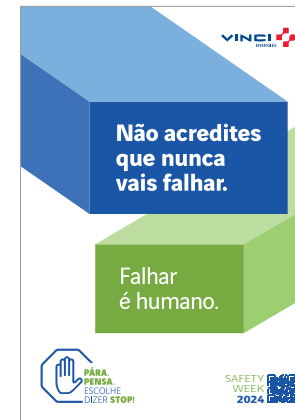
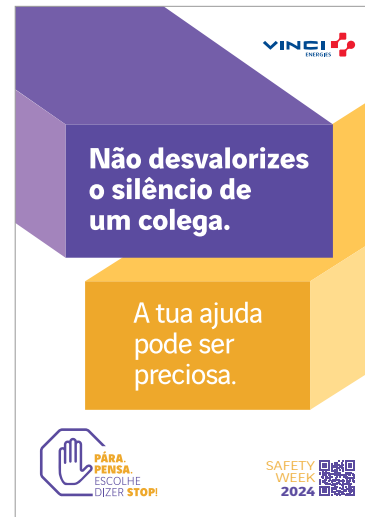
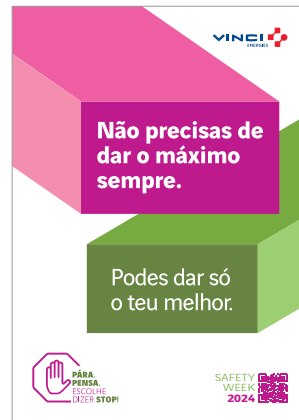
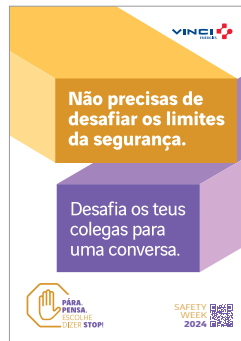
**Training to recognize signs of psychological distress, support colleagues and act preventively.**

Physical integrity and mental health webinars; Mental health first aid program; Mental Health First Aid Training

### Stress management and emotional well-being

**Webinars and training on emotional balance, effective communication and conflict resolution in the workplace.**

Webinars on physical and mental health and safety.



# Health and safety management

The safety and well-being of employees are fundamental pillars of VINCI Energies' culture in Portugal. The adoption of preventive measures and the promotion of good practices are essential, but it is equally crucial to objectively evaluate the results achieved. This final pillar allows a rigorous analysis of the effectiveness of the strategies adopted and identifies opportunities for continuous improvement.

Supported by the principles of GRI standard 403-9, we submit a quantitative (see appendix for additional information) and qualitative assessment of the evolution of the main indicators of occupational accidents in 2024. Through the monitoring of accidents at work and their causes, we seek to strengthen a culture of transparency and learning, ensuring that each occurrence contributes to a safer environment.



## Work-related accidents

Frequency index  
of work-related  
accidents with lost days



Frequency index  
of work-related accidents



Severity index  
for work-related accidents



2023

2024

# Health and safety management

The results obtained in 2024 reflect an increase in the total number of recorded accidents at work compared to 2023. Repetitive routines and the existence of last-minute changes, combined with an underestimated risk assessment, were the main factors contributing to the increase in accidents. In response to these challenges, the company has strengthened its **prevention** initiatives, including:

- ✓ Reinforcement of employee training and awareness-raising so that employees understand the risks and adopt safe behaviours, promoting a strong safety culture and empowering them to say STOP in risk situations, particularly in areas identified as critical as critical;
- ✓ Continuous assessment of working conditions and methods, adapting processes and equipment;
- ✓ To strengthen the culture of reporting near misses and dangerous situations, encouraging workers to share occurrences and participate in the analysis and implementation of the lessons learned from each incident. Although the 2024 results show greater challenges when compared to the previous year, it might also reflect **an improvement in the reporting and follow-up of incidents**.

Health and Safety Management remains in line with the VINCI Energies commitment in Portugal to promote a safe, healthy and sustainable working environment for all employees and partners, while also showing significant improvements:

- ✓ **No work-related accidents with severe consequences**, meeting a key objective of the safety strategy.

By interpreting the numbers in light of the organization's operational reality, it is possible to see where action needs to be taken to reduce risks, improve processes and strengthen the safety culture. Therefore, more than a statistical record, this chapter is a learning and continuous improvement tool, ensuring that VINCI Energies in Portugal's commitment with Safety and Health at Work translates into concrete and responsible improvements.

# RESPECT FOR ETHICAL PRINCIPLES



## MATERIAL TOPICS

Ethics and transparency

Responsible management



# Ethics and transparency

## MATERIAL TOPIC ETHICS AND TRANSPARENCY RESPONSIBLE MANAGEMENT



GRI 2-23, 2-24, 2-25

We are confident that the success of VINCI Energies in Portugal and our business units is a reflection of a journey guided by management based on the strictest standards and guidelines of ethics and transparency.

Understanding the complexity and challenges inherent in the various sectors, contexts and geographical dispersion in which we operate, the Group has developed a set of common guidelines and codes applicable to all its subsidiaries and their employees, thus promoting a responsible VINCI universal culture.

These commitments are in direct line with the VINCI Manifesto (see [VINCI Manifesto](#)), covering all of the Group's areas of corporate responsibility, aiming to harmonize and root this way of operating in our day-to-day operations. At VINCI Energies in Portugal we have integrated these standards into our activities, ensuring that they are accessible to all our employees and stakeholders.

At the same time, we realize the importance of identifying the main risks in this area to which each of our BUs are exposed, namely through internal audits that monitor the proper implementation of these codes and policies, ensuring that they are duly compliant.

# Ethics and transparency

## Anti-Corruption Code of Conduct

Considering corruption to be unacceptable and aware of the impact of possible incidents on its reputation and business, VINCI Energies in Portugal has established general rules for dealing with this topic.

The Code clarifies what is meant by corruption, particularly in terms of the legal framework, as well as the main risks and potential forms.

As a preventive measure, standards of conduct and recommendations for action in the various types of corruption are outlined. VINCI Energies in Portugal requires all its employees to be aware of this Code, promoting training and awareness actions through e-learning modules.

## Vinci Guide to Human Rights<sup>14</sup>

A reference document on human rights, inspired by the main international standards in this area, grouped into five themes in which the Group's activities can have a significant impact on human rights:

1. Labour migration and recruitment practices
2. Work conditions
3. Accommodation conditions
4. Practices relating to human rights in the value chain
5. Local communities

## Charter of Ethics and Conduct

This strategic document establishes the guidelines and directives regarding ethics and conduct and is applied to the entire organization across the board, based on three commitments:

### **Social**

To ensure respect for human rights in our activities, act as a responsible employer, guarantee the safety of each employee, ensure equal opportunities, share the fruits of growth and encourage civic engagement among employees.

### **Environment**

To implement an eco-efficiency policy and reduce the impact of activities

### **Innovation**

Innovate collaboratively and openly.

The Charter also defines the rules and references for exemplary behaviour, namely: respect for legality, respect for people, competition law, fight against corruption, relation with commercial agents, financing of political activities, prevention of conflicts of interest, communication and information, protection of assets, communication systems, transparency and internal control, and financial operations.

<sup>14</sup> For more information, please see: [https://www.vinci.com/publi/manifeste/vinci-guide\\_on\\_human\\_rights-pt.pdf](https://www.vinci.com/publi/manifeste/vinci-guide_on_human_rights-pt.pdf)

# Ethics and transparency

## Gift and invitation policy

Aware that in the business world offering and/or receiving gifts is a common practice, this policy has been developed as a guideline aimed at preventing the practice of acts or attempts at corruption. For this, we define the boundaries of what is considered acceptable in terms of gifts or invitations, how those involved should inform their managers, what the steps are for verification and what to do in the event of excessive or inappropriate requests.

## "VINCI Suppliers' Global Performance Commitments" Charter

This declaration integrates the VINCI Group's values and commitments, involving suppliers as collaborative agents in the fulfilment of its goals and ensuring that they follow the Group's rules, particularly in terms of social, environmental and ethical responsibility policies. In this sense, all suppliers must comply with the ten Principles of the Global Compact, as well as all the laws and regulations of the countries in which they operate. Each supplier must commit to the protection of human and labour rights, the promotion of ethical competition and the prevention of corruption, as well as the preservation of the environment.

## Guidelines for relations with subcontractors

The internal anti-corruption policies and codes of ethics and conduct are transferred to the relationship with subcontractors, highlighting the work carried out in the Together program, which aims to cover all stakeholders through transparent and trusting dialogue. These guidelines provide information on the six fundamental commitments made by the VINCI Group's purchasing and contract management managers, and reflect the importance of maintaining working partnerships based on fairness with our subcontractors and suppliers.

# Ethics and transparency

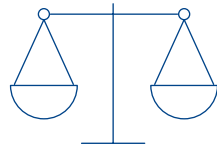
It is important to note that we ensure that our employees are extensively trained and made aware of these benchmarks from pre-onboarding and onboarding, by providing the documents mentioned, so that from the moment they decide to become part of the VINCI community they can also be an example of an ethical and trustworthy attitude.

Believing in the cascading of knowledge, we regularly train our BU directors and managers on these topics, through a special management training module, so that they take on the duty of training their people as their own. As such, it is your responsibility to ensure that all employees review their knowledge in this area every year.

To manage these issues, we have developed the Cometh application, which allows directors and managers to monitor the transmission and acceptance of these codes by their employees, as well as supporting the implementation of the anti-corruption training module, an e-learning available in eight languages.

In addition, our annual training plan includes other topics such as compliance, internal procedures, human rights, the GDPR and the public procurement code, with a view to continuous learning and updating via the UP platform.

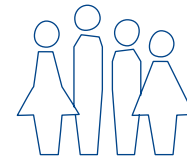
In 2024, 874 employees attended a total of 1,816 hours of ethics and anti-corruption training. When compared to 2023, this is quite a significant increase, since several actions have been undertaken in this area, some new and others mandatory.



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1,816

hours of training in ethics  
and anti-corruption behaviour



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874

employees

# Ethics governance

MATERIAL TOPIC  
**ETHICS AND TRANSPARENCY**  
**RESPONSIBLE MANAGEMENT**



GRI 2-25, 2-26

At VINCI Energies in Portugal we maintain the motto that the first step to the success of a truly exemplary culture is the ability to promote active listening and dialog between management teams and employees, showing sincere openness and freedom to share their concerns and suggestions. We believe that, only with this spirit in mind, we can guarantee that our people breathe the VINCI values organically.

As such, we challenge our managers to promote informal moments of involvement with their people, allowing them to feel that they are properly valued, contributing to an environment that fosters long-lasting working relationships and employee motivation.

As far as formal mechanisms are concerned, we make publicly available a whistleblowing channel that allows anyone to report an irregularity to the Code of Ethics and Conduct, or any regulation or international commitment in the areas of human rights, the environment (pollution and asbestos), business ethics (conflicts of interest, fraud, collusion and corruption) and health and safety at work (harassment, risky situations for workers).

As a complement to this channel, we continue to work on the whistleblower software, which, having been widely disseminated throughout the organization, allows cases of offence, harassment, crime, threats, serious harm to the public interest, violation of VINCI codes or non-compliance with the VINCI Manifesto to be reported in a more systematic way, ensuring the total confidentiality of whistleblowers.

If complaints are received through the channels mentioned above, they are integrated into our complaint analysis system, consisting of three phases: investigation, containment measures and conclusion.

## 1 Investigation

Analysis of all complaints received, including a phase where those involved are questioned and informed of each relevant step of the investigation. Note that for internal complaints, this process is conducted in accordance with the commitment to confidentiality towards the complainant.

## 2 Containment measures

The containment measures considered relevant to the handling of the complaint are first communicated to the complainant to validate their suitability.

## 3 Conclusion

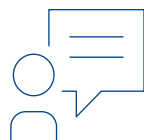
Once the issues that gave rise to the complaint have been solved, the responsible person informs the complainant in writing that the complaint has been closed and asks to comment on its satisfaction in no more than 15 days. The proceedings are effectively closed after approval by the complainant or in the absence of a response to the notification after the deadline.

# Ethics governance

There is also the possibility of contacting us via e-mail to [compliance.pt@VINCI-energies.com](mailto:compliance.pt@VINCI-energies.com), or through the complaints book in accordance with the legislation in force, available in electronic format on the portal or physically at a business unit.

In 2024, four complaints were received (half the number recorded in the previous year) regarding irregularities related to the Code of Ethics and Conduct.

After due processing, analysis and investigation, no behavior was found to confirm the complaints made, and the complainants were informed of this, ensuring their fair protection at all times.



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confirmed complaints  
concerning irregularities  
related to the established  
in the Code of Ethics  
in 2024

# Relationship with suppliers and partners to ensure ethics

MATERIAL TOPIC  
**ETHICS AND TRANSPARENCY**  
**RESPONSIBLE MANAGEMENT**



GRI 2-24, 2-25

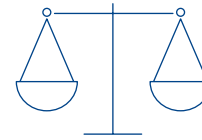
The commitment to the strictest standards of ethics, transparency and compliance is transversal to all the business relationships that our business units establish. Going further, not only do we seek to contribute to a more responsible community, but we actively work to boost more sustainable value chains.

With the mission of aligning VINCI's principles and values with the ambitions and interactions of our stakeholders, we apply our codes and policies to all partners and subcontractors, thus defining a common line of action.

Of this set of benchmarks, the "Guidelines for Relations with Subcontractors" guide (see [Ethics and transparency](#)) stands out, which, based on six essential commitments, determines the guidelines for managing processes with suppliers.



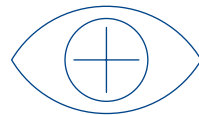
Comparable safety conditions for our employees and subcontracted workers



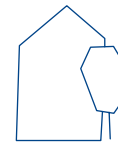
Fair commercial relationships



Fair hiring practices



Transparency in commercial relationships



Cooperation with local companies



Compliance of VINCI values

# Relationship with suppliers and partners to ensure ethics

In terms of management, all contracts with suppliers (including subcontractors and sub-subcontractors) include specific clauses on compliance with our anti-corruption codes of ethics and conduct, binding them to these codes.

## Supplier assessment

Every year we conduct a third-party assessment of corruption risks, which the Business Unit and General Managers are responsible for completing. They must select their ten largest suppliers, five of whom must be subcontractors. The assessment is conducted on the Acceptum platform, where one of the criteria refers to the sending of codes of conduct and anti-corruption, and the system sends suppliers an e-mail informing them of these codes so that they can be aware of them and accept them.

# ABOUT THE REPORT

# Scope, period and reporting structure

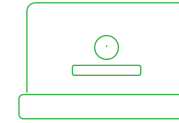
VINCI Energies in Portugal publishes its annual Sustainability Report. This one relates to the financial year between 1 January and 31 December, 2024. Whenever possible, comparative information is presented with previous years, in order to provide an overview of the evolution of sustainability performance in its three pillars: economic, environmental and social.

This report includes information on the several VINCI Energies companies, which comprises two perimeters: Energy and Digital. The companies that make up each perimeter are:



## Energy

- ✓ Sotécnica - Sociedade Electrotécnica S. A.
- ✓ Cegelec - Instalações e Sistemas de Automação, Lda.
- ✓ Sotécnica Açores - Instalações técnicas Unipessoal, Lda.
- ✓ Longo Plano - Segurança integrada e Gestão de Edifícios, S. A.
- ✓ Sotmoz - Sociedade Electrotécnica, Lda.



## Digital<sup>15</sup>

- ✓ Axians Digital Solutions
- ✓ Axians Digital Consulting
- ✓ Axians Tecinfo Angola
- ✓ Axians Moçambique
- ✓ Axians Digital Solutions LU
- ✓ Truewind Sistemas de Informação, S. A.

<sup>15</sup> References are made throughout the report to the digital perimeter, which includes all BUs that operate under the Axians brand.

## Independent external verification

The data included in this report has been reported in accordance with the guidelines of the Global Reporting Initiative (GRI).

Subsequently, this document and all related information were subject to verification by an independent external entity, with the aim of ensuring compliance<sup>16</sup>. Independent external verification is therefore an essential process to guarantee the credibility and transparency of our sustainability report.

## Contacts

If you have any questions about this report or VINCI Energies' sustainability activities in Portugal, you can refer to our corporate website or contact us at [sustainability.pt@vinci-energies.com](mailto:sustainability.pt@vinci-energies.com).

<sup>16</sup> For more details on the process of verifying sustainability information, see the Annex - Independent Limited Assurance Report.

# Additional information

# Environmental Performance

# Environmental Ambition

Achieving greenhouse gas emissions neutrality by 2050 is the VINCI Group's goal, which drives us to work every day to implement measures and solutions that promote decarbonization.

In 2024, there was a reduction in the value of total Scope 1 and 2 emissions of around 7% compared to 2023. This result can be seen both in scope 1 issues, where there was a decrease of around 5%, and in scope 2 market-based issues, where there was a significant variation of 60% less than in the previous reporting year. These results are the outcome of the implementation of decarbonization drivers, as well as the decision to choose more efficient and sustainable energy options, such as the purchase of electricity.

Scope 1 and Scope 2 CO2 emissions

|                                              | 2022            | 2023            | 2024            | Var. 23/24 |
|----------------------------------------------|-----------------|-----------------|-----------------|------------|
| Scope 1<br>(tCO <sub>2</sub> e)              | 2,157.62        | 2,259.44        | 2,137.42        | -5%        |
| Scope 2<br>(tCO <sub>2</sub> e) market-based | 99.63           | 60.15           | 24.15           | -60%       |
| <b>Total</b><br>(A1 and A2 market-based)     | <b>2,257.25</b> | <b>2,319.59</b> | <b>2,161.57</b> | <b>-7%</b> |

This downward trend was also seen in the emissions intensity indicators, which make it possible to assess and monitor VINCI Energies' contribution in Portugal to the Group's global targets. In 2024, the intensity of emissions by revenue fell by 14%, while the intensity of emissions by employees reached 15%, both compared to 2023.

Emission intensity

|                                                                | 2022  | 2023 | 2024 | Var. 23/24 |
|----------------------------------------------------------------|-------|------|------|------------|
| Emission intensity<br>(tCO <sub>2</sub> e/revenue M€)          | 10.32 | 9.88 | 8.45 | -14%       |
| Emission intensity<br>(tCO <sub>2</sub> e/number of employees) | 1.20  | 1.17 | 0.99 | -15%       |

# Environmental Ambition

The following factors were used to calculate emissions:

Conversion factors

|                        | Unit                   | Emission factors |
|------------------------|------------------------|------------------|
| LPG                    | kgCO <sub>2</sub> /KWh | 0.211            |
| Petrol                 | kgCO <sub>2</sub> /l   | 2.200            |
| Diesel                 | kgCO <sub>2</sub> /l   | 2.490            |
| HVO Biodiesel          | kgCO <sub>2</sub> /l   | 0.000            |
| Energy mix Portugal    | gCO <sub>2</sub> e/KWh | 156.200          |
| Energy mixz Mozambique | gCO <sub>2</sub> e/KWh | 86.100           |
| Energy mix Brazil      | gCO <sub>2</sub> e/KWh | 74.400           |

# Energy

In terms of energy consumption within the organization, in 2024 there was an increase in the overall figure of approximately 17% compared to the previous year. This increase stems from electricity consumption, but it is important to note that currently around 90% of electricity consumed comes from renewable sources. Furthermore, there was also a need to top up the GP tank at the São Julião do Tojal plant, which is necessary for the production process of heating the parts painting oven and for heating the water in the changing rooms.

In 2024, we were able to expand electricity production through solar panels by 18%, as a result of increased capacity in Porto/Maia and a new installation in Angola.

# Energy

## Energy consumption within the organisation

|                                                       | 2022         | 2023                      | 2024         | Var. 23/24 |
|-------------------------------------------------------|--------------|---------------------------|--------------|------------|
| LPG<br>(GJ)                                           | -            | 46                        | 59.1         | 27%        |
| Natural gas<br>(GJ)                                   | -            | -                         | 30.5         | -          |
| Electricity<br>(GJ)                                   | 4,987        | 4,655 <sup>17</sup>       | 5,389        | 16%        |
| Electricity<br>produced from photovoltaic panels (GJ) | 231          | 780                       | 918          | 18%        |
| <b>Total<br/>(GJ)</b>                                 | <b>5,218</b> | <b>5,481<sup>17</sup></b> | <b>6,397</b> | <b>17%</b> |

The consumption of non-renewable fuels is related to the need for our teams to travel and the transportation of materials and equipment. In terms of petrol consumption, there was an increase of around 37%, due to the increase in the number of hybrid vehicles as a result of the decarbonization plan. On the other hand, it was possible to reduce diesel consumption by 17%. Overall, fuel consumption outside the organization fell by 5%.

In 2024, we reported, for the first time, on the use of HVO Biodiesel, a renewable fuel used as an alternative to conventional diesel. By 2025 we hope to be able to significantly increase these supplies.

<sup>17</sup> Updated electricity consumption figure for 2023, due to the inclusion of electricity from Mozambique.

# Energy

## Energy consumption within the organisation

|                              | 2022             | 2023             | 2024             | Var. 23/24 |
|------------------------------|------------------|------------------|------------------|------------|
| <b>Petrol</b><br>(GJ)        | 4,723.73         | 7,023.66         | 9,621.97         | 37%        |
| <b>Diesel</b><br>(GJ)        | 29,899.92        | 26,351.46        | 21,427.96        | -17%       |
| <b>HVO Biodiesel</b><br>(GJ) | -                | 0.00             | 9.40             | -          |
| <b>Total</b><br>(GJ)         | <b>31,075.18</b> | <b>32,719.67</b> | <b>00,059.35</b> | <b>-5%</b> |

The following conversion factors were used to convert consumption:

## Conversion factors

|                      | Unit            | Conversion factors |
|----------------------|-----------------|--------------------|
| <b>Diesel</b>        | PCI (GJ/ton)    | 42.7               |
|                      | Density (ton/l) | 0.00084            |
| <b>Petrol</b>        | PCI (GJ/ton)    | 43.77              |
|                      | Density (ton/l) | 0.00075            |
| <b>HVO Biodiesel</b> | PCI (GJ/ton)    | 45.83              |
|                      | Density (kg/L)  | 0.78               |
| <b>Natural gas</b>   | PCI (GJ/ton)    | 48                 |
|                      | Density (ton/l) | 0.000175           |
| <b>Electricity</b>   | GJ/MWh          | 3.6                |

# Water

At VINCI Energies in Portugal, all the water we consume is collected from the public water supply system and discharged into that system, since it is only used for human consumption and regular use in the facilities, and does not constitute a material or 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.

As part of its commitment to protecting natural environments, VINCI has set itself the goal of reducing its water footprint, which we assume as our own and work towards by implementing measures to manage water resources, optimizing and making consumption more efficient and raising awareness among employees, for example:

- ✓ Action plan for consumption reduction, flow recovery and effluent and symbiosis management, with measures considered for the various fixed installations of the VINCI Energies Pole in Portugal, as a result of Adene's B eCircular classification obtained by Sotécnica.
- ✓ **Celebration of Water Day**, 22 March, with the launch of a newsletter with good practices for reducing consumption.
- ✓ **Installation of flow reducers on taps**, or purchase of equipment that already includes them, as well as timers.

We monitor our consumption by checking operator invoices, data provided by building owners and the GTC system (where applicable/existing), thus ensuring quarterly records and the possibility of identifying anomalous consumption peaks and, consequently, defining mitigation strategies. In 2024, water withdrawal increased by around 27%, as well as water intensity by 15% compared to 2023, due to the increase in the number of employees and greater use of facilities.

## Water abstraction by source

|                                                                   | 2022  | 2023  | 2024  | Var. 23/24 |
|-------------------------------------------------------------------|-------|-------|-------|------------|
| Water abstraction<br>(m <sup>3</sup> ) through the public network | 3,262 | 3,864 | 4,912 | 27%        |
| Average consumption<br>of water per employee                      | 1.74  | 1.95  | 2.25  | 15%        |

# Water

# Circular economy

As for effluent management, one of our facilities requires an industrial licence – the factory in São Julião do Tojal – and is required to collect wastewater on a quarterly basis. The Wastewater Discharge Authorisation, applicable to the facility, specifies the parameters to be monitored and the 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.

The circular economy is one of the three pillars of the VINCI Group's environmental ambition, and it is our understanding that we must continue to actively work on this component across our operations, through responsible waste management and the promotion of circular economy measures.

In 2024 we recorded an increase in the total amount of waste produced, as a result of the growth in our activity, since this is a result of the type and number of works and projects carried out and not exclusively of the efficiency in managing them. However, we achieved a percentage of 96% of total waste recovered.

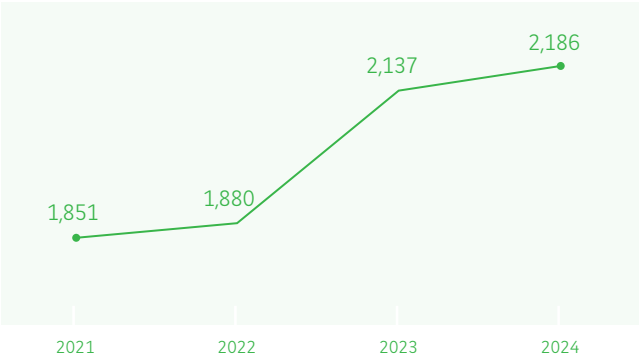
### Waste generated and recovered, by type

|                                   | 2022           | 2023           | 2024           | Var. 23/24   |
|-----------------------------------|----------------|----------------|----------------|--------------|
| <b>Total waste produced</b>       | <b>443,660</b> | <b>770,155</b> | <b>864,615</b> | <b>12%</b>   |
| Hazardous waste (t)               | 38,242         | 54,603         | 26,898         | -51%         |
| Non-hazardous waste (t)           | 266,415        | 582,544        | 475,083        | -18%         |
| Inert waste (t)                   | 139,003        | 133,008        | 325,748        | 145%         |
| Collected soils (t)               | -              | -              | 36,912         | -            |
| <b>Recovered waste (T)</b>        | <b>403,959</b> | <b>738,859</b> | <b>825,552</b> | <b>12%</b>   |
| Hazardous Waste Recovered (%)     | 85%            | 89%            | 91%            | 2%           |
| Non-hazardous Waste Recovered (%) | 90%            | 96%            | 93%            | -3%          |
| Inert waste recovered (%)         | 94%            | 100%           | 99%            | -1%          |
| Collected soils recovered (%)     | -              | -              | 99%            | -            |
| <b>Recovered waste (%)</b>        | <b>91%</b>     | <b>96%</b>     | <b>95%</b>     | <b>-0.5%</b> |

# Social performance

# Employee well-being

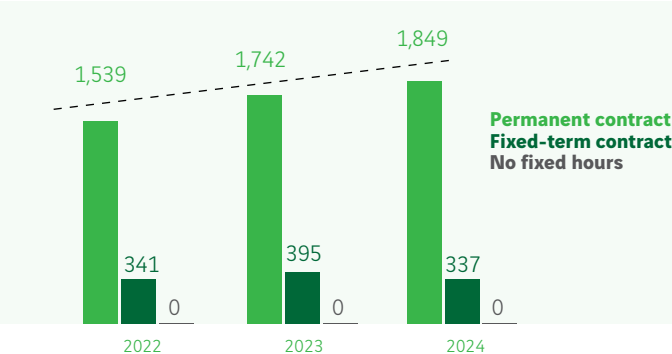
The total number of employees increased by 2.3% compared to the previous year, reaching 2,186 professionals in 2024, a figure that has been rising over the last four years of the study (an increase of more than 300 employees compared to 2021) and which reflects VINCI Energies' ongoing effort to promote well-being in the organization.



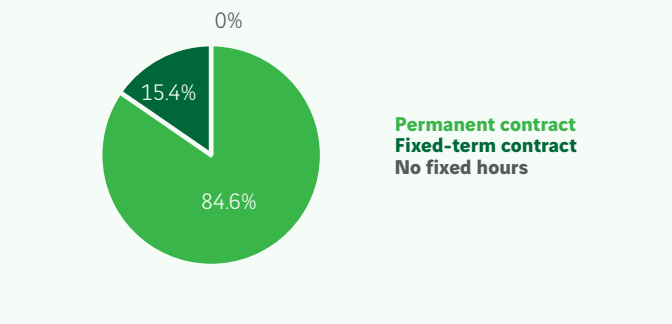
As part of our policy of valuing stable employment, we have managed to increase the number of employees with permanent contracts over the years (1539 in 2022, 1742 in 2023 and 1849 in 2024), representing almost 85% of all VINCI Energies employees in Portugal in 2024.

# Employee well-being

Number of employees according to the type of employment contract



% of employees according to by type of employment contract in 2024



# Employee well-being

In 2024, 15.4% of contracts are fixed-term, which still represents a 16.6% drop compared to 2023. This reduction demonstrates the ongoing effort to provide greater security for our employees, promoting more stable contractual ties wherever possible. Our entire team works fixed hours, and there are no employees without set schedules.

Furthermore, the overwhelming majority of our professionals work full-time (99.5% in 2024), a representation that has been constant throughout the years of study.

## Employees by type and contractual agreement

|                                         |        | 2022  | 2023  | 2024  | Var. 23/24 |
|-----------------------------------------|--------|-------|-------|-------|------------|
| With a permanent contract <sup>18</sup> | Male   | 1,140 | 1,255 | 1,349 | 7.0%       |
|                                         | Female | 399   | 481   | 500   | 4.0%       |
| Fixed-term contract <sup>19</sup>       | Male   | 263   | 327   | 279   | -13.1%     |
|                                         | Female | 78    | 74    | 58    | -21.6%     |
| Total                                   |        | 1,880 | 2,137 | 2,186 | 2%         |
| Full-time employees <sup>20</sup>       | Male   | 1,399 | 1,579 | 1,623 | 2.8%       |
|                                         | Female | 471   | 552   | 553   | 0.2%       |
| Part-time employees <sup>21</sup>       | Male   | 4     | 6     | 5     | -16.7%     |
|                                         | Female | 6     | 3     | 5     | 66.7%      |

<sup>18</sup> Permanent or open-ended contract: an open-ended, full-time or part-time contract;

<sup>19</sup> Temporary or fixed-term contract: a contract that expires after a specified period, either full or part-time.

<sup>20</sup> Full-time: employment contract for a minimum of 6 months per year and 40 hours per working week;

<sup>21</sup> Temporary or fixed-term contract: a contract that expires after a specified period, either full or part-time.

<sup>22</sup> Service Provider and Outsourcing: site cleaning; Participation in specific projects and/or areas not performed or developed by our workers or teams

# Employee well-being

Additionally, we have a number of employees who, although they do not have a direct contractual relationship with us, perform essential functions under the management of the organization<sup>22</sup>. In 2024, there was a 12.61% increase in this group, reaching a total of 375 professionals. This growth reflects the need to respond to specific challenges in the sector, such as temporary projects or technical specializations that require additional resources not integrated into our internal staff. Despite this reinforcement of the external workforce, we maintain as a priority the direct integration of professionals into the organization whenever possible, promoting opportunities for growth and development within VINCI Energies in Portugal.

In 2024, there was an 14.91 ratio between the total annual remuneration of the highest paid individual and the average total annual remuneration of employees. It should be noted that this ratio does not include employees in the United States (from the Digital perimeter)

# Talent attraction and retention

VINCI Energies in Portugal maintains a balance between new hires and turnover, ensuring organisational stability and an agile response to market needs, promoting generational, gender and geographical diversity within the company. For these parameters, most of the higher turnover levels also correspond to a higher number of hires. Moreover, for most of the indicators, the rate of new hires exceeds the turnover rate, guaranteeing sustainable renewal and growth of the team.

New hires and turnover in number and rate<sup>23</sup>

|           |                | New hires  |              | Staff turnover |              |
|-----------|----------------|------------|--------------|----------------|--------------|
| Age group | <=25           | 94         | 4.3%         | 68             | 3.1%         |
|           | 26-35          | 154        | 7.0%         | 118            | 5.4%         |
|           | 36-50          | 219        | 10.0%        | 208            | 9.5%         |
|           | >50            | 127        | 5.8%         | 66             | 3.0%         |
| Gender    | Male           | 475        | 21.7%        | 366            | 16.7%        |
|           | Female         | 119        | 5.4%         | 94             | 4.3%         |
| Geography | in Portugal    | 557        | 25.5%        | 428            | 19.6%        |
|           | Mozambique     | 4          | 0.2%         | 2              | 0.1%         |
|           | Angola         | 6          | 0.3%         | 10             | 0.5%         |
|           | Luxembourg     | 7          | 0.3%         | 2              | 0.1%         |
|           | Austria        | 0          | 0.0%         | 0              | 0.0%         |
|           | Belgium        | 17         | 0.8%         | 4              | 0.2%         |
|           | United Kingdom | 0          | 0.0%         | 1              | 0.0%         |
|           | Brazil         | 2          | 0.1%         | 12             | 0.5%         |
|           | United States  | 1          | 0.0%         | 1              | 0.0%         |
|           | <b>Total</b>   | <b>594</b> | <b>27.2%</b> | <b>460</b>     | <b>21.0%</b> |

<sup>23</sup> Rate of new hires = (No. of new hires / No. of total workers) x 100  
Turnover rate = (No. of departures / Total no. of workers) x 100

# Talent attraction and retention

In 2024, a total of 460 employees left our company, an increase of around 30% compared to 2023. The distribution between the number of departures and the associated reason, namely “end of contract”, “resignation”, ‘mutual agreement’ and “other”, allows us to understand the dynamics of the sector, the reasons for turnover and the organisation's adaptations to its strategic context.

## Outflow of employees due to

|                         | 2022       | 2023       | 2024       | Var. 23/24 |
|-------------------------|------------|------------|------------|------------|
| Termination of contract | 32         | 45         | 103        | 129%       |
| Resignation             | 259        | 247        | 281        | 14%        |
| Mutual agreement        | 12         | 39         | 61         | 56%        |
| Others <sup>24</sup>    | 108        | 23         | 15         | -35%       |
| <b>Total</b>            | <b>411</b> | <b>354</b> | <b>460</b> | <b>30%</b> |

<sup>24</sup> The “Other” category includes reasons such as: old age retirement, dismissal due to misconduct/administrative proceedings and the death of the employee.

The UPskill programme continues to be a way of integrating qualified talent into VINCI Energies in Portugal. In 2024, the number of trainees decreased, but the hiring rate reached 100%, showing a strong alignment between the skills acquired and the company's needs.

## UPSKILL programme

|                      | 2022 | 2023 | 2024 |
|----------------------|------|------|------|
| Internships (no.)    | 18   | 6    | 1    |
| Trainees hired (no.) | 4    | 5    | 1    |
| Trainees hired (%)   | 22%  | 83%  | 100% |

# Talent attraction and retention

The Ativar programme remains a pillar in the recruitment of young talent. In 2024 there was a slight increase in the number of trainees compared to 2023, as well as a significant improvement in the integration rate, rising to 56%. This data reinforces the importance of the programme as a tool for developing and retaining talent in the organisation.

## ATIVAR programme

|                      | 2022 | 2023 | 2024 |
|----------------------|------|------|------|
| Internships (no.)    | 31   | 8    | 9    |
| Trainees hired (no.) | 22   | 2    | 5    |
| Trainees hired (%)   | 71%  | 25%  | 56%  |

# Diversity and inclusion

At VINCI Energies in Portugal, we monitor a set of indicators that allow us to analyse the context of our talent's diversity and adopt actions to increase the number of under-represented groups, as can be seen by the significant increase in the number of women managers working with us.

Employees by job category, by gender

|             |        | 2022  | 2023  | 2024  | Var. 23/24 |
|-------------|--------|-------|-------|-------|------------|
| Manager     | Male   | 388   | 418   | 433   | 4%         |
|             | Female | 137   | 137   | 151   | 10%        |
| Non-Manager | Male   | 1,015 | 1,164 | 1,195 | 3%         |
|             | Female | 340   | 418   | 407   | -3%        |
| Total       | Male   | 1,403 | 1,582 | 1,628 | 3%         |
|             | Female | 477   | 555   | 558   | 1%         |
| Total       |        | 1880  | 2137  | 2186  | 2%         |

# Diversity and inclusion

With regard to the distribution of employees by age, as in previous years, there is a greater prevalence in the 26 to 35 age group (30% of employees) and the 36 to 50 age group (45% of employees), a similar trend in terms of dispersion by generation, with Millennials and Generation X representing the majority of employees in 2024, both male and female.

Employees by age group

|              | 2022         | 2023         | 2024         | Var. 23/24 |
|--------------|--------------|--------------|--------------|------------|
| ≤ 25         | 135          | 175          | 168          | -4%        |
| 26-35        | 530          | 625          | 650          | 4%         |
| 36-50        | 898          | 987          | 979          | -1%        |
| > 50         | 317          | 350          | 389          | 11%        |
| <b>Total</b> | <b>1,880</b> | <b>2,137</b> | <b>2,186</b> | <b>2%</b>  |

Employees by generation by gender

|                          | Male | Female | Total |
|--------------------------|------|--------|-------|
| Gen Z (1997-2010)        | 173  | 76     | 249   |
| Millenials (1981-1996)   | 721  | 301    | 1,022 |
| Gen x (1965-1980)        | 589  | 173    | 762   |
| Baby Boomers (1945-1964) | 145  | 8      | 153   |

# Diversity and inclusion

Regarding academic qualifications, more than 53% of employees have higher education qualifications, followed by secondary education and, lastly, basic education, both with much lower representation.

Academic qualifications by gender

|                     | Male | Female | Total |
|---------------------|------|--------|-------|
| Primary Education   | 313  | 17     | 330   |
| Secondary Education | 556  | 104    | 660   |
| Higher Education    | 719  | 416    | 1,135 |

In addition, we present information about our employees in terms of the functional categories in force at VINCI Energies in Portugal and their respective age groups:

Employees by functional category

|                                | 18 to 26 | 27 to 42 | 43 to 58 | 59 to 67 | Total |
|--------------------------------|----------|----------|----------|----------|-------|
| Executive Management           | 0        | 0        | 11       | 2        | 13    |
| Management and coordination    | 7        | 91       | 161      | 12       | 271   |
| Technical staff                | 180      | 666      | 300      | 20       | 1,166 |
| Administrative and operational | 81       | 284      | 315      | 56       | 736   |

# Contributions to regions and local communities

Given our responsibility to support projects, we developed a set of criteria that help us analyse, evaluate, and guarantee their eligibility for donations, namely:

- ✓ **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.
- ✓ **Quality and coherence of the diagnosis and solution** given the expected objectives and problems to be addressed.
- ✓ **Added value of the donation** for the project, beneficiaries, and entity.
- ✓ **Valuing the sponsorship of the project** by a Group employee at the application stage.
- ✓ **Feasibility of the project to achieve its objectives**, in terms of human and financial resources for the organisation, according to its strength and experience in the area in which it intends to develop the project and with the target audience in question.
- ✓ **Positive and sustainable changes in the community**: due to the ability to create significant, lasting and measurable social change for the neighbouring region.

During the term of the Protocol, the organisations are monitored to ensure that the projects and their objectives are being carried out and achieved. In addition, during the same period, information is collected, from entities, about the projects, starting a dialogue with the project sponsors on the main points for improvement.

In 2024, Vinci Energies in Portugal significantly strengthened its commitment to social responsibility, evidenced by the significant increase in investment in the community, the number of hours of corporate volunteering and employee participation in these initiatives. This growth reflects an organisational culture that is increasingly geared towards proximity to society, promoting a positive impact on the territories where we operate and consolidating our role as an active agent in building more inclusive, supportive and sustainable communities.

# Contributions to regions and local communities

# Health and occupational safety

## Community investment and corporate volunteering

|                                                            | 2023    | 2024    | Var. 23/24 |
|------------------------------------------------------------|---------|---------|------------|
| Value of investment in the community (€)                   | 163,257 | 214,216 | 31.21%     |
| Total hours (h) of corporate volunteering                  | 4,743   | 6,688   | 41.01%     |
| No. of participations in corporate volunteering activities | 1,508   | 1,678   | - 11.27%   |

Health and safety at work is an essential pillar for VINCI Energies in Portugal, reflecting our commitment to the protection and well-being of our employees. Promoting a culture of safety and implementing preventive measures are fundamental to reducing incidents and creating a safer working environment. The indicators shown in the following table provide a detailed overview of the frequency and severity of accidents at work, enabling continuous analysis and the adoption of strategies to strengthen safety and risk prevention.

# Health and occupational safety

<sup>25</sup> Frequency index of accidents at work with days lost = (number of accidents at work with days lost \* 1,000,000) / number of hours worked.

<sup>26</sup> Severity index for accidents at work = (number of days lost due to accidents at work \* 1,000,000) / number of hours worked.

\*Mandatory reporting accidents are all accidents that must be reported to the insurance company (with and without sick leave).

<sup>28</sup> Accidents with serious consequences are those that result in serious and generally permanent damage (excluding fatalities).

<sup>29</sup> Index of accidents at work subject to mandatory reporting = (accidents at work subject to mandatory reporting / hours worked) \* 1,000,000.

<sup>30</sup> Index of accidents at work with serious consequences = (accidents at work with serious consequences/hours worked) \* 1,000,000.

<sup>31</sup> Index of deaths resulting from accidents at work = (deaths resulting from accidents at work / hours worked) \* 1,000,000.

## Work-related accidents indexes

|                                                                         | 2022      | 2023      | 2024      | Var. 23/24 |
|-------------------------------------------------------------------------|-----------|-----------|-----------|------------|
| Frequency index of accidents at work with days lost <sup>25</sup>       | 4.55      | 2.59      | 3.41      | 32%        |
| Frequency index of work-related accidents                               | 5.20      | 3.75      | 4.73      | 26%        |
| Severity index of accidents at work <sup>26</sup>                       | 0.29      | 0.18      | 0.20      | 11%        |
| Number of work-related accidents of mandatory reporting <sup>27</sup>   | 4         | 2         | 4         | 100%       |
| Number of accidents at work with serious consequences <sup>28</sup>     | 1         | 1         | 0         | -100%      |
| Number of accidents at work with sick leave                             | 14        | 9         | 13        | 44%        |
| Number of accidents at work without sick leave                          | 2         | 4         | 5         | 25%        |
| Number of deaths resulting from accidents at work                       | 0         | 0         | 0         | 0%         |
| Index of accidents at work subject to mandatory reporting <sup>29</sup> | 1.30      | 0.58      | 1.05      | 82%        |
| Index of accidents at work with serious consequences <sup>30</sup>      | 0.33      | 0.29      | 0.00      | -100%      |
| Index of deaths resulting from accidents at work <sup>31</sup>          | 0.00      | 0.00      | 0.00      | 0%         |
| Hours worked                                                            | 3,074,962 | 3,469,209 | 3,806,932 | 10%        |

# Health and occupational safety

Greater rigour in absence management, combined with employee welfare policies (flexible working hours, parental leave schemes, reconciling professional and personal life, etc.) and health and safety measures (improvements in working conditions) have effectively and significantly reduced absenteeism in the organisation. When comparing the results for 2024 with the previous year, there was a 65% decrease, from 25,088 to 8,705 days of absence, broken down into the following categories: sickness (which in 2024 accounted for 67% of days of absence), parenthood and other.

## Absence data, due to (absence days)

|                      | 2022          | 2023          | 2024         | Var. 23/24  |
|----------------------|---------------|---------------|--------------|-------------|
| Illness              | 9,588         | 11,296        | 5,803        | -49%        |
| Parenting            | 6,486         | 7,042         | 1,398        | -80%        |
| Others <sup>32</sup> | 8,248         | 6,750         | 1,504        | -78%        |
| <b>Total</b>         | <b>24,321</b> | <b>25,088</b> | <b>8,705</b> | <b>-65%</b> |

<sup>32</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.

# Associations and commitments with external initiatives

The genesis of VINCI Energies in Portugal is to establish relationships with partners of excellence, thus promoting innovation, resilience and the offer of new solutions and services, reinforcing quality and customer satisfaction, as well as contributing to collective sustainable development.

Accordingly, we participate in initiatives and working groups that develop projects relevant to the sector and to each of the VINCI Energies brands in Portugal:

- \ AICCOPN - Associação dos Industriais da Construção Civil e Obras Públicas do Norte
- \ AMEAL - Agência Municipal de Energia e Ambiente de Loures
- \ ANIMEE - Associação Portuguesa das Empresas do Sector Elétrico e Eletrónico
- \ AQTSE - Associação para a Qualificação Técnica do Sector Energético
- \ APE - Associação Portuguesa da Energia
- \ APFM - Associação Portuguesa de Facilities Management
- \ APIRAC - Associação Portuguesa de Empresas do Sector Térmico, Energético, Eletrónico e do Ambiente
- \ APIEE - Associação Portuguesa dos Industriais de Engenharia Energética
- \ APPSI - Associação Portuguesa para a Promoção da Segurança da Informação
- \ APSEI - Associação Portuguesa de Segurança
- \ APCD - Associação Portuguesa de Centros de Dados
- \ BCSD Portugal
- \ Câmara do Comércio e Indústria Luso-Francesa
- \ APDC - Associação Portuguesa para o Desenvolvimento das Comunicações
- \ Centro Nacional de Cibersegurança
- \ Data Science Portuguese Association
- \ COTEC Portugal
- \ ERP Portugal - European Recycling Platform
- \ Portal Eletrão
- \ Rede Nacional de CSIRT
- \ CCH - Casa Comum da Humanidade

# GRI Table

|                        |                                                                                                                                   |
|------------------------|-----------------------------------------------------------------------------------------------------------------------------------|
| Declaration of use     | VINCI Energies in Portugal reported in accordance with the GRI Standards for the period from 01 January 2024 to 31 December 2024. |
| GRI 1 used             | GRI 1: Foundation 2021                                                                                                            |
| Applicable sector rule | Not applicable                                                                                                                    |

| Content                                                           | Location                                                                                                                                                                                              | Omission             |        |             | Sector standard ref. no. |
|-------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                                   |                                                                                                                                                                                                       | Omitted requirements | Motive | Explanation |                          |
| GRI 2: General contents 2021                                      |                                                                                                                                                                                                       |                      |        |             |                          |
| 2-1 Organisation Details                                          | About the report<br>About us   About VINCI Energies in Portugal<br>Headquarters<br>Edifício Atlantis, Avenida D. João II, N° 44C, 5º Andar, 1990-095, Lisboa<br>Legal form:<br>Public Limited Company |                      |        |             |                          |
| 2-2 Entities included in the organisation's sustainability report | About the report   Scope, period, and reporting structure                                                                                                                                             |                      |        |             |                          |
| 2-3 Reporting period, frequency, and contacts                     | About the report   Scope, period, and reporting structure                                                                                                                                             |                      |        |             |                          |

# GRI Table

| Content                                                   | Location                                                                                                                                | Omission             |        |             | Sector standard ref. no. |
|-----------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                           |                                                                                                                                         | Omitted requirements | Motive | Explanation |                          |
| 2-4 Reformulation of information                          | The restatements of information reported in the previous Report are, where applicable, presented and identified throughout this Report. |                      |        |             |                          |
| 2-5 External verification                                 | About the report   Independent external verification<br>Annexes > Independent Limited Reliability Assurance Report                      |                      |        |             |                          |
| 2-6 Activities, value chain, and other business relations | About us   About VINCI Energies in Portugal<br>Value Creation   Vinci Manifesto   Supply Chain                                          |                      |        |             |                          |
| 2-7 Employees                                             | Inclusive Growth   Employee Well-being<br>Additional information   Employee well-being                                                  |                      |        |             |                          |
| 2-8 Non-employee workers                                  | Additional information   Employee well-being                                                                                            |                      |        |             |                          |

# GRI Table

| Content                                                                         | Location                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Omission             |        |             | Sector standard ref. no. |
|---------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | Omitted requirements | Motive | Explanation |                          |
| 2-9 Governance structure and its composition                                    | About us   Governance<br>About us   Sustainability Governance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                      |        |             |                          |
| 2-10 Appointment and selection to the highest governance body                   | About us   Governance<br>The person responsible for appointing the CODI members is the CEO, who has the following criteria selection: (1) training, (2) professional experience, (3) suitability for the job, (4) ethics, (5) shareholder opinion, (6) diversity, and (7) independence.                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                      |        |             |                          |
| 2-11 Chairman of the highest governance body                                    | About us   Governance<br>The CEO - chairman of the highest governance body - ensures the fulfilment of activities in accordance with the General Management Guidelines of VINCI Energies – which defines the requirements related to Commitments, information, and other guidelines.                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                      |        |             |                          |
| 2-12 Role played by the highest governance body in overseeing impact management | About us   Governance<br>The CODI takes as main responsibilities, namely those related to sustainability:<br>\ 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.<br>\ Ensure the performance and balance of the different Areas of the Organisation.<br>\ Promote networking and cross-cutting actions and, simultaneously, maintain management control based on autonomy and responsibility while promoting the growth of business areas.<br>\ Ensure that relevant roles in the Organisation are understood and communicated.<br>\ Ensure continuous improvement of environmental performance and Health and Safety at Work. |                      |        |             |                          |

# GRI Table

| Content                                                                     | Location                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Omission             |        |             | Sector standard ref. no. |
|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Omitted requirements | Motive | Explanation |                          |
| 2-13 Delegation of responsibility for impact management                     | About us   Governance<br>About us   Sustainability Governance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |        |             |                          |
| 2-14 Role played by the highest governance body in reporting sustainability | About us   Governance<br>The report is reviewed and approved by the CODI.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                      |        |             |                          |
| 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. This is a mechanism for employees to report the existence of conflicts of interest between employees and/or other stakeholders.</li> </ul> <p>Respect for Ethical Principles   Ethics Governance</p> |                      |        |             |                          |
| 2-16 Communication of critical concerns                                     | <p>No critical concerns were reported during 2024.</p> <p>If they had been, the procedure would be as follows: if there are Critical Concerns reported to CODI via the Legal, Ethics &amp; Compliance Director - which happens if our companies' legal teams don't consider them to be properly closed - they will have to be analysed in the light of the aforementioned VINCI Energies General Management Guidelines. From there, the actions deemed necessary and appropriate will be taken.</p>                                                                                                                                                                            |                      |        |             |                          |

# GRI Table

| Content                                                    | Location                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Omission             |        |             | Sector standard ref. no. |
|------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Omitted requirements | Motive | Explanation |                          |
| 2-17 Collective knowledge of the highest governance body   | About us   Governance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                      |        |             |                          |
| 2-18 Performance evaluation of the highest governance body | <p>In addition to financial matters, closing meetings also cover environmental, safety and human resources issues.</p> <p>The VINCI Energies in Portugal closing is carried out by the Director of the VEIS - 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.</p> <p>There is also the position of Legal, Ethics &amp; Compliance Manager.</p>                                                                                                                                                                      |                      |        |             |                          |
| 2-19 Remuneration policies                                 | <p>The top management remuneration is based on two components:</p> <p>\ Fixed component corresponding to basic salary and meal allowance.</p> <p>\ Variable component corresponding to a variable bonus that is indexed to the organisation's financial results and individual performance.</p> <p>The incentive model defined therefore includes a variable part, which incorporates 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).</p> |                      |        |             |                          |

# GRI Table

| Content                                              | Location                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Omission             |        |             | Sector standard ref. no. |
|------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Omitted requirements | Motive | Explanation |                          |
| 2-20 Process for determining remuneration            | The process of developing remuneration policies is aligned with the organisational strategy, namely the company's business goals, long-term objectives and strategic direction. It includes an assessment of the labour market, carried out to understand remuneration practices in similar sectors and for comparable functions; the identification of functions and positions, grouping them according to their strategic importance, complexity and responsibilities, definition of the salary structure which includes salary ranges for different levels and positions, as well as additional benefits such as health plans, bonuses, profit sharing, among others; drawing up remuneration policies that outline the principles, criteria and processes by which remuneration decisions will be made, namely policies on salary increases, promotions, bonuses, among others and, finally, review and approval by the board of directors. |                      |        |             |                          |
| 2-21 Annual total remuneration ratio                 | Additional information   Employee well-being                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                      |        |             |                          |
| 2-22 Declaration on sustainable development strategy | Message from the CEO                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                      |        |             |                          |
| 2-23 Policies                                        | Respect for Ethical Principles   Ethics and Transparency                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                      |        |             |                          |
| 2-24 Incorporation of Policies                       | Respect for Ethical Principles   Ethics and Transparency<br>Respect for Ethical Principles   Relationship with suppliers and partners to ensure ethics                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                      |        |             |                          |

# GRI Table

| Content                                          | Location                                                                                                                                                                                                                                                                    | Omission             |        |             | Sector standard ref. no. |
|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                  |                                                                                                                                                                                                                                                                             | Omitted requirements | Motive | Explanation |                          |
| 2-25 Processes to remedy negative impacts        | About us   Stakeholder engagement<br>About us   Materiality<br>Respect for Ethical Principles   Ethics and Transparency<br>Respect for Ethical Principles   Ethics Governance<br>Respect for Ethical Principles   Relationship with suppliers and partners to ensure ethics |                      |        |             |                          |
| 2-26 Mechanism for advising and raising concerns | Respect for Ethical Principles   Ethics Governance                                                                                                                                                                                                                          |                      |        |             |                          |
| 2-27 Compliance with laws and regulations        | In 2024 there were no cases of non-compliance.                                                                                                                                                                                                                              |                      |        |             |                          |
| 2-28 Participation in associations               | Additional information   Social Performance                                                                                                                                                                                                                                 |                      |        |             |                          |
| 2-29 Stakeholder engagement approach             | About us   Stakeholder engagement                                                                                                                                                                                                                                           |                      |        |             |                          |

# GRI Table

| Content                                                                                 | Location                                                                                                                         | Omission             |        |             | Sector standard ref. no. |
|-----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                                                         |                                                                                                                                  | Omitted requirements | Motive | Explanation |                          |
| 2-30 Collective negotiation agreements                                                  | Additional information   Employee well-being<br>The ACT covers 37.37% of employees covered by a collective bargaining agreement. |                      |        |             |                          |
| GRI 3: Material topics 2021                                                             |                                                                                                                                  |                      |        |             |                          |
| 3-1 Process for the definition of material topics                                       | About us   Materiality                                                                                                           |                      |        |             |                          |
| 3-2 List of material topics                                                             | About us   Materiality                                                                                                           |                      |        |             |                          |
| ETHICS AND TRANSPARENCY                                                                 |                                                                                                                                  |                      |        |             |                          |
| GRI 3: Material topics 2021                                                             |                                                                                                                                  |                      |        |             |                          |
| 3-3 Material topic management                                                           | Respect for Ethical Principles                                                                                                   |                      |        |             |                          |
| Whistleblowing tips regarding irregularities with the established in the Code of Ethics | Respect for Ethical Principles   Ethics Governance                                                                               |                      |        |             |                          |

# GRI Table

| Content                                                                      | Location                                                 | Omission             |        |             | Sector standard ref. no. |
|------------------------------------------------------------------------------|----------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                                              |                                                          | Omitted requirements | Motive | Explanation |                          |
| Employees who received training in ethics and corruption                     | Respect for Ethical Principles   Ethics and Transparency |                      |        |             |                          |
| INFORMATION PRIVACY AND CYBERSECURITY                                        |                                                          |                      |        |             |                          |
| GRI 3: Material topics 2021                                                  |                                                          |                      |        |             |                          |
| 3-3 Material topic management                                                | About us   Information privacy and cybersecurity         |                      |        |             |                          |
| GRI 418: Customer privacy 2016                                               |                                                          |                      |        |             |                          |
| 418-1 Whistleblower tips regarding privacy violation and loss of client data | About us   Information privacy and cybersecurity         |                      |        |             |                          |

# GRI Table

| Content                                                                         | Location                                            | Omission             |        |             | Sector standard ref. no. |
|---------------------------------------------------------------------------------|-----------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                                                 |                                                     | Omitted requirements | Motive | Explanation |                          |
| RESPONSIBLE MANAGEMENT                                                          |                                                     |                      |        |             |                          |
| GRI 3: Material topics 2021                                                     |                                                     |                      |        |             |                          |
| 3-3 Material topic management                                                   | Respect for Ethical Principles                      |                      |        |             |                          |
| PROTECTION OF BIODIVERSITY                                                      |                                                     |                      |        |             |                          |
| GRI 3: Material topics 2021                                                     |                                                     |                      |        |             |                          |
| 3-3 Material topic management                                                   | Environmental ambition   Protection of biodiversity |                      |        |             |                          |
| GRI 304: Biodiversity 2016                                                      |                                                     |                      |        |             |                          |
| 304-2 Significant impacts of activities, products, and services in biodiversity | Environmental ambition   Protection of biodiversity |                      |        |             |                          |

# GRI Table

| Content                                          | Location                                                                                                     | Omission             |        |             | Sector standard ref. no. |
|--------------------------------------------------|--------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                  |                                                                                                              | Omitted requirements | Motive | Explanation |                          |
| ENERGY MANAGEMENT AND ENERGY EFFICIENCY          |                                                                                                              |                      |        |             |                          |
| GRI 3: Material topics 2021                      |                                                                                                              |                      |        |             |                          |
| 3-3 Material topic management                    | Environmental ambition   Management of energy                                                                |                      |        |             |                          |
| GRI 302: Energy 2016                             |                                                                                                              |                      |        |             |                          |
| 302-1 Energy consumption within the organisation | Environmental ambition   Management of energy<br>Additional information   Environmental Performance   Energy |                      |        |             |                          |
| 302-3 Energy intensity                           | Environmental ambition   Management of energy<br>Additional information   Environmental Performance   Energy |                      |        |             |                          |
| CLIMATE CHANGE AND GHG EMISSIONS                 |                                                                                                              |                      |        |             |                          |
| GRI 3: Material topics 2021                      |                                                                                                              |                      |        |             |                          |
| 3-3 Material topic management                    | Environmental ambition   Climate change and CO <sub>2</sub> emissions                                        |                      |        |             |                          |

# GRI Table

| Content                                | Location                                                                                                                                                                                               | Omission             |        |             | Sector standard ref. no. |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                        |                                                                                                                                                                                                        | Omitted requirements | Motive | Explanation |                          |
| GRI 305: Emissions 2016                |                                                                                                                                                                                                        |                      |        |             |                          |
| 305-1 Direct GHG emissions (Scope 1)   | Environmental ambition   Climate change and CO <sub>2</sub> emissions<br>Additional information   Environmental Performance<br>Environmental Ambition                                                  |                      |        |             |                          |
| 305-2 Indirect GHG emissions (Scope 2) | Environmental ambition   Climate change and CO <sub>2</sub> emissions<br>Additional information   Environmental Performance<br>Environmental Ambition                                                  |                      |        |             |                          |
| 305-4 Intensity of GHG emissions       | Environmental ambition   Climate change and CO <sub>2</sub> emissions<br>Additional information   Environmental Performance<br>Environmental Ambition                                                  |                      |        |             |                          |
| 305-5 Reduction of GHG emissions       | Environmental ambition   Climate change and CO <sub>2</sub> emissions<br>Environmental ambition   Management of energy<br>Additional information   Environmental Performance<br>Environmental Ambition |                      |        |             |                          |

# GRI Table

| Content                                                      | Location                                           | Omission             |        |             | Sector standard ref. no. |
|--------------------------------------------------------------|----------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                              |                                                    | Omitted requirements | Motive | Explanation |                          |
| EMPLOYEE EDUCATION AND TRAINING                              |                                                    |                      |        |             |                          |
| GRI 3: Material topics 2021                                  |                                                    |                      |        |             |                          |
| 3-3 Material topic management                                | Inclusive growth   Employee education and training |                      |        |             |                          |
| GRI 404: Training and Education 2016                         |                                                    |                      |        |             |                          |
| 404-1 Total training hours                                   | Inclusive growth   Employee education and training |                      |        |             |                          |
| PROMOTION OF HUMAN RIGHTS                                    |                                                    |                      |        |             |                          |
| GRI 3: Material topics 2021                                  |                                                    |                      |        |             |                          |
| 3-3 Material topic management                                | Inclusive growth   Respect for human rights        |                      |        |             |                          |
| Training of employees on policies or human rights procedures | Inclusive growth   Respect for human rights        |                      |        |             |                          |

# GRI Table

| Content                                                                  | Location                                                                                                          | Omission             |        |             | Sector standard ref. no. |
|--------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                                          |                                                                                                                   | Omitted requirements | Motive | Explanation |                          |
| EMPLOYEE HEALTH AND SAFETY                                               |                                                                                                                   |                      |        |             |                          |
| GRI 3: Material topics 2021                                              |                                                                                                                   |                      |        |             |                          |
| 3-3 Material topic management                                            | Health and Safety Promotion<br>Additional information   Employee health and safety                                |                      |        |             |                          |
| GRI 403: Health and Safety at Work 2018                                  |                                                                                                                   |                      |        |             |                          |
| 403-1 Health and safety at work system management                        | Health and Safety Promotion   Health and safety governance                                                        |                      |        |             |                          |
| 403-2 Hazard identification, risk assessment, and incident investigation | Health and Safety Promotion   Health and safety governance<br>Additional information   Employee health and safety |                      |        |             |                          |
| 403-3 Health services at work                                            | Health and Safety Promotion   Employee culture and safety<br>Additional information   Employee health and safety  |                      |        |             |                          |



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| Content                                                                                                           | Location                                                                                                                | Omission             |        |             | Sector standard ref. no. |
|-------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                                                                                   |                                                                                                                         | Omitted requirements | Motive | Explanation |                          |
| 403-4 Worker participation, consultation, and communication with workers regarding occupational health and safety | Health and Safety Promotion   Employee culture and safety<br>Health and Safety Promotion   Health and safety governance |                      |        |             |                          |
| 403-5 Training workers in occupational health and safety                                                          | Health and Safety Promotion   Employee culture and safety                                                               |                      |        |             |                          |
| 403-6 Promotion of health and safety at work                                                                      | Health and Safety Promotion   Employee culture and safety                                                               |                      |        |             |                          |
| 403-7 Prevention and mitigation of health and safety impacts directly linked to business relationships            | Health and Safety Promotion   Employee culture and safety<br>Health and Safety Promotion   Health and safety governance |                      |        |             |                          |
| 403-9 Accidents at work                                                                                           | Health and Safety Promotion   Employee culture and safety<br>Additional information   Employee health and safety        |                      |        |             |                          |

# GRI Table

| Content                                                                                                | Location                                                                  | Omission             |        |             | Sector standard ref. no. |
|--------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                                                                        |                                                                           | Omitted requirements | Motive | Explanation |                          |
| CLIENT SATISFACTION                                                                                    |                                                                           |                      |        |             |                          |
| GRI 3: Material topics 2021                                                                            |                                                                           |                      |        |             |                          |
| 3-3 Material topic management                                                                          | About us   Clients                                                        |                      |        |             |                          |
| Client satisfaction level                                                                              | About us   Clients<br>About us   Clients   Client satisfaction assessment |                      |        |             |                          |
| EMPLOYEE WELL-BEING AND ENGAGEMENT                                                                     |                                                                           |                      |        |             |                          |
| GRI 3: Material topics 2021                                                                            |                                                                           |                      |        |             |                          |
| 3-3 Material topic management                                                                          | Inclusive Growth   Employee well-being                                    |                      |        |             |                          |
| GRI 401: Employment 2016                                                                               |                                                                           |                      |        |             |                          |
| 401-2 Benefits offered to full-time employees that are not offered to temporary or part-time employees | Inclusive Growth   Employee well-being                                    |                      |        |             |                          |

# GRI Table

| Content                                            | Location                                                   | Omission             |        |             | Sector standard ref. no. |
|----------------------------------------------------|------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                    |                                                            | Omitted requirements | Motive | Explanation |                          |
| ECONOMIC DISCLOSURES                               |                                                            |                      |        |             |                          |
| GRI 204: Purchasing practices 2016                 |                                                            |                      |        |             |                          |
| 204-1 Proportion of expenditure on local supplies  | About us   Supply chain                                    |                      |        |             |                          |
| ENVIRONMENTAL DISCLOSURES                          |                                                            |                      |        |             |                          |
| GRI 303: Water and effluents 2018                  |                                                            |                      |        |             |                          |
| 303-1 Interactions with water as a shared resource | Additional information   Environmental Performance   Water |                      |        |             |                          |
| 303-2 Management of impacts related to effluents   | Additional information   Environmental Performance   Water |                      |        |             |                          |
| 303-3 Water abstraction                            | Additional information   Environmental Performance   Water |                      |        |             |                          |

# GRI Table

| Content                                                         | Location                                                                                                           | Omission             |        |             | Sector standard ref. no. |
|-----------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                                                 |                                                                                                                    | Omitted requirements | Motive | Explanation |                          |
| GRI 306: Waste 2016                                             |                                                                                                                    |                      |        |             |                          |
| 306-1 Waste management and significant impacts related to waste | Environmental ambition   Circular economy<br>Additional information   Environmental Performance   Circular Economy |                      |        |             |                          |
| 306-2 Management of significant impacts related to waste        | Environmental ambition   Circular economy<br>Additional information   Environmental Performance   Circular Economy |                      |        |             |                          |
| 306-3 Waste generated                                           | Environmental ambition   Circular economy<br>Additional information   Environmental Performance   Circular Economy |                      |        |             |                          |

# GRI Table

| Content                                    | Location                                                                                                       | Omission             |        |             | Sector standard ref. no. |
|--------------------------------------------|----------------------------------------------------------------------------------------------------------------|----------------------|--------|-------------|--------------------------|
|                                            |                                                                                                                | Omitted requirements | Motive | Explanation |                          |
| SOCIAL DISCLOSURES                         |                                                                                                                |                      |        |             |                          |
| GRI 401: Employment 2016                   |                                                                                                                |                      |        |             |                          |
| 401-1 New hires and turnover of employees  | Additional information   Talent attraction and retention                                                       |                      |        |             |                          |
| GRI 405: Diversity and equal opportunities |                                                                                                                |                      |        |             |                          |
| 405- 1 Diversity and equal opportunities   | Inclusive growth   Diversity and inclusion<br>Additional information   Employees of VINCI Energies in Portugal |                      |        |             |                          |



## Relatório Independente de Garantia Limitada de Fiabilidade

Exmo. Conselho de Administração

### Introdução

Fomos contratados pela Administração da Vinci Energies Portugal, S.A. ("Vinci" ou "Empresa") para a realização de um trabalho de garantia limitada de fiabilidade sobre os indicadores identificados abaixo na secção "Responsabilidades do auditor" que integram a informação de sustentabilidade incluída no Relatório de Sustentabilidade relativo ao ano findo em 31 de dezembro de 2024, preparada pela Empresa para efeitos de divulgação do seu desempenho anual em matéria de sustentabilidade.

### Responsabilidades do Conselho de Administração

É da responsabilidade do Conselho de Administração a preparação dos indicadores identificados abaixo na secção "Responsabilidades do auditor" incluídos no Relatório de Sustentabilidade de acordo com as diretrizes para reporte de Sustentabilidade "Global Reporting Initiative" ("GRI"), e com as instruções e critérios divulgados no Relatório de Sustentabilidade, bem como a manutenção de um sistema de controlo interno apropriado, que permita uma adequada preparação da informação mencionada.

### Responsabilidades do auditor

A nossa responsabilidade consiste em emitir um relatório de garantia limitada de fiabilidade, profissional e independente, baseado nos procedimentos realizados e especificados no parágrafo abaixo.

O nosso trabalho foi efetuado de acordo com a Norma Internacional sobre Trabalhos de Garantia de Fiabilidade que Não Sejam Auditorias ou Revisões de Informação Financeira Histórica (ISAE) 3000 (Revista), emitida pelo *International Auditing and Assurance Standards Board* da *International Federation of Accountants* e cumprimos as demais normas e orientações técnicas da Ordem dos Revisores Oficiais de Contas (OROC), as quais exigem que o nosso trabalho seja planeado e executado com o objetivo de obter garantia limitada de fiabilidade sobre os indicadores GRI Standards apresentados no Relatório de Sustentabilidade relativo ao ano findo em 31 de dezembro de 2024, estão isentos de distorções materialmente relevantes. Para tanto o referido trabalho consistiu em:

- Indagar a gestão e principais responsáveis das áreas em análise para compreender o modo como está estruturado o sistema de informação e a sensibilidade dos intervenientes às matérias incluídas no relato;
- Identificar a existência de processos de gestão internos conducentes à implementação de políticas económicas, ambientais e de responsabilidade social;



PricewaterhouseCoopers & Associados – Sociedade de Revisores Oficiais de Contas, Lda.  
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Matriculada na CRC sob o NIPC 506 628 752, Capital Social Euros 314.000  
Inscrita na lista das Sociedades de Revisores Oficiais de Contas sob o nº 183  
e na CMVM sob o nº 20161485

PricewaterhouseCoopers & Associados – Sociedade de Revisores Oficiais de Contas, Lda. pertence à rede de entidades que são membros da PricewaterhouseCoopers International Limited, cada uma das quais é uma entidade legal autónoma e independente.



- Verificar, numa base de amostragem, a eficácia dos sistemas e processos de recolha, agregação, validação e relato que suportam a informação de desempenho supracitada, através de cálculos e validação de dados reportados;
- Confirmar a observância de determinadas unidades operacionais referente às instruções de recolha, agregação, validação e relato de informação de desempenho;
- Executar, numa base de amostragem, alguns procedimentos de consubstanciação da informação, através de obtenção de evidência sobre informação reportada;
- Comparar os dados financeiros e económicos incluídos na informação de sustentabilidade com os auditados pela PricewaterhouseCoopers & Associados, SROC, Lda., no âmbito da revisão legal das demonstrações financeiras da Empresa do exercício findo em 31 de dezembro de 2024; e
- Verificar que a informação de sustentabilidade a incluir no Relatório cumpre com os requisitos das diretrizes da GRI Standards e com as instruções e critérios definidos pela Empresa.

Os procedimentos efetuados foram mais limitados do que seriam num trabalho de garantia razoável de fiabilidade, por conseguinte, foi obtida menos segurança do que num trabalho de garantia razoável de fiabilidade.

Entendemos que os procedimentos efetuados proporcionam uma base aceitável para a expressão da nossa conclusão.

### Qualidade e independência

Aplicamos a Norma Internacional de Gestão de Qualidade ISQM 1, a qual requer que seja desenhado, implementado e mantido um sistema de gestão de qualidade abrangente que inclui políticas e procedimentos sobre o cumprimento de requisitos éticos, normas profissionais e requisitos legais e regulamentares aplicáveis.

Cumprimos com os requisitos de independência e ética do código de ética (incluindo as Normas Internacionais de Independência) emitido pelo *International Ethics Standards Board for Accountants* (IESBA) e do código de ética da Ordem dos Revisores Oficiais de Contas (OROC).

### Conclusão

Com base no trabalho efetuado, nada chegou ao nosso conhecimento que nos leve a concluir que os indicadores identificados acima na secção "Responsabilidades do auditor" incluídos no Relatório de Sustentabilidade relativo ao ano findo em 31 de dezembro de 2024, não tenham sido preparados, em todos os aspetos materialmente relevantes, de acordo com os requisitos das diretrizes GRI Standards e com as instruções e critérios divulgados no mesmo, e que a Vinci não tenha aplicado, na informação de sustentabilidade incluída no Relatório de Sustentabilidade, as diretrizes GRI Standards.



Relatório Independente de Garantia Limitada de Fiabilidade  
31 de dezembro de 2024

Vinci Energies Portugal, S.A.  
PwC 2 de 3

#### **Restrições de uso**

Este relatório é emitido unicamente para informação e uso do Conselho de Administração da Empresa, para efeitos da divulgação do Relatório de Sustentabilidade pelo que não deverá ser utilizado para quaisquer outras finalidades. Não assumiremos quaisquer responsabilidades perante terceiros, para além da Vinci, pelo nosso trabalho e pela conclusão expressa neste relatório, o qual será anexado ao Relatório de Sustentabilidade da Empresa.

14 de julho de 2025

PricewaterhouseCoopers & Associados  
- Sociedade de Revisores Oficiais de Contas, Lda.  
representada por:

Signed by:  


António Joaquim Brochado R.O.C. n.º 1076  
Registado na CMVM com o n.º 20160688

# THE SUSTAINABILITY THAT CONNECTS US

SUSTAINABILITY REPORT 2024  
VINCI ENERGIES IN PORTUGAL