

## OUR PRIORITY COMMITMENTS

Commitments	2008 results	2009 commitments
<b>Social</b>		
<b>1/ Jobs</b> Promote the creation of permanent jobs	<ul style="list-style-type: none"> <li>- 26,359 people hired on unlimited-term contracts worldwide</li> <li>- 10,036 people hired on unlimited-term contracts in France</li> </ul>	<ul style="list-style-type: none"> <li>- Continue to create permanent jobs</li> </ul>
<b>2/ Training</b> Set up a forward-looking jobs and skills management	<ul style="list-style-type: none"> <li>- 3.1 million hours of training worldwide, i.e. an average of 19 hours of training per employee</li> </ul>	<ul style="list-style-type: none"> <li>- Increase the number of hours of training in France by 10%</li> </ul>
<b>3/ Safety</b> Achieve a zero accident rate	<ul style="list-style-type: none"> <li>- VINCI's accident frequency rate: 11.59</li> <li>- VINCI's accident severity rate: 0.64</li> </ul>	<ul style="list-style-type: none"> <li>- Actively pursue the accident prevention policy</li> </ul>
<b>4/ Equal opportunities</b> Promote diversity	<ul style="list-style-type: none"> <li>- 7,750 hours of diversity training in Europe</li> <li>- Publication of results of the diversity audit carried out in 2007; second audit undertaken by the Vigeo agency, in 40 European subsidiaries</li> <li>- Formation of a body of in-house auditors to follow up the diversity audits</li> </ul>	<ul style="list-style-type: none"> <li>- Put the management of diversity onto a permanent footing</li> </ul>
<b>5/ Share ownership</b> Promote increased employee share ownership	<ul style="list-style-type: none"> <li>- 87% of employees in France are shareholders. 8.2% of VINCI's capital is owned by employees</li> </ul>	<ul style="list-style-type: none"> <li>- Promote employee share ownership among lower-paid employees: new scale of employer contributions for 2009 with the employer exceptionally doubling this contribution for the first 300 euros invested</li> </ul>
<b>6/ Civic engagement</b> Encourage employee initiatives	<ul style="list-style-type: none"> <li>- 121 projects supported by the VINCI Foundation in Europe</li> <li>- More than 150 employees engaged in volunteering of expertise</li> </ul>	<ul style="list-style-type: none"> <li>- Develop the sponsorship tools</li> <li>- Continue to deploy employee initiatives in Europe and elsewhere</li> </ul>
<b>Environment</b>		
<b>7/ Climate change</b> Quantify greenhouse gas emissions in accordance with ISO standard 14064	<ul style="list-style-type: none"> <li>- Deployment worldwide of the Group's environmental reporting</li> <li>- Second Scope 2 quantification exercise in France</li> </ul>	<ul style="list-style-type: none"> <li>- Apply this approach systematically in order to limit reducible sources of emissions</li> <li>- Step up exchanges of information and consultation with all parties involved in the value chain</li> </ul>
<b>8/ Eco-design</b> Implement the eco-efficiency policy, starting with life-cycle analysis	<ul style="list-style-type: none"> <li>- Development of eco-comparison tools for each activity</li> <li>- Launch of the ParisTech chair in the eco-design of building complexes and infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>- Develop research and teaching activities in the areas of eco-neighbourhoods, biodiversity, materials, rehabilitation of built structures and mobility</li> </ul>
<b>9/ Customers-suppliers</b> Work together with partners in the value chain	<ul style="list-style-type: none"> <li>- Continuation of training courses in purchasing and sustainable development</li> <li>- Inclusion of environmental clauses in VINCI framework contracts</li> <li>- Proposal of environmental alternatives when responding to calls for tenders</li> </ul>	<ul style="list-style-type: none"> <li>- Design and implement the second version of the training course "Integrating sustainable development into the purchasing function"</li> <li>- Design and implement a training course on "Integrating sustainable development in proposals"</li> </ul>
<b>Research &amp; Development</b>		
<b>10/ Co-operation</b> Involve all stakeholders in the issues of the future	<ul style="list-style-type: none"> <li>- Creation of The City Factory, a think-tank dedicated to reflecting on tomorrow's city together with representatives from the worlds of business, science and public administrations</li> </ul>	<ul style="list-style-type: none"> <li>- Organise City Factory seminars in the French regions and abroad</li> </ul>
<b>11/ Applied R&amp;D</b> Enhance the Group's technological capability	<ul style="list-style-type: none"> <li>- 45 research programmes under way in the subsidiaries</li> <li>- 180 in-house research workers</li> <li>- A global R&amp;D budget of more than €30 million</li> </ul>	<ul style="list-style-type: none"> <li>- Increased emphasis on joint programmes (involving more than one business line)</li> </ul>
<b>12/ Participative innovation</b> Encourage employee innovation	<ul style="list-style-type: none"> <li>- Launch of the 5th VINCI Innovation Awards Competition</li> <li>- Promote technological innovation and encourage in-house dissemination of innovations</li> </ul>	<ul style="list-style-type: none"> <li>- Continue to disseminate innovations emerging from Innovation Awards Competitions</li> </ul>