

## PRESS RELEASE

Nanterre, 10<sup>th</sup> of March 2026

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### **“Expertise Has No Gender” VINCI Concessions honors its role models across the world**

- **An awareness campaign deployed at the heart of the regions we serve—across airports, motorways, rail networks, and other infrastructures operated by VINCI Concessions.**
- **This campaign is part of a global feminization strategy led by VINCI Concessions, spanning from recruitment to career development.**

On the occasion of International Women's Day, VINCI Concessions, a global player in mobility infrastructure and services, is launching an awareness campaign to promote gender diversity. Celebrating the skills of its female employees and centered around operational excellence, this initiative serves as a reminder that the place of women in the mobility, infrastructure, and energy sectors is based, above all, on their expertise.

Whether they are coordinating traffic in a control tower, maintaining terminals, regulating traffic from a command center, or inspecting railway tracks, these women embody mastery, precision, and rigor. Their diverse career paths remind us that the Group's excellence relies on its talent, regardless of gender.

From March 4 to 13, VINCI Concessions' airports, motorways, and rail infrastructures will relay this campaign locally to raise public awareness: more than 500 screens activated across the network, with 3 million views expected locally and on social media.

“We are proud to highlight our female employees who, every day, prove—if proof were still needed—that women fully belong in every mobility profession. The diversity of profiles and the technical mastery of our female colleagues are at the heart of our expertise and performance.” — Nicolas Notebaert, CEO of VINCI Concessions.

We support all female career paths, from hiring to talent development, with more than 50 interventions per year in forums and schools. Our two internal training and mentoring programs (Ellevate and PluriElles) are supported by Executive Committees and have assisted over a hundred female employees since their inception. In France and internationally, all our employees are sensitized to female representation in our fields. Every year since 2021, our web series *Women on the Move* has showcased inspiring role models. With 35% women managers today, the Group is mobilized to reach 40% rapidly. Watch the campaign film [here](#).

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#### **About VINCI Concessions**

VINCI Concessions is an international player in transport infrastructure. We leverage our integrated model to design, finance, build, operate and maintain more than 100 airports, highways and rail projects in 24 countries, through our subsidiaries VINCI Airports, VINCI Highways and VINCI Railways. We are committed to shared growth with regions, and are actively making mobility ever more sustainable, efficient and innovative.

For more information:

<https://www.vinci-concessions.com/en/>

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