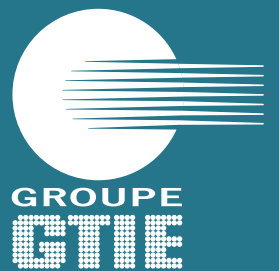


Annual report 2000



Key figures in 2000

3.1 billion Euros
Net sales

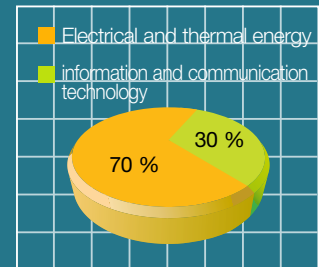
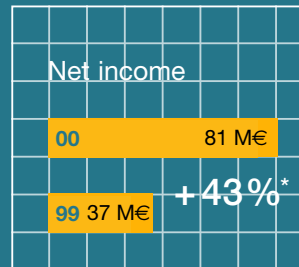
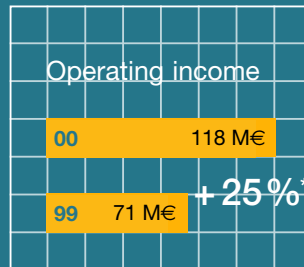
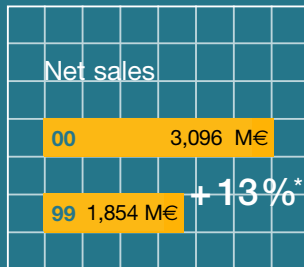
118 million Euros
Operating income

35 %
Net sales outside France

81 million Euros
Net income

30,000
Workforce

17 %
Growth for Electrical energy and
Information and Communication technology



* Pro forma



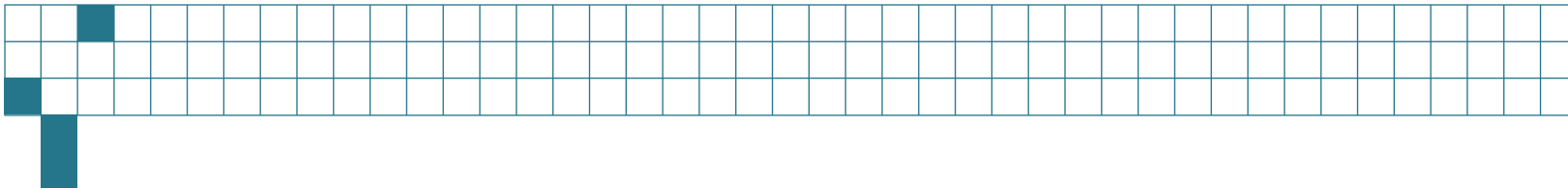
Profile

The GTIE group offers a range of services: design and engineering, installation and maintenance integrating information and energy-related technologies enabling its customers to achieve improved production, improved communication and an improved life.

GTIE has established itself as one of the leading operators in France and around Europe by building up its network of 700 business units and focusing on the development of strong brands with high market visibility.

As a company of the VINCI Group, the world's leading company for construction and associated services, GTIE has risen swiftly up its growth curve, with major increases in 2000 of both net sales and profits. It has taken the necessary steps to ensure sustainable growth on its markets, which offer high, and in some cases very high, development potential.





Management Committee

01 Christian Péguet

Chairman and Chief Executive Officer of GTIE

02 Philippe Touyarot

Managing Director of SDEL

03 Philippe Lemaistre

Managing Director of GTIE

04 Daniel Laval

Managing Director of GTIE Thermique
Ile-de-France and Major Projects

05 Jean-Yves Le Brouster

Deputy Managing Director of GTIE

06 Dr Volker Petersen

Managing Director of GTIE Germany Building

07 François Le Moullec

Chairman and CEO of Garczynski Traploir

08 Michael Radecke

Managing Director of GTIE Germany Insulation

09 François-Xavier Hanicotte

Chairman and CEO of Fournié Grospaud

10 Jean-Marie Dayre

Managing Director of GTIE Germany Industry

11 Michel Daveluy

Financial and Administrative Director of GTIE

12 Patrick Lebrun

Deputy Managing Director of GTIE



Message from the Chairman



Christian Péguet

Chairman and Chief Executive Officer of GTIE

New horizons

In the course of the year 2000, by embracing new markets in Germany, Scandinavia, Central Europe, the United Kingdom and the Netherlands, and moving in support of our customers in their international business operations, our group was able to maintain the momentum of its accelerated growth in Europe. GTIE now does 35% of its total business outside France, and has introduced a new organisational structure tailored to its natural field of operations which today is Europe.

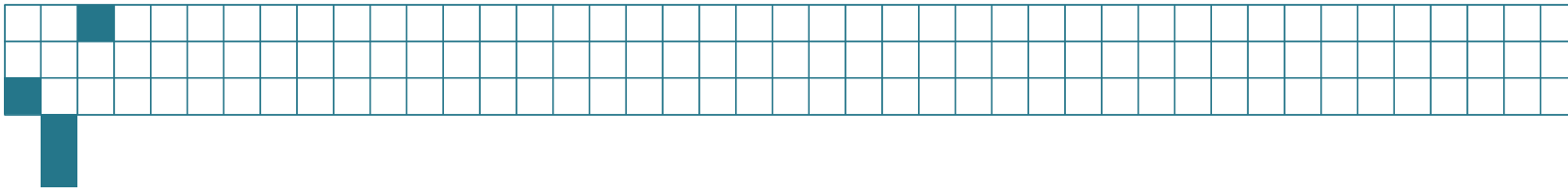
The existence of this new European horizon has not however obscured the knowledge that our business units build their success on very local foundations. The entire group is driven by a strong culture of service and networking, and our ambition is more than ever to deliver to our clients both the best local solutions, made possible by the exceptionally strong roots our 700 business units have on their markets, and the best global solutions, in the form of the major brands under which our service offerings have now been brought together in Europe.

GTIE's new horizon also means the new technologies, that are opening up new potential for growth in our areas of special expertise. The performance of electrical engineering, climate control in France and information technologies, reaching impressive heights in 2000, is evidence of our ability to integrate these technologies in solutions in step with a constantly evolving market.

Even more Europe, more total solutions, more innovation, responsiveness and service: this is the course we must set, tomorrow even more than today. On a market that is as vital and demanding as we are, GTIE possesses the qualities and skills to reinvent on the European scale the pattern of growth that has made it such a success on the French market.

A handwritten signature in black ink, appearing to be 'CP', written over a large, faint, stylized graphic element that resembles a signature or a logo.





January

Twin success for Starren in the Netherlands

Starren was awarded one contract by DSM Chemicals, for the automation of 8 reactors, and another by Ralston Purina, for the automation of a new animal feed plant.

“Free-flowing traffic”

SDEL was awarded the first phase of the “Sirius Ouest” project, which involves installing traffic management and road user information systems on the 230 kilometres of expressway in the western part of the Ile-de-France region around Paris.

February

GTIE goes Swedish

After the friendly takeover bid launched by GTIE for the Swedish group Emil Lundgren on 15 December 1999, the successful conclusion of the operation confirmed and accelerated GTIE's development in Europe.

High bit-rate service for the Paris to Hendaye highway

GTIE and Sogea were jointly awarded the turnkey contract to install a telecommunications backbone between Paris and the Spanish border for the Swedish operator TELIA. This project led to the creation of VINCI Networks, a company dedicated to the design, construction and maintenance of high bit-rate long distance telecoms networks.

Graniou in the Antilles

Through the launch of Graniou Antilles Guyane, Graniou was able to install 30 radio-communication sites in Guadeloupe and Martinique for Bouygues Télécom, immediately followed by an order from Cegetel.

March

VINCI's thermal activities transferred to GTIE, strengthening its offering.

Safety Award for Tunzini

Tunzini handed over the second phase of the ST Microelectronics plant at Aix-en-Provence and received from the hands of the President of Toyota Europe the Safety Award for the work done at the Valenciennes facility.

Air conditioning for Caisse des Dépôts

Lefort Francheteau supplied air-conditioning and smoke control for the Caisse des Dépôts in the building that used to house the TV channel Antenne 2 on avenue de Montaigne in Paris.

Engineering and insulation in Denmark

BBP Environment chose G+H for the engineering and insulation of a household waste incineration plant at Odense on Fünen Island in Denmark.

April

Hines tower: one storey a week

Under contract to BATEG, SDEL Immoitique, Saga and Tunzini completed in one year the installation of power supply, communication networks, air-conditioning, smoke control and plumbing in the elegant Hines tower at La Défense.

Web platform

Clémance Energie Réseaux and Phibor entreprises provided the power supply for a 500-bay Internet platform for website shopping, in the record time of 4 months, for the Paris offices of the UK telecoms operator COLT.

May

Safety rewarded

Five GTIE business units, EEE Aérien, SDEL Télécom, SDEL Alsace, SARLEC and GTIE Pas-de-Calais won prizes for their outstanding performance achieved in the safety competition organised by SERCE and OPPBTP.

Cold generation

As part of the construction of a federal pharmaceuticals centre in Germany, the Nickel group supplied air-conditioning, cold generation, ventilation, the control and monitoring system for all the laboratories in Bonn.

Highlights of the year 2000



June

GTIE 2000: 14,000 visitors

The offerings by GTIE 700 business units were on display at the Paris-Nord Villepinte Parc des Expositions.

New Jaguar

Cheshire Systems supplied the design, installation and commissioning of the complete production control system for the new Jaguar X400 at the Ford Halewood plant in Liverpool, England.

July

Controlmatic sends in 350 fitters for customer Haindl

Controlmatic Weil simultaneously handed over two projects to Haindl, in the paper industry. The work done entailed the installation of power supply and full instrumentation systems in new paper production units at plants in Augsburg and Schongau, Germany.

Total service for Sligro

Van der Linden Groep delivered a complete installation package, including lighting, power supply, break-in and fire protection, and computer wiring for the new Sligro logistics facility in the Netherlands.

Irrigation on Reunion

SETB Proxis supplied engineering and electrical works for the pumps on the "west coast irrigation project", that has been

designed to channel water from the east to the western seaboard of Réunion.

August

Extension of the largest polyethylene plant in Scandinavia

Emil Lundgren provided Borealis with all electrical equipment and instrumentation for its plant at Stenungsund in Sweden.

Fire protection for Pro Papier

Calanbau was chosen by Pro Papier, located in Germany, for the design and installation of the 5,700-sprinkler active fire protection system, as well as a fire-ray sensor detection system and CCTV surveillance.

September

Very high voltage in Spain

EEE took an order in the Santander region of Spain for a very high voltage 400kV line.

October

Students in Lyon are "wired"

Roiret Confluence and Roiret Expo.com provided the Ecole Nationale Supérieure in Lyon with power supply, voice/data/image and multimedia networks. State-of-the-art features such as electronic purses, local and multi-site video-conferences, smart card-based access control, are all possible.

GTIE "the best telecom network installer"

GTIE received the accolade during the telecoms week. The range of services offered by GTIE is backed by 70 business units via two brands: Axians for business communications and Graniou for telecom infrastructure.

November

Gas turbines for the United States

Westinghouse placed an order with G+H for thermal and high performance acoustic insulation systems for a power station operating 9 gas turbines in Minnesota.

Power and transformer sub-station

Omexom Metz installed a transformer sub-station for Tractebel at Monceau-sur-Sambre in Belgium.

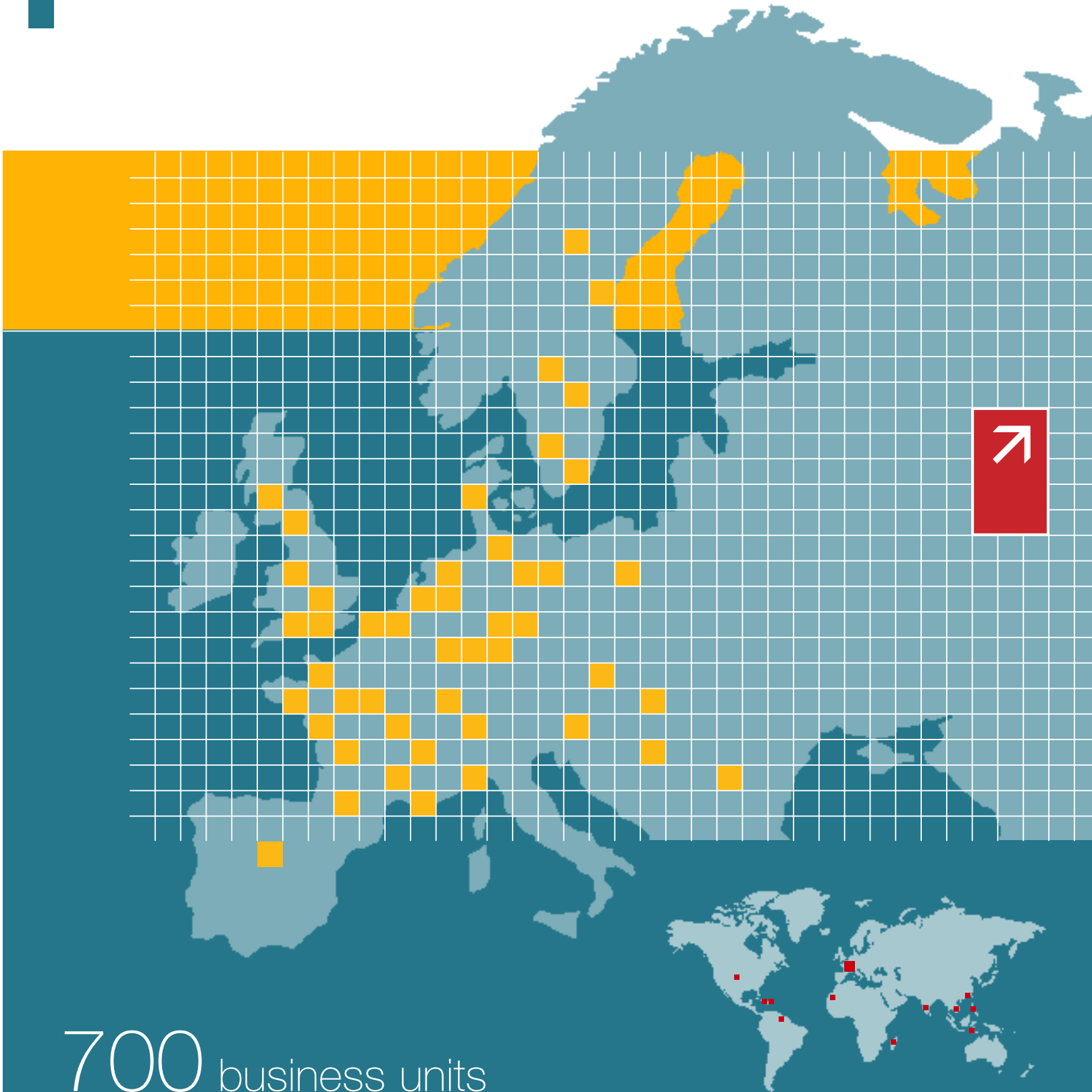
December

GTIE develops the first "full web" maintenance site

Based on the MAORI software and designed by GTIE business units, INTERMAINT can be consulted by clients and enables any user with a PC and a web browser or WAP access to log on from any location.

24 hours a day maintenance for LD com

16 GTIE and Graniou business units took responsibility for maintenance of a large part of LD Com Networks' operations. The service guarantees that teams will be on the spot anywhere in the country 7 days a week.



700 business units

With their 30,000 dedicated professionals in the fields of information technology and power and energy supply. Within easy reach of their customers, and constituting a tightly-knit network themselves, they are able to join forces to satisfy the most demanding expectations and deliver the most complex operations.

30,000 professionals

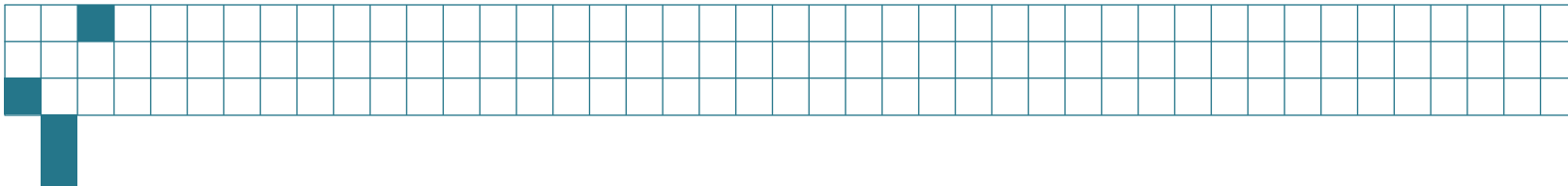
GTIE's organisational structure as a network offers its customers the guarantee of proximity, responsiveness, innovative capabilities and the skills required to move in support of them around the world, delivering tailor-made solutions.

GTIE accelerates growth in Europe

Austria
Belgium
Denmark
France
+ overseas territories
Germany
Hungary
India

Luxembourg
Malaysia
The Netherlands
Poland
Senegal
Singapore
Slovakia
Spain
Sweden

Switzerland
United Kingdom
United States



New milestones in European growth

01 The transfer of VINCI's thermal activities to GTIE

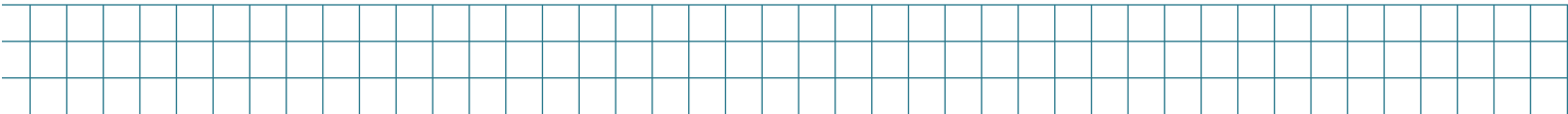
in March 2000, ushered in a new phase in the group's international development. With a presence in France, but also an extensive network of locations in Germany, the thermal activity business units constitute a substantial addition to the group's geographic coverage, as well as broadening its operating scope into climate control, insulation and fire protection. Forming a good complement to GTIE's capabilities in electrical engineering and information technologies, these fields of expertise cover industrial process environments, from thermal energy, fluids and fire protection to full outfitting of technical facilities, such as clean rooms.

02 Emil Lundgren

Emil Lundgren, one of the leading Swedish groups in electrical engineering and information technologies (900 employees, net sales of 80 million Euros), joined GTIE at the beginning of 2000. A move that heralds the group's entry onto the Scandinavian market.

03 In Western Europe

The recent acquisition of HMS strengthens GTIE on the manufacturing information systems market in Germany, where Controlmatic is already well established; that of Cheshire System in the United Kingdom supplements Lee Beesley's existing expertise in that field. In the Netherlands, GTIE, through Van der Linden Groep and Starren, acknowledged leader in manufacturing information systems in the country, has been growing rapidly. The acquisition of Bergers has allowed GTIE to extend its reach into the centre of the Netherlands.



A market-driven organisation

Brands unifying the group's service in Europe

For the past two years, GTIE has progressed to a new stage of its market approach with the launch of major brands. Each of these brands is the guarantee of project management by a network, and all-inclusive market-oriented solutions accessible to the group's customers in whatever location, both locally and around the world. Providing powerful leverage for growth, these brands enhance and consolidate GTIE's offerings by making their value added clearly visible to the market.

ACTEMIUM

Integration of manufacturing information systems.

AXIANS

Voice, data and image for business communication.

CITEOS

Creating and bringing to life city lighting.

GRANIOU

Deployment of telecommunications infrastructure.

OMEXOM

Electrical energy transmission.

OPTEOR

Optimising performance through maintenance.

TUNZINI

Improved production and an improved life through climate control.







Solutions for improved production



As a partner to industrial manufacturers, GTIE provides assistance in the optimisation of the production facilities. GTIE has a long tradition of working alongside major groups in the automotive, petroleum, food, aviation, chemicals, pharmaceuticals and paper industries...

➤ With its expertise in the integration of information and energy-related technologies in the service solutions structured to meet its customers' many different requirements, GTIE can deliver a comprehensive range of capabilities from design, through installation and maintenance of process monitoring, control, safety and power supply systems.

01 Optimising production facilities

GTIE enjoyed a high level of demand for industrial activities in 2000, in particular in the automotive, food and environment-related industries. The group supported industrial organisations in their efforts to modernise their production facilities, against the background of a general trend towards greater demands for traceability, compliance with quality and safety standards, and faster product renewal.

02 Manufacturing information systems: Actémium offers the solution

With the launch of Actémium, GTIE is meeting the new expectations of business and industry for integrated systems, providing the link between technical and management IT tools.

It was for this reason that Rhodia chose Actémium to work on the Eden project, the largest single industrial investment in France in 2000. As part of this venture, Actémium has been organising the development of monitoring and control systems for a nylon salts plant near Mulhouse, eastern France, using statistical process control solutions (Mes Pro) developed by Polytech – a company that joined GTIE in 2000.

03 GTIE, the benchmark for automotive process control

GTIE is the benchmark partner for car makers and automotive equipment suppliers around Europe, and has developed an extensive range of process control packages, in particular in drawing (sheet metal production), fitting (doors, bonnets etc.), robotics and testing. The group works with car makers' design departments in "simultaneous engineering", so as to organise the outfitting of production lines during the vehicle design stage.

A large number of projects, involving a network of different business units in the group, have confirmed its expertise in this field. For example, Renault chose GTIE to install the fitting lines for the new Clio in its plants at Flins (France), Valladolid (Spain) and Novo Mesto (Slovenia), and PSA did the same for the Picasso and the 206 in Brazil, as well as taking GTIE for two very important – and short deadline – projects in its French facilities at Mulhouse and Sevelnord. In the United Kingdom, at Ford's Liverpool factory, GTIE designed and implemented the complete production monitoring system for the new Jaguar X400. The group also supplied Renault with four engine test stands, and the new mobile test stand designed by GTIE, Maestro, came on stream.

04 Solutions for improved production in all industries

Apart from its automotive offering, GTIE has developed comprehensive solutions integrating information and energy-related technologies for all sectors of industry, to help companies to improve the performance and monitoring of their production facilities.

As part of a very large-scale oil pipeline project linking the Caspian Sea to the Black Sea in Russia, GTIE has supplied a computerised load flow management system centralising all data coming from the terminal and controlling valve opening and closure.

A complete information system architecture for Stocamine's final waste storage facility at Wittelsheim in Alsace.



Since 1984, GTIE has supplied maintenance services for analysers at Total refinery in Flandres region.



In the food industry, the group supplied PLCs and the production management system in the Nutricia factory in Lisbon, Portugal, electrical and monitoring and control for a new workshop in the Bucyle-Long sugar refinery in France, and the automation of the new Ralston Purina animal feed facility in the Netherlands. In chemicals and pharmaceuticals, business units of the group provided PLCs in an alumina production facility belonging to Péchiney in Greece, and also did the complete outfitting of two clean rooms for the Glaxo Smithkline laboratory in France, from power supply through management of operating parameters to building security. In the paper industry, Controlmatic was chosen by one of the world's leading manufacturers, Haindl, for several major projects involving power supply, instrumentation and automation of production units.

05 Solutions extended to include thermal activities

Following the integration during the year 2000 of the thermal activities transferred from VINCI, GTIE was able to extend its offering to operations in climate control, insulation and fire protection, thus rounding out the group's capabilities in power and energy engineering.

The strong industrial focus of these activities was evident in several benchmark projects: the Toyota plant at Valenciennes-Onnaing, where GTIE provided fluid distribution and fire protection for the 132,000 sq. metres facility; the ST Microelectronics component factory at Aix-en-Provence, where the air-conditioning system meets the stringent dust control requirements; the Airbus assembly shop in Hamburg, whose 42,000 square metres were fitted with a customised fire protection system; and in the same city's airport, the new jet engine test shed, for which an innovative solution was developed combining solutions for both acoustic insulation and engine air intake regulation.

06 Maintenance : performance is everything

Because it is a key driver of the quality and consistency of manufacturing systems, maintenance has become a core component of "improved production", and is an integral part of the solutions offered by GTIE.

On a market where organisations are concentrating on their core businesses, whilst at the same time seeking to guarantee the reliability of their production facilities, GTIE has developed its maintenance offering for industry and the service sector in the form of its new brand Optéor, which has reflected this trend by devising all-inclusive solutions to companies needs. In giving priority to preventive maintenance, the business units under the Optéor banner offer consulting and design engineering services, ranging from initial diagnosis to the introduction of progress plans and risk control.

One illustration of this approach is the way in which Optéor, under an arrangement that has been in place for more than 20 years now, supplies maintenance services for all distribution and refining processes at Elf's Grand Puits refinery, based on a guaranteed performance contract. At Gennevilliers in the suburbs of Paris, automotive equipment supplier ETG has tasked the group with providing total production maintenance services (mechanical, hydraulic and electrical), as part of a fully outsourced solution – including provision of a team of technicians and methods specialists. Partnering with the Thyssen and Bouygues groups, GTIE, through Controlmatic, also has a presence in Germany at Leuna, where more than 150 employees are in charge of total maintenance of the ELF/MIDER refinery under a fixed price multi-year contract.





Solutions for improved communication



As a natural continuation of its extensive experience in power supply networks, GTIE has developed a full range of capabilities in communication networks. As with the solutions for improved production, the GTIE's offering for improved communication is comprehensive, delivering a total solution covering design and engineering, installation, commissioning and complete networks.



In this area the group is a partner to the major operators and manufacturers at all stages of infrastructure deployment – backbones, mobile phone networks, wireless local loops, cable TV networks... It also supports businesses in the integration of their information systems and networks, offering solutions combining voice, data and image.

01 Infrastructures: Graniou growing fast

The increasingly widespread use of mobile phones and the Internet calls demands ever more powerful networks, managing ever larger data, voice and image flows. Stimulated by this high level of demand, GTIE's sales in the area of wireless and wired telecommunications infrastructure – under the banner of the Graniou brand – in 2000 were in excess of 170 million Euros, an increase of 50% over 1999 in radio-communications, and 100% in wired networks. There are now close to a thousand people working for Graniou in 32 different locations in 5 countries.

02 Radio-communications networks

Graniou offers a comprehensive range of solutions in this field, from site acquisition, consulting, design and engineering through project management and installation to maintenance and operating assistance.

In 2000 GTIE supplied network installation services for all the French mobile phone operators, working with the leading manufacturers of hardware for such networks. As a perfect illustration of the resources and management capabilities the group can mobilise, Graniou, partnering with Nortel, took only 8 months to complete the installation of 108 radio-communication sites along the Paris-Lyon TGV line for Bouygues Telecom. Confirmation of its international development could be seen in the good business volumes achieved in Belgium, the Antilles, the Dominican Republic and Réunion. In the course of the year a total of 2,000 radio-communication sites were installed.

GTIE's ability to support customers through the process of technological change was further demonstrated in the project completed by some 15 of the group's business units for Alcatel CIT in northern France, designed to permit migration of GPS equipment to the GRPS standard, which makes it possible to use a mobile device for Internet data as well as voice transmission.

03 Wired networks

Graniou supplies design, outfitting, installation and maintenance of long distance high bit-rate networks, cable operator networks, wireless local loops and networks for public or private organisations. For this area of business the group has 5 contract management centres and about twenty specialised service centres.

There was especially high demand in 2000 for backbones, where growth has been driven by the spread of the Internet and online services. A benchmark project for the group was the contract placed by the Scandinavian operator Telia for the installation of 1,400 km of fibre optics cable between Paris and Hendaye, carried out in partnership with SOGEA, which led to the setting up of a jointly held subsidiary, VINCI Networks, reinforcing GTIE's offering on this market. The group was also involved in the construction of a backbone linking France and Italy, when it supplied the 60 km section along the canal that brings drinking water to Marseille.

04 Site outfitting

Through synergies with teams from the Graniou network, GTIE business units supply outfitting of sites, the telecom sites, that will house telecom or Internet operators' equipment. For the UK operator Colt, the group completed the outfitting of a 500-bay Internet platform in a record four months.

Installation of radio-communication antennas for Itinérís in southern France



Installing radio-communication sites for Bouygues Telecom in northern Burgundy



GTIE was also chosen by Global Crossing to fit out its transmission centre in Marseille, and by Télécom Développement for its network connection centre in Paris. It should also be mentioned that the group's climate control business units supplied air-conditioning and fire protection in many of these radio and telecommunications sites.

05 Business communication: Axians' integrated offering

After it was launched in 1999 with the purpose of unifying GTIE's network integration services, the Axians brand was extended at the end of 2000 to include GTIE business units specialising in telephony. By anticipating voice/data convergence in this way, GTIE, through Axians, is a precursor with a positioning as a fully-fledged network services provider. Supported by an active internal and external growth policy, Axians is accelerating its development in Europe: sales climbed 60% in one year, from 50 to 85 million Euros, and should double in 2001, confirming Axians as a major player on the European market.

06 Data networks

Axians supplies both turnkey system engineering and integration (ranging from equipment supply to complete projects with guaranteed performance) and service integration: consultant engineering, project management, technical assistance, audits, maintenance, training, network security and administration and service outsourcing. The recent acquisition of NPS, a specialist in data network, has consolidated its offering in this field. Axians' expertise and ability to respond rapidly were illustrated especially well in two major projects, requiring the commitment of almost all its business units: as part of its three year modernisation plan, a large retail group chose Axians to redesign and implement its local area network linking 200 of its hyper and supermarkets;

for Unedic, the unemployment insurance scheme, Axians designed and implemented the architecture for a backbone linking 13 IT centres under a contract that also included maintenance.

07 Voice networks

An outsourced network management, Virtuose, for telephony, has been added to Axians' existing data service offering, Résogérance. The group can thus meet the demands of businesses that require communication systems that are completely reliable, ensuring that when customers call they will get the highest standard of service.

Virtuose is a package that includes provision of all equipment (U.A.X., handsets, lines), maintenance and an administration and control system allowing the customer to choose the most efficient telecom operator for the type of communication concerned. One of the leading French insurance companies, CNP, chose Virtuose for its network of agencies, under a contract involving several Axians business units for a period of five years.

08 Voice/data convergence

Axians is a benchmark in Europe for its technical expertise in combined voice and data systems, offering new services that integrate state-of-the-art technologies such as IP (Internet protocol) voice. One example of this was the voice/data network completed in no more than three weeks for the operator LD Com in the Paris region. The configuration includes an Avaya Definity PABX for 550 digital handsets/receivers, an Exchange-based single messaging system for the 550 users, and 60 IP Softphones (IP voice) in a LAN.







Solutions for an improved life



Transportation, education, health, culture, service activities... GTIE is present in many aspects of our everyday living, from lighting our cities to the complete fitting-out of “smart buildings”, as well as delivering electricity to users, air-conditioning and fire protection of public places, monitoring air quality or real time urban traffic information for road users.



As in the industrial sector, GTIE's dual expertise both in energy and information networks supports the increasing degree of integration in the use of these technologies today in buildings and other facilities. An active player not only at the source of data and energy flows, GTIE is also present in the many services they feed into, that help to provide for greater comfort, convenience and safety in our lives.

01 Lighting our cities

Citéos is the brand that now federates all GTIE urban lighting and signalling services. GTIE can deliver all-inclusive packages for local authorities, from design and engineering to installation, maintenance and operation of these systems, that make the most of urban architectural heritage in every way, enhancing quality of life and safety at the same time.

The enormous mobilisation of resources for the millennium celebrations – which won the group the French “Year 2000 Illuminations Award” for its work in Le Mans – continued into 2000 with projects such as the lighting of the medieval town of Dinan, in Brittany, le château de Turesnes in the Massif Central, or the festive lights in the department store district of Paris on Boulevard Haussmann. Further contracts for outsourced management – in particular, in Cayenne, French Guyana, Golbey, in the Vosges region of eastern France, and Abbeville in Picardy – confirmed the growing importance for GTIE of maintenance operations, in response to a corresponding increase in quality and safety demands.

02 Improving traffic conditions

All types of traffic – road, air, river or marine – are concerned by the group's offering, which covers a wide range of possibilities: marking and posting, collection of traffic or weather data, variable message boards, CCTV surveillance, emergency calls service, centralised technical control, access control and radio message forwarding in tunnels.

For example, GTIE has been running the Sirius system in the western Paris region, covering 230 km of expressway, and providing road users with detailed information on traffic conditions. The group also manages the Siter traffic regulation system in the Hauts-de-Seine region just outside Paris, involving 540 traffic light junctions, 34 information traffic flows boards, 28 video cameras and 1,200 below surface sensors.

In Sweden, Emil Lundgren built the complete CCTV surveillance system comprising 50 cameras and information management by a central control room of the 40 km long expressway network in Gothenburg. The group also supplied the automatic control and monitoring system of a number of important bridges in Gothenburg and Trollhättan.

03 Bringing electricity to users

From very high voltage power lines to delivery to end users, GTIE is present along the entire electrical power transmission and distribution chain, with services including design, engineering, installation and maintenance. This total package approach is especially relevant in the group's high voltage services offering, currently amalgamated in France – and soon in Europe – under the banner of the Omexom brand.

The severe storms that hit France in December 1999 demonstrated the impressive ability of GTIE teams to work together to deliver a commitment. Over and above the short-term repairs – which required the intervention of 2,000 employees from the group often under very difficult conditions – the hurricane-force winds highlighted the need to reinforce and improve the grid, holding out the prospect of several busy years ahead for GTIE companies.

Maintenance of public lighting in the Nancy urban district and lighting of the town's historical monuments.



In the Seine et Marne region near Paris, TPI provides fire protection for 135,000 sq. metres of clothes inventory for a major retailer.



Deregulation on Europe's electricity market has also brought new opportunities. Omexom's track record so far in Spain, Belgium and Luxembourg heralds the roll-out of turnkey services to transmission companies, such as RTE in France, but also major industrial clients.

04 Making our lives safer and more comfortable

Cultural sites, hospitals, universities, office blocks, shopping centres... GTIE business units supply a wide range of works and services in all kinds of functional buildings: energy and information networks, access and monitoring systems, centralised technical control, air-conditioning, fire protection... With Optéor, GTIE can also provide local authorities and businesses with total multi-technology and multi-service maintenance.

The energy and voice/data/image networks built by GTIE for Ecole Normale Supérieure in Lyon provide a perfect example of a multimedia approach (using a totally open resource-sharing system with local and multi-site video-conference facilities), combined with practicality of use, via a smart card offering electronic purse and access control functions for every student in the school. The group's expertise in energy and information network integration was showcased in a number of high profile projects: the new Disneyland park in Paris; the Georges Pompidou National Arts and Culture Centre; hospitals in Anthony, suburbs of Paris, and in the city of Nancy; at Paris-La Défense, the trading room for Société Générale, the future head office of Procter & Gamble, and the Hines tower – where the group supplied not only the energy and information networks but also air-conditioning, fire protection and security equipment.

In the area of thermal activities, the supply of a cold storage construction for the Palais des Congrès conference centre in Paris, air-conditioning of EDF's offices, controlled by a building management system, fire protection for the Hotel Meurice and renovation of HVAC equipment in the Jeu de Paume theatre in Aix-en-Provence all provide ample illustration of the group's wide range of capabilities.

For the e-commerce logistics facility of the Anton Schlecker shopping centre at Ehingen-Berg in Germany, Calanbau designed and installed the active fire protection system with its 14,000 sprinklers. Waema, a subsidiary of Nickel, supplied a new air-conditioning system which allows for temperature regulation using an air-cooled, not water-cooled, cold ceiling in one of the museum of the Museumsquartier in Vienna, Austria.

The environment is also an area familiar to GTIE, as can be seen from the new automatic observation network built by Degréane Météo for Météo France as part of the Radome project, or the data acquisition chain by Iséo for a water quality monitoring station in Belgium, which also offers atmospheric surveillance as part of a total package. In Poland, Controlmatic supplied an emissions monitoring system for a power plant at Sierrza.







Setting new standards for service



If GTIE is the benchmark for quality of customer service, it is primarily thanks to the professionalism and enthusiasm of its workforce of 30,000. GTIE has opted for a style of management founded on trust, empowerment and accountability, in conjunction with an organisational structure built around open exchange within a network.



01 GTIE steps up its recruitment drive

More than 3,000 new recruits joined GTIE in the year 2000.

The group's growth has generated new needs that have made the hiring of additional staff necessary. But this recruitment effort is also, and primarily, a reflection of the determination to prepare our future by giving a first job to some 1,500 young men and women. The standard of qualification and skills of the people chosen in 2000 are also the result of concerted efforts in support of education and young graduates.

The group has established partnerships with schools such as ESME-SUDRIA, SUPELEC and ENSEEIHT, and has also sponsored the class of 2003 at ESTP under a wider partnership scheme with VINCI. Every year it takes part in dozens of student fairs and forums in France and around Europe, in particular the French-German forum in Sarrebrück. It has also provided students seeking a placement with a Website enabling them to apply directly to group business units (www.groupe-gtie-stages.com). Last but not least, every effort is made to make the induction of young recruits into the group a success: induction courses, training, welcome days, tutoring, etc..

GTIE is to extend these actions on the European scale to create greater mobility between different countries.

02 GTIE invests in training

Thinking ahead to anticipate the evolution of know-how so as to be ready to deliver the solutions the market will expect: this is the principle underlying GTIE's training policy – which already receives funding to the tune of 5% of the total payroll.

Training in the group is intended to be available to all employees – fitters, technicians, site managers, project managers, business unit managers – and has been customised to meet the specific requirements of each category. The Académie GTIE, which organises the group's training programmes on several key topics – marketing, business management, sales techniques – is also able to tailor its services to the group's new European dimension and the cultural diversity of different countries.

03 GTIE makes safety everybody's business

In the area of safety the group has implemented a wide-ranging programme with the aim of making safety a way of life in the everyday working environment. It involves a large number of actions in the field: awareness-raising, training, site inspections, organised in each business unit, and co-ordinated through the network of safety specialists. A major safety conference, les États Généraux de la Sécurité, is organised every year, illustrating the commitment of the group as a whole – and its management – to preventive safety measures. The general improvement in occurrence and severity rates in the group confirms that everyone is getting involved and encourage us to continue our efforts.

04 GTIE puts its faith in knowledge-sharing

Co-operation between the business units of the group is not just about delivering projects to customers. Networking within GTIE is also, and above all, a state of mind, a way of working that is an integral part of daily operations in every business unit.

One illustration of this approach can be found in "les groupes de réflexion et propositions", a blend of think tank and task force, focusing on a given market segment, technologies being introduced around the group or cross-functional issues such as optimisation of purchasing or sub-contracting. The rapidly increasing use of Internet/intranet networks – and their systematic interconnection at group level – are all part of the same network-oriented approach. Supported by these networks, new tools for knowledge- and project management-sharing are currently under development.



Last but not least, in 2000 the group launched the in-house magazine *Made in GTIE*, designed from the outset for Europe as a whole. Playing the role of a vector of the GTIE culture for the group's workforce of 30,000, *Made in GTIE* is issued in five languages: French, English, German, Dutch and Swedish.



05 GTIE business units and their staff share success together

GTIE has built its management structure – and to a large extent, its success – on trust. Combined with the principles of independence and accountability, trust is the driving force behind creativity, the willingness to take initiatives and a sense of service. It is the core of the “GTIE way”, both within the group and in the lasting relationships with its customers.

Trust goes naturally with recognition and the will to share the success of the business unit with those who have worked for it. Incentive and profit-sharing schemes have grown substantially within the group. As a result, 14 million Euros were shared out during the year 2000. Several thousand GTIE employees own more than 10 million Euros worth of VINCI stock in 2000 through the Group Savings Plan known as Castor.

06 GTIE takes a hands-on approach to labour relations

Good labour relations, these days called social dialogue, with staff representatives are a key success factor for GTIE business units, since they contribute to a clear understanding of business planning and greater respect between individuals. This dialogue is actively pursued within the group in the framework of an agreement signed on 30 March 1999. It is in this context that a considerable number of agreements were reached during the year 2000, in particular regarding incentives and working time.

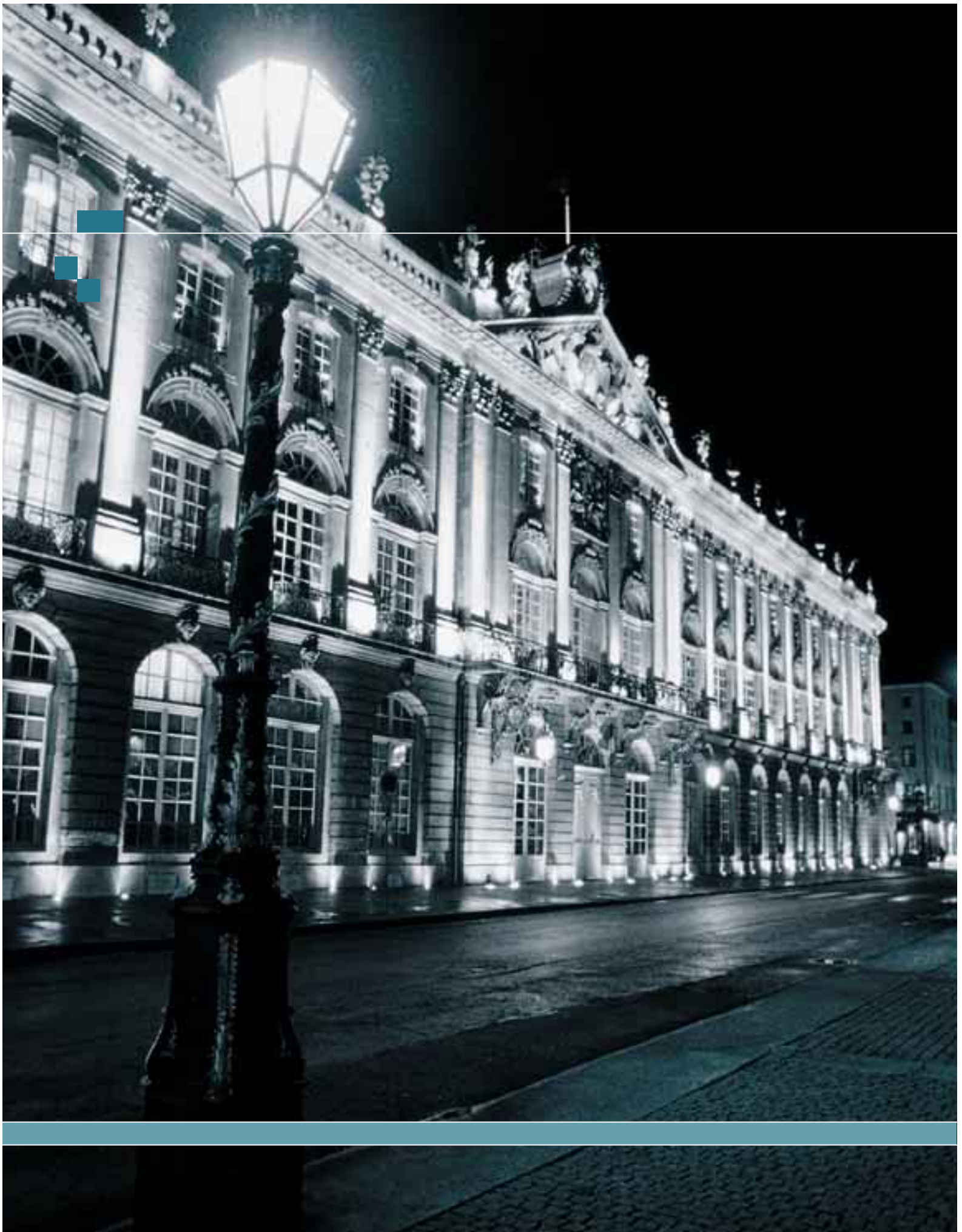
GTIE 2000: the whole group was there

The highlight of the year was GTIE 2000, which attracted some 14,000 people to the Parc des Expositions de Paris-Nord on 23 and 24 June. Dedicated both to the group's customers and its employees and their families, GTIE 2000 offered a complete overview of the group's offerings, illustrated from the viewpoint of its customers' businesses. Factories from the inside, cabling-laying on motorways, airport runways, supermarkets, museums, operating theatres...

All these different worlds were recreated, from very high voltage to the robot assembling car seats or fibre optic cable welding before your very eyes. With its staggering range of stands and activities, reflecting the huge diversity of skills within the group, GTIE 2000 was also an outstanding demonstration of the capacity for networking: close on one thousand staff members from all the group's business units in Europe took part in the event, with each project team taking responsibility for its own section or stand.

Professionalism, trust, generosity and enthusiasm: GTIE 2000 was the quintessence of the GTIE spirit in action.







Summary table of financial data

In millions of Euros	31/12/2000	31/12/1999
Net sales	3,096.4	1,854.1
of which, outside France	954.9	286.2
Gross operating surplus	188.7	131.3
as % of net sales	6.1 %	7.1 %
Operating income	117.7	70.9
as % of net sales	3.8 %	3.8 %
Operating + financial income	142.9	78.3
as % of net sales	4.6 %	4.2 %
Net income	81.4	36.8
as % of net sales	2.6 %	2.0 %
Operating cash flow	163.8	98.5
as % of net sales	5.3 %	5.3 %
Investments	112.0	57.0
of which, industrial investments	72.7	54.5
Shareholders' equity	269.9	237.3
Provisions for liabilities	439.4	149.4
as % of total balance sheet	19.3 %	10.2 %
Financial debt	33.8	32.9
Net financial surplus	661.6	432.4

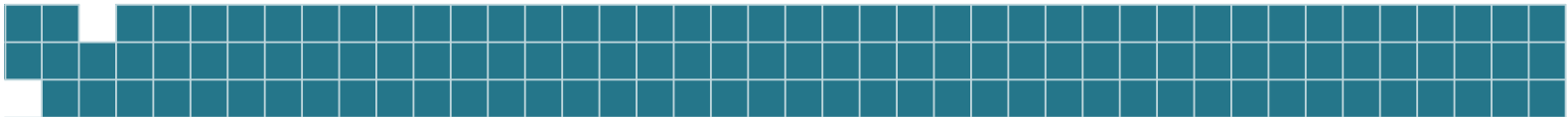


Photo credits: B. Baudesson, C. Dupont, F. Vigouroux, M. Maïfiss, R. Lecourieux, G. Uféras, J. Graf, A. Heise, photothèque GTIE.

Designed and produced by  Altedia



