videlio

BOOK of TRENDS

ANNUAL REPORT 2017

A WORD FROM THE BOARD

A year on the move

Undeniably, the year 2017 was marked by a great deal of united effort. A real collective dynamic unites the men and women who make up our Group within one single place, fostering a fusion of skills in this great digital laboratory - the "141". The choice of this place also has two meanings, which both imply concerted effort in our eyes: the desire to go even further in complementarity between our various activities is in line with the ambition to create a real technological showcase in the service of our values.

Over the past year, VIDELIO has continued its development in the integration of audiovisual systems for private and public organisations («corporate»). It is particularly proud of its achievements, for example the headquarters of Adidas and SMA - BTP in Paris, the Cité de l'Espace in Toulouse, the Schirmeck Memorial, the Faculty of Medicine in Montpellier (the first all-digital faculty of medicine in Europe), or the House of Handball in Créteil.

Today, VIDELIO is present in all important areas: of course, always the «corporate» area, but also sport and entertainment, by equipping spaces between the stadium and the auditorium; in transmission because, in 2017, no less than four TV channels entrusted us to equip their TV facilities, control rooms and studios... not forgetting the television system for the Olympics Games in Pyeong-Chang.

VIDELIO is also taking off thanks to the cruise ships, which it equips with the latest on-board technologies to serve the comfort of its passengers (for example on the Celebrity Edge and the Ocean Medallion in 2017).

In fact, in 2017, VIDELIO provided audio-video services for more than 6,000 events, in particular: setting up holographic equipment for the presidential campaign (enabling the same meeting to be held in six different places in France, mobilising a team of more than 300 persons); and the creation of an unprecedented immersive experience - a journey into the depths of the ocean for the European Commission «Our Ocean» convention in Malta.

All these highlights portray a vintage year 2017, outstanding for the quality and variety of its achievements. We have created this annual report in the form of a book of trends, which will illustrate for everyone the issues, potentials and prospects of digitalisation applied to the various sectors of the market. Everywhere, this technology is evolving and fading into the background for the benefit of the user; and it is our ability to design systems as close as possible to user requirements that will ultimately extend the performance of systems installed.

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01

BOOK OF TRENDS

Why have a book of trends?

Digital transformation is on everyone's lips. In all sectors, at all scales, companies compete with imagination and creativity to identify strategies for supporting development in their business model and create a real difference in value. In this context, the key issue is to imagine the most innovative devices, also to design easily manageable cohe-rent infrastructures, and able to help clients in their search for more flexibility and responsiveness.

The ambition of this document is to offer an overview of the most remarkable projects created by VIDELIO over the past year, sector by sector and identify trends in tomorrow's market.

BOOK OF TRENDS
This tool is used for identifying and anticipating present and future challenges in a market. It analyses the socio-cultural, economic and technological signs, and phenomena and trends that may announce future developments in the sector of activity under consideration.

TREND **01**	TREND **02**	TREND **03**	TREND **04**	TREND **05**	TREND **06**	TREND **07**	TREND **08**
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SPORT	CULTURE	BUSINESS	EDUCATION	ENTERTAINMENT	HEALTH	RETAIL	MEDIA
Welcome to the era of augmented sport	When culture steps out of its frame	The company shows its new digital face	Digital breaks the barriers of education	Immerse yourself in images	When consultation passes into high definition	Retail outlet: heading for Smart Retail	When the company becomes a media

CONTRIBUTORS

Turnover

253 M€

Average workforce

894

This book of trends results from the skills of our three centres of activity, which, thanks to their constant monitoring and experience, give a head start to audiovisual and digital projects.

videelio
DIGITAL & MEDIA

VIDELIO - Digital & Media is the leader in France in the design, deployment, operation and maintenance of audiovisual systems for companies in the public and private sectors and for audiovisual and production professionals.

It results from a group of companies recognised for their professionalism in the fields of videoconferencing, digital media, post-production, unified security, museography, scenography, home automation and meeting-room equipment. Our systems are used by compa-

nies for television, communication and advertising, but also on cruise liners. With its strong regional roots, VIDELIO - Digital & Media has a network of strategic international alliances. We are able to support our clients throughout the world. Our ambition is to put the image at the heart of their strategy and provide long-term help with their digital transformation.

videelio
EVENTS

Partner of event creators in innovative technological systems, VIDELIO - Events accompanies each year nearly 10,000 events to provide video, sound and light installations.

From design to creation, VIDELIO - Events offers a real recognised technical expertise and has a stock of advanced equipment in permanent development to enhance all types of events: conventions, congresses, sporting events, cultural, fashion shows... With its network of 15 agencies in France and experience

acquired on national and international projects for over 20 years, VIDELIO - Events can now work on projects of any size and any scale anywhere in the world.

Other activities

intelware
VOTRE GROSSISTE AUDIOVISUEL RÉFÉRENT

KROSS
G2J   klood

Consistent growth for Intelware in 2017 thanks to a good second half year, dynamic commercially and very competitive

In a market driven by rumours of mergers in France and Europe among our competitors, as with our suppliers, Intelware maintains its position as wholesaler by positioning itself on digital display, laser video-projection and joint projects. In 2017, Intelware built alliances for the marketing of LED display systems. This technology, still in its infancy, should gradually take over and replace many conventional display systems.

With an increasing number of active clients and a growing «corporate» category, our sales teams have been strengthened both at headquarters and in the provinces, ensuring responsiveness and personal support for our clients.

2017 also marks the arrival of Intelware in new premises, as well as the transfer of the website onto a new technology. A new site with redesigned ergonomics that guarantees efficiency, responsiveness and security for our internet users!

A pioneer in the field of unified communication services, KROSS, through its two brands G2J and klood, offers innovative systems responding to new corporate user requirements.

Forte de plus de vingt ans d'expérience dans la mise en œuvre d'outils de communication, KROSS met à disposition de ses clients des solutions clé en main et sur mesure pour unifier, sécuriser et simplifier l'ensemble des communications audio, vidéo et data :
● With its position as expert, G2J works on the entire production chain, integrating the networks, terminals and services dimensions to design tailor-made systems and, in project mode, respond to the specific needs of each client

whose objective is to improve your communications.

● klood, a unified Software-as-a-Service (SaaS) system, enables all organisations of any size to easily deploy a professional partnership system. Simplicity, modularity, interoperability, security are the fundamentals of the products designed and developed by klood with the sole objective of satisfying the needs of the client, whether employee or manager of the company's assets.

Supported by the whole team, innovation at the service of creating value for our clients is at the heart of the challenges of KROSS. Audacity, initiative and professionalism are the driving forces of the company.

Sosh Freestyle Cup 2017

TREND **01** SPORT

Welcome to the era of augmented sport

In this era of augmented reality and ultra-high definition, sports organisations are building new, more immersive scenarios.

The House of Handball opens its doors in 2018 in Créteil. Visitors will be able to become the goalkeeper and try to stop the shots of Nikola Karabatic and his teammates.

More than a match - an experience! A trophy won in the last seconds or a medal gained for a few centimetres! All sports fans remember individual or united skill, experienced from the edge of the field as intensely as if they were on it. Today, they can be part of the team.

More than ever, the sports competition is a show. And the show starts even before the "Whistle". Like an athlete preparing for the performance, the spectator starts to warm up. Thanks to the latest technological innovations, the stadium becomes the spectator's playground. Very large screens, projections on the ground,

"THE SHOW BEGINS EVEN BEFORE THE MATCH"

laser animations, the new audiovisual scenography, inspired by the great American shows, heightens the excitement among the spectators.

The event comes to life and when the match begins, immersion is total for the spectators. 4K cameras and drones capture the slightest action in ultra-high definition and through 360°. More than just an observer, the spectator becomes an actor in the event. From the smart- •••
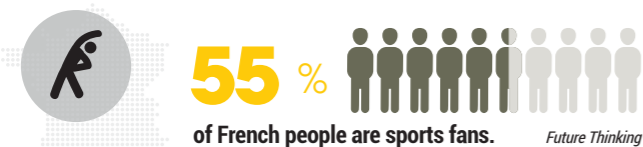
••• phone connected to the speaker's broadband network, the spectator can, in slow-motion, see the finest motions, choose the most interesting camera angle or enter a world of augmented reality by superimposing real-time additional information on the performances, the players, the clubs, the records... Whether you are sitting on your couch or seated on the terraces, the second screen offers the public an enriched and personal experience - to get right into the adventure. From the passionate fan to the curious amateur, sports organisations constantly seek to get closer to their fan base and strengthen the bond that unites them. For this, the experience extends beyond the m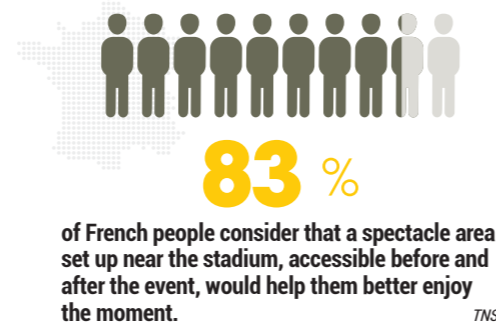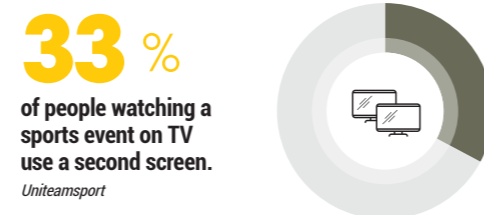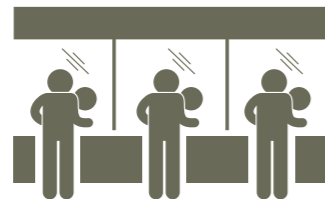atch days. Spectators are invited to explore the history and identity of the club or federation, through a museum tour that will virtually revive the greatest exploits, meet the greatest champions, discover behind the scenes of the organisation and the secrets of the locker-room. More than a visitor, a teammate!

"THE EXPERIENCE EXTENDS BEYOND THE MATCH DAYS"

NEW USES

13 % of French people would go to the stadium more often if it was

Future Thinking

55 % of French people are sports fans.

Future Thinking

The French sports market (sponsoring, ticketing, TV rights and merchandising) was estimated at

6,5 billion euros in 2017

Sporsora

33 % of people watching a sports event on TV use a second screen.

Uniteamsport

83 % of French people consider that a spectacle area set up near the stadium, accessible before and after the event, would help them better enjoy the moment. *TNS*


1 4 To bring the 2017 Sosh Freestyle Cup competition to life for the maximum number of people, Orange Events relied on the know-how of VIDELIO - Events to capture the completion by means of cameras and drones, giant screens on the site and the production of daily highlights for publication on the social networks.

CLIENT REFERENCES

2 3 The U Arena was inaugurated in Nanterre on October 16, 2017. Ultra-modular, the venue can accommodate all types of events and between 20,000 and 40,000 spectators depending on the configuration chosen. VIDELIO provided the whole sound and audio-visual system

Open to the public since July 2017, the new Toulouse Planetarium is now equipped with state-of-the-art technologies. No less than ten 4K laser projectors were deployed by the VIDELIO teams to display the films on the 600 m² of the dome. Objective: Go further into immersion to reach the heights of realism.
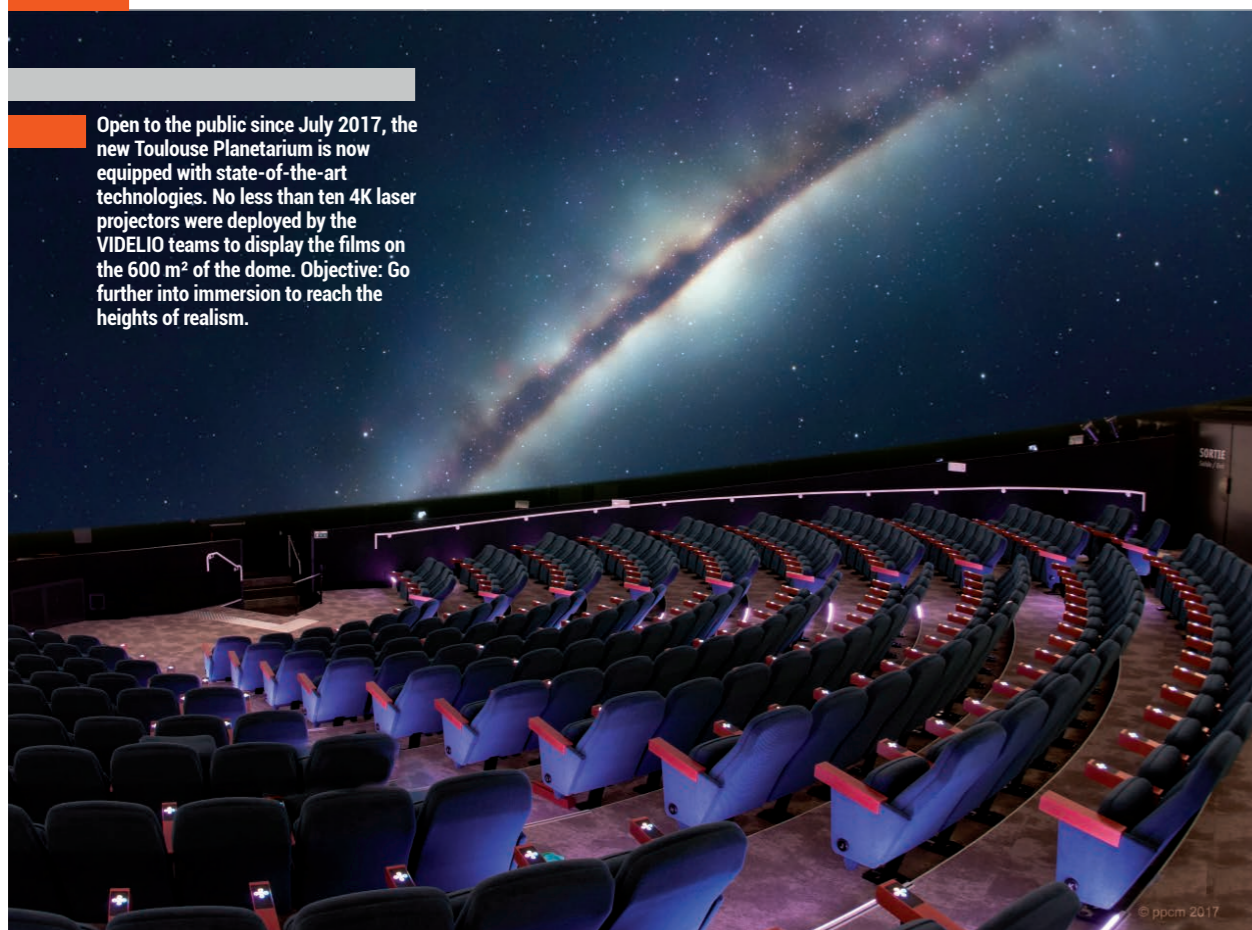
When culture steps out of its frame

TREND

02 CULTURE

A wind of new technologies for creation! The world of culture is taking advantage of digital to give a new dimension to its works and performances and offer visitors and spectators experiences more interactive than ever before.

The Eurockéennes Festival Belfort, one of the most technologically advanced in France, deploys more than 285 m² of LED walls to immerse festival-goers in the show. Concerts are also transmitted live. A VIDELIO - Events accompaniment.

The works step out of their display stands; the shows come down from the stage; the monuments are reborn from the past. Far from its sometimes conservative image, culture is at the forefront of audiovisual innovation and does not hesitate to seize the technological opportunities available to it and offer ever more

"THE EXHIBITION BECOMES AN INTERACTIVE AND SENSORY JOURNEY"

to the spectators. In the museum aisles, the spectator becomes the central character of the visit. The traditional audio-guide gives way to the companion, a tablet, a smartphone or an augmented reality headset, to provide the visitor with all the information wanted about a work, but also trigger interaction. Thanks to sensors placed all along the route, the visitor automatically causes sounds and images to emerge as and when he/she advances, without being obliged to follow an imposed route.

•••

••• More than a static alignment of works, the exhibition becomes an interactive and sensory journey, which we can now continue after returning home with a mobile application that will trace the journey made and enrich it with additional information.

In theatres or festival venues, what happens on stage no longer remains on stage. The migration of signals to the Internet facilitates ever wider transmission. The magic of the performance, the atmosphere of the event, the intensity of the show: everything can now be captured and shared on remote screens. For

❝THANKS TO AUGMENTED REALITY, HISTORY COMES TO LIFE❞

the public, it's a new chance to be able to enjoy the event without being hooked on the first row barrier. For the technical teams, it is the possibility of being kept permanently informed of the progress of the programme.

History comes to life in the remains of ancient civilisations, ancient cities, or ancient monuments. Thanks to augmented reality, where only ruins remain today, visitors can visualise buildings in

all their architectural splendour, as they were built decades or even centuries ago. And where the architectural heritage is protected, mapping allows unlimited staging to highlight and transform any work into a spectacular audiovisual adventure theatre.

🔲 **Focus**
## Festivals become increasingly "green"

Whether it's the Malsaucy Peninsula (Eurockéennes), the Filhole Plain (Garorock) or the Citadelle d'Arras (Mainsquare Festival), many festivals are taking place all year round on large natural or listed sites. To preserve this heritage while giving free rein to culture, organisers must be increasingly vigilant as

regards the ecological impact of events. In terms of lighting or display, the new LED equipment is a valuable partner for organisers such as VIDELIO - Events. Their low energy consumption allows the use of smaller sources of power, with less wiring, and smaller transport requirements; in short, reduce the global carbon

footprint. A virtuous circle for which VIDELIO - Events began in 2017 the certification procedure for the PrestaDD label.

Created by Synpase (National Union of providers of audiovisual scenic and events), it promotes good environmental practices for entertainment

professionals. And the efforts have borne fruit because the label was in fact awarded in March 2018.
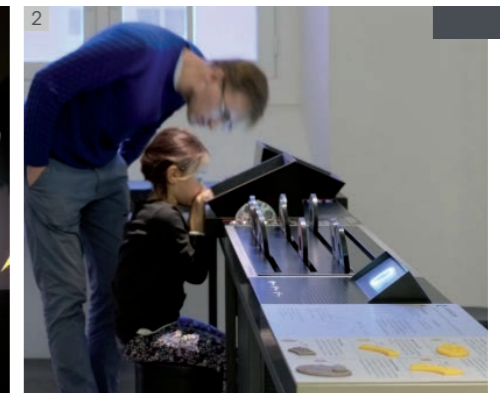
1 Seine Musicale, inaugurated in June 2017, also hosts corporate events in its auditorium, thus benefiting from its large stage to set up grandiose scenographies.

3 Visitors to the new museum of the 11 Quai Conti at La Monnaie de Paris can discover the «Numiscope»; an augmented reality experience to virtually manipulate the currency and investigate all the manufacturing secrets.

2 Alsace-Moselle Memorial in Schirmeck: Visitors travel through European time and space. Thanks to tablets, they join the game that interacts with the video projection.

4 Belfort Eurockéennes Festival

CLIENT REFERENCES

In the reception area of Price Waterhouse Coopers, five walls of images arranged in portraits display digital works.

TREND **03** BUSINESS

Firms display their new digital faces

This is no longer an option or even the price of innovation. Businesses need to transform and exploit digital to their advantage to attract customers and talent.

Immersion into the heart of the brand's universe: one of Mumm's goals during its last event in 2017, when participants were plunged right into Mumm's identity - for the convention and also for the evening.

It is a meeting place, a place of exhibition, a place of prestige. The corporate head office is undergoing a real change. The era of austere lobby, frozen open space and aligned offices is coming to an end. Today, organisations think collaboration, automation and reputation.

Transformation begins from the outside. The building becomes a full-fledged vector of a company's brand image and when a future employee or major client approaches it, the first impression must be the right one.

That's why facades now have LED walls

"LED DISPLAYS CAN TAKE ALL SHAPES IMAGINABLE"

with the identity and messages of the brand for the outside world. Transparent, curved or ultra-flat, LED displays can take any form imaginable to adapt to the architecture of the building or create an original scenography to differentiate the company and identify its presence at a glance. The metamorphosis continues inside. The reception halls are transformed to make a real experience for visitors. Screens have replaced the paintings, ●●●

computers have replaced the workshops and software replaces the paintbrush: digital art displays itself at the entrance. Companies are highlighting a new generation of artists combining computing power and electronic interfaces to create a new form of interaction between the work and its admirers; multimedia creations that enhance the image of the establishment, but also events that promote exchanges within the organisation. With partners who work more and more remotely, the company is no longer thought of as an office but as a team space, a place

in which we no longer go to access a working tool but to interact with colleagues. This affects both the layout of the premises and their equipment. It is the age of the flex-office and intelligent mee-

THE COMPANY IS NOT AN OFFICE BUT A SPACE FOR COOPERATION"

ting room, with integrated systems allowing employees to exchange information or communicate with the outside world with ease. Cables disappear in favour of tactile and vocal commands. Here, technology is no longer seen, it fades into the background in favour of the user.

The whole building is at the service of employee productivity. The digital display and interactive terminals provide the information they need and point them in the right direction.

The user regains control, including during •••

Collaboration, simplification, automation
The challenges of the meeting room

NICOLAS RONSIN
Unified Communications Product Manager, Société Générale:

There is increasing mobility and therefore meetings with distant people.

Our mission is to support this global transformation by offering the simplest possible user experience, with systems as natural as the phone could be, but pushing collaboration much further through remote information sharing, with touch interfaces or the cloud"

DAVID TRANCHARD
Project Manager, Work Environment Department, Bouygues Telecom:

There is a real need to simplify the use of videoconferencing rooms. Connectors are too numerous and heterogeneous, laptops have fewer and fewer ports and users do not have time to configure the system. The aim today is that any user, without audiovisual skill, may enter a room and immediately connect to his/her conference"

BERTRAND ROCHET
Project Manager, Caisse d'épargne LCA:

The modern, automated meeting room is not just about productivity. It is also the image of the company. When you bring together executives, employees, partners or customers, you have to put them in a top-quality, high-performance work environment. It is the organisation's innovative capability that we demonstrate»

An executive spends an average of 24 days a year in meetings.

Only **52** %

of these meetings are considered productive.
Future Thinking

3 Competitive Advantages for Unified Communication:

• **Timetables always complied with**

• **Remote connections, fewer trips**

• **Meeting time complied with for richer exchanges and faster decisions**

Working-from-home is recommended by

71 %
of French people

with a satisfaction rate of **96** % employers/employees combined.

Study for the year 2016 published by the General Commissariat for Equality in the Territory

42 %
of unified communication systems are in Software-as-a-Service mode.
IDC

[1] The VIDELIO delegation personnel assist SMA during their events to allow special content to be displayed on the image walls or in the auditorium and control the technical operations during conventions or general meetings.

[2] The Echos strengthens itself in video activities with a new TV recording studio.

The programme «The guest of Echos» is available on lesechos.fr

CLIENT REFERENCES

GOOD PRACTICES

events. In auditoriums and conference rooms, the smooth running of presentations is no longer dependent on the goodwill of the technical equipment. No more «live hazards» or «demo effect» to tarnish the discourse. Thanks to the new interactive systems, the orders do not come from the control room, but directly from the stage, and the speaker takes control of the convention by triggering when animations are needed for the demonstration, wherever they are located in the room. The speaker can immerse the audience in the world of the brand by changing the 360° digital decors. The audiovisual tool then becomes an asset for the company and not a technical barrier. With this digital sophistication, the organisation can not only encourage the best talent to join but also retain the teams by offering high-level working conditions.

And because deploying technologies of the future is also capitalising on the past, more and more companies are creating their own museums. By exploiting the latest scenographic innovations, they demonstrate the know-how and expertise crucial for customers. They also allow employees to browse the history of the company and find their place in the collective adventure.

6 Technologies
to stand out at a trade show

It is not always easy to stand out in a trade show, when one occupies just a few square metres of stand among dozens, even hundreds of others. Here's how technology can make a company the star of an event.

TOUCH SCREENS

Visitors can discover the brand in a fun way through games or animated presentations.

INTERACTIVE ANIMATIONS

Virtual or augmented reality, motion sensors, mapping, many systems make it possible to involve visitors.

SOCIAL WALL

This allows those in the audience to express themselves and bring to life the company's presence at the show and beyond the walls of the exhibition hall.

IMAGE WALL

The large LCD formats provide fine visibility for their contents.

LED WALL

The LED allows all types of formats, even the most original, to capture the attention of visitors, even from a distance.

INNOVATIVE SCREENS

Still little known to the general public, transparent screens or mirrors are interesting opportunities for making yourselves different.

1 At the Heavent Paris show, digital art was showcased to highlight the VIDELIO - Events technological systems: transparent screens, video projection, 1.6 mm and 2.5 mm LED walls, interactive systems…

2 At SMA, three technicians are delegated to ensure that the building functions correctly: work in the various spaces, preventive monitoring, and technical interventions to assist users.
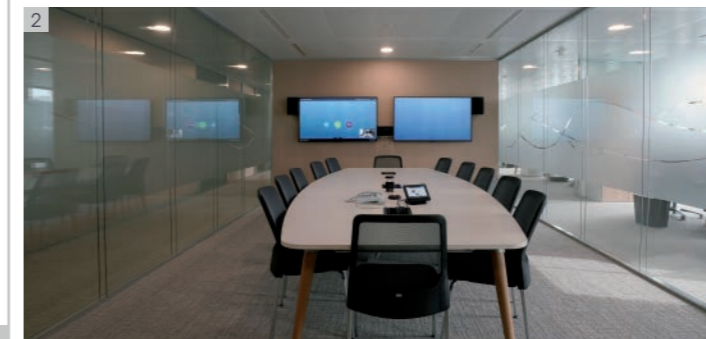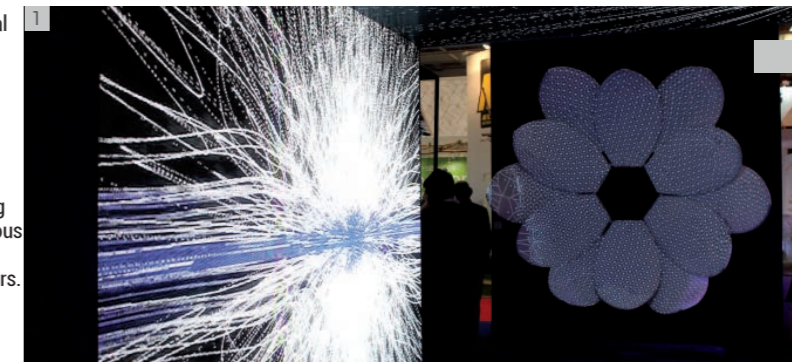
CLIENT REFERENCES

3 To immerse participants in the theme of the OUR OCEAN Conference, organised by the European Commission, a unique scenography was set up offering an astonishing result: 180° digital decor video projection plus ceiling, light & sound system.

**Campus
Pernod Ricard University**

Digital breaks down educational barriers

Thanks to the new technologies, teaching can take innovative, more interactive forms; come out of the establishment's walls and open up to the world.

A large board, a teacher standing in front of a group of passive students, sitting behind rows of desks! This type of education, still current in many schools, is increasingly challenged by new teaching methods, now attracting much attention. Tablets replace notebooks on school desks and teachers use the new digital tools to share their knowledge.

Today's student is not just a learner. He/she participates fully in the training and works closely with the teachers and other students. For this, the school is transformed into a collective space. Large vertical or horizontal display surfaces make it possible for several students to work on a document. Information can be created or modified in real time directly on the screen or from the PC, tablet or smartphone. Education becomes more active, engaging and cooperative.

To stimulate exchanges, it is time for modularity and small spaces. The «huddle room», connected halls and ideas for working in small groups, are condensed forms of cooperative technology: videoconferencing, projection and file sharing… The aim is to design places that invite ●●●

**Campus
Pernod Ricard
University**

**Campus of
6 500 m²**

15 000 h
hours of teaching
dispensed each
year

A modular
auditorium with
350 seats and
a **60** seat
amphitheatre
with spaces for
relaxation

15 meeting
rooms equipped
with audiovisual
equipment
audiovisuel

THINKING RATHER THAN INSTRUCTION, EXPERIMENTATION RATHER THAN OBSERVATION"

••• more thought rather than instruction, experimentation rather than just observation. The «Fab Labs», manufacturing workshops where machines, skills and innovations are shared freely, are also part of this trend. Authoritative training as such can be delivered remotely - MOOC, or Massive Open Online Course. More and more institutions are turning to this new teaching model, allowing a potentially unlimited number of people to access online courses whenever and wherever they wish.

The teaching cycle is freed from the constraints of the classroom and everyone can organise their educational path as they please. To this end, universities are acquiring streaming capabilities, transforming classrooms into recording studios. Knowledge is no longer confined to the walls of institutions, but can travel across borders

Faculty of Medicine in Montpellier: A faculty in line with the evolution of teaching techniques: modern communication tools, videoconferencing courses, data sharing, streaming courses...

CLIENT REFERENCES

INTERVIEW

? Three questions to Martial Cron
Head of the Audiovisual Department at Sciences Po

How does Sciences Po adapt to the new methods of education?
Our current premises are no longer suitable for the new systems. We plan to open a new campus for the beginning of the year 2021, in the centre of Paris: the Artillerie. These new buildings will have a film studio, a control room, MOOC (Massive Open Online Course) production areas, as well as sharing and teamwork tools.

What will this new site contribute in terms of education?
The idea is to offer 10,000 students and 200 researchers flexible spaces to come and work at the school in small groups and set up a different educational system. At the same time, more courses can be followed remotely.

What are the challenges for the school?
With the growing mobility of students, international competition is increasing among the world's leading schools. We have more than 40% of foreign students. This evolution is essential to maintain Science Po at the level of the best world standards and to attract the best students

The MSC Meraviglia promenade, the longest ever built at sea, reproduces a digital sky with sunsets and sunrises, starry night sky...

Immerse yourself in the heart of the

Head for immersion! Driven by streaming systems, richer and more interactive than ever, the entertainment industry puts video and rich media at the heart of its devices to deliver a distinctive experience.

The city hall lit up with green to express the disagreement of the Paris City Council in the face of Donald Trump's decision to withdraw the United States from the Paris agreements. The use of technology for France's support for the protection of the environment.

TREND 05 ENTERTAINMENT

Multimedia has long been an added value for any event. But over the last few years the movement has accelerated, and its place has evolved considerably, from «nice to have» to «must have». In other words, the sound and light experience has shifted from the perimeter of entertainment to the very centre of the action, sometimes to the point of becoming the attraction in itself. The reason: ever richer

and immersive devices, interactivity never seen before and ever larger formats that plunge visitors into a truly emotional whirlwind.

Now is the era of ultra-high definition: after a gradual increase in power, the 4K imposes itself as the standard format, including larger and more flexible formats.

Taking the shapes of the decoration, these new generation screens make it possible to design spaces capable of ●●●

THE 4K IS IMPOSING ITSELF AS THE STANDARD FORMAT, INCLUDING FOR THE LARGEST SIZES"

entirely renewing themselves for every occasion. The future is in personalisation!

Another strong trend in exhibition and leisure spaces, transparent screens or mirrors are now emerging. Ephemeral shop, exhibition or artistic performance spaces seize these new devices to surprise their visitors; and imagine new interactions by integrating themselves into the very heart of the decoration, from floor to ceiling with extra-tough LED tiles.

In the public space, presenters from private organisations or local authorities compete creatively to occupy, occasionally or permanently, the most popular audience hubs with XXL format display systems. In Bordeaux, Paris and Nantes, certain shopping streets and prestigious facades have been transformed into huge interactive screens, plunging passers-by into the heart of the action for maximum impact. As for augmented reality, this is undoubtedly one of the trends of the year thanks to advanced systems; perfect tools for product presentations, public consultations or general public attractions.

I'IN FACT, THE ONLY LIMIT IS THE CREATIVITY OF THE PROJECT DESIGNERS"

Faced with such a technological panorama, ultimately the only limit is the creativity of the project designers. And it is clear that the possibilities offered by augmented reality and holograms give wings to communicators, to the highest spheres of the State: now, politicians are duplicating themselves to organise simultaneous holographic meetings throughout the whole of France!

Finally, we must mention the Internet of Things, which is coming out of the laboratories to invade the entertainment world. Thanks to an interface controlled from a tablet, any event can turn into a giant «escape room» or host an impromptu sound and light show!

Focus
Digital takes off!

Always larger, ever better equipped, cruise ships have become real floating palaces, eager to offer their passengers an unforgettable experience.

To do this, the attractions on board are many and varied: gyms, restaurants, cinemas, casinos and other spas are now a must-have.

To further enrich its offer, MSC Cruises has joined forces with VIDELIO to imagine the ship of tomorrow, able to make the most of embedded technologies.
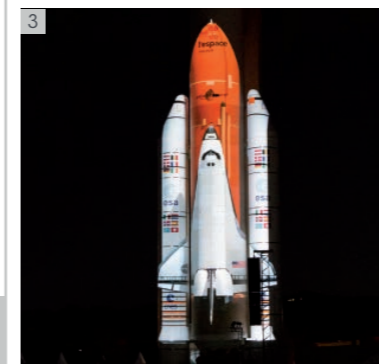
At the centre of this, there are many video and scenic devices, but above all a 480 m² LED dome covering the entire Promenade, the longest ever seen at sea. With its 5.6 metres width, 80 metres length, 1,334 LED panels with a pitch of 4 mm, this dome reproduces a digital sky, capable of transmitting panoramas, events, sunrises, sunsets and the starry night sky. A venture for the MSC Meraviglia, new flagship of the ship-owner's fleet, which has carried no less than 5,700 passengers since May 2017!

CLIENT REFERENCES

1 4 An indoor auditorium and open-air amphitheatre, Symphony of the Seas, the newest member of the RCCL fleet, offers wonderfully immersive relaxation areas for an unforgettable experience.

2 Every year, at Halloween, the Osiris Temple in Asterix Park comes to life with a terrifying show! Video mapping reinforced by a sound and light system creates a reign of «fear in the park» thanks to the VIDELIO - Events teams..

3 In mid-October the city of space celebrated its 20th anniversary. For the occasion, the Médiane Organisation agency imagined an outstanding show. A giant mapping was created by the VIDELIO - Events teams, to make the launch of the Ariane 5 rocket come to life!
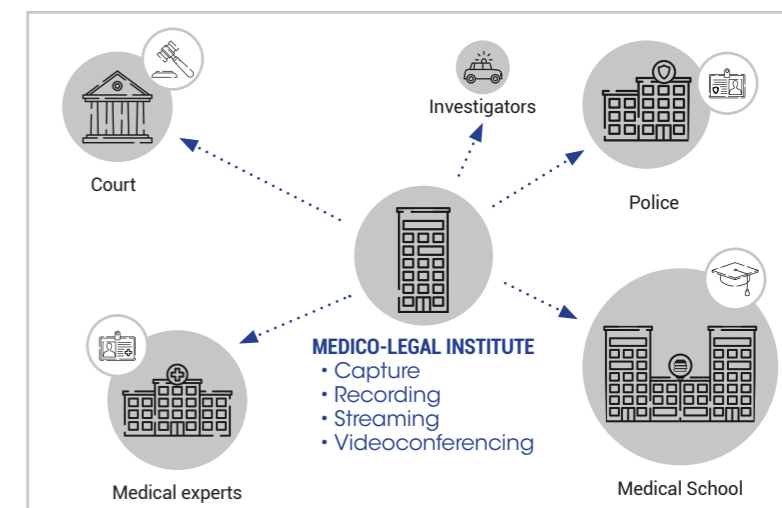
TREND **06** HEALTH

When consultation passes into high definition

From the regular consultation to the very heart of the operating block, the image is of paramount importance in the healthcare journey. The sophistication of the systems and the generalisation of HD announce a landscape in the form of a highway-to-health.

Medical robots, teleconsultation, wearables (portable technologies) and sensors of all kinds able to read blood pressure, measure the quality of sleep or monitor the effect of a treatment, medicine surfs on the digital-communication wave. Even the operating block is reinventing itself and becoming a real recording and transmitting studio. At the heart of a real concentration of medical technologies, and

MEDICO-LEGAL INSTITUTE
• Capture
• Recording
• Streaming
• Videoconferencing

Court

Investigators

Police

Medical experts

Medical School

Another type of application is a case study for a connected forensic institute.

driven by the rise in minimally-invasive surgery such as abdominoscopy, screens have made a remarkable entrance into the daily life of hospital practitioners. The arrival of these high-definition technologies provide unrivalled working comfort for surgeons and offer a variety of tangible benefits:

• **Systems for better interventions:** When a surgeon performs an operation based on video capture (laparoscopy, radiology, endoscopy), he/

she manipulates cameras that transmit the information as signals, and displays it on small monitors. Thanks to the accumulation of video streams, the surgeon can gather these signals on one single HD and/or 4K screen, reducing clutter in the operating block and facilitating decision-making. These images can also be recorded for analysis or legal reasons.

• **Systems for better collaboration:** In the case of particular pathologies, •••

••• requiring rare skills, it may be useful to seek the advice of one or more specialists at the time of the surgical procedure. Operations are monitored even outside the walls of the operating block: an increasing number of conferences allow surgeons from around the world to attend the transmission of a live operation. These conferences are also an opportunity to share good medical practices by taking advantage of the latest innovations, including 3D imaging.

• **Systems for better teaching:** Many French hospitals are also university centres, and must therefore also provide training for future doc-

I"CONNECTED BLOCKS NOW ALLOW SURGEONS THROUGHOUT THE WORLD TO ATTEND OPERATIONS AND PROVIDE REAL-TIME OPINIONS AND ADVICE TO PRACTITIONERS"

tors. Thanks to the videoconferencing systems integrated in the operating block, the most remarkable interventions are now transmitted live - via completely secure streams - in amphitheatres, sometimes several hundred kilometres apart,

allowing students to follow their teachers' movements as closely as possible.

Digitisation of the healthcare system is not limited to the operating block alone: from terminals becoming more common, such as interactive orientation terminals to the most advanced systems, digital technology is slowly but surely revolutionising hospital practices.

In this present time of computerisation of individual medical files, it is the whole of medicine that is gradually undergoing a real digital transformation, for the greater benefit of the patients and health professionals.

? Three questions to David Elbaz
Healthcare Market Manager at VIDELIO - Digital & Media

What are the main perspectives for connected health?
They are many! First, I would mention the democratisation of 4K: all medical devices will gradually be equipped to offer more subtlety to doctors and optimum realism. In the same movement, virtual and augmented realities will be increasingly used. It may be that tomorrow, the surgeon will no longer have screens but special glasses, which will give

him/her the patient's data in real time and guidance in optimising the manipulations.

In this panorama, what place do communication technologies hold?
For several years now, operating blocks are no longer designed without integrating a unified communication system for contacting specialists, colleagues or students. Thanks to the sophistication of

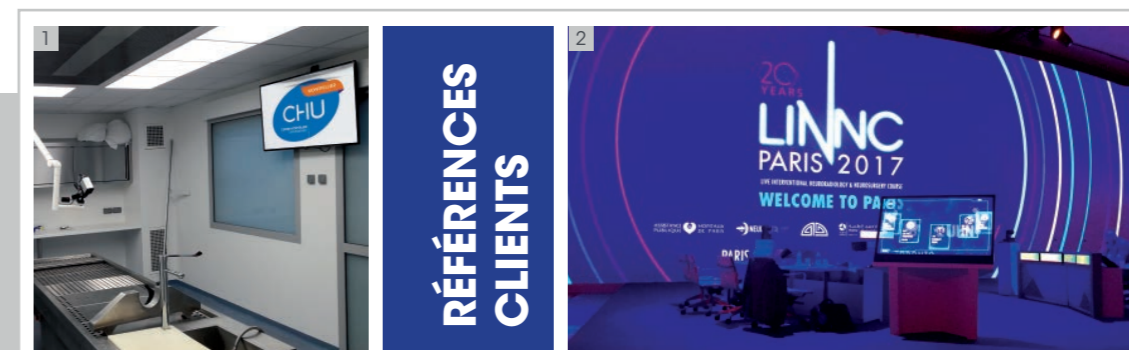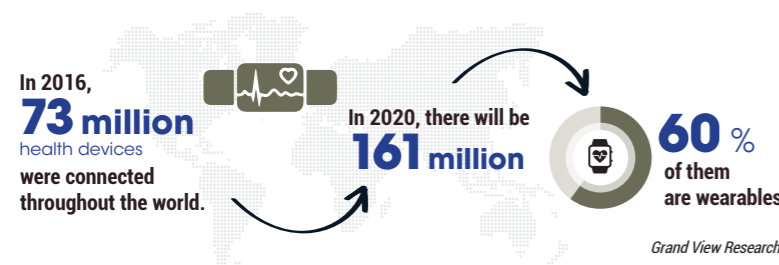networks and possibilities, medical practice is more cooperative than ever!

Do not these open networks pose security issues?
This question receives particular attention: within the hospital, all access is private, so that only authorised persons have access to it. For outgoing data, all videoconferencing systems include encryption of the data transmitted; also, we

add an additional layer via renewed passwords for each session. The protocols used are therefore perfectly up to the challenges of the criticality of the medical data.

In 2016,
73 million
health devices
were connected throughout the world.

In 2020, there will be
161 million

60 %
of them are wearables

Grand View Research

Today,
17 % of French people use e-health applications, mainly to control their diet or monitor their physical activity.

78 % agree to share their data with all health professionals who follow them.

44 % agree to allow their data collected on connected objects to be accessible.

RÉFÉRENCES CLIENTS

[1] There are three reasons for equipping autopsy rooms with high-precision videoconferencing and display systems: facilitate access to teaching and training, save time and reduce costs for police investigators, whose presence at autopsies was required until then.

[2] New technologies are at the heart of equipment for medical congresses such as the LINNC congress, organised by Europa Organisation. In partnership with the Superbien agency, an immersive space has

been imagined offering 3D video- projection and control of the contents by the speaker using a transparent tactile table - a device that can track live events in hospital halls throughout the world.

A new terminal for the Lyon airport equipped with a new indoor circular LED screen – 8 metres in diameter

TREND
07
RETAIL

Retail outlet: Heading for Smart

The retail outlet has its revolution: Connected, interactive, able to accompany its visitors throughout their journey while processing their data in real time. It becomes a space of experience, richer and more personal than ever.

With a record number of more than 33 million tourists in Paris in 2017, the tourist office has equipped itself with a powerful digital display to inform tourists more effectively.

Shops and stores are reinventing themselves, long live connected commerce! Admittedly, small and large retail outlets did not wait for the emergence of e-commerce to adapt their models and practices. But the sophistication of available technologies and the potential for acquisition, transformation and loyalty offered by in-store systems create a landscape that is particularly conducive to a profound

THE KEYSTONE TO THIS DIGITAL REVOLUTION? THE ARRIVAL OF DATA!

transformation. In an environment in which online sales will double in 10 years and reach 20% to 25% of the market, retail outlets can no longer be limited to a role of transaction, gradually being captured by e-commerce. They need to redefine their role, some of them reducing their physical presence while working to integrate online transmission channels. However, the physical shop/store remains and will remain for a long time the preferred channel of consumers. Above all, the transformation rate remains much higher than on the web. Hence, the importance of succeeding in these physical-digital concepts, which •••

"RETAIL OUTLETS CAN NO LONGER LIMIT THEMSELVES TO A ROLE OF TRANSACTION, GRADUALLY BEING CAPTURED BY E-COMMERCE"

••• mix online and offline - in «the everything store» mode.

This crossroads of experiences concept is reflected in the emergence of new services available to visitors: orientation and click and collect terminals or fast charging systems are now part of the fundamentals of these «smart stores».

But more broadly, it is the entire customer journey that is enriched by the digital surge. As soon as the visitor passes in front of the shop, large screens in the window capture the attention of the potential visitor and even adapt their message to the weather conditions or the time of day. Upon entering the store, the customer is scanned, identified, and his/her purchase history transmitted onto advisors' tablets, who can then propose goods that meet their usual requirements and offer a higher chance of transaction. Along the shelves, beacons interact with the smartphone to offer customers a contextual promotion or information about their favourite product range. A garment to try on? A connected changing room equipped with a mirror screen allows a visitor to visualise the garment in other colours, to consult the stocks or to ask for a bigger size. When finally passing through the checkout, small screens suggest finishing the visit with some additional purchases associated with what is being bought. The checkout itself is gradually giving way to sellers equipped with mobile payment systems: when the goods have been paid for, they can be delivered at the time and place wished.

The keystone of this digital revolution? The arrival of data! The collection of customer data is everywhere: through fidelity schemes, cross-channel and smart signage. The challenge is then to be able to process, analyse and restore this data in the best way. The key is the ability of retail outlets to offer an ever-changing experience, and always more in step with the expectations and interests of their public. Finally, it is a new relationship that is established between the brand and its audience, creating more commitment and qualification in the service of sales turnover.

GOOD PRACTICES

The five keys of the NRF

NRF 2018, Retail's Big Show, has delivered its report. Let's discover, in 5 highlights, the major trends for growth in the sector.

ARTIFICIAL INTELLIGENCE

Big data requires it, AI is everywhere. Data processing needs are such that analyst Gartner estimates that 85% of interactions will be based on AI by 2020.

CONVERSATIONAL TRADE

In the wake of Amazon Echo and Google Home, the voice has an increasingly greater place in product recommendations.

VIRTUAL AND AUGMENTED REALITIES

Simulation systems, which allow consumers to try in real conditions before the act of purchase, are on the rise.

MOBILE SHOPPING

From digital recommendation to payment, the mobile dynamic reinvents the relationship between the brand and its customers, and the smartphone becomes the foremost advice-giving tool for this.

PERSONALISATION

A store for me alone! By dynamically adapting proposal and content to the profile of shop visitors, retailers offer a tailor-made experience that is both personal and evolving.
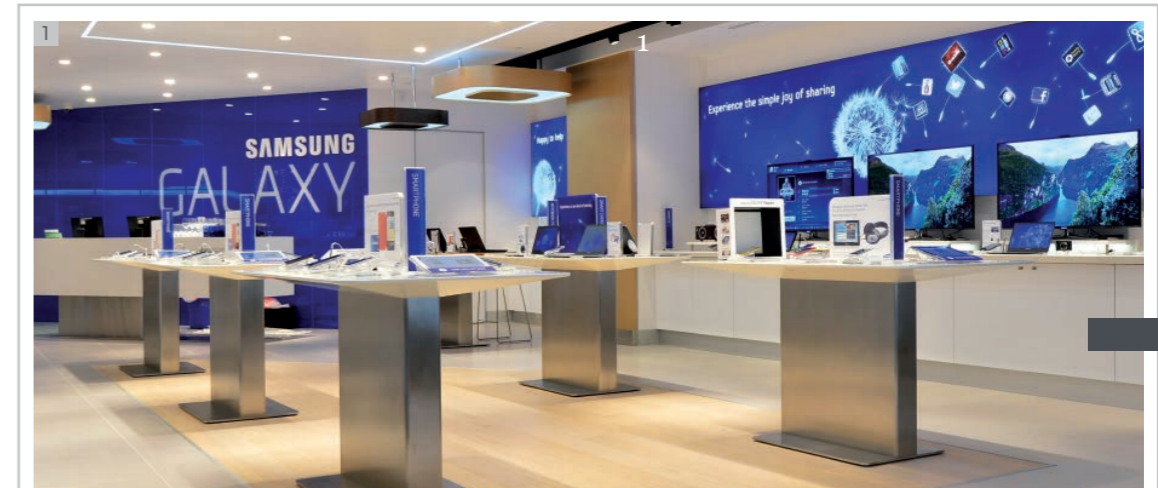
[1] New Samsung retail spaces to discover the brand's universe.

[2] Area for relaxation and discovering destinations at the St Exupéry airport in Lyon; with tactile and interactive terminals installed by VIDELIO - Digital & Media.

[3] Receive, inform and guide visitors: This is the ambition of the Paris tourist office which has equipped its reception points with digital and interactive devices designed and integrated by VIDELIO - Digital & Media.

CLIENT REFERENCES

To get assistance for the launch and technical management of its new channel, RT France has called on VIDELIO to train all the maintenance and operating teams.

TREND

08
MEDIA

When the company becomes the media

Professional production means now available, integrated technical skills at the core of communication departments, efficient and accessible mobile systems: everything is united to allow developers to become real content producers.

The creation of a newsroom and studios integrated in a tight schedule forced CNNMoney Switzerland to call on a partner with solid experience – like VIDELIO.

Technology has always helped to bring people together. Today, the democratisation of audiovisual production and transmission resources lays the foundations for a new union: that of emitters and transmitters. Until recently, when a company needed to address its customers and prospects, it turned to either advertising or large events. Today, companies want to be creative with their own content and masters of their own storytelling. Via the web and social networks, some organisations even have a very large audience, comparable to that of certain specialist announcers. They want to produce content for these new viewers: by making films directly in their factories, allowing the company's engineers to speak.

In this movement of seizing communication resources, mastery of tools •••

THE WHOLE INFRASTRUCTURE OF A TELEVISION CHANNEL CAN BE PROJECTED EXACTLY WHERE WE WANT IT"

••• and processes is essential: everyone can become a content producer; but not everyone necessarily has the systems and know-how to organise and optimise their use or their service life.

It is not uncommon, now, to find real professional studios within a company. The considerable reduction in the cost of the production resources and the ease of online transmission allow private firms to produce video media that is up to their ambitions, and fit them into a rich and interactive marketing strategy. As a result, companies are taking on new skills that extend to managing the lifecycle of these videos: how to contact their targets on the social media? How to streamline the sharing of this content throughout the

company to promote internal communication? How to reduce the "time to market" of these productions to retain audiences? These are issues that are part of the daily life of traditional media.

However, these same media do not remain mere spectators of this trend: TV channels and production agencies take advantage of these new technologies to continually enrich their content. The widespread use of IP and the performance offered by 4G and 5G mobile systems make it possible to design media of a quality never before seen and gain flexibility in the production and sharing of their content.

Video technicians are gradually becoming network experts, and the whole cap-

ture and transmission infrastructure of a television channel can now be projected as close to the field as possible thanks to technically-equipped vans. Dolby sound, 4K image and very high speed networks will, tomorrow, become part of the fundamentals of these new kinds of media.

INTERVIEW

? Three questions to David Fontaine
Managing director VIDELIO - Cap'Ciné

What is MoJo?
MoJo stands for Mobile Journalism. Today, newspapers no longer hesitate to send reporters into the field equipped with simple smartphones. The sensor of an iPhone 10 or a Samsung S9 is almost the equivalent of a broadcast camera of the years 2000.

What transformations does this entail?
This trend calls for new skills and mastery of a specific application package. The development of MoJo requires equipping

people dedicated to corporate communication with systems to enable them to shoot, edit and transmit quickly and professionally.

How do you respond to this?
Our proposal breaks down into three parts.
Firstly, equipment: The MoJo Shop is an online catalogue of accessories for smartphones such as supports, batteries or optics, dedicated to these new practices.
Then, software: with an apps portal to allow

MarCom teams to work together and enrich videos as a team.
And finally, training: We teach basic principles to enable non-specialists to make videos efficiently and produce content tailored to a corporate communication strategy.
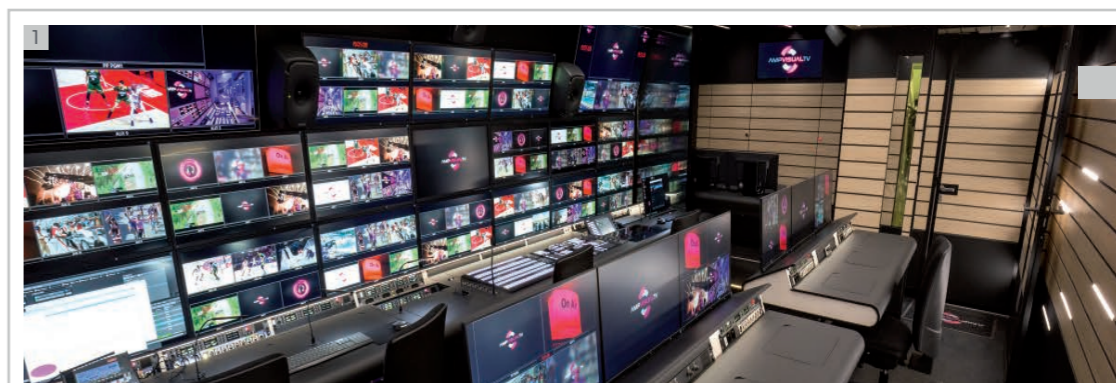
CLIENT REFERENCES

[1] "Maximum power in a minimum of space"! The Millennium 6 is the newest member of the AMP VISUAL TV fleet, on which around ten VIDELIO technicians worked during its construction for more than 15 weeks - including night work.

[2] Creative Sound acquires a new auditorium dedicated to the Dolby immersive format in the centre of Paris, equipped by VIDELIO teams with an AVID S6 control surface.

[3] One of the four full IP / 4K reporting vans made by VIDELIO UK teams.

02

BOOK
OF INSPIRATION

BECAUSE EXPRESSING ONE'S NEEDS, VISION AND AMBITION ARE NOT ALWAYS EASY, THIS BOOK OF INSPIRATION IS A COLLECTION OF PHOTOGRAPHS ILLUSTRATING INNOVATIVE AND VARIED PROJECTS ACCOMPLISHED SUCCESSFULLY WITH VIDELIO CLIENTS.


Museum of 11 quai Conti, Monnaie de Paris: a scenographic journey where digital portrays the craftsmanship.

The Millau viaduct museum: an immersive and dreamlike hall with wall and ceiling projections.

Seine Musicale is a marriage of IT and scenic know-how that exploits all modern digital communication techniques.
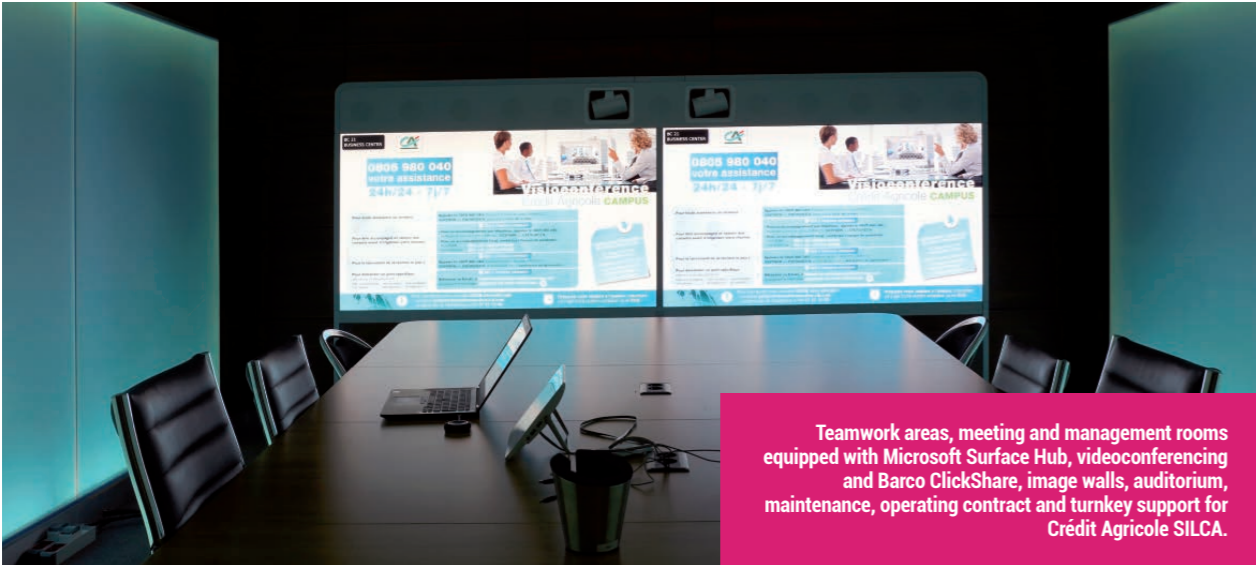
MSC Meraviglia LED dome: The structure and LED panels were designed, installed and commissioned by the VIDELIO teams. The «Promenade» is 80 metres long and can reproduce a starry sky or digital works.
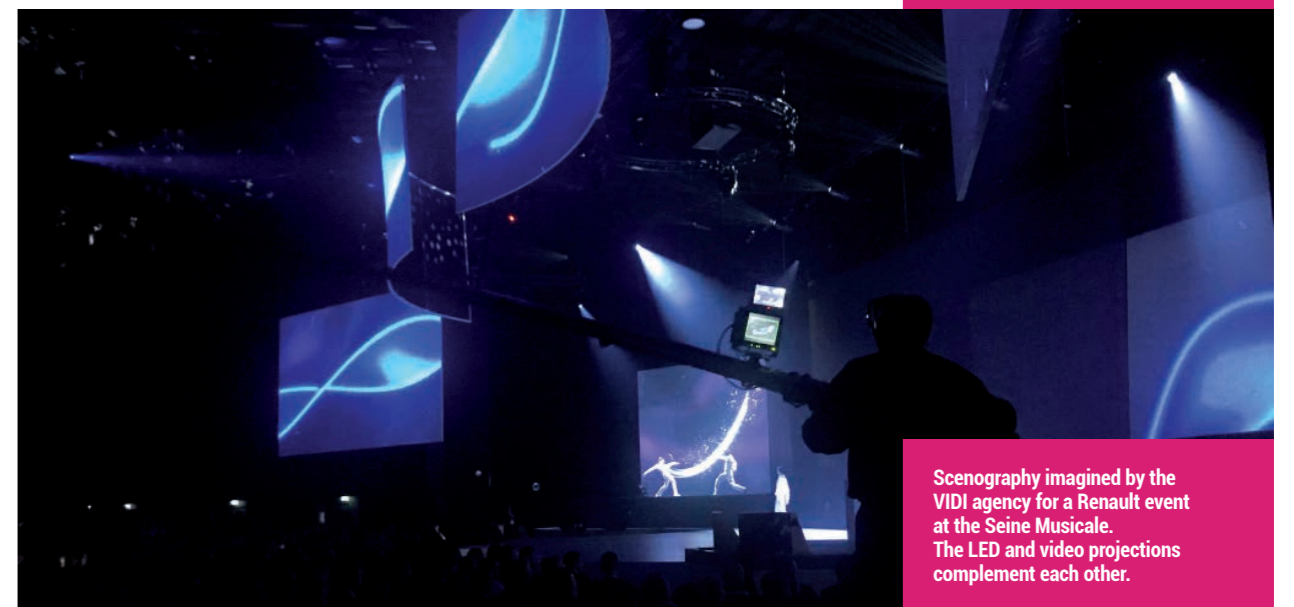
Scenography imagined by the VIDI agency for a Renault event at the Seine Musicale. The LED and video projections complement each other.

Teamwork areas, meeting and management rooms equipped with Microsoft Surface Hub, videoconferencing and Barco ClickShare, image walls, auditorium, maintenance, operating contract and turnkey support for Crédit Agricole SILCA.

PWC: transmission of digital works in the reception area of the Paris headquarters. The dynamic display technology fades into the background in favour of the client experience.


SMA BTP: meeting rooms, videoconference bubbles, relaxation areas, reception areas, secondary hall, executive offices, dynamic display; a total of more than 100 spaces equipped with technological systems. VIDELIO also ensures the maintenance and operation of the site.

When the Tour de France arrived on the Champs-Elysées, the riders went to the Grand Palais where a virtual reality animation had been set up to honour the Paris Olympics 2024. Original idea: Ubi Bene. Capture: VIDELIO - Events. Contents: Superbien.

Bpifrance Inno Génération also chose immersion for company pitch scenes, with a 4K laser video-projection and camera replay to immerse participants in the event.

A 360° projection to immerse employees of a mass retailing company in France: an ideal camera recovery system that gives participants good visibility of content regardless of their position in the hall.
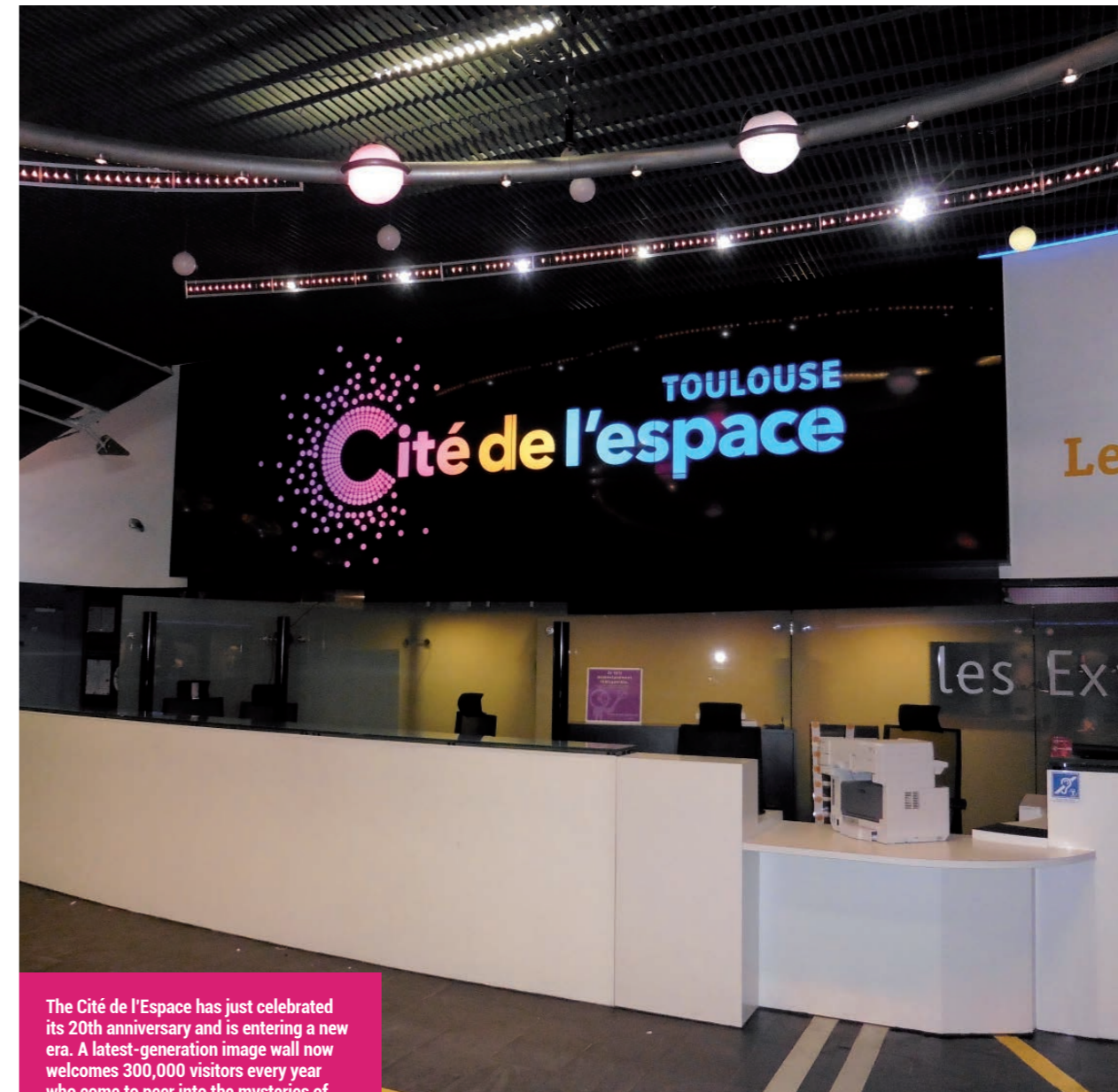
The Cité de l'Espace has just celebrated its 20th anniversary and is entering a new era. A latest-generation image wall now welcomes 300,000 visitors every year who come to peer into the mysteries of astronomy.

Les Echos: professional recording systems are now available for the corporate world. VIDELIO - Media allows big businesses to become content producers.


A central scene with camera recovery on screens each side of the hall, a convention configuration for increased proximity.

Thanks to mirrors and projections, the new forum of the Alsace-Moselle Memorial in Schirmeck immerses visitors in a circular mapping over 5 metres in height. Tactile and interactive screens allow visitors to interact with the surrounding video projections.

To support the Paris candidacy for the 2024 Olympic Games, the Paris City Hall organised three Olympic days of amazing sports events (jumping from the second floor of the Eiffel Tower and the thrilling race of drones in Paris). The candidate city has even decided to install an athletics track floating on the Seine.
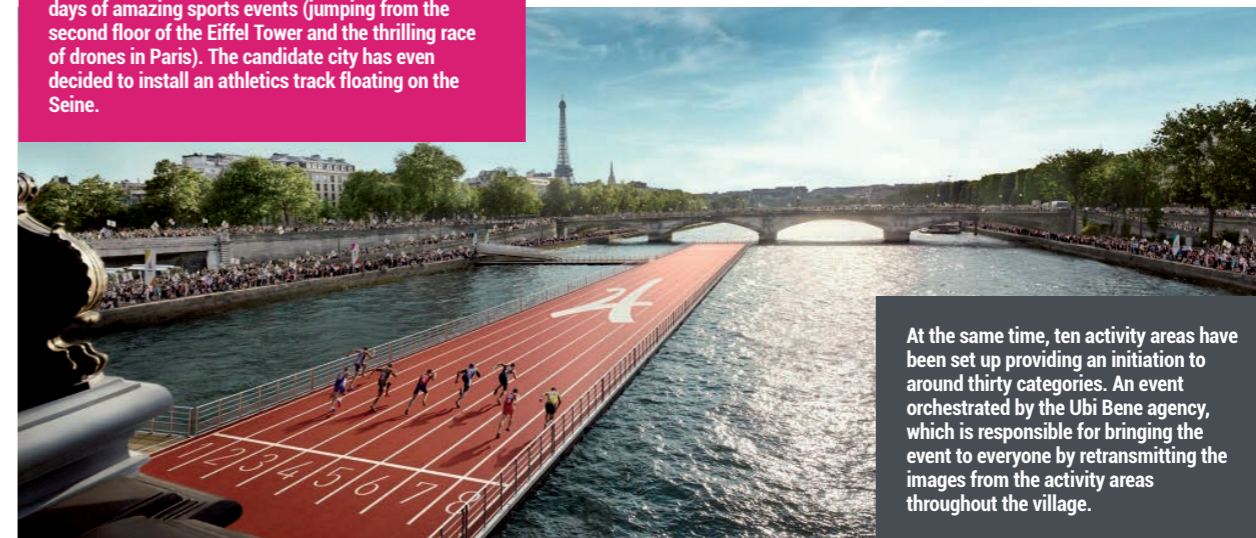
At the same time, ten activity areas have been set up providing an initiation to around thirty categories. An event orchestrated by the Ubi Bene agency, which is responsible for bringing the event to everyone by retransmitting the images from the activity areas throughout the village.
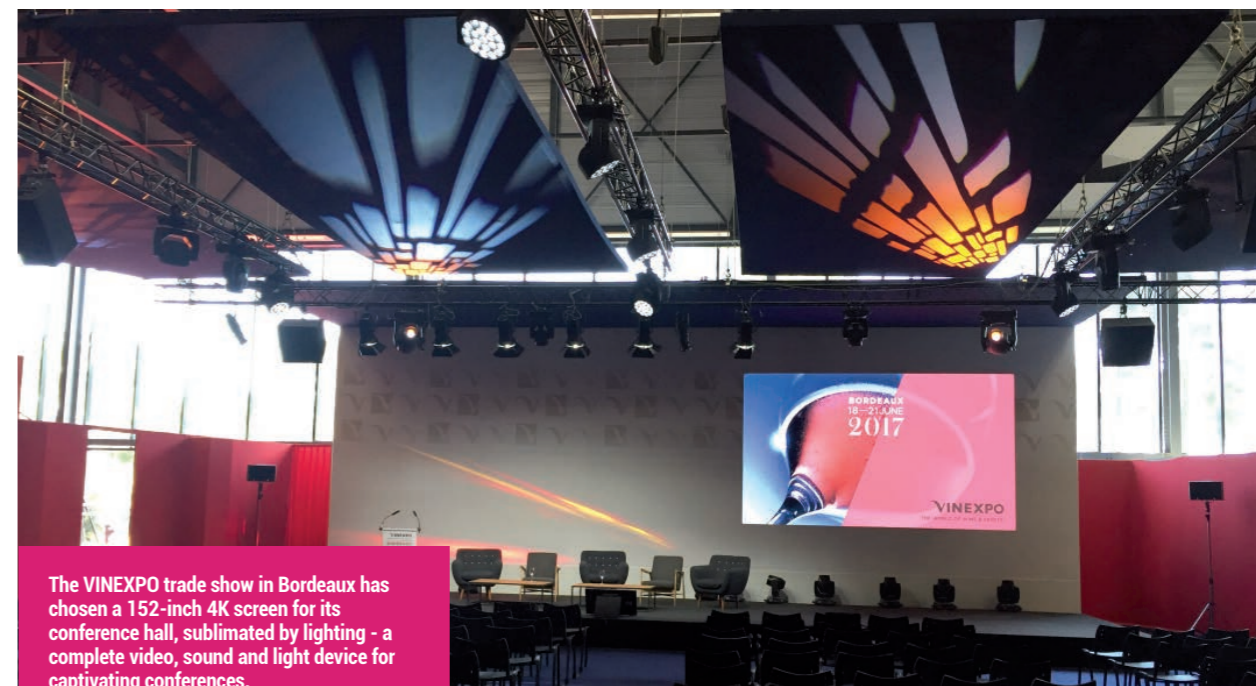
The VINEXPO trade show in Bordeaux has chosen a 152-inch 4K screen for its conference hall, sublimated by lighting - a complete video, sound and light device for captivating conferences.

The Carrefour des Stars organised by Champagne FM offers a large format background consisting of several staggered LED walls.
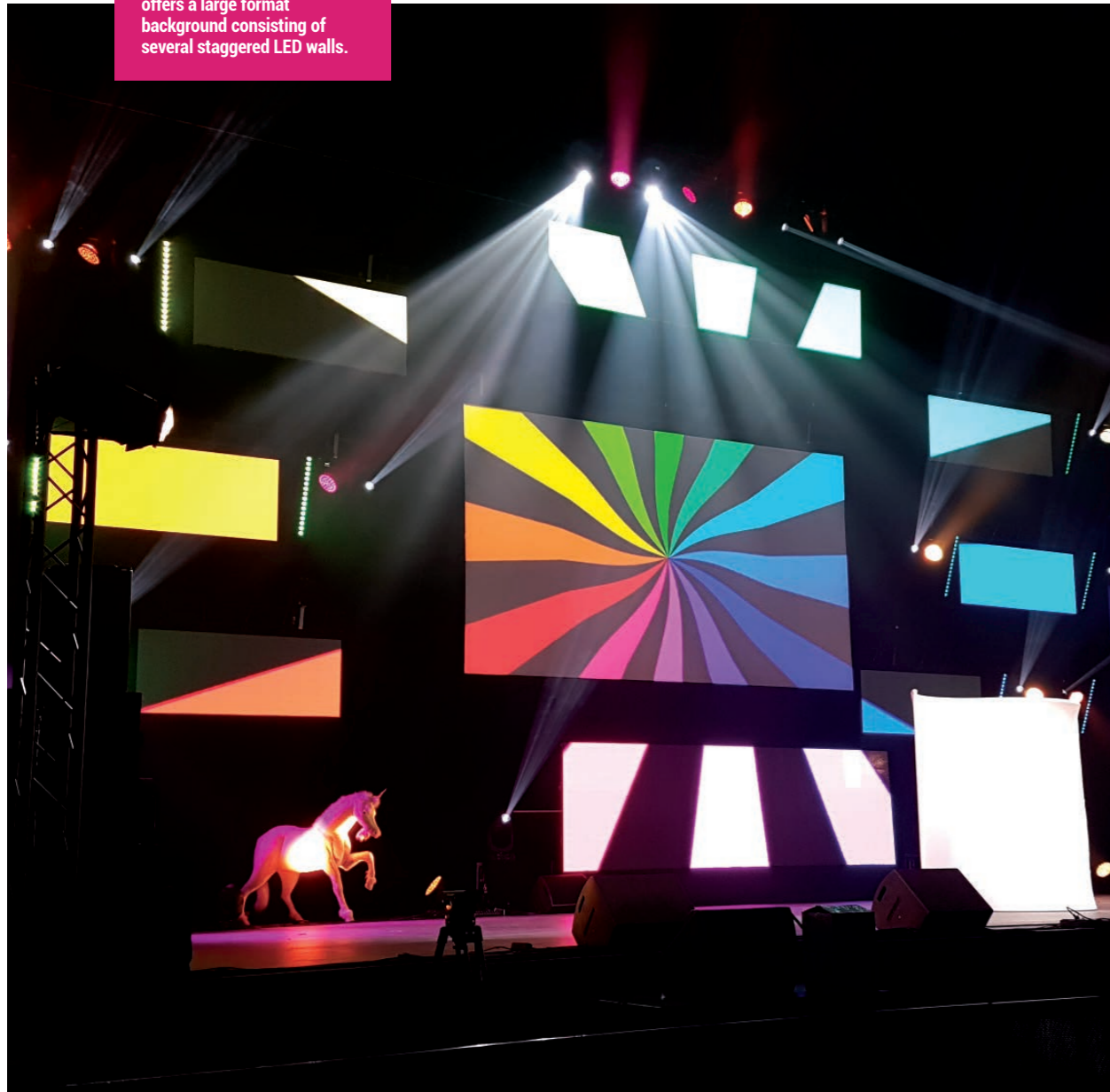
The 141 by VIDELIO: intelligent meeting rooms where technology fades into the background in favour of the user.

The Symphony of the Seas set off in the spring of 2018. The VIDELIO teams worked on board until it left the port of Saint-Nazaire. Scenic machinery, light, audio, video… VIDELIO's skill with images on this new giant of the seas!

The Cockpit: Véolia's supervision room for managing the power used on industrial sites.

CHAPTER

03

ORGANISATIONAL

Key figures

AVERAGE WORKFORCE

894

TURNOVER

253
MILLIONS EUROS

EBITDA
(EARNINGS BEFORE INTEREST, TAX, DEPRECIATION AND AMORTIZATION)

9,2
MILLIONS EUROS

EBIT
(EARNINGS BEFORE INTEREST AND TAX)

4,6
MILLIONS EUROS

SELF-FINANCING CAPACITY

8,5
MILLIONS EUROS

SHAREHOLDERS' EQUITY

32
MILLIONS EUROS

NET CASH

0,5
MILLIONS EUROS

VIDELIO THROUGHOUT THE WORLD...

...AND IN EUROPE

BELGIUM • ITALY • UNITED KINGDOM

FRANCE: BELFORT • BESANÇON • BORDEAUX • CANNES • CLERMONT-FD • LILLE • LYON • PARIS • MARSEILLE • MONTPELLIER • NANTES • REIMS • RENNES • SAINT-NAZAIRE • STRASBOURG • TOULOUSE

ALGERIA • DUBAI • GUIANA • HONG-KONG • MARTINIQUE • MIAMI • SHANGHAI

Gouvernance

VIDELIO is a public limited company with a management board and supervisory board.

The Supervisory Board maintains a permanent watch over the company's administration by the Management Board. It is consulted by the Management Board concerning the Group's strategy and the implementation of major operations. Its members meet at least four times a year.

The Management Board determines the Group's strategy and ensures overall management. It has four members.

The Executive Committee implements the strategies set by the Group's management body. In addition to the members of the Management Board, it is made up of the directors of the main subsidiaries, the marketing and communications director, the human resources director and the director of operations. It consists of thirteen members.

CROSS-FUNCTIONS
CATHY TOZEYRE
Marketing and
Communications Director

CROSS-FUNCTIONS
FRANÇOIS FRANCON
Organisational and
Human Resources Director

CROSS-FUNCTIONS
BERTRAND MAES
Director of Operations

MANAGE-
ROBERT LEON
Chairman of the Board
of directors

MANAGE-
GUILLAUME DURIEUX
Vice-Chairman of the Board
and Managing Director

MANAGE-
HERVÉ DE GALBERT
Member of the Board and
Managing Director

MANAGE-
PASCAL ZÉRATÈS
Member of the Board and
Managing Director

DIRECTORS OF SUBSIDIARIES
PASCAL NICOLAS
VIDELIO - IEC

DIRECTORS OF SUBSIDIARIES
VINCENT LORÉ
VIDELIO - Media

DIRECTORS OF SUBSIDIARIES
CHRISTOPHE GRIGNON
VIDELIO - HMS

DIRECTORS OF SUBSIDIARIES
YVICK DE FOUCHIER
Intelware

DIRECTORS OF SUBSIDIARIES
DAVID FONTAINE
VIDELIO - Cap'Ciné

DIRECTORS OF SUBSIDIARIES
OLIVIER ROUSSELIÈRE
KROSS

MEMBERS OF THE EXECUTIVE COMMITTEE

Management

ROBERT LÉON
Chairman of the Board of Directors

GUILLAUME DURIEUX
Vice-Chairman of the Board and Managing Director

HERVÉ DE GALBERT
Member of the Board and Managing Director

PASCAL ZÉRATÈS
Member of the Board and Managing Director

SUPERVISORY BOARD AND AUDIT COMMITTEE

DAVID CHOURAQUI
Chairman of the Supervisory Board and Member of the Audit Committee

EMMANUEL ANDRÉ
Vice-Chairman of the Supervisory Board and Member of the Audit Committee

GENEVIÈVE GIARD
Member of the Supervisory Board and Chair of the Audit Committee

Crozaloc, represented by **CECILE HULAUD**
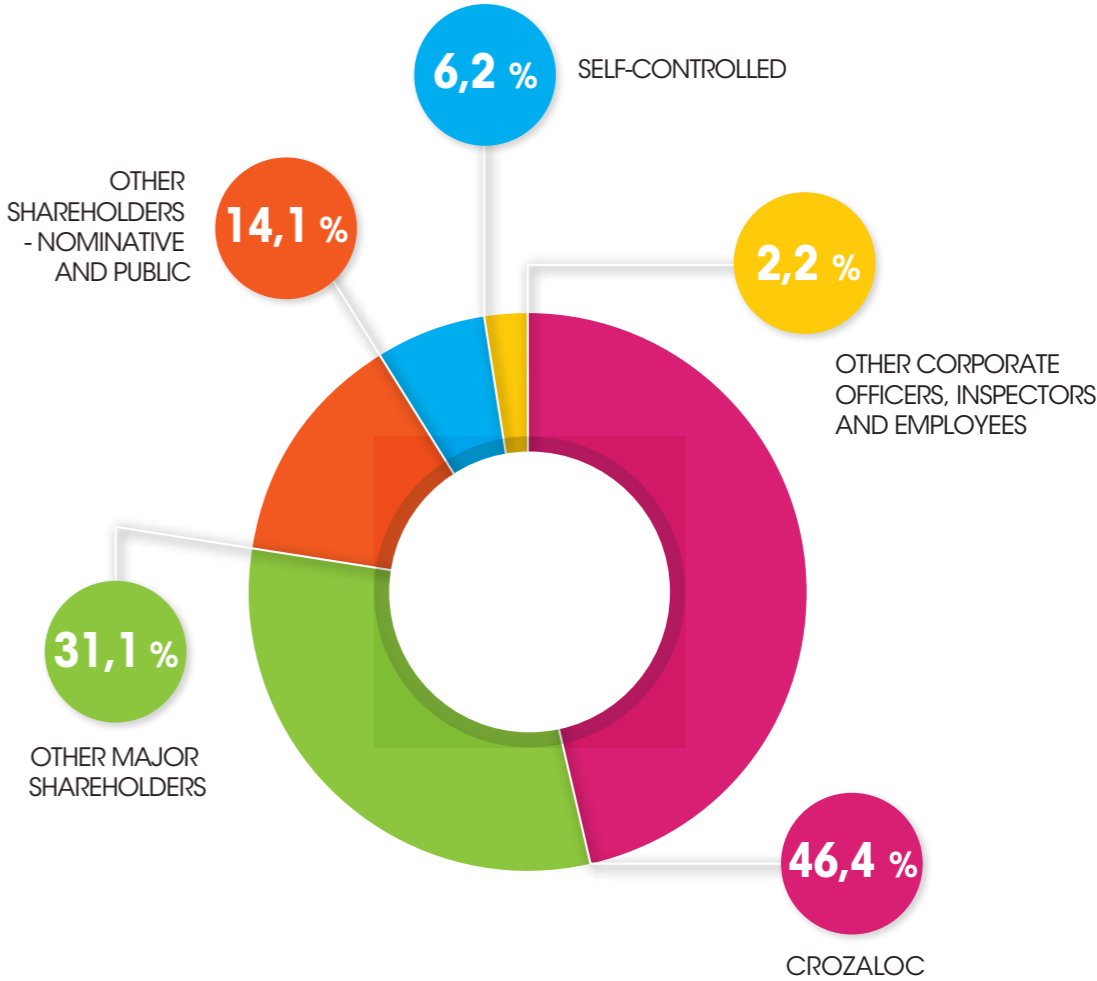Member of the Supervisory Board and the Audit Committee

Comir, represented by **CHRISTIAN HAAS**
Member of the Supervisory Board and the Audit Committee

INSPECTORS   PAUL RIVIER   MICHEL CHARLES

Shareholders

BREAKDOWN OF CAPITAL ON DECEMBER 31, 2017

6,2 % SELF-CONTROLLED

OTHER SHAREHOLDERS - NOMINATIVE AND PUBLIC **14,1 %**

2,2 % OTHER CORPORATE OFFICERS, INSPECTORS AND EMPLOYEES

31,1 % OTHER MAJOR SHAREHOLDERS

46,4 % CROZALOC

Corporate Social Responsibility

Sustainable development Three targets in figures

Among the 17 Sustainable Development Targets set by the UN, for implementation by 2030, VIDELIO has identified three targets to which the company contributes through its Corporate Responsibility policy.

Target 8

Promote continuous, shared and sustainable economic growth; full and productive employment and decent work for all.

In 2017, **230 people** were recruited and **30 young people** accompanied us on apprenticeship, professionalization or work-study contracts.

VIDELIO employees, **95%** of whom are on permanent contracts, benefited from **6,691 hours** of training.

Target 9

Build a resilient infrastructure, promote sustainable industrialisation that benefits everyone and encourages innovation.

The Integration part of the Group has obtained the **Silver** level on the EcoVadis organisation. EcoVadis is an organisation for rating the social and environmental performance of international supply chains. More than 40,000 companies turn to EcoVadis to reduce risk, guide innovation and foster transparency and trust among trading partners.

Target 13

Take urgent action to tackle climate change and its impact.

To reduce travel, **127,320 minutes** of videoconferencing were used in 2017.

The company's vehicles consumed 1,469 litres of fuel compared with 1,440 in 2016.

Our environmental action

VIDELIO has embarked on a rationalisation of its premises. In many regions, the various entities and activities have been grouped together on one site and these buildings have benefited from comfort and energy saving features. In 2017 the three biggest sites were grouped in two new buildings in Gennevilliers and Nanterre.

The 7,400 m² Gennevilliers building is a rehabilitation of an old factory built in Gennevilliers in 1949, which manufactured rotary pneumatic machines. The project was to restructure this industrial building, listed in the heritage of the city, into a building with offices and activities. VIDELIO has, previously, worked with the owner so that the work and thus the whole building obtained the High Environmental Quality certification. Given its presence internationally, the BREEAM standard was chosen. On January 25, 2017, VIDELIO's new technological showcase was housed in a BREEAM certified 3-star building, the «Very Good» level. The 7,000 m² Nanterre site adjoins an installation listed for the protection of the environment. The interior has been rehabilitated with particular care given to partitions, strong and weak currents, lighting and heating.

Waste management
The weight of recycling

In France, our framework contracts enabled us to recycle **6.56 tonnes of waste electrical and electronic equipment** (VEOLIA Environnement), **341 ink cartridges** (CONIBI collection & recycling), and **579.46 tonnes of paper and cardboard**. For its business, the Group only uses recyclable paper from European ISO 14001 certified forests.

Our commitment to diversity

I am Naima and I am amblyopic

I am Younes and I am dyslexic

I am Basil and I have a brachial plexus

I am Jean-Michel and I have chronic low back pain

I am Jenna and I have Crohn's disease

Promoting diversity as a source of richness for the company, while respecting equal treatment for all, has always been a concern for VIDELIO.

In 2017, we continued our efforts for better consideration for disability cases within the company. The "Handicap Unit" was created within the Human Resources Department to establish our proactive policy to integrate people with disabilities and provide better support for such employees.

Several actions were renewed in 2017, including an awareness campaign concerning disability (notices, e-mails, video clips, quizzes and listening unit) during the second half year, inviting all employees to participate.

This action is part of our desire to improve consideration for disability in the workplace, to inform about the various types of disability, sweep away misconceptions and show that disability is not incompatible with success.

Informing and supporting employees in their efforts is also part of our mission. We remain vigilant concerning the principle of non-discrimination of employees with disabilities, both regarding their access to, or retention in, employment and their professional development.

videlio
DIGITAL & MEDIA

videlio-digitalmedia.com

videlio
EVENTS

videlio-events.com

intelware
VOTRE GROSSISTE AUDIOVISUEL,
VISIOCONFÉRENCE & AFFICHAGE DYNAMIQUE

intelware.fr

KROSS

G2J   klood

g2j.fr | klood.io

CRÉDITS PHOTO

Adrien Daste : pages 03 62 63 64

Alexis Paoli : pages 62 63

AMP VISUAL TV : pages 41

Arena TV : pages 41

Bernard Martinez : pages 19 21 46 47

Bruno Ruiz : pages 05 08 11

CNNMoney Switzerland : page 39

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FFH : page 09

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iStock : 01 04 42 58 72

Ubi Bene : pages 53

VIDELIO : pages 05 11 13 14 15 17 20 21 24 25 27 29 30 33 35 37 43 44 45 48 49 51 53 54 55 56 57 64 67 69

VIDELIO
Rapport d'activité 2017

Le document de référence comprend le présent rapport d'activité

et le rapport financier annuel 2017.

**CONCEPTION GRAPHIQUE**
Bulle de Graph

RÉDACTION
Point Barre

MISE EN PAGE/DÉCLINAISON
BentoBox/MARTIN Nicolas

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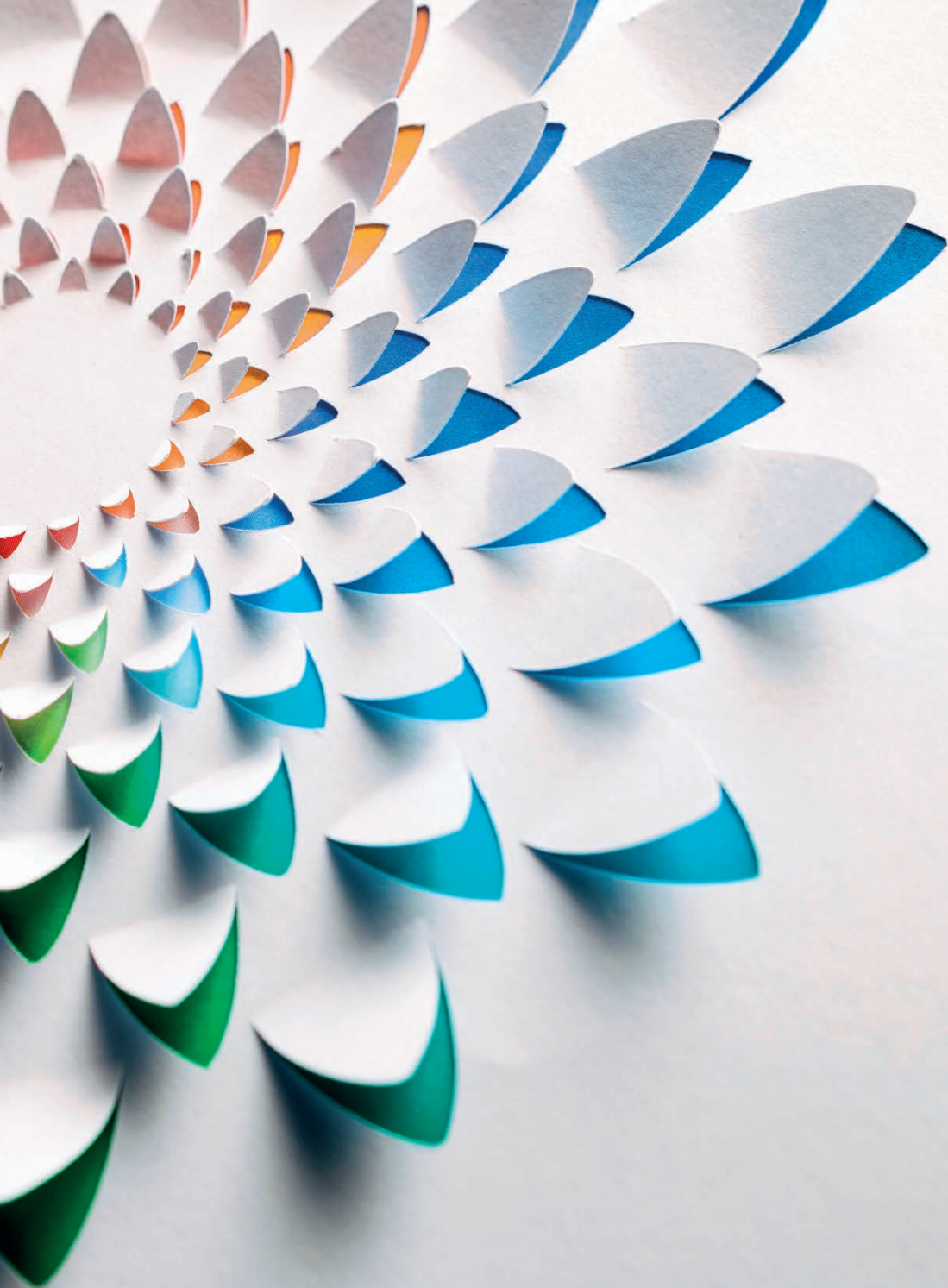
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