

CASTOR INTERNATIONAL

the International Group Share Ownership Plan of VINCI group



Subscription order

to the Employee Offering 2020

Please return to your Human Resources Department
by 5 June 2020 at the latest

I, the undersigned,

Mr Mrs Ms

Family name	First name	
Date of birth <input type="text"/>	Employee number <input type="text"/>	
Employer	ID VINCI Group <input type="text"/>	
Residential address		
.....		
Postal Code	City	Country
E-mail		Mobile phone

Information required above is necessary in order to process your subscription request and manage your assets. Please make sure that all fields are completed prior to remitting your subscription form.

● Certify the following:

- I have read and understood the offering documents that have been made available to me, and in particular, the Information Brochure and the Local Australian Supplement as well as the Key Investor Information Document for the FCPE CASTOR INTERNATIONAL RELAIS 2020 and FCPE CASTOR INTERNATIONAL (available upon request from your employer or at castor.vinci.com);
- I have been informed of the subscription price; and
- I agree to be bound by the representations and undertakings set forth in the attachment to this Subscription Order.

● I further certify that, on the date of this Subscription Order, I am an employee of a VINCI group company and I satisfy the condition of having been employed with VINCI group for at least six months over the past twelve months.

I choose to invest in this offering the amount of
(must be equal to or greater than the local currency
equivalent of the subscription price of one VINCI share):

 AU\$

I opt to pay the amount indicated above (tick one box only):

- by bank transfer** to the account the details of which will be made available to me by my employer during the subscription period, or made available during such period at my Human Resources department*
- *Please note that your payment must be received between 6 and 12 July 2020.
- by salary advance** of the amount indicated above and repayment of such advance by salary deductions over 3 months. Accordingly, I authorize my employer to deduct these sums from my salary starting from July 2020**
- **Withholdings will be made in accordance with law applicable in Australia.

● I have duly noted that:

- subscription to this offering is governed by the provisions of the International Group Share Ownership Plan of VINCI group and this Subscription Order;
- I acquire units of the FCPE CASTOR INTERNATIONAL RELAIS 2020 which will subscribe for VINCI shares and which will merge in the FCPE CASTOR INTERNATIONAL, subject to the decision of the FCPE Supervisory Board and approval of the AMF, the French Securities Authority;
- my Subscription Order becomes final and irrevocable at the end of the subscription period. If I submit an order in paper form and an order online, the order submitted online will prevail and my subscription order in paper form will not be processed.

● Any Subscription Order, if not duly completed or erroneous, may be rejected.

I expressly consent to the processing of my personal data under the conditions stated on the reverse of this form.

I have retained a copy of this Subscription Order (including the attached Representations and Undertakings) for my personal files.

Place

Signature (please write "Read and approved")

Date

SUBSCRIPTION ORDER TO BE RETURNED TO YOUR HUMAN RESOURCES DEPARTMENT BY 5 JUNE 2020 AT THE LATEST

REPRESENTATIONS AND UNDERTAKINGS

- I have noted that by investing in this offering, I become a participant in the International Group Share Ownership Plan of VINCI group.
- I understand that although I will pay for my investment in Australian dollars (“AU\$”), subscription of units is made in Euros. Thus, the amount of my investment will be converted into Euros at the exchange rate determined by VINCI on the price fixing date (ie 15 May 2020). It is expected that VINCI will make reference to the exchange rate as applicable on that date. During the life of my investment, the value of my assets will be affected by fluctuations in the currency exchange rate between the Euro and the AU\$. As a result, if the value of the Euro strengthens relative to the AU\$, the value of my assets expressed in AU\$ will increase. On the other hand, if the value of the Euro weakens relative to the AU\$, the value of the assets expressed in AU\$ will decrease.
- I have duly noted that save for the occurrence of a case of early redemption event (as described in the Local Australian Supplement and the Information Brochure) my investment will remain locked-up for a 3-year period.
- VINCI makes available upon request the regulations of the International Group Share Ownership Plan of VINCI group and of the FCPEs referred to in the Subscription Order.
- VINCI shares are listed on Euronext. The value of my investment will track the value of VINCI shares that may go up as well as down. VINCI makes available on www.vinci.com its *document de référence* (annual report) and other financial reports that contain important information on the activities, strategy, management and financial results of VINCI as well as the risk factors related to activities of VINCI group. I certify that I was able to access these documents.
- I have noted the tax consequences that may result from my participation in the International Group Share Ownership Plan and assume full responsibility therefor. In particular, I acknowledge that I must reimburse my employer for any sum that it would have had to advance on my behalf for the tax or social charges that are applicable to me. My employer may deduct such amounts from my pay or any other amounts due to me and/or may order the sale of all or part of my FCPE units or shares and withhold from the proceeds.
- I declare that:
 - (i) I have read and understood the terms of the interest free advance as set out in the Australian supplement, including that I am obligated to repay the amount of the salary advance by way of salary deduction from my after-tax salary over a period of 3 months commencing in July 2020 or by bank transfer between the 6th and 12th of July 2020;
 - (ii) the purpose of my investment will at all times be to derive assessable income from my units in the FCPE; and
 - (iii) I have been informed that if I paid interest at a commercial rate on the amount to be advanced to me pursuant to the salary advance for the period from payment of the subscription amount to when the salary advance is fully repaid, I would be entitled to claim an income tax deduction equal to 100% of the interest paid on the amount advanced.

I understand that I need to complete and return the separate declaration (provided with this subscription order) in relation to the above declarations.

My decision whether or not to participate in this offering is entirely voluntary and personal. My decision will have no effect, either positive or negative, on my employment within the VINCI group. Participation in this offering is separate from and does not form a part of my employment agreement and does not confer to me any right or entitlement in relation to my employment or subsequent benefits or entitlements, including upon termination.

I also noted that neither this document nor any other material distributed or made available to me in connection with this offering or the International Group Share Ownership Plan shall confer to me any right or entitlement in relation to future offerings.

My investment will be complemented by a grant of shares without consideration by VINCI. Details thereof are described in the Information Brochure and in the regulations of the International Group Share Ownership Plan of VINCI group that I am encouraged to read. In addition, I note that as long as I will continue to hold Bonus Shares after their delivery, dividends paid by VINCI will be invested on my behalf in the FCPE and will result in issuance of additional units to me.

I certify that my payments to the International Group Share Ownership Plan made in 2020 will not exceed 25% of my annual gross compensation.

The number of shares available for the offering is 9 078 565. If the overall amount of subscription requests exceeds the number of shares available for offering, the amount of my investment will be reduced. The reduced amount will be calculated as follows:

- (i) an individual threshold will be calculated equal to the average subscription request calculated based on the overall amount of subscription requests. Subscription requests will be wholly served up to this threshold; then
- (ii) the remaining amount of shares will be determined and a reduction ratio will be calculated to be applied to remaining individual subscription requests.

I accept to reduce the amount of my investment accordingly. Amounts corresponding to subscription requests that could not be met will be reimbursed to me up to my voluntary payment or the amount to be withheld reduced accordingly. Payment will be made according to terms provided locally.

I have noted that if I fail to pay or do not pay the amount of my investment, I will remain liable to my employer for the amount of my subscription. I recognise and expressly accept that VINCI or my employer may redeem or have redeemed, without any prior notice whatsoever, all of my FCPE units and allocate the proceeds towards payment of my subscription amount. I understand that if I cease employment with the VINCI group before all my salary deductions are completed or I otherwise fail to pay the full amount for my investment, the amount I must repay to my employer to repay the salary advance is an amount no greater than the cumulative value (as at the time the loan is repayable) of the financial products (being the units in the FCPE) I subscribed for and which were allocated to me.

I understand that the offer is not open to “U.S. Persons” and I hereby certify accordingly that I am not a resident of the United States of America. I understand that further information about this restriction is available in the FCPE’s regulations and on the website of the management company accessible through castor.vinci.com.

I understand that my personal data contained in this Subscription Order shall be used in the context of the computer data processing. This processing is subject to the French Law n°78-17 of January 6, 1978 on data processing, data files and individual liberties and the EU Regulation on Data Protection (2016/679).

Personal data contained in this form (e.g. my home address, tax file number etc) is processed based on my consent through this form and because it is necessary for the performance of the contract of subscription and more generally administration of my assets within the framework of the International Group Share Ownership Plan of VINCI, to establish my rights under the acquisition of VINCI shares in connection with the 2020 offering, to comply with legal obligations and for the purposes of managing and the ongoing administration of the International Group Share Ownership Plan and the relevant FCPEs. I acknowledge that my personal data will be retained for the time necessary for the management of my assets (which shall correspond to at least the duration of the lock-up period provided for under the Plan) and in order to meet legal requirements.

I acknowledge, and consent to the fact, that all this information, including my tax file number, will be transmitted to any person involved in administration of the International Group Share Ownership Plan, including the internal departments of the group in charge of the management of my individual International Group Share Ownership Plan and FCPE accounts, and to external entities designated to manage the same, and to all persons statutorily or expressly authorised by VINCI or by my employer to hold to detain and process this information. I also acknowledge, and consent to the fact, that the operation and administration of the Plan will on occasions involve the transfer of my personal information, including my tax file number, from one country to another, including to France and other countries outside Australia.

I consent to the provision of this information to the Australian Taxation Office and any other regulatory authorities to comply with legal requirements. In particular, I agree to my tax file number (as provided to my employer as an employee of the Group) being provided to VINCI, the Management Company and Custodian of the FCPE (as agent for VINCI and also as administrator of the FCPE) and to the Australian Taxation Office and any other regulatory authorities as permitted under law.

The responsibility for data processing is with VINCI SA, having its corporate office at 1, cours Ferdinand de Lesseps, 92500 Rueil-Malmaison, France. My personal data will be processed by VINCI SA, my local employer and by AMUNDI Tenue de Comptes, having its registered office at 90 boulevard Pasteur, 75015 Paris, France (postal address 26956 VALENCE CEDEX 9, FRANCE) appointed by VINCI SA for executing all transactions in connection with my subscription request, bookkeeping and administration of my assets with the framework of the International Group Share Ownership Plan. I specifically note that my personal data will be transferred in this context to such service provider in France.

I acknowledge that VINCI and my employer may be required or authorised to collect my personal information under laws including the Income Tax Assessment Act, and that limited details about VINCI shareholders may be made available under applicable laws in France. I consent to the use and disclosure of my personal information set out on the Subscription Order for the purposes related to or required by the International Group Share Ownership Plan or any particular legal requirements. This consent is given to my employer, to the management company from time to time of the FCPEs, and to any company or person authorised or engaged by VINCI or my employer to assist with the operation and administration of the FCPEs and the International Group Share Ownership Plan or to the Australian Taxation Office to comply with legal requirements.

I shall have the right to request access to, rectification, or erasure of my personal data, as well as the right to request restriction of processing of my data or to object to processing, the right to data portability and the right to lodge a complaint with a supervisory authority. I have also the right to withdraw my consent to data processing. However, I recognize that my personal data is necessary in order to process my subscription to the offering, maintain my participation in the International Group Share Ownership Plan and execute any transactions resulting therefrom. In particular, withdrawal of my consent can only take place when my assets become available and concomitantly with their redemption from the Plan.

In order to exercise my rights in connection with the processing of my personal data, I shall contact the Human Resources department or the data protection delegate of VINCI SA: contact.dpo@vinci.com.