

CASTOR INTERNATIONAL

the International Group Share Ownership Plan of VINCI group



Subscription order

to the Employee Offering 2016

Please return to your Human Resources Department
by June 10, 2016 at the latest

I, the undersigned,

Mr

Mrs

Family name First name

Date of birth [][][][][][][][][] Employee number: [][][][][][][][][]

Employer

Residential address

Postal Code City Country

E-mail

▶ 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 2016 and FCPE CASTOR INTERNATIONAL (available upon request from your employer or at www.vinci.net);
- 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 in order for your subscription to be valid, your payment must be received by 14 June 2016 at the latest.
- by salary advance of the amount indicated above and repayment of such advance by salary deductions over 3 months. Accordingly, I undertake to repay the advance in 3 monthly instalments and authorize my employer to deduct these sums from my salary starting from June 2016.**
**Monthly 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 VINCI shares in this offering through the subscription of the units of the FCPE CASTOR INTERNATIONAL RELAIS 2016 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;
- if submitted in paper form, my Subscription Order is final and irrevocable. However, if I also submit an order online, the order submitted online will prevail, irrespective of its date, and my subscription order in paper form will not be processed.

▶ Any Subscription Order, if not duly completed or erroneous, may be rejected. In particular, VINCI may consider my Subscription Order as not valid if it is not accompanied by payment of the subscription price as indicated above.

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

Place Date

Signature (please also write « Read and approved »)

SUBSCRIPTION ORDER TO BE RETURNED TO YOUR HUMAN RESOURCES DEPARTMENT BY 10 JUNE 2016 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 VINCI shares 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 20 May 2016). 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. I certify that I was able to access the VINCI *document de référence* (annual report) and other financial reports that contain important information on the activities, strategy, management and financial results of VINCI.
- I have noted the tax consequences that may result from my participation in the International Group Share Ownership Plan and assume full responsibility therefore. 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.
- If I have opted to pay for my investment by salary advance, I declare that:
 - (i) I am obligated to repay the amount of the salary advance by way of monthly deduction from my after-tax salary over a period of 3 months commencing in June 2016;
 - (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.

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. 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 2016 will not exceed 25% of my annual gross compensation.

The number of shares available for the offering is 6 256 581. 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 in time the amount of my investment, this Subscription Order can be cancelled without notice. In the case of default of payment, my employer may redeem or have redeemed, without any prior notice whatsoever, all of my FCPE units and/or shares and allocate the proceeds towards payment of my subscription amount. If the proceeds from the sale are not sufficient to cover the amount indicated above, I will remain liable to my employer for the corresponding amount. Further, my employer reserves the right to file a claim against me for payment of the unpaid amounts.

This Subscription Order is subject to provisions of French Law n°78-17 of January 6, 1978 on data processing, data files and individual liberties.

I have been informed that the information contained in the Subscription Order will be subject to electronic data processing for the purposes of and for the time required for the management of my individual account in the International Group Share Ownership Plan and for the implementation, administration and management of my personal account in the relevant FCPEs, carried out under the control of VINCI.

I acknowledge, and consent to the fact, that other data relating to me in the possession of my employer and disclosed in the Subscription Order will be processed in the course of the data processing mentioned above (e.g. my home address, tax file number etc) and may be used to establish my rights under the acquisition of VINCI shares in connection with the 2016 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, 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.

I acknowledge that the personal information and data provided in the Subscription Order will be retained for the time necessary to process subscriptions of VINCI shares and all transactions resulting therefrom as well as for management of assets held in the International Group Share Ownership Plan.

I understand that I may exercise my right to access and rectify my personal data by contacting the Human Resources department of my employer.

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 consent to the transfer of my personal information, including transfer of my tax file number, from one country to another (including the transmission to France and other countries outside Australia) for the purposes of the operation and administration of the FCPEs and the International Group Share Ownership Plan. In particular, I authorise transfer of my personal information to any person involved in the administration of the International Group Share Ownership Plan in France. I acknowledge that VINCI, my employer and other members of the Group are subject to regulations in relation to the handling of my personal information and that I can find out more about my rights in relation to accessing and updating my personal information and raising queries and concerns by contacting my employer's Human Resources team. I recognise that I will be able to exercise the right to access, to modify and to rectify, and if possible, to delete any information concerning my personal data by writing to my Human Resources Department.

• 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: www.amundi.com.