

## Processing of personal data in the context of share offerings reserved for employees

### Information notice

#### 1. Purpose of this information notice

In order to allow the implementation of share offerings reserved for employees and the management of subscriptions for such offerings, your employer and VINCI S.A. may collect and transfer your personal data. The purpose of this information notice is to explain the manner in which your personal data is processed in this context and describe the rights that you have in accordance with the European Regulation EU 2016/679 dated April 27, 2016 on the protection of natural persons with regard to the processing of personal data and on the free movement of such data (the "Regulation") and French Law No. 78-17 of 6 January 1978 on data processing, data files and individual liberties, as amended (the "French Law on Data Files and Liberties").

Each employer and VINCI S.A. act as independent data controllers within their respective scope at the time of the implementation of the offer.

Thereafter, service providers mandated by VINCI will act as data controllers for execution of subscription requests and administration of your savings account.

#### 2. Purposes of processing of your personal data

Your employer and VINCI S.A. process your personal data in order to enable the implementation of the share offerings to their employees and to monitor subscriptions. In this context, processing of your personal data is based on your company's legitimate interest to offer to its employees the possibility to subscribe to share offerings reserved for employees of VINCI group and to implement the subscription agreement and asset management.

#### 3. Personal data processed

In order to determine persons who are eligible to participate to a share offering and set up the system enabling them to participate, we need data that enables us to:

- Identify you (name, surname, position held, VINCI group identification number or national identification number);
- Determine who is your employer and your eligibility to participate in a share offering (name of your employer, company code, eligibility criteria to VINCI's offers);
- Contact you (email address, postal address, language for correspondence);
- Manage tax issues (whether you reside in France/EU/the rest of the world).

This processing only concerns persons who meet the eligibility criteria for the employee share offerings proposed by VINCI.

#### 4. Recipients of your personal data

Your personal data are transferred by your employer to Amundi ESR, having its registered office at 90 boulevard Pasteur, 75015 Paris, France (postal address: 26956 VALENCE CEDEX 9, France), which is in charge of the electronic subscription and payment centralization tool, in particular, in order to ensure the processing of subscriptions to offers under the best possible conditions.

#### 5. Storage of your personal data

Your personal data will be used exclusively for the purposes describe above for the time necessary to implement the offer and to manage the assets, and until the end of the legal limitation period. If you do not subscribe to an employee share offering launched by VINCI, your personal data will be automatically and systematically deleted by Amundi ESR after a period of 9 months following the completion of the employee share offering concerned.

#### 6. Your rights

In accordance with the European Regulation and the French Law on Data Files and Liberties, you have the right:

- to obtain a copy of your personal data we hold, and to receive information about the processing of your personal data;
- to request that we rectify, complete, and update your personal data that are inaccurate, incomplete, ambiguous and/or outdated;
- to obtain the erasure of your personal data;
- to obtain the limitation of one or more processing operations that we carry out on your personal data;
- to object to the processing of your personal data;
- to define guidelines on what happens to your personal data after your death.

Finally, if you consider that one or more of our processing operations on your personal data is in breach of the European Regulation, you have the right to file a complaint with the CNIL or the supervisory authority of the Member State of the European Economic Area in which you usually reside or work.

You are informed that the processing of your personal data described in this information notice will, if necessary, be repeated at the time of preparation of each new employee share offering that VINCI may decide upon in the future.

#### 7. How to exercise your rights

In order to exercise your rights listed above, or if you have any questions about our processing of your personal data, you can contact the Human Resources Department of your company or the Data Protection Officer of VINCI S.A.: [contact.dpo@vinci.com](mailto:contact.dpo@vinci.com).

In particular, you can contact us immediately if you do not want your personal data to be transferred to Amundi ESR.