

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, your employer 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 ("French Law on Data Files and Liberties").

Each employer acts as independent data controller within its 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 processes 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.

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, your employer needs data that enables 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 to 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 concerns only persons who met the eligibility criteria for the employee share offerings proposed by VINCI.

4. Recipients of your personal data

Your personal data is transferred to Amundi Tenue de Comptes, having its registered office at 90 boulevard Pasteur, 75015 Paris, France (postal address: 26956 VALENCE CEDEX 9, France), which established the electronic toll for subscription and centralization of payments, in particular in order to ensure the processing of subscriptions to offers under the best possible conditions.

VINCI S.A. is also a recipient of the data for the global supervision of the subscription site.

5. Storage of your personal data

Your personal data will be used kept exclusively for the purposes describe above for the time necessary to implement the offer 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 Tenue de Comptes after a period of 9 months following the completion of such employee share offering.

6. Your rights

In accordance with the European Regulation and 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, update your personal data that is inaccurate, incomplete, ambiguous and/or outdated;
- to obtain the erasure of your personal data;
- to obtain the limitation of one or several processing of your personal data that we carry out;
- 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 several of our processing of personal data is in violation 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.

We inform you that processing of your personal data described in this information notice will be repeated in the case of preparation of each new employee share offering that VINCI may decide in the future, as the case may be.

7. How to exercise your rights

In order to exercise your rights listed above, or if you have any questions about the processing of your personal data by us, you can contact the human resources department of your company or the Data Protection Officer of VINCI S.A. : contact.dpo@vinci.com.

In particular, you can contact us starting from now if you do not want your personal data be transferred to Amundi Tenue de Comptes.