

**REGULATIONS OF THE  
FONDS COMMUN DE PLACEMENT D'ENTREPRISE  
(FRENCH COLLECTIVE EMPLOYEE SAVINGS VEHICLE, OR "FCPE")  
"CASTOR INTERNATIONAL"**

**Subscribing to units of an FCPE implies acceptance of its Regulations.**

In accordance with the provisions of Articles L. 214-24-35 and L. 214-165 of the French Monetary and Financial Code, the following is established at the initiative of the asset management company:

**AMUNDI ASSET MANAGEMENT**

French Société par Actions Simplifiées (SAS) with capital of 1 143 615 555 euros,  
Registered with the Paris Companies and Trade Register under registration number 437 574 452  
Registered Office: 90 Boulevard Pasteur, 75015 Paris

Hereinafter referred to as the "Management Company"

An individual group shareholding fund (FCPE), hereinafter referred to as the "FCPE", for the purpose of implementing:

- the International Group Company Savings Plan "PEGI CASTOR INTERNATIONAL", created at the initiative of VINCI on 15 April 2002, and open to the employees of the companies or company establishments located outside France which are included within the same scope of consolidation or combination of accounts, in accordance with Article L. 233-16 of the French Commercial Code, in which VINCI holds, directly or indirectly, more than 50% of the capital stock (as at the date of application for membership) and which are listed in the appendix to the PEGI CASTOR INTERNATIONAL savings plan;

- the VINCI Group International Group Company Savings Plan "PEG ACTIONNARIAT INTERNATIONAL" created at the initiative of VINCI on 2 September 2011 and open to the employees of the companies or company establishments located outside France which are included in the same scope of consolidation or combination of accounts, in accordance with Article L. 233-16 of the French Commercial Code, in which VINCI holds, directly or indirectly, more than 50% of the capital stock (as at the date of application for membership) and which are listed in an appendix to the PEG ACTIONNARIAT INTERNATIONAL savings plan,

in the context of the provisions of Part Three, Book III of the French Labour Code.

Group: VINCI

Business sector: Construction-related concessions and services

The member companies of PEGI CASTOR INTERNATIONAL and PEG ACTIONNARIAT INTERNATIONAL are hereinafter referred to collectively as the "Company" or the "Group" and individually as the "company".

Company issuing the shares: VINCI, a French public limited company (*société anonyme*) with capital of 1,495,905,940,00 euros.

Registered Office: 1973 boulevard de la Défense 92000 Nanterre.

Only employees of companies associated with VINCI in the meaning of Article L. 3344-1 of the French Labour Code and having their registered offices outside France, together with the employees of VINCI S.A. establishments and of companies located outside of France and associated with VINCI S.A. in the aforementioned meaning, may join this Fund.

Shares in this Fund cannot be offered or sold directly or indirectly to the USA (including its territories and possessions), to or for the benefit of a 'US Person'<sup>1</sup>, as defined by US regulations.

Any person wishing to subscribe to shares in this Fund certifies on subscription that they are not a US Person. Any unitholder must inform the Management Company immediately in the event that they become a US Person.

The Management Company can impose restrictions (i) on the holding of shares by a 'US Person' and may redeem the shares held, or (ii) on the transfer of shares to a 'US Person'.

This power extends also to any person (a) who directly or indirectly commits an infringement of the laws and regulations of any country or government authority, or (b) who, in the opinion of the Management Company, could cause damage to the Fund that it would not otherwise have suffered.

#### Notice

**These regulations are governed by French law. The Fund is an FCPE established under the laws of France.**

**The Fund's assets are deposited with a credit institution established under French law (CACEIS Bank) and are managed by a Management Company established under French law (Amundi Asset Management).**

**Depending on your tax situation, any capital gains and revenue from holding units in the Fund may be subject to tax.**

**Subscribers' attention is drawn to the fact that the French labour law provides that an alternative investment option should always be offered to French employees along with the possibility of subscribing to shares in a fund invested in the securities of the company. This option is not offered to beneficiaries of companies having their registered offices outside France or who are employed in establishments in foreign countries.**

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<sup>1</sup>The definition of 'U.S. Person' can be found on the Management Company's website: [www.amundi.com](http://www.amundi.com)

## CHAPTER I

### IDENTIFICATION

#### Article 1 - Name

The name of the FCPE is: “**CASTOR INTERNATIONAL**”.

#### Article 2 - Purpose

The purpose of the FCPE is to create a portfolio of financial instruments in accordance with the management guidelines set out in Article 3 below. As such, the FCPE may only receive:

- amounts paid in within the framework of the PEGI CASTOR INTERNATIONAL savings plan;
- amounts paid in within the framework of the PEG ACTIONNARIAT INTERNATIONAL savings plan;
- amounts arising from the transfer of assets from other FCPEs.

Payments may be made by the contribution of VINCI shares, valued in accordance with the rules applicable to the calculation of the net asset value.

Dividends paid in respect of shares held in the FCPE may be paid by the contribution of VINCI shares valued in accordance with the rules applying to the calculation of the net asset value.

More than a third of the assets held in the Fund will be invested in shares of the company or of an associated company as defined in the second paragraph of Article L. 3344-1 of the French Labour Code (see Article L. 214-165 of the French Monetary and Financial Code).

Without requiring the prior authorisation of the Supervisory Board, the Management Company may create one (or more) new compartment(s) on the occasion of each new capital increase reserved for employees of VINCI Group companies or branches located outside France.

#### Article 3 - Management guidelines

The FCPE is classified under the category “Invested in the company’s publicly traded shares”.

#### Management Objective and Investment Strategy:

The purpose of the FCPE is to invest in shares issued by VINCI. The performance of the Fund will mirror the upward and/or downward performance in the price of VINCI shares.

#### Risk Profile:

Incorporating sustainability issues into the investment process (environmental, social and human resources matters, respect for human rights, and the fight against bribery and acts of corruption) is not

considered to be a relevant move, insofar as the fund is only occasionally invested in prudent assets and subsequently in the company's listed securities.

The Management Company does not take account of the negative consequences that investment decisions may have on sustainability issues, since the fund's investment policy is classified as "invested in the company's listed securities".

The employee mutual fund does not consider environmentally sustainable economic activities in pursuance of the Taxonomy Regulation and therefore does not take account of the European Union's criteria for this particular matter.

- Capital loss risk: Investors are reminded that their capital is not guaranteed and may therefore not be returned to them.
- Specific share risk: Since the portfolio is fully, or nearly fully, comprised of VINCI Company shares, if the share price of VINCI Company shares decreases, the net asset value of the Fund will decrease accordingly.
- Counterparty risk: This is the risk of default by a counterparty that may result in non-payment. Non-payment by a counterparty may cause the net asset value to fall.
- Sustainability risk: this is the risk associated with an environmental, social or governance event or situation that, if it were to occur, could have an actual or potential material negative impact on the value of the investment

#### Composition of the Fund

The Fund is invested with:

- A minimum of 98% and maximum 100% of its assets in VINCI Company shares
- A potential 2% maximum of its assets in shares or units of a general purpose OPCVM and/or a "short-term monetary" FIVG.

#### Instruments Used:

The following instruments may be used:

- VINCI Company shares admitted for trading on a regulated market
- Shares or units of a general purpose OPCVM and/or "short-term monetary" FIVG.

The Management Company may, on behalf of the FCPE, make cash borrowings up to a limit of 5% of the assets of the compartment, extended to a limit of 10% in the event of large-scale repurchasing and exclusively in accordance with the purpose and management of the Fund. The Fund portfolio may not be pledged as security for such borrowing.

Furthermore, the Management Company may carry out transactions for the temporary purchase or sale of securities within the framework of Article R. 214-32-37 of the French Monetary and Financial Code, within the limits of achieving the management objective.

The latest annual report is available from the Management Company:

Amundi Asset Management

Service Clients Epargne Salariale et Retraite 91-93, Boulevard Pasteur - 75015 Paris

The Fund's net asset value is available on request from the Management Company and on the website: [www.amundi-ee.com](http://www.amundi-ee.com)

Past performance is available in the savers area at [www.amundi-ee.com](http://www.amundi-ee.com)

**Calculation method for overall risk:**

This fund is not concerned.

**Information on Environmental, Social and Governance (ESG) criteria:**

Additional information on how the Management Company takes into account ESG criteria is available on the Management Company's website ([www.amundi.com](http://www.amundi.com)) and in the annual report of the Fund.

**Regulation (EU) 2019/2088 on sustainability-related disclosures in the financial services sector (known as the "Disclosure Regulation")**

As a financial market participant, the Management Company is subject to Regulation 2019/2088 of 27 November 2019 on sustainability-related disclosures in the financial services sector (known as the "Disclosure Regulation").

The Disclosure Regulation establishes standardised rules for financial market participants regarding transparency of the integration of sustainability risks (Article 6 of the Regulation), the consideration of adverse effects regarding sustainability, the promotion of environmental or social characteristics in the investment process (Article 8 of the Regulation), and sustainable investment objectives (Article 9 of the Regulation).

Sustainability risk is defined as an environmental, social or governance event or situation which, if it were to occur, could have an actual or potential material negative impact on the value of the investment.

Sustainable investment is an investment in an economic activity that contributes to an environmental objective, measured for instance using key indicators on the effective use of resources concerning the use of energy, renewable energies, raw materials, water and soil, waste production and greenhouse gas emissions, effects on biodiversity and the circular economy, or an investment in an economic activity that contributes to a social objective, in particular an investment that contributes to fighting inequality or that promotes social cohesion, social integration and working relations, or an investment in human capital or economically or socially disadvantaged communities, insofar as these investments do not negatively affect any of these objectives and that the companies in which the investments are made apply good governance practices, particularly in relation to sound management structures, relationships with staff, the remuneration of competent staff and compliance with tax obligations.

Regulation (EU) 2020/852 (the "Taxonomy Regulation") on the establishment of a framework to facilitate sustainable investment, and amending the Disclosure Regulation.

According to the Taxonomy Regulation, environmentally sustainable investments are investments in one or more economic activities that qualify as environmentally sustainable under the Regulation. For the purpose of establishing the degree to which an investment is environmentally sustainable, an economic activity qualifies as environmentally sustainable where that economic activity contributes substantially to one or more of the environmental objectives set out in the Taxonomy Regulation, does not significantly harm one or more of the environmental objectives set out in the said Regulation, is carried out in compliance with the minimum safeguards laid down in the Regulation and complies with technical screening criteria that have been established by the Commission in accordance with the Taxonomy Regulation.

**Article 4 - Term of the Fund**

The FCPE is created for an indefinite period.

## CHAPTER II

### FCPE PARTICIPANTS

#### Article 5 - The Management Company

The Fund is managed by the Management Company in accordance with the purpose and guidelines established for the Fund.

Subject to the powers of the Supervisory Board, the Management Company acts in the exclusive interest of the unit holders and represents them vis-à-vis third parties in all dealings relating to the FCPE.

Approved by the French Financial Markets Authority (AMF) under no. GP04000036 and as a fund manager by Directive 2011/61/EU, the Management Company has own funds, in addition to regulatory capital, allowing it to cover any potential liability risks arising from professional negligence when managing the employee mutual fund. Furthermore, Amundi and its Subsidiaries, including Amundi Asset Management, are covered for their professional liability as part of their banking, financial and related activities, by the global Professional Indemnity Insurance programme taken out by Crédit Agricole SA, acting on its behalf and on behalf of its French and foreign subsidiaries.

The Management Company delegates accounting management duties to CACEIS FUND ADMINISTRATION, 1-3 place Valhubert, 75013 Paris, France. The primary activity of the accounting management delegate involves providing services both in France and abroad that contribute to managing financial assets, especially the valuation and administrative / accounting management of financial portfolios.

The Management Company delegates the task of managing the issuing account to the Depositary.

The Management Company has not identified any conflicts of interest that may arise from such delegations.

#### Article 6 - The Custodian

The Custodian is CACEIS BANK.

The Custodian assumes all tasks incumbent upon it pursuant to the laws and regulations in force, in addition to those that have been contractually assigned to it by the Management Company. The Custodian must in particular ensure the legality of decisions taken by the Management Company. Where necessary, the custodian must take any protective measures it considers necessary. It notifies the AMF (French securities regulator) in the event of any significant dispute with the Management Company.

Under delegation from the Management Company, it manages the fund's issuer account.

#### Article 7 – The Holder of Individual Unitholders' Accounts of the FCPE

The Holder of Individual Unitholders' Accounts is responsible for the accounting management of the units in the Fund held by each unitholder.

The Holder of Individual Unitholders' Accounts is accredited by the French Prudential Control Authority (Autorité de contrôle prudentiel et de résolution) on the recommendation of the AMF (French securities regulator).

It receives and processes instructions for the subscription and redemption of units, and processes the corresponding incoming and outgoing payments.

## Article 8 - The Supervisory Board

### 1- Composition

The Supervisory Board, created under Article L. 214-165 of the French Monetary and Financial Code in accordance with the provisions of the second paragraph of its Article L. 214-164, is composed of 12 members:

- 6 employee and unit-holder members representing the Company's unit-holding employees and former employees, elected from among the unit-holding employees based on the number of fund units held by each holder;;
- and an equal number of members representing the Company and appointed by the Company.

At no time may the number of Company representatives be greater than the number of unitholder representatives.

Each Board member may be replaced by a substitute elected or appointed according to the same criteria.

The term of office is four years.

The terms and conditions for the election of unit-holding representatives are described in the electoral regulations prepared by the Company's management and presented in advance to the Supervisory Board.

With regard to members representing the Company, this election is renewable by tacit agreement. Should a member of the Supervisory Board cease to be an employee of VINCI or of a VINCI Group company satisfying the conditions for membership of the PEGI CASTOR INTERNATIONAL and PEG ACTIONNARIAT INTERNATIONAL savings plans as a result of termination of his/her contract of employment or in the event that VINCI's (direct or indirect) ownership of the Member Company employing that member of the Supervisory Board falls to 50% or less, that member of the Supervisory Board must resign from membership of the Board. Members are replaced in accordance with the terms and conditions set out in the Company's electoral regulations.

### 2- Role

The Supervisory Board meets at least once a year in order to examine the management report and the annual accounts of the FCPE, to review the financial, administrative and accounting procedures and to adopt the annual report.

It decides on the stance to be adopted in the event of financial transactions affecting VINCI's capital stock (and particularly in the case of a take-over bid, an exchange offer, a merger or a split), on the management of the FCPE's assets in the wake of any such operation and, where appropriate, on any contribution of shares, the aim always being to protect unitholders' interests as fully as possible.

The Supervisory Board exercises the voting rights attached to the securities booked as assets of the Fund, in accordance with the conditions set out in Article L. 214-165, II of the French Monetary and Financial Code, and, to this end, appoint one or more agents to represent the Fund at the General Meetings of the issuing companies..

The Supervisory Board may submit resolutions to such general shareholders' meetings.

The Supervisory Board decides on any merger, splitting or liquidation of the FCPE. Without prejudice to the powers of the Management Company or of a liquidator, the Supervisory Board may take legal action to protect or assert the rights or interests of unitholders.

Information provided to the Works Council under Articles L.2323-7 to L.2323-11, L.2323-46, L.2323-50, L.2323-51, L.2323-55, R.2323-11 and L.2323-47 and R.2323-8 of the French Labour Code and, where appropriate, a copy of the report prepared by the expert accountant appointed in accordance with Articles L.2325-35 to L.2325-37 of that Code, are communicated to the Supervisory Board.

Changes required as a result of amendments to legal or regulatory texts shall be made at the initiative of the Management Company. The Supervisory Board will be informed of these changes.

The following amendments are subject to the prior authorisation of the Supervisory Board:

- Change in management company and/or custodian
- Merger, split, liquidation or dissolution of the Fund
- Change in the purpose of the Fund
- Change in management guidelines

Furthermore, the Supervisory Board grants its prior approval for any change in the regulations of the Fund requested by the Company or a member of the Board.

### 3- Quorum

When a meeting is first called, the deliberations of the Supervisory Board are only valid if at least half its members are present or represented and if there are only two members, at least one unitholder representative must be present.

For the purposes of calculating the quorum and majority, the members of the Supervisory Board taking part in the meeting by means of videoconferencing, audio-conferencing or any other means of telecommunication that allows for their identification and guarantees their effective participation, are deemed to be present.

If a quorum is not reached, a second notice of meeting is sent out by registered mail with acknowledgement of receipt. The Supervisory Board may validly deliberate with those members present or represented, assuming that two members, including at least one unitholder representative, are present.

If the Supervisory Board is still unable to meet after a second notice of meeting, the Management Company prepares a statement of default. A new Supervisory Board may then be appointed at the initiative of the Company, of at least one unitholder or of the Management Company, in accordance with the provisions of these Regulations.

If these provisions cannot be implemented, the Management Company, acting with the agreement of the Custodian, may decide to transfer the assets of the FCPE into a "multi-company" investment fund.

### 4- Decision-making

At its first meeting, notice of which has been given by the Management Company using all available means, the Supervisory Board elects a Chairman (Deputy Chairman, secretary, etc.) from among its employees representing the unitholders for a term of one year. Such Chairman can be re-elected or his or her term of office can be renewed by tacit agreement.



Meetings of the Supervisory Board may be called at any time of the year, either by its Chairman, or at the request of at least two thirds of its members, or on the initiative of the Management Company or the Custodian.

Decisions are taken by a majority of members present or represented.

However, a decision to modify the FCPE's purpose as defined in the Regulations, to change the management objectives, the Management Company and/or Custodian, or concerning a merger, a split, or liquidation requires a 2/3 majority of members present or represented, including at least one member appointed by the Company's management.

In the event of a tied vote, the Chairman casts the deciding vote.

Whenever possible, a representative of the Management Company attends the meetings of the Supervisory Board. The Custodian, too, if it deems it necessary, may attend meetings of the Supervisory Board.

Members present at a meeting of the Supervisory Board sign the attendance register. Minutes are taken of the board's deliberations: these are signed by the Chairman and at least one other member present at the meeting. Such minutes record the composition of the Board, the rules relating to quorums and majorities, the members present, represented or absent and, for each resolution, the number of votes for and against, as well as the name and function of those signing the minutes. They must be retained by the Chairman of the Supervisory Board and by the Company, with a copy being sent to the Management Company.

In the event of a joint meeting for several funds, minutes of the meeting shall be prepared for each of the funds affected by the meeting or by decisions made by the Supervisory Board.

If the Chairman is unable to attend a meeting, the Chairman is replaced by a member present at the meeting and appointed by his or her colleagues. The Chairman may only be replaced by a member who is a unit-holding employee, representing unitholders.

If a unitholder representative member of the Supervisory Board is unable to attend a meeting and has no substitute, that member may ask to be represented by the Chairman or by another unitholder member of the Supervisory Board, representing the unitholders. The members representing the Company may only be represented by Company representatives. The proxies so granted are included as an appendix to the attendance record for the meeting and noted in the minutes of the meeting. A proxy may only be granted in respect of a single meeting.

#### **Article 9 - Statutory auditor**

Deloitte et Associés is appointed as Statutory Auditor by the Board of Directors of the Management Company for a period of six financial years, following approval by the AMF.

The Statutory Auditor certifies the accuracy and reliability of the financial statements.

The term of office of the Statutory Auditor may be renewed.

The Statutory Auditor is required to notify the AMF as soon as possible of any event or decision concerning the collective investment vehicle encountered in the course of an audit that could:

- 1 constitute a breach of the laws or regulations applicable to the company and likely to have a significant effect on its financial position, net income or assets;
- 2 have a significant adverse effect on the company's ability to continue as a going concern;

3 lead to the expression of reservations or a refusal to certify the accounts.

The valuation of assets and the determination of currency exchange parities in conversions, mergers and splits shall be performed under the supervision of the auditor.

The auditor will evaluate any contribution under his responsibility.

The Statutory Auditor shall certify the accuracy of the composition of assets and other elements prior to publication.

The Statutory Auditor's fees shall be fixed by mutual agreement between the auditor and the Board of Directors of the Management Company on the basis of a work schedule specifying the duties that are considered to be necessary.

The Statutory Auditor shall certify the situations giving rise to the distribution of interim dividends.

## CHAPTER III

### FCPE OPERATION AND CHARGES

#### Article 10 - The units

The joint owners' holdings are expressed in terms of C (Capitalisation) units; each unit represents the same fraction of the Fund assets and may be divided into tenths, hundreds, thousandths, etc. Each unitholder is entitled to a co-ownership right on the assets of the Fund, proportional to the number of shares held.

The Fund's income is capitalised within the Fund.

In order to limit any disparities that may arise between the net asset value of the units and the share price, an adjustment of the net asset value of the units on the price of the VINCI share may be made. These adjustments, to the benefit of the Unitholders, will result in the creation or potential destruction of units and/or of fractions of additional units.

The Management Company guarantees fair treatment to all unit holders. Subscription and redemption procedures and access to information about the Fund are similar for all Fund unit holders.

The provisions of these rules regulating the issue and redemption of units also apply to fractional units, the value of which is always proportional to that of the unit they represent. Unless otherwise stated, all other provisions contained within these regulations relating to units shall also be applicable to fractional units without any need to make a specific provision to that end.

#### Article 11 - Net asset value

The net asset value is the value of each individual unit. It is calculated by dividing the net assets of the Fund by the number of units issued.

The net asset value is calculated daily on each trading day of Euronext Paris except on official public holidays in France.

It should be noted that on official public holidays, within the meaning of the Labour Code, and/or if the Paris Stock Exchange is closed, the net asset value is not calculated. Subscription and redemption transactions are performed using the net asset value of the following business day.

The net asset value is communicated to the AMF on the day on which it is calculated. The net asset value is made available to the Supervisory Board from the first business day following its calculation and is posted up at the premises of the Company and of its establishments. The Supervisory Board may request confirmation of the net asset values calculated.

The securities and financial instruments described in Article 3 of these Regulations and forming part of the FCPE assets are valued as follows:

- **Units or shares of OPCVMs and/or FIVG** are valued at the latest net asset value known as at the valuation date.
- **VINCI Company** shares traded on a French or foreign regulated market, are valued at market prices. Valuation at the reference market price is carried out in accordance with the terms and conditions determined by the Management Company (opening price). These terms and conditions are also specified in the appendix to the annual accounts.

However, securities for which no price was recorded on the valuation date, or in respect of which the price has been corrected, are valued by the Management Company at their probable trading value. Such valuations, and their justification, are provided to the Statutory Auditor when the audit is conducted.

- **Shares subject to temporary sale or purchase transactions** are valued in compliance with the regulations in force and the valuation methods are specified in the appendix to the annual accounts.

### Article 12 - Income

Income and net capital gains derived from the assets in the FCPE must be reinvested. Income will trigger the issuance of new shares.

### Article 13 - Subscription

The Fund may receive:

- Subscriptions made within the framework of capital increases reserved for employees of non-French subsidiaries and establishments of the VINCI Group;
- Transfers of assets from other FCPEs.

The Fund may, temporarily or definitively, partially or totally, stop issuing units pursuant to Article L. 214-24-41 paragraph 3 of the French Monetary and Financial Code, in objective situations resulting in the closure of subscriptions such as a maximum number of units issued, a maximum amount of assets reached or the expiration of a specific subscription period. Existing holders will be informed by any means of the triggering of this tool, as well as the threshold and the objective situation that led to the partial or complete closure decision. In the event of a partial closure, this information by any means will explicitly specify the terms and conditions under which existing holders may continue to subscribe for the duration of this partial closure. Unit holders are also informed by any means of the decision of the Fund or the Management Company either to end the total or partial subscription closure (when they fall below the trigger threshold), or not to do so (in the event of a change in the threshold or a change in the objective situation that led to the implementation of this tool). A change in the objective situation invoked or the trigger threshold of the tool must always be made in the interest of the unit holders. The information by any means shall specify the exact reasons for these changes.

### Article 14 - Redemption

1. Unitholders or their beneficiaries may request the redemption of all or some of their units, as provided for in the PEGI CASTOR INTERNATIONAL and PEG ACTIONNARIAT INTERNATIONAL savings plans.

Unitholders who have left the Company are notified by the Company when their units become available. If such a unitholder cannot be contacted at his or her last known address then the units may be automatically transferred into a “multi-company” investment fund belonging to the “short-term monetary” category.

2. Redemption requests, accompanied if necessary by the relevant documentation, must be sent by the Company intermediary or its delegated plan administrator to the Holder of Individual Unitholders’

Accounts so that they are received no later than the business day before the date of calculation of the net asset value:

- Before midday if sent by courier
- Before midnight if sent via the Internet

and are executed based on this net asset value at the redemption price calculated in accordance with the terms and conditions set forth in the Regulations. Should the requests not be received by these deadlines, the redemption requests will be executed using the net asset value of the following day.

The contact details of the Holder of Individual Unitholders' Account are available to the Company's employees.

Subject to applicable legislation, unit holders may set a minimum price per VINCI share for the execution of their redemption requests. In this case, redemption will only be carried out if the first listed VINCI share price meets or exceeds the price set by the ordering party. The conditional redemption order is valid for 180 days from the date of the conditional redemption request. After 180 days, the redemption request must be renewed.

An early redemption request at a minimum price which cannot be executed within 180 days of its operative event due to the setting by the requesting unit holder of too high a minimum share price shall, in accordance with regulations, lead to the irrevocable non-execution of its request for early release, and the corresponding assets will remain frozen for the remaining duration of their lock-in period.

The units are paid out in cash from the assets of the FCPE. Under no circumstances may the payment transit through the bank accounts of intermediaries, in particular bank accounts of the Company or the Management Company. The relevant sums must be sent directly to the beneficiaries by the Holder of Individual Unitholders' Accounts. However, exceptionally, in the event of difficulty or unfeasibility and at the express request of the unitholder, these can be sent through the intermediary of his employer from an establishment approved by local regulations with the latter being authorised to levy on such amounts the social security and tax payments required under the applicable regulations.

This must be done no later than three days after the calculation of the net asset value following receipt of the redemption request.

The units may also be redeemed at the express request of the unitholder, in Company shares, proportionate to the composition of the portfolio. The shares will be sent directly to the beneficiary by the Holder of Individual Unitholders' Accounts; this transaction will be performed within a maximum period of one month following the calculation of the net asset value following receipt of the redemption request.

3. The Management Company closely monitors the funds invested in the Company's securities due to their specific management and control constraints, and ensures the prevention of potential liquidity risks. The objective is, in particular, to ensure that the settlement redemptions to the employees concerned are carried out in compliance with the Management Company's regulatory obligations, and without impact on the management of the Fund or the remaining holders.

#### Article 15 - Issue and redemption prices

The issue price of the unit is the net asset value calculated in accordance with Article 11 above.

The redemption price of the unit is the net asset value calculated in accordance with Article 11 above.



## Article 16 – FCPE operating and management fees

	Charges invoiced to the Fund	Base	Rate scale	Borne by the Fund/Management Company
P1	Management fees and non-Management Company fees (Custodian, valuer, auditors, distribution, legal fees)	Net Assets	0.10% of net assets including taxes per year maximum, for that portion of the assets between €0 and 50,000,000	Fund
P2	Operating expenses and other services (1)		0.07% including taxes per year maximum, for that portion of the assets between €50,000,0001 and 100,000,000	
P3	Indirect charges	Net assets	Nil	N/A
	Subscription fees Redemption fees Management fees		0.01% including taxes maximum	Fund
P4	Turnover fees commission	Charged on each transaction	0.001% including taxes per year for all instruments maximum	Fund
P5	Out- performance commission	Net Assets	Nil	NA

(1) These operating expenses and other services include:

- Custodian, legal, audit, tax fees, etc.
- Statutory auditors' fees
- Custodian fees
- Fees related to the valuer

Fees related to compliance with regulatory obligations and regulatory reporting:

- Mandatory professional association contributions

## **CHAPTER IV**

### **ACCOUNTING ELEMENTS AND INFORMATION DOCUMENTS**

#### **Article 17 - Accounting year**

The accounting year begins on the day following the last day of December on which Euronext Paris is open for business, and ends on the last day on which Euronext Paris is open for business in December of the following year or the previous day if this day is a public holiday in France.

#### **Article 18 - Half-yearly document**

In the six weeks following the end of each half of the accounting year, the Management Company draws up an inventory of the Fund's assets under the supervision of the Custodian.

Within eight weeks of the end of each half of the accounting year, the Management Company publishes a breakdown of the FCPE's assets, after certification by the FCPE's Statutory Auditor. For this purpose, the Management Company provides this information to the Board of Directors and the Company, from whom any holder may request a copy.

#### **Article 19 - Annual report**

Each year, within six months of the end of the accounting year, the Management Company sends to the Company the inventory of assets, as certified by the Custodian, and the balance sheet, income statement, notes to the accounts and management report, prepared in accordance with the accounting regulations in force and as certified by the Statutory Auditor, and the management report.

The Management Company makes available to each unitholder a copy of the annual report, which may, in agreement with the Supervisory Board, be replaced by a simplified report containing a statement to the effect that the annual report is available to any unitholder requesting it from the Company.

The annual report indicates, in particular:

- The amount of the Statutory Auditor's fees;
- Indirect charges (management fees, subscription and redemption fees) incurred by the FCPEs of which more than 20% is invested in units or fund shares.



## **CHAPTER V AMENDMENTS, LIQUIDATION AND DISPUTES**

### **Article 20 - Amendments to the Regulations**

Amendments to these Regulations are subject to the prior approval of the Supervisory Board as detailed in Article 8. Any amendment takes effect at the earliest three business days after notification of the unitholders by the Company, using at least the means of notification stipulated by the AMF (French securities regulator), i.e., as appropriate, by posting up the information at the Company's premises, including the information in an information document, sending a letter to each unitholder, or by any other means.

### **Article 21 - Change of management company and/or custodian**

The Supervisory Board may decide to change the management company and/or the custodian, particularly where one or the other of these entities either decides no longer to carry out its functions or is no longer able to do so.

Any change of management company and/or custodian is subject to prior approval by the Supervisory Board of the FCPE and to approval by the AMF (French securities regulator).

Once the new Management Company and/or new Custodian has been appointed, the actual handover takes place within a maximum of 3 months following the approval by the AMF (French securities regulator).

In the meantime, the outgoing Management Company prepares an interim report, covering that part of the accounting year during which it has managed the FCPE, and draws up the inventory of FCPE assets. These documents are transmitted to the new Management Company at a date agreed between the new and former management companies and the new and former custodians after notifying the Supervisory Board of this date or, failing this, on expiry of the above-mentioned three-month period.

In the event of a change of Custodian, the outgoing Custodian transfers the securities and other assets to the new Custodian in accordance with the procedures decided between them and, as the case may be, the Management Company or Management Companies concerned.

### **Article 22 - Mergers and splits**

Such transactions are decided by the Supervisory Board. In the event that the Supervisory Board is unable to meet, the Management Company may, in agreement with the Custodian, transfer the assets of this FCPE into a "multi-company" investment fund.

The agreement of the Supervisory Board of the recipient FCPE is required. However, such agreement is not required where the Regulations of the recipient FCPE provide for the contribution of assets from other FCPEs.

Such transactions can only be carried out with the approval of the AMF (French securities regulator) and after notification of the unitholders of the contributing FCPE in accordance with the provisions of Article 20 of these Regulations. These transactions are carried out under the supervision of the Statutory Auditor.

Should the Supervisory Board be unable to meet, the transfer of assets may only be carried out after an information letter has been sent to each unitholder by the Management Company, or failing this, by the Company.

The new entitlements of the unitholders are calculated on the basis of the net asset value of the units of the FCPE or FCPEs, as determined on the day on which these transactions are carried out. The Holder of Individual Unitholders' Accounts sends a statement of account to the unitholders of the FCPE that has been taken over or split, setting out the number of units they hold in the new funds. The Company will supply unitholders with the key investor information document(s) of the new FCPE or FCPEs and keep the Regulations of the new FCPE or FCPEs available to them. If necessary, such Regulations must be harmonized with the applicable texts.

### **Article 23 – Amendments to individual investments and partial collective transfers**

These transactions may be carried out if the liquidity position of the initial FCPE allows for them.

#### **Amendments to individual investments:**

If the Regulations of the PEGI CASTOR INTERNATIONAL or PEG ACTIONNARIAT INTERNATIONAL savings plans so provide, a unitholder may apply to change his or her individual investment choice (arbitrage) from this FCPE into another investment vehicle.

In this case, the unitholder must send a request for a change in individual investment choice to the Holder of Individual Unitholders' Accounts (or comply with the provisions set out in the company agreement).

#### **Partial collective transfers:**

The works council or, failing that, the signatories to the collective agreement or, failing that, two thirds of the unitholders from the same company, may decide on the collective transfer of the holdings of current and former employees of the same company in this FCPE into another investment product.

Contribution to a new FCPE is then made as provided in the last paragraph of Article 22 of these Regulations.

### **Article 24 – Liquidation/winding-up**

The Fund may not be liquidated while there are non-available units remaining.

1. When all units have become available, the Management Company, the Custodian and the Supervisory Board may jointly decide to liquidate the FCPE upon the expiry of the period mentioned, where applicable, in Article 4 of these Regulations. In that event, the Management Company has the power to proceed with the liquidation of the assets, and the Custodian has the power to distribute the proceeds resulting from that liquidation to the unitholders, in one or several instalments.

Failing this, a liquidator will be appointed by law at the request of any interested party.

The Statutory Auditor and the Custodian continue to exercise their functions until completion of the liquidation process.

2. Where there are unitholders who cannot be contacted at their last known address, liquidation may not occur until one year has elapsed since the last units created have become available.

In the event that all of the available units belong to unitholders who cannot be reached at their last known address, the Management Company may:

- either extend the FCPE beyond the expiry date provided by the Regulations; or
- in agreement with the Custodian, on expiry of a period of one year from when all of the entitlements of the unitholders have become available, transfer these units into a “multi-company” investment fund falling within the “short-term monetary” category and managed by itself, and then proceed with the winding up of the FCPE.

When all units have been redeemed, the Management Company and the Custodian may jointly decide to wind-up the FCPE. The Management Company, the Custodian and the Statutory Auditor continue to exercise their functions until completion of the winding-up process.

#### Article 25 - Disputes and jurisdiction

Disputes arising between unitholders and the Management Company or the Custodian in relation to the FCPE either during its term or upon its liquidation, are subject to the jurisdiction of the competent French courts.

Regulations of the FCPE: CASTOR INTERNATIONAL

Approved by the French Financial Markets Authority (AMF) on: 9 June 2006

Last update: 24 avril 2023

## Summary of changes to the Fund's regulations

The Regulations of the CASTOR INTERNATIONAL Fund were amended previously:

**24 April 2023:** compliance of the settlement provisions with Instruction 2011-2  
**13 May 2022:** amendment to Article 3 - Management guidelines for alignment with the SFDR and Taxonomy Regulations; compliance of Articles 5 and 6 with the provisions of the AMF's standard regulations; amendment to Article 8 - Management guidelines to allow for the possibility of remote Supervisory Board meetings  
**28 January 2022: update to the information relating to the Company**  
**On 3 January 2022:** amendment to Article 14 – Redemption to enable unit holders to request the redemption of their assets at floor value  
**on 25 March 2021:** amendment to the provisions of Article 3 - Management guidance to ensure their compliance with the SFDR A9 Regulation  
**on 1 January 2021: update to Article 8 – Supervisory Board - to reflect the requirements of the Pacte Law of 22 May 2019**  
**on 31 January 2019:** regulations updated (corporate form and share capital of the management company; share capital of the Company; name of the custodian; table of fees).  
**on 15 December 2016:** amendment of Article 14 – Redemption (Option to redeem in company shares) and regulatory updates  
**on 9 September 2016:** update of the risk profile  
**on 31 December 2015:** update of the denomination: AMUNDI is become AMUNDI Asset Management on 12 November 2015  
**on 14 November 2014:** regulatory updates  
**on 21 August 2014:** update following the AIFM Directive and Dodd Frank  
**on 10 April 2013:** Possibility for a readjustment of the net asset value of the units on the price of the “VINCI” share  
**on 3 December 2012:** Transition to a daily price valuation  
**2012:** winding up of the CASTOR INTERNATIONAL No. 2 compartment and change to a single fund  
**on 15 March 2012:** split and absorption of the CASTOR INTERNATIONAL N°2 compartment  
**on 1 January 2010:** change in the name of the Management Company  
**on 1 July 2009:** amendment of Article 13 – Subscriptions.  
**on 13 March 2009:** amendment of Article 12 - Income.  
**on 13 June 2008:** change of name for the compartments “CASTOR INTERNATIONAL No. 5 2006” (becomes CASTOR INTERNATIONAL No. 1) and “CASTOR INTERNATIONAL No. 6 2007” (becomes CASTOR INTERNATIONAL No. 2); compartments No. 1 to No. 4 merged into CASTOR INTERNATIONAL No. 1 (authorisation of 21 April 2008); opening of “CASTOR INTERNATIONAL No. 1” to capital increases reserved for foreign employees of the VINCI Group.  
**on 7 May 2008:** amendment allowing payment of dividends in shares (Article 2)  
**on 4 September 2007:** Board decision concerning the modification of the subscription period, subscription price and the date for the capital increase  
**on 19 June 2007:** addition of a Compartment No. 6 for 2007  
**on 1 July 2006:** change in name of the Custodian, which became the CACEIS Bank  
**on 9 June 2006:** creation of the CASTOR INTERNATIONAL No. 5 2006 compartment  
**on 12 September 2005:** following the Supervisory Board meeting of 22 April 2005: update of the Regulations in the light of the AMF (*Autorité des marchés financiers* - French securities regulator) instruction of 24 January 2005, also including the change of Custodian on 1 April 2005  
**on 14 February 2005:** updating of the Regulations, including the change of Management Company on 1 July 2004 following the merger of Crédit Lyonnais and Crédit Agricole; the change in name of the Holder of Individual Unitholders' Accounts, CLEE, which became CREELIA in December 2004; and the change in the address of the Management Company's website.

**on 27 April 2004:** revised Regulations, with the directive from the French Stock Exchange Commission of 17 June 2003, and modification of the compartment CASTOR INTERNATIONAL No. 4 2003, never used