

# VINCI

French public limited company (*société anonyme*) with share capital of €1,456,035,992.50

Registered office: 1973 boulevard de la Défense – 92000 Nanterre

Registered with the Nanterre trade and companies register under number 552 037 806

NAF 7010Z

[www.vinci.com](http://www.vinci.com)

## NOTICE OF THE COMBINED SHAREHOLDERS' GENERAL MEETING

The shareholders of VINCI are informed that they will soon be invited to attend a Combined Ordinary and Extraordinary General Meeting of Shareholders to be held on Thursday, 17 April 2025 at 10:00 at Salle Pleyel, 252 rue du Faubourg Saint Honoré, 75008 Paris to deliberate on the following agenda and draft resolutions:

### AGENDA

The Shareholders' General Meeting will be called to deliberate on the following agenda:

#### Ordinary business

- Reports of the Board of Directors and Statutory Auditors;
- Approval of the 2024 consolidated financial statements;
- Approval of the 2024 parent company financial statements;
- Appropriation of the parent company's net income for the 2024 financial year and payment of dividends;
- Renewal of the term of office of Ms Yannick Assouad as Director for a period of four years;
- Appointment of Mr Pierre Anjolras as Director for a period of four years;
- Appointment of Ms Karla Bertocco Trindade as Director for a period of four years;
- Appointment of Ms Maria Victoria Zingoni as Director for a period of four years;
- Reappointment of PricewaterhouseCoopers Audit as primary statutory auditor for a term of six accounting periods;
- Appointment of ERNST & YOUNG AUDIT as primary statutory auditor for a term of six accounting periods;
- Appointment of ERNST & YOUNG AUDIT as statutory auditor in charge of certifying sustainability information for a term of six accounting periods;
- Renewal of the delegation of powers to the Board of Directors in view of the purchase by the Company of its own shares;
- Approval of the remuneration policy for members of the Board of Directors;
- Approval of the remuneration policy applicable to the Chairman and Chief Executive Officer for the period between 1 January 2025 and the separation of the roles of Chairman and Chief Executive Officer;
- Approval of the remuneration policy for the Chair of the Board of Directors after the separation of roles;
- Approval of the remuneration policy for the Chief Executive Officer after his appointment;
- Approval of the report on remuneration;
- Approval of the fixed, variable and exceptional elements of total remuneration and benefits of any kind paid in 2024 or granted in respect of that same year to Mr Xavier Huillard, Chairman and Chief Executive Officer.

## Extraordinary business

- Reports of the Board of Directors and Statutory Auditors;
- Renewal of the authorisation granted to the Board of Directors in view of the reduction of the share capital through cancellation of VINCI shares held in treasury by the Company;
- Delegation of authority to the Board of Directors to increase the share capital through the capitalisation of reserves, retained earnings or share premiums;
- Delegation of authority to the Board of Directors to issue any shares, equity securities giving access to other equity securities or conferring an entitlement to an allotment of debt securities and other securities giving access to equity securities to be issued by the Company and/or by its subsidiaries, with shareholders' preferential subscription rights maintained;
- Delegation of authority to the Board of Directors to issue all debt securities giving access to equity securities to be issued by the Company and/or its subsidiaries or to existing equity securities of one of the Company's subsidiaries or affiliates, with preferential subscription rights cancelled and through a public offering other than those covered by Article L.411-2(1) of the French Monetary and Financial Code;
- Delegation of authority to the Board of Directors to issue all debt securities giving access to equity securities to be issued by the Company and/or its subsidiaries or to existing equity securities of one of the Company's subsidiaries or affiliates, with preferential subscription rights cancelled and through a public offering covered by Article L.411-2(1) of the French Monetary and Financial Code;
- Authorisation of the Board of Directors to increase the number of securities to be issued in the event of surplus applications;
- Delegation of powers to the Board of Directors to issue, with preferential subscription rights cancelled, any shares, equity securities giving access to other equity securities or conferring an entitlement to an allotment of debt securities and other securities giving access to equity securities to be issued by the Company, up to 10% of the share capital, in order to pay for contributions in kind of securities to the Company;
- Delegation of authority to the Board of Directors to carry out share capital increases reserved for employees of the Company and VINCI Group companies in the context of savings plans, with preferential subscription rights cancelled;
- Delegation of authority to the Board of Directors to make capital increases reserved for a category of beneficiaries in order to offer the employees of certain foreign subsidiaries benefits comparable with those offered to employees subscribing directly or indirectly via a company mutual fund in the context of a savings plan, with preferential subscription rights cancelled;
- Grant of authorisation to the Board of Directors to allot, free of charge, existing shares in the Company to employees of the Company and of certain related companies or groups;
- Powers to carry out formalities.

## DRAFT RESOLUTIONS

The resolutions submitted by the Board of Directors for the approval of the Shareholders' General Meeting are as follows:

### I-Resolutions requiring the approval of an Ordinary Shareholders' General Meeting

#### First resolution

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##### *Approval of the 2024 consolidated financial statements*

The Shareholders' General Meeting, having considered the Report of the Board of Directors and the Report of the Statutory Auditors on the consolidated financial statements, hereby approves the operations and consolidated financial statements for the financial year ended 31 December 2024 as presented to it, which show net income attributable to owners of the parent company of €4,863 million.

#### Second resolution

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##### *Approval of the 2024 parent company financial statements*

The Shareholders' General Meeting, having considered the Report of the Board of Directors and the Report of the Statutory Auditors on the parent company financial statements, hereby approves the operations and financial statements of the parent company for the financial year ended 31 December 2024 as presented to it, which show net income of €1,784 million. In particular, it approves the amount of expenses non-deductible for tax purposes reaching €124,729.88 and the tax paid in respect thereof (Article 39.4 of the French General Tax Code), as mentioned in the Report of the Board of Directors.

#### Third resolution

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##### *Appropriation of the Company's net income for the 2024 financial year*

The Shareholders' General Meeting notes that the Company achieved net income of €1,784,265,233.78 for the 2024 financial year and that, taking account of retained earnings of €14,437,866,442.03, distributable income amounts to €16,222,131,675.81.

It therefore approves the appropriation of the distributable income proposed by the Board of Directors and, consequently, resolves to distribute and appropriate it as follows:

▪ to shareholders as an interim dividend	€597,744,116.55
▪ to shareholders as a final dividend	€2,081,565,665.50
▪ to retained earnings	€13,542,821,893.76
▪ giving total appropriations of	€16,222,131,675.81

The Shareholders' General Meeting resolves to set the dividend payable in respect of the 2024 financial year at €4.75 for each share entitled to and qualifying for dividends at 1 January 2024.

The Shareholders' General Meeting notes that, at 31 January 2025, the number of shares making up the share capital and qualifying for dividends at 1 January 2024 was 582,414,397, breaking down as follows:

▪ shares with no particular restrictions and qualifying for dividends on 1 January 2024	562,585,315
▪ shares held in treasury by the Company	19,829,082
▪ total number of shares making up the share capital	<hr/> 582,414,397

The Shareholders' General Meeting, noting that the Board of Directors in its 25 July 2024 meeting decided to pay a net interim dividend of €1.05 on 17 October 2024 in respect of each share entitled to and qualifying for dividends at 1 January 2024, approves the payment of this interim dividend.

The Shareholders' General Meeting resolves to pay a final dividend of €3.70 in respect of each of the 562,585,315 shares entitled to and qualifying for dividends at 1 January 2024.

The Shareholders' General Meeting resolves that, should the Company hold a number of its own shares other than 19,829,082 on the day the dividend is paid, the amount of the dividend not paid or to be paid in respect of such shares will be credited to or debited from the retained earnings account, as the case may be.

In accordance with Article 200 A(1) of the French General Tax Code, dividends received in 2025 by natural persons domiciled in France for tax purposes are subject to a single all-in tax (PFU) made up of income tax at a single all-in rate of 12.8% and social security contributions amounting to 17.2%, giving a total tax rate of 30% (excluding the exceptional high-income levy at a rate of 3% or 4%). That all-in tax, at the rate of 12.8%, is applicable by operation of law except where the taxpayer takes the express and irrevocable option to have all income, net gains and receivables falling within the scope of the PFU for the year subject to the progressive scale of income tax. If the taxpayer opts to do so, the dividend qualifies for the 40% allowance for natural persons whose tax domicile is in France provided for in Article 158(3)(2) of the French General Tax Code. Furthermore, an initial and non-definitive withholding tax of 12.8%, provided for by Article 117 quater (I-1) of the French General Tax Code, will be paid on account in the year the dividend is paid, deducted from the income tax due (based on the PFU or, optionally, on the progressive scale) in respect of the year in which the dividends were paid. Taxpayers whose taxable revenue the previous year does not exceed a certain threshold may, on request, not pay the withholding tax. The gross amount of dividends received by those natural persons also gives rise to social-security contributions (CSG, CRDS and other related contributions) at an overall rate of 17.2%. These social security contributions are levied at source in the same way as the 12.8% non-discharging obligatory all-in tax and are not deductible from taxable income. However, for taxpayers who have elected for their dividends to be subject to income tax on the progressive scale, the CSG is deductible, at a rate of 6.8%, from taxable income in the year during which it is paid. Where dividends are paid to natural persons domiciled outside France for tax purposes, whether or not in the European Union, the dividend is paid after a withholding tax of 12.8% (provided for in Articles 119 bis and 187 (1)(2) of the French General Tax Code) is applied to its gross amount, subject to the application of international tax conventions and provisions relating to Non-Cooperative Countries and Territories (NCCTs).

The ex-date for dividend payments will be 22 April 2025. The dividend will be paid on 24 April 2025.

As required by law, the Shareholders' General Meeting notes that the dividends and income per share eligible for the 40% tax allowance distributed in respect of financial years 2021, 2022 and 2023 were as follows:

Financial year	Type	Amount per share	Number of qualifying shares	Total amount paid (in € millions)
2021	Interim	€0.65	571,546,038	371.51
	Final	€2.25	562,561,750	1,265.76
	Total	€2.90	-	1,637.27
2022	Interim	€1.00	565,073,892	565.07
	Final	€3.00	564,255,601	1,265.76
	Total	€4.00	-	1,637.27
2023	Interim	€1.05	571,407,569	599.98
	Final	€3.45	571,626,110	1,972.11
	Total	€4.50	-	2,572.09

#### Fourth resolution

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*Renewal of the term of office of Ms Yannick Assouad as Director for a period of four years*

The Shareholders' General Meeting renews the appointment of Ms Yannick Assouad as Director for a period of four years expiring at the close of the Shareholders' General Meeting called to approve the financial statements for the financial year ending 31 December 2028.

#### Fifth resolution

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*Appointment of Mr Pierre Anjolras as Director for a period of four years*

As proposed by the Board of Directors, the Shareholders' General Meeting appoints Mr Pierre Anjolras as Director for a period of four years expiring at the close of the Shareholders' General Meeting called to approve the financial statements for the financial year ending 31 December 2028.

#### Sixth resolution

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*Appointment of Ms Karla Bertocco Trindade as Director for a period of four years*

As proposed by the Board of Directors, the Shareholders' General Meeting appoints Ms Karla Bertocco Trindade as Director for a period of four years expiring at the close of the Shareholders' General Meeting called to approve the financial statements for the financial year ending 31 December 2028.

#### Seventh resolution

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*Appointment of Ms Maria Victoria Zingoni as Director for a period of four years*

As proposed by the Board of Directors, the Shareholders' General Meeting appoints Ms Maria Victoria Zingoni as Director for a period of four years expiring at the close of the Shareholders' General Meeting called to approve the financial statements for the financial year ending 31 December 2028.

## **Eighth resolution**

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*Reappointment of PricewaterhouseCoopers Audit as primary statutory auditor for a term of six accounting periods*

The Shareholders' General Meeting notes the expiry of PricewaterhouseCoopers Audit's term as primary statutory auditor.

The Shareholders' General Meeting, voting under the quorum and majority conditions required for ordinary shareholders' meetings, having reviewed the Report of the Board of Directors, appoints PricewaterhouseCoopers Audit, whose registered office is 63 rue de Villiers, 92208 Neuilly-sur-Seine cedex, as primary statutory auditor in charge of certifying sustainability information.

The term of PricewaterhouseCoopers Audit's appointment will expire at the end of the Shareholders' General Meeting convened to vote on the financial statements for the financial year ended 31 December 2030.

## **Ninth resolution**

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*Appointment of ERNST & YOUNG AUDIT as primary statutory auditor for a term of six accounting periods*

The Shareholders' General Meeting notes the expiry of Deloitte & Associés' term as primary statutory auditor.

The Shareholders' General Meeting, voting under the quorum and majority conditions required for ordinary shareholders' meetings, having reviewed the Report of the Board of Directors, appoints ERNST & YOUNG AUDIT, whose registered office is 1-2 place des Saisons, Paris-La-Défense 1, 92400 Courbevoie, as primary statutory auditor in charge of certifying sustainability information.

The term of ERNST & YOUNG AUDIT's appointment will expire at the end of the Shareholders' General Meeting convened to vote on the financial statements for the financial year ended 31 December 2030.

## **Tenth resolution**

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*Appointment of ERNST & YOUNG AUDIT as statutory auditor in charge of certifying sustainability information for a term of six accounting periods*

The Shareholders' General Meeting notes the expiry of PricewaterhouseCoopers Audit's term as statutory auditor in charge of certifying sustainability information.

The Shareholders' General Meeting, voting under the quorum and majority conditions required for ordinary shareholders' meetings, having reviewed the Report of the Board of Directors, appoints ERNST & YOUNG AUDIT, whose registered office is 1-2 place des Saisons, Paris-La-Défense 1, 92400 Courbevoie, as primary statutory auditor in charge of certifying sustainability information.

The term of ERNST & YOUNG AUDIT's appointment will expire at the end of the Shareholders' General Meeting convened to vote on the financial statements for the financial year ended 31 December 2030.

## Eleventh resolution

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*Renewal of the delegation of powers to the Board of Directors in view of the purchase by the Company of its own shares*

The Shareholders' General Meeting, having taken note of (a) the Report of the Board of Directors and (b) the description of the new 2025-2026 share buy-back programme, in accordance with the provisions of Articles L.22-10-62 et seq. and Articles L.225-210 et seq. of the French Commercial Code as well as Regulation (EU) 596/2014 of 16 April 2014 on market abuse, authorises the Board of Directors, with the ability to sub-delegate such powers, within the limits provided for by law and regulations, on one or more occasions, on the stock market or otherwise, including by blocks of shares or through the use of options or derivatives, to purchase the Company's shares for the conduct of the following:

1. disposal or transfer of Company shares to eligible employees and/or company officers of VINCI Group companies in the context of savings plans or any share ownership plan governed by French or foreign law, share and/or share purchase option allocation plans, including disposal to any approved service provider appointed for the design, implementation and management of any employee savings UCITS or similar structure on behalf of the VINCI Group, and pledge of shares as guarantee under employee savings plans;
2. cancellation, as part of the Company's financial policy, of the shares thus purchased, subject to the adoption of the eighteenth resolution hereunder;
3. transfer or exchange of shares upon the exercise of the rights attached to securities giving access to the Company's share capital;
4. retention and future delivery for payment or exchange purposes in connection with transactions involving external growth;
5. ensuring market liquidity within the framework of a liquidity agreement that complies with a code of ethics recognised by the Autorité des Marchés Financiers and entrusted to an investment service provider acting independently;
6. implementation of any market practice, any objective or any transaction that may be accepted by laws or regulations in force or by the Autorité des Marchés Financiers in respect of share buy-back programmes.

The maximum purchase price per share is set at €150. The maximum number of shares purchased by virtue of this authorisation shall not exceed 10% of the share capital. This limit is calculated at the time of the purchases and the maximum amount of shares thus purchased shall not exceed €5 billion.

The share purchase price shall be adjusted by the Board of Directors in the event of transactions involving the Company's capital in compliance with the conditions provided for by the applicable regulations. In particular, in the event of a capital increase through the capitalisation of reserves and the granting of performance shares, the price specified above shall be adjusted by a multiplier equal to the ratio of the number of shares making up the share capital before the transaction to the number of shares after the transaction.

The acquisition, disposal, transfer, grant or exchange of these shares may be carried out by any means that are authorised or that may become authorised by regulations in force, either on-market or off-market, including block transactions or through the use of derivatives, in particular through share purchase options in accordance with the regulations in force. There is no restriction on the proportion of the share buy-back programme that may be carried out through block transactions.

These transactions may be carried out at any time in compliance with the current regulations, except during a public offering period.

The Shareholders' General Meeting grants full powers to the Board of Directors, including the ability to delegate such powers, so that, in compliance with the applicable legal and regulatory provisions, including those on stock exchange disclosure requirements, it may proceed with the authorised reallocations of the shares purchased in view of one of the programme's objectives to one or more of its other objectives, or sell them on-market or off-market, it being specified that these reallocations and disposals may concern shares purchased pursuant to previously authorised share buy-back programmes.

The Shareholders' General Meeting grants full powers to the Board of Directors, including the ability to delegate such powers, for the purpose of placing stock market orders, signing any deed of purchase, sale or transfer, entering into any agreement, carrying out any necessary adjustments, making all declarations and completing all formalities.

This authorisation is granted for a period of 18 months from the date of this Shareholders' General Meeting. It renders ineffective and replaces the authorisation granted by the Shareholders' General Meeting of 9 April 2024 in its sixth resolution.

## **Twelfth resolution**

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*Approval of the remuneration policy for members of the Board of Directors*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Ordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and particularly the report on corporate governance that forms part of it, approves, in accordance with Article L.22-10-8 of the French Commercial Code, the remuneration policy for members of the Board of Directors as presented in the report on corporate governance prepared in accordance with Article L.225-37 of the French Commercial Code and provided on pages 151 and 152 of the 2024 Universal Registration Document.

## **Thirteenth resolution**

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*Approval of the remuneration policy applicable to Mr Xavier Huillard, Chairman and Chief Executive Officer, for the period between 1 January 2025 and the separation of the roles of Chairman and Chief Executive Officer*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Ordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and particularly the report on corporate governance that forms part of it, approves, in accordance with Article L.22-10-8 of the French Commercial Code, the remuneration policy applicable to Mr Xavier Huillard, Chairman and Chief Executive Officer, for the period between 1 January 2025 and the separation of the roles of Chairman and Chief Executive Officer, as presented in the report on corporate governance prepared in accordance with Article L.225-37 of the French Commercial Code and provided on pages 152 and following of the 2024 Universal Registration Document.



#### **Fourteenth resolution**

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##### *Approval of the remuneration policy for the Chief Executive Officer after his appointment*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Ordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and particularly the report on corporate governance that forms part of it, approves, in accordance with Article L.22-10-8 of the French Commercial Code, the remuneration policy applicable to the Chief Executive Officer after his appointment, as presented in the report on corporate governance prepared in accordance with Article L.225-37 of the French Commercial Code and provided on pages 152 and following of the 2024 Universal Registration Document.

#### **Fifteenth resolution**

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##### *Approval of the remuneration policy for the Chair after the separation of roles*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Ordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and particularly the report on corporate governance that forms part of it, approves, in accordance with Article L.22-10-8 of the French Commercial Code, the remuneration policy applicable to the Chair after the separation of roles, as presented in the report on corporate governance prepared in accordance with Article L.225-37 of the French Commercial Code and provided on pages 152 and following of the 2024 Universal Registration Document.

#### **Sixteenth resolution**

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##### *Approval of the report on remuneration*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Ordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and particularly the report on corporate governance that forms part of it, approves, in accordance with Article L.22-10-34 of the French Commercial Code, the information referred to in Article L.22-10-9 of the French Commercial Code as presented in the report on corporate governance prepared in accordance with Article L.225-37 of the French Commercial Code and provided on pages 159 and following of the 2024 Universal Registration Document.

#### **Seventeenth resolution**

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##### *Approval of the fixed, variable and exceptional elements of total remuneration and benefits of any kind paid in 2024 or granted in respect of that same year to Mr Xavier Huillard, Chairman and Chief Executive Officer*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Ordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and particularly the report on corporate governance that forms part of it, approves, in accordance with Article L.22-10-34(II) of the French Commercial Code, the fixed, variable and extraordinary components of the total remuneration and benefits of any kind paid in 2024 or granted with respect to 2024 to Mr Xavier Huillard, Chairman and Chief Executive Officer, as presented in the report on corporate governance prepared in accordance with

Article L.225-37 of the French Commercial Code and provided on page 162 of the 2024 Universal Registration Document.

## **II-Resolutions requiring the approval of an Extraordinary Shareholders' General Meeting**

### **Eighteenth resolution**

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*Renewal of the authorisation granted to the Board of Directors in view of the reduction of the share capital through cancellation of VINCI shares held in treasury*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Extraordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and the Special report of the Statutory Auditors, in accordance with the provisions of Article L.22-10-62 of the French Commercial Code, authorises the Board of Directors to cancel, at its sole discretion, on one or more occasions, within the limit of 10% of the number of shares making up the share capital on the date when the Board of Directors takes a decision to cancel, and over successive periods of 24 months for the determination of this limit, the shares purchased by virtue of the authorisations granted to the Company to purchase its own shares, and to proceed with a reduction in share capital equivalent to that amount.

The Shareholders' General Meeting establishes the validity of this authorisation at 26 months as from the date of this meeting and grants full powers to the Board of Directors, including the powers to delegate such powers, to take all decisions necessary for the cancellation of shares and reduction of the share capital, to recognise the difference between the purchase price and the nominal value of the shares in the reserve account of its choice, including the account for "share premiums arising on contributions or mergers", to perform all actions, formalities or declarations to finalise the reductions in capital which may be carried out by virtue of this authorisation, and to amend the Company's Articles of Association accordingly.

This authorisation renders ineffective and replaces the authorisation granted by the Shareholders' General Meeting of 9 April 2024 in its eleventh resolution.

### **Nineteenth resolution**

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*Delegation of authority to the Board of Directors to increase the share capital through the capitalisation of reserves, retained earnings or share premiums*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Ordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and in accordance with Articles L.225-129, L.225-129-2 and L.225-130 of the French Commercial Code, delegates to the Board of Directors, for a period of 26 months with effect from the date of this Meeting, its authority to decide, based solely on its deliberations, and including the power to sub-delegate in accordance with statutory and regulatory provisions, to increase the share capital through the capitalisation of reserves, retained earnings or share premiums, on one or more occasions, followed by the free allotment of ordinary shares in the Company or an increase in the nominal value of existing ordinary shares, or a combination of these two methods.

The Shareholders' General Meeting resolves that the nominal amount of successive increases in the share capital that may be carried out under this delegation of authority may not exceed the total amount of amounts available for capitalisation within the share capital.

In accordance with Article L.22-10-50 of the French Commercial Code, the Shareholders' General Meeting resolves that fractional rights shall be neither tradable nor assignable and that the corresponding securities shall be sold. The sale proceeds shall be allocated to rights-holders in accordance with applicable regulations.

The Board of Directors may not, unless first authorised by the Shareholders' General Meeting, use this delegation of authority from the time a third party files a proposed public offer for the Company's shares and until the end of the offer period.

The Shareholders' General Meeting resolves that this delegation renders ineffective and replaces the delegation granted in the sixteenth resolution of the Shareholders' General Meeting on 13 April 2023.

## **Twentieth resolution**

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*Delegation of authority to the Board of Directors to issue any shares, equity securities giving access to other equity securities or conferring an entitlement to an allotment of debt securities and other securities giving access to equity securities to be issued by the Company and/or by its subsidiaries, with shareholders' preferential subscription rights maintained*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Extraordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and the Special Report of the Statutory Auditors and, in accordance with Articles L.225-129-2, L.22-10-49, L.22-10-51 and L.228-91 et seq. of the French Commercial Code, delegates authority to the Board of Directors, for a period of 26 months from this Meeting and including the power to sub-delegate in accordance with statutory and regulatory provisions, to issue, based solely on its deliberations, on one or more occasions, in France and abroad, in the amounts and at the times it deems appropriate, in euros, foreign currency or currency unit established with reference to several foreign currencies, with or without premiums, with shareholders' preferential subscription rights maintained at the time of the initial issue:

- ordinary shares in the Company; or
- equity securities giving access to other equity securities or conferring an entitlement to an allotment of debt securities; or
- securities giving access to equity securities to be issued by the Company or by any company in which the Company directly or indirectly owns over half of the share capital.

The Shareholders' General Meeting notes that this authority shall entail, by operation of law, the surrender by shareholders of their preferential right to subscribe equity securities to which securities issued under this authority confer an entitlement.

The Shareholders' General Meeting resolves to set the maximum amounts of issues that may be carried out under this authority as follows:

- the combined maximum nominal amount of capital increases that may be carried out, directly or otherwise, under the twentieth, twenty-first, twenty-second and twenty-third resolutions of this Meeting is set at €300 million, it being stipulated that this limit does not take into account adjustments that may be made in accordance with applicable statutory and regulatory provisions and any applicable contractual stipulations; this limit shall therefore be common to all resolutions mentioned in this paragraph;
- the combined maximum amount of issues of debt securities that may be carried out under the twentieth, twenty-first and twenty-second resolutions of this Meeting may not exceed €5 billion or the

equivalent of this amount in any other currency or currency unit established by reference to several currencies; this limit shall therefore be common to all resolutions mentioned in this paragraph.

Issues of new shares or securities other than shares must be paid up in cash or through the offsetting of debt.

The Board of Directors may not, unless first authorised by the Shareholders' General Meeting, use this delegation of authority from the time a third party files a proposed public offer for the Company's shares and until the end of the offer period.

The Board of Directors shall have the power to introduce reducible subscription rights. If subscriptions by irrevocable entitlement and any subscriptions made using reducible subscription rights have not covered the entire issue of shares, capital securities or other securities, the Board of Directors may, at its discretion and in the order it shall determine, use the options available under Article L.225-134 of the French Commercial Code, or only certain of those options, including the option to offer some or all unsubscribed securities to the public.

The Shareholders' General Meeting resolves that this delegation renders ineffective and replaces the delegation granted in the seventeenth resolution of the Shareholders' General Meeting on 13 April 2023.

### **Twenty-first resolution**

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*Delegation of authority to the Board of Directors to issue all debt securities giving access to equity securities to be issued by the Company and/or its subsidiaries or to existing equity securities of one of the Company's subsidiaries or affiliates, with preferential subscription rights cancelled and through a public offering other than those covered by Article L.411-2(1) of the French Monetary and Financial Code*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Extraordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and the Special Report of the Statutory Auditors, in accordance with Articles L.225-129-2, L.225-135, L.225-136, L.22-10-49, L.22-10-51, L.22-10-52, L.22-10-54 and L.228-91 et seq. of the French Commercial Code, delegates authority to the Board of Directors, for a period of 26 months from this Meeting and including the power to sub-delegate in accordance with statutory and regulatory provisions, to issue, based solely on its deliberations, on one or more occasions, in France and abroad, in the amounts and at the times it deems appropriate, in euros, foreign currency or currency unit established with reference to several foreign currencies, with or without premiums, debt securities giving access (a) to equity securities to be issued by the Company or any company in which the Company directly or indirectly owns more than half of the share capital or (b) to the existing equity securities of another company in which the Company does not directly or indirectly own more than half of the share capital.

The Shareholders' General Meeting resolves to cancel shareholders' preferential subscription rights to securities covered by this resolution and resolves that issues shall be carried out in the form of public offerings other than those covered by Article L.411-2(1) of the French Monetary and Financial Code.

The Shareholders' General Meeting nevertheless resolves that the Board of Directors shall have the power to grant shareholders, during the regulatory timeframe and on terms that it shall determine and for some or all of a given issue, a subscription priority that does not give rise to tradable rights and that must be exercised in proportion to the number of shares owned by each shareholder.

The Shareholders' General Meeting notes that this authority shall entail, by operation of law, the surrender by shareholders of their preferential right to subscribe capital securities to which securities issued under this authority shall confer an entitlement.

The Shareholders' General Meeting resolves to set the maximum amounts of issues that may be carried out under this authority as follows:

- the combined maximum nominal amount of capital increases that may be carried out under the twenty-first and twenty-second resolutions of this Meeting is set at €150 million, it being stipulated that this limit does not take into account adjustments that may be made in accordance with applicable statutory and regulatory provisions and, as the case may be, with applicable contractual stipulations; this limit shall therefore be common to all resolutions mentioned in this paragraph;
- the combined maximum nominal amount of capital increases that may be carried out, directly or otherwise, under the twentieth, twenty-first, twenty-second and twenty-third resolutions of this Meeting may not exceed €300 million, it being stipulated that this limit does not take into account adjustments that may be made in accordance with applicable statutory and regulatory provisions and any applicable contractual stipulations; this limit shall therefore be common to all resolutions mentioned in this paragraph;
- the combined maximum nominal amount of capital increases that may be carried out under the twenty-first, twenty-second and twenty-fourth resolutions of this Meeting may not exceed 10% of the total number of shares making up the share capital at the time the Board of Directors takes its decision;
- the combined maximum nominal amount of issues of debt securities giving access to the share capital that may be carried out under the twenty-first and twenty-second resolutions of this Meeting may not exceed €3 billion or the equivalent of this amount in any other currency or currency unit established by reference to several currencies; this limit shall therefore be common to all resolutions mentioned in this paragraph;
- the combined maximum amount of issues of debt securities that may be carried out under the twentieth, twenty-first and twenty-second resolutions of this Meeting may not exceed €5 billion or the equivalent of this amount in any other currency or currency unit established by reference to several currencies.

The Meeting resolves that, if the Board of Directors uses this authority, the issue price of debt securities shall be set such that the issue price of the shares that may be created through conversion, exchange or any other way must be at least equal to the weighted average price in the three stock-exchange trading sessions before the start of the public offering, possibly with a discount of up to 10% and, if applicable, after this average price has been adjusted in the event of a difference between dividend entitlement dates.

These securities may be issued to pay for securities transferred to the Company as part of a public offer involving an exchange in accordance with Article L.22-10-54 of the French Commercial Code.

The Board of Directors may not, unless first authorised by the Shareholders' General Meeting, use this delegation of authority from the time a third party files a proposed public offer for the Company's shares and until the end of the offer period.

The Shareholders' General Meeting resolves that this delegation renders ineffective and replaces the delegation granted in the eighteenth resolution of the Shareholders' General Meeting on 13 April 2023.

## **Twenty-second resolution**

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*Delegation of authority to the Board of Directors to issue all debt securities giving access to equity securities to be issued by the Company and/or its subsidiaries or to existing equity securities of one of the Company's subsidiaries or affiliates, with preferential subscription rights cancelled and through a public offering covered by Article L.411-2(1) of the French Monetary and Financial Code*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Extraordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and the Special Report of the Statutory Auditors, in accordance with Articles L.225-129-2, L.225-135, L.22-10-49, L.22-10-51, L.225-136, L.22-10-52 and L.228-91 et seq. of the French Commercial Code, delegates

authority to the Board of Directors, for a period of 26 months from this Meeting and including the power to sub-delegate in accordance with statutory and regulatory provisions, to issue, based solely on its deliberations, on one or more occasions, in France and abroad, in the amounts and at the times it deems appropriate, in euros, foreign currency or currency unit established with reference to several foreign currencies, with or without premiums, debt securities giving access (a) to equity securities to be issued by the Company or any company in which the Company directly or indirectly owns more than half of the share capital or (b) to the existing equity securities of another company in which the Company does not directly or indirectly own more than half of the share capital.

The Shareholders' General Meeting resolves to cancel shareholders' preferential subscription rights to securities covered by this resolution and resolves that issues shall be carried out in the form of public offerings covered by Article L.411-2(1) of the French Monetary and Financial Code.

The Shareholders' General Meeting nevertheless resolves that the Board of Directors shall have the power to grant shareholders, during the regulatory timeframe and on terms that it shall determine and for some or all of a given issue, a subscription priority that does not give rise to tradable rights and that must be exercised in proportion to the number of shares owned by each shareholder.

The Shareholders' General Meeting notes that this authority shall entail, by operation of law, the surrender by shareholders of their preferential right to subscribe capital securities to which securities issued under this authority shall confer an entitlement.

The Shareholders' General Meeting resolves to set the maximum amounts of issues that may be carried out under this authority as follows:

- the combined maximum nominal amount of capital increases that may be carried out under the twenty-first and twenty-second resolutions of this Meeting is set at €150 million, it being stipulated that this limit does not take into account adjustments that may be made in accordance with applicable statutory and regulatory provisions and, as the case may be, with applicable contractual stipulations; this limit shall therefore be common to all resolutions mentioned in this paragraph;
- the combined maximum nominal amount of capital increases that may be carried out, directly or otherwise, under the twentieth, twenty-first, twenty-second and twenty-third resolutions of this Meeting may not exceed €300 million, it being stipulated that this limit does not take into account adjustments that may be made in accordance with applicable statutory and regulatory provisions and any applicable contractual stipulations; this limit shall therefore be common to all resolutions mentioned in this paragraph;
- the combined maximum nominal amount of capital increases that may be carried out under the twenty-first, twenty-second and twenty-fourth resolutions of this Meeting may not exceed 10% of the total number of shares making up the share capital at the time the Board of Directors takes its decision;
- the combined maximum nominal amount of issues of debt securities giving access to the share capital that may be carried out under the twenty-first and twenty-second resolutions of this Meeting may not exceed €3 billion or the equivalent of this amount in any other currency or currency unit established by reference to several currencies; this limit shall therefore be common to all resolutions mentioned in this paragraph;
- the combined maximum amount of issues of debt securities that may be carried out under the twentieth, twenty-first and twenty-second resolutions of this Meeting may not exceed €5 billion or the equivalent of this amount in any other currency or currency unit established by reference to several currencies.

The Meeting resolves that, if the Board of Directors uses this authority, the issue price of debt securities shall be set such that the issue price of the shares that may be created through conversion, exchange or any other way must be at least equal to the weighted average price in the three stock-exchange trading sessions before the start of the public offering, possibly with a discount of up to 10% and, if applicable, after this average price has been adjusted in the event of a difference between dividend entitlement dates.

The Board of Directors may not, unless first authorised by the Shareholders' General Meeting, use this delegation of authority from the time a third party files a proposed public offer for the Company's shares and until the end of the offer period.

The Shareholders' General Meeting resolves that this delegation renders ineffective and replaces the delegation granted in the nineteenth resolution of the Shareholders' General Meeting on 13 April 2023.

### **Twenty-third resolution**

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*Authorisation of the Board of Directors to increase the number of securities to be issued in the event of surplus applications*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Extraordinary Shareholders' General Meetings, and having considered the Report of the Board of Directors, authorises the Board of Directors, for a period of 26 months from the date of this Meeting, including the power to sub-delegate in accordance with statutory and regulatory provisions, if surplus applications occur in the event of issues of securities it has carried out pursuant to the twentieth, twenty-first and twenty-second resolutions above, to increase the number of securities in accordance with Article L.225-135-1 of the French Commercial Code, i.e. within 30 days of the end of the subscription period and subject to a limit of 15% of the initial issue at the same price as the initial issue, subject to the limit specified in the resolution that gave authority for the issue.

The Board of Directors may not, unless first authorised by the Shareholders' General Meeting, use this delegation of authority from the time a third party files a proposed public offer for the Company's shares and until the end of the offer period.

The Shareholders' General Meeting resolves that this delegation renders ineffective and replaces the delegation granted in the twentieth resolution of the Shareholders' General Meeting on 13 April 2023.

### **Twenty-fourth resolution**

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*Delegation of powers to the Board of Directors to issue any shares, equity securities giving access to other equity securities or conferring an entitlement to an allotment of debt securities and other securities giving access to equity securities to be issued by the Company, up to 10% of the share capital, in order to pay for contributions in kind of securities to the Company*

The General Shareholders' Meeting, voting under the quorum and majority conditions required for Extraordinary General Shareholders' Meetings, having considered the Report of the Board of Directors and the Special Report of the Statutory Auditors, delegates to the Board of Directors, for a period of 26 months with effect from the date of this General Shareholders' Meeting and with the power to sub-delegate in accordance with applicable legal and regulatory provisions, in accordance with Article L.22-10-53 of the French Commercial Code and when the provisions of Article L.22-10-54 of the French Commercial Code do not apply, the powers necessary to increase the share capital by a maximum of 10% of the existing share capital, by the issue of shares of the Company, any equity securities giving access to other equity securities or conferring the right to the allotment of debt securities and any securities giving access to equity securities to be issued by the Company to pay for contributions in kind made to the Company in the form of equity securities or securities giving access to the share capital.

The Shareholders' General Meeting notes that this authority shall entail, by operation of law, the surrender by shareholders of their preferential right to subscribe capital securities to which securities issued under this authority shall confer an entitlement.

The Board of Directors may not, unless first authorised by the Shareholders' General Meeting, use this delegation of authority from the time a third party files a proposed public offer for the Company's shares and until the end of the offer period.

The combined maximum nominal amount of capital increases that may be carried out under the twenty-first, twenty-second and twenty-fourth resolutions of this Meeting may not exceed 10% of the number of shares making up the share capital at the time the Board of Directors takes its decision.

The Board of Directors shall have all powers, including the power to sub-delegate, to carry out such issues on such terms as it shall determine in accordance with the law, and, in particular:

- to determine the nature of securities to be created, their characteristics and their issue terms;
- after each increase, to charge the expenses of the capital increase to the amount of the premiums referable thereto and to deduct from this amount the sums necessary to increase the statutory reserve to one-tenth of the new share capital;
- to take any steps necessary for the completion of the capital increases, to carry out any consequential formalities, to make the consequential amendments to the Company's Articles of Association and generally to do whatever is necessary.

The Shareholders' General Meeting resolves that this delegation replaces and supersedes the delegation granted in the twenty-first resolution of the Shareholders' General Meeting on 13 April 2023.

### **Twenty-fifth resolution**

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*Delegation of authority to the Board of Directors to carry out share capital increases reserved for employees of the Company and VINCI Group companies in the context of savings plans, with preferential subscription rights cancelled*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Extraordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and the Special Report of the Statutory Auditors:

1. delegates to the Board of Directors, in accordance with provisions including those of Article L.225-138-1 of the French Commercial Code in particular and in the context of Articles L.3332-1 et seq. of the French Labour Code, its authority to carry out, based solely on its deliberations, on one or more occasions, capital increases reserved for the members of a VINCI company savings plan or a Group savings plan of VINCI and of companies associated with VINCI within the meaning of Article L.225-180 of the French Commercial Code and Article L.3344-1 of the French Labour Code, through the issue of shares or securities giving access to the Company's share capital;
2. resolves that the total number of shares that may be issued on the basis of this delegated authority and pursuant to the twenty-sixth resolution of this Meeting may not under any circumstances exceed 1.5% of the number of shares making up the share capital at the time the Board of Directors takes its decision, it being stipulated that this amount will be increased, as the case may be, by adjustments that may take place in accordance with applicable legislative and regulatory provisions and, as the case may be, with applicable contractual stipulations, to preserve the rights of holders of equity securities, other securities or other rights giving access to the capital;



3. establishes the validity of this delegated authority at 26 months as from the date of this Meeting. The Shareholders' General Meeting, having considered the Report of the Board of Directors, notes that the capital increases reserved for employees decided during the Board of Directors meetings on 16 October 2024 and 6 February 2025 are being carried out on the basis of the twelfth resolution of the Shareholders' General Meeting of 9 April 2024 and will result in the recognition of a capital increase after the present Meeting on the basis of the delegation of authority provided by the Combined Shareholders' General Meeting of 9 April 2024 and, insofar as necessary, on the basis of the present delegation of authority as reiterated by the Board of Directors. Subject to the recognition of the capital increases carried out on this basis, the Shareholders' General Meeting resolves that this delegation will cancel the previous delegation granted by the Combined Shareholders' General Meeting of 9 April 2024 in its twelfth resolution;
4. resolves, in favour of the beneficiaries mentioned in point 1, to cancel shareholders' preferential subscription rights in respect of the shares or securities giving access to the capital thus issued;
5. notes that this authority shall entail, by operation of law, the surrender by shareholders of their preferential right to subscribe capital securities to which securities issued under this authority shall confer an entitlement;
6. resolves, pursuant to Article L.3332-21 of the French Labour Code, that the Board of Directors may arrange for the allotment, free of charge, of shares or negotiable securities giving access to the Company's share capital, in respect of the Company's contribution or, if applicable, in respect of the discount, provided that when their monetary value, assessed at the subscription price, is taken into account, it does not have the effect of exceeding the maximum discount provided for by paragraph 8(b) below and the limit provided by Article L.3332-11 of the French Labour Code;
7. resolves that the characteristics of the securities giving access to the Company's capital will be decided upon by the Board of Directors under the conditions laid down by regulations;
8. gives all necessary powers to the Board of Directors, including the power to sub-delegate in accordance with statutory and regulatory conditions, within the limits set above, to determine the conditions of the capital increase or increases and, in particular:
  - (a) to determine the scope of the companies from which employees may benefit from the subscription offer, within the limits set by Article L.225-180 referred to above;
  - (b) to determine the subscription price of the new shares, which may not be less than 95% of the average price quoted on the twenty stock market trading days preceding the date of the decision of the Board of Directors, or of its delegated representative, setting the opening date of the subscription period;
  - (c) to decide that the subscriptions may be made directly or through a company mutual fund or through an open-ended investment company governed by Article L.214-166 of the French Monetary and Financial Code;
  - (d) to decide the way in which the shares to be issued will be paid up and the date of their entitlement to dividends, which may be backdated;
  - (e) to take any steps necessary for the completion of the capital increases, to carry out any consequential formalities, to make the consequential amendments to the Company's Articles of Association and, generally, to do whatever is necessary;

- (f) on its own initiative, after each increase, to charge the expenses of the capital increase to the amount of the premiums referable thereto and to deduct from this amount the sums necessary to increase the statutory reserve to one-tenth of the new share capital;
  - (g) to enter into any agreements and, whether directly or through an agent, to complete any transactions and formalities;
  - (h) to prepare any reports describing the definitive conditions of the transaction in accordance with French law;
9. notes, in addition, that this delegation has the effect of satisfying the provisions of Article L.225-129-6 of the French Commercial Code, having regard to the delegations granted by the twentieth, twenty-first, twenty-second and twenty-third resolutions of the present Shareholders' General Meeting.

## **Twenty-sixth resolution**

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*Delegation of authority to the Board of Directors to make capital increases reserved for a category of beneficiaries in order to offer the employees of certain foreign subsidiaries benefits comparable with those offered to employees subscribing directly or indirectly via a company mutual fund in the context of a savings plan, with preferential subscription rights cancelled*

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Extraordinary Shareholders' General Meetings, having considered the Report of the Board of Directors and the Special Report of the Statutory Auditors:

1. delegates to the Board of Directors, in accordance with the provisions of Articles L.225-129-2 and L.225-138 of the French Commercial Code, its authority, on its own initiative and on one or more occasions, to increase the share capital by the issue of ordinary shares of the Company reserved for the category of beneficiaries defined below;
2. resolves to cancel shareholders' preferential subscription rights in respect of shares issued pursuant to this resolution and to reserve subscription rights for the category of beneficiaries with the following characteristics:
  - (a) employees and officers of the Company and of VINCI Group companies associated with the Company under the conditions provided by Article L.225-180 of the French Commercial Code;
  - (b) and/or UCITS or other employee share ownership entities, with or without legal personality, invested in shares of the Company and whose unit holders or shareholders comprise persons mentioned in (a) above;
  - (c) and/or any banking institution or subsidiary of such an institution involved at the Company's request in setting up a share ownership or savings plan for the benefit of the persons mentioned in (a) above, insofar as the subscription by the person authorised in accordance with this resolution is necessary or desirable in order to allow the employees or company officers indicated above to benefit from employee share ownership or savings plans that are equivalent or similar, in terms of economic advantages, to the ones available to other VINCI Group employees in the context of a transaction completed as part of a savings plan;
3. resolves that the total number of shares that may be issued on the basis of this delegated authority and pursuant to the twenty-fifth resolution of this Meeting may not under any circumstances exceed 1.5%

of the number of shares making up the share capital at the time the Board of Directors takes its decision;

4. establishes the validity of this delegation at 18 months as from the date of the present Meeting. Having reviewed the Report of the Board of Directors, the Shareholders' General Meeting notes that the capital increases reserved for employees decided upon by the meeting of the Board of Directors on 16 October 2024 will be carried out on the basis of the thirteenth resolution of the Shareholders' General Meeting of 9 April 2024 and will result in the recognition of a capital increase after the present Meeting on the basis of the delegation of authority provided by the Combined Shareholders' General Meeting of 9 April 2024 and, insofar as necessary, on the basis of the present delegation of authority upon reiteration by the Board. Subject to issues of shares as part of the capital increase currently being carried out, the Shareholders' General Meeting decides that the present delegation of authority renders ineffective the previous delegation granted in the thirteenth resolution of the Combined Shareholders' General Meeting of 9 April 2024;
5. within the limits set out above, gives all necessary powers to the Board of Directors, including the power to sub-delegate in accordance with statutory and regulatory conditions, to determine the conditions of the capital increase or increases and, in particular:
  - (a) to determine the subscription price of the new shares, which may not be less than 95% of the average price quoted on the twenty stock market trading days preceding the opening date of the subscription period or the date of the decision of the Board of Directors, or of its delegated representative, setting the opening date of the subscription period;

For the specific purposes of an offer made for the benefit of the beneficiaries indicated in 2(a) above residing in the United Kingdom, as part of a Share Incentive Plan, the Board of Directors may also decide that the subscription price for the new shares being issued as part of this plan will be equal, with no discount, to the lower of (i) the share price on Euronext Paris at the opening of the reference period used to determine the subscription price within this plan and (ii) a price determined at the end of this period, with the dates on which such prices are arrived at being determined in accordance with the applicable local regulations;

- (b) to determine, within each of the aforementioned categories, the list of beneficiaries of each issue and the number of shares allotted to each of them;
    - (c) to determine the terms and conditions of each issue and, in particular, the amount and characteristics of the securities to be issued, their subscription price, the manner in which they will be paid up, the subscription period and the dividend entitlement date of the shares to be issued, which may be backdated;
    - (d) to take any steps necessary for the completion of the capital increases, to carry out any consequential formalities, to charge the expenses of the capital increase to the amount of the premiums referable thereto, to deduct from that amount the sums necessary to increase the statutory reserve to one-tenth of the new capital, to make the consequential amendments to the Company's Articles of Association and, generally, to do whatever is necessary;
    - (e) to enter into any agreements, to carry out any transactions and formalities, whether directly or through a representative;
    - (f) to prepare any reports describing the definitive conditions of the operation in accordance with French law.

## Twenty-seventh resolution

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*Authorisation of the Board of Directors to allot, free of charge, existing performance shares acquired by the Company to employees of the Company and of certain related companies or groups in accordance with Articles L.225-197-1 et seq. of the French Commercial Code*

The Shareholders' General Meeting, having considered the Report of the Board of Directors and the Special Report of the Statutory Auditors:

1. authorises the Board of Directors, under Articles L.225-197-1 et seq. of the French Commercial Code, to allot, free of charge, ordinary shares in the Company, on one or more occasions, to employees of the Company and of French or foreign companies related to it under Article L.225-197-2 of the French Commercial Code, it being stipulated that such shares shall be existing shares acquired by the Company;
2. resolves that the total number of existing shares capable of being allotted under this authorisation may not exceed 1% of the number of shares comprising the authorised share capital at the time that the Board of Directors makes its decision, where that number does not take into account any adjustments that may be made to preserve the rights of beneficiaries in the event of financial transactions or transactions on the Company's capital or equity;
3. resolves that the shares allotted to beneficiaries will only vest after a period of not less than three years from the date on which the said shares are allotted, subject to beneficiaries' continued employment within the group on the date that the shares vest;
4. resolves that the vesting of performance shares shall be subject to performance conditions consisting of one or more economic criteria, one or more financial criteria and one or more ESG criteria:
  - the economic criterion/criteria will have the purpose of measuring net value created by the Group over a period of at least three years;
  - the financial criterion/criteria will have the purpose of measuring control over debt levels and VINCI's total shareholder return (including dividends), relative to a panel of companies that represent the variety of VINCI's businesses. Those performances will be measured over a period of at least three years;
  - the ESG criterion/criteria will have the purpose of reflecting the workforce-related, social and/or environmental efforts made by the Group.

The Board of Directors will determine, for each performance criterion, the volume of allotments arising from the criterion, and the limits beyond which no allotment will be made or the allotment will be made in full;

5. gives all powers to the Board of Directors, within the limits set out above and including the power to sub-delegate in accordance with regulations in force to:
  - set the allotment criteria and performance conditions in accordance with paragraph 4 of this resolution under which the shares will be allotted;
  - decide the beneficiaries of the shares and the number of shares allotted to each of them;
  - set the vesting period and any lock-up period for the allotted shares and determine the conditions under which the beneficiaries may retain the benefit of their rights (including in the event of retirement) or sell shares in accordance with regulations in force (including in the event of invalidity);

- make any adjustment required in the event of financial transactions and set any terms under which the rights of those allotted shares shall be preserved;
- and, generally, to do whatever is necessary;

6. sets the validity of this authorisation at 38 months from the date of this Meeting.

## **Twenty-eighth resolution**

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### *Powers to carry out formalities*

The Shareholders' General Meeting hereby confers all necessary powers on the bearer of a copy or extract of the minutes of this Combined Ordinary and Extraordinary Shareholders' General Meeting to make all registrations and publications required by law.

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## **A. Participation in the Combined Shareholders' General Meeting**

### **A1 – General provisions**

All shareholders may participate in this Shareholders' General Meeting, irrespective of the number of shares they hold, simply by producing proof of their identity and ownership of their shares.

Shareholders may participate in the Shareholders' General Meeting by:

- attending in person;
- voting by post; or
- arranging to be represented by giving a proxy to the chair, their spouse, their civil partner in the context of a civil partnership agreement, another shareholder, or any other legal entity or individual of their choice under the conditions prescribed by Article L.22-10-39 of the French Commercial Code, or without giving a proxy. In the case of shareholders who wish to be represented without giving a specific proxy, the chair of the Shareholders' General Meeting will vote on their behalf in favour of the adoption of draft resolutions presented or approved by the Board of Directors, and against the adoption of all other draft resolutions.

### **A2 – Prior formalities**

In accordance with Article R.22-10-28 of the French Commercial Code, the only shareholders allowed to attend or be represented at the Shareholders' General Meeting, or to vote by post, will be those who have proved their status as such, in advance:

- (a) as regards registered shares, by showing that those shares are registered in their name in a directly registered or intermediary-registered account;
- (b) as regards bearer shares, by showing that the shares are held in bearer share accounts kept by their authorised financial intermediaries, as recorded by a certificate of investment issued by such intermediaries (or by electronic means as the case may be) and attached to the postal voting form, proxy form or application for an admission card completed in the name of the shareholder or on behalf of the shareholder represented by the registered intermediary.

These formalities must be completed no later than 00:00 CEST on the second business day preceding the Shareholders' General Meeting, namely by 00:00 CEST on Tuesday, 15 April 2025.

### **A3 – Ways of taking part in the Shareholders' General Meeting**

Shareholders may participate in the Shareholders' General Meeting by:

- requesting an admission card in order to attend in person;
- voting by post; or
- giving a proxy to the chair of the meeting or to any natural or legal person, at the shareholder's discretion.

VINCI offers shareholders the option to carry out these procedures online via the secure Votaccess platform.

The Votaccess platform will be open from 28 March until 15:00 CEST on 16 April 2025.

To avoid the Votaccess platform becoming overloaded, shareholders are encouraged not to wait until the day before the Shareholders' General Meeting to vote.

#### **I- Taking part in the Shareholders' General Meeting in person**

Shareholders wishing to attend the Shareholders' General Meeting in person may apply for an admission card as follows:

##### **1. Requesting an admission card by post**

- (a) Holders of directly registered or intermediary-registered shares may request a card by returning the voting form enclosed with the notice of meeting directly to the bank referred to below.
- (b) Holders of bearer shares must ask the authorised intermediary that manages their securities account to arrange for an admission card to be sent to them.

Holders of bearer shares who wish to attend this Shareholders' General Meeting and who have not received their admission card by 00:00 CEST on the second business day preceding the meeting, namely by 00:00 CEST on Tuesday, 15 April 2025, must present a certificate of investment issued by their authorised financial intermediary in accordance with the regulations.

Holders of registered shares may attend the Shareholders' General Meeting without any prior formalities.

Both holders of registered and bearer shares must be in a position to prove their identity in order to attend the Shareholders' General Meeting in person.

##### **2. Requesting an admission card electronically**

Shareholders wanting to take part in the Shareholders' General Meeting in person may also request an admission card electronically as follows:

- (a) Holders of directly registered or intermediary-registered shares may request an admission card on the secure Votaccess platform at the following address: <https://www.actionnaire.cic-marketsolutions.eu>.

Holders of directly registered shares must log in using their usual access details.

Holders of intermediary-registered shares will receive a letter stating their username and password. Shareholders who have forgotten their username and/or password may call the following number for assistance: +33 (0)1 53 48 80 10.

After logging in, holders of directly registered or intermediary-registered shares must follow the on-screen instructions to access the Votaccess platform and request an admission card.

- (b) Holders of bearer shares must contact the institution that keeps their account to find out whether or not it is connected to the Votaccess website and, if so, whether that access is subject to any particular terms and conditions of use. Only holders of bearer shares whose account-keeping institution has signed up to the Votaccess platform may request an admission card online.

If the account-keeping institution of holders of bearer shares is connected to the Votaccess website, shareholders must identify themselves on the internet portal of their account-keeping institution using their usual access details. They must then click on the icon that appears on the row corresponding to their VINCI shares and follow the on-screen instructions to access the Votaccess platform and request an admission card.

### **3. Specific provisions for shareholders wishing to attend the Shareholders' General Meeting in person**

Both holders of registered and bearer shares must be in a position to prove their identity in order to attend the Shareholders' General Meeting in person.

Shareholders are informed that, for security reasons, they will not be allowed to take luggage into the meeting room.

Shareholders are informed that, for this Shareholders' General Meeting, they must sign the attendance sheet before the start of proceedings. Shareholders who arrive after the attendance sheet has been closed will not be allowed to vote during the meeting.

## **II – Voting by post or by proxy**

### **1. Remote or proxy voting by post**

Shareholders who do not wish to attend the Shareholders' General Meeting in person and who wish to be represented by a proxy or to vote by post may vote as follows:

- (a) Holders of directly registered or intermediary-registered shares must return the combined proxy/postal voting form, sent to them with the documentation accompanying the Notice of Meeting, to the bank indicated below.
- (b) Holders of bearer shares may ask their account-keeping institution to send them the combined proxy/postal voting form. Once shareholders have completed the form, they must return it to the account-keeping institution, which will attach to it an ownership certificate and send it to the bank referred to below.

To be taken into account, postal voting forms must be received by the bank indicated below, at the latest on Tuesday, 15 April 2025.

Appointments or revocations of proxies received by post must be received at the latest on Tuesday, 15 April 2025.

## **2. Remote or proxy voting online**

Shareholders can also send their voting instructions and appoint or revoke a proxy online before the Shareholders' General Meeting on the Votaccess website as follows:

- (a) Holders of directly registered or intermediary-registered shares wishing to vote online must access the Votaccess platform via the following address: <https://www.actionnaire.cic-marketsolutions.eu>.

Holders of directly registered shares must log in using their usual access details.

Holders of intermediary-registered shares will receive a letter stating their username and password. Shareholders who have forgotten their username and/or password may call the following number for assistance: +33 (0)1 53 48 80 10.

After logging in, holders of directly registered or intermediary-registered shares must follow the on-screen instructions to access the Votaccess site and vote, or to appoint or revoke a proxy.

- (b) Holders of bearer shares must contact the institution that keeps their account to find out whether or not it is connected to the Votaccess website and, if so, whether that access is subject to any particular terms and conditions of use.

If the account-keeping institution of holders of bearer shares is connected to the Votaccess website, shareholders must identify themselves on the internet portal of their account-keeping institution using their usual access details. They must then click on the icon that appears on the row corresponding to their VINCI shares and follow the on-screen instructions to access the Votaccess platform and vote, or appoint or revoke a proxy.

If the shareholder's account-keeping institution is not connected to the Votaccess website, a notice of appointment or revocation of proxy may still be given by electronic means in accordance with Article R.22-10-24 of the French Commercial Code, as follows:

- Shareholders must send an email to [mandats-vinci@cic.fr](mailto:mandats-vinci@cic.fr). The email must contain the following information: name of the company concerned, date of the Shareholders' General Meeting, last name, first name and address of the shareholder appointing or revoking the proxy and the last name, first name and address of the proxy being appointed or revoked.
- Shareholders must ask their account-keeping institution to send written confirmation to CIC's shareholders' general meeting department at the address provided below.

Only notifications or revocations of proxies may be sent to the aforementioned email address. Any request or notification for any other purpose will not be taken into account or dealt with.

Appointments or revocations of proxy notified by electronic means shall only be admissible if the confirmations are received by the day before the Shareholders' General Meeting, i.e. by 15:00 CEST on 16 April 2025.



## **B - Sale by shareholders of their shares before the Shareholders' General Meeting**

Shareholders who have already returned their combined proxy/postal voting form, or who have applied for their admission card or certificate of investment, may sell all or part of their shares until the day of the Shareholders' General Meeting.

However, if the shares are sold before 00:00 CEST on the second business day before the Shareholders' General Meeting, the authorised financial intermediary holding the securities account must notify the sale to the bank indicated below, and provide the necessary information to cancel the vote or amend the number of shares and corresponding votes.

No transfer of shares made after 00:00 CEST on the second business day preceding the Shareholders' General Meeting, by whatever means, will be notified or taken into account, notwithstanding any agreement to the contrary.

## **C – Procedure for exercising the right to add items to the agenda or draft resolutions**

Shareholders meeting the legal conditions and wishing to add items to the agenda or draft resolutions must send their request, in accordance with the conditions specified in Article R.225-73 of the French Commercial Code, to VINCI's registered office (1973 boulevard de la Défense – 92000 Nanterre, France) by registered letter with proof of receipt requested or by email at the latest by the twenty-fifth calendar day before the date set for the Shareholders' General Meeting, namely Sunday, 23 March 2025. Such requests must be accompanied by a certificate of entry either in the registered share accounts kept by the Company, or in the bearer share accounts kept by an intermediary.

The examination of agenda items or draft resolutions submitted under the conditions given above is contingent upon the persons requesting the additions sending a second certificate of entry in those same accounts on the second business day preceding the Shareholders' General Meeting, namely by 00:00 CEST on Tuesday, 15 April 2025.

The new agenda items or draft resolutions will be added to the agenda for the Shareholders' General Meeting and brought to the attention of shareholders in accordance with the conditions set by current regulations.

## **D – Procedure for exercising the right to ask questions in writing**

All shareholders are entitled to ask questions in writing to be answered by the Board of Directors during the Shareholders' General Meeting. In order to be accepted, such written questions must be sent to VINCI's registered office (1973 boulevard de la Défense – 92000 Nanterre, France) by registered letter with proof of receipt requested, addressed to the Chairman of the Board of Directors, or by email to [assembleegenerale@vinci.com](mailto:assembleegenerale@vinci.com), at the latest on the fourth business day before the date of the Shareholders' General Meeting, namely on or before Friday, 11 April 2025. Such written questions must be accompanied by a certificate of entry, either in the registered share accounts kept by the Company, or in the bearer share accounts kept by an intermediary of the kind referred to in Article L.211-3 of the French Monetary and Financial Code.

In accordance with current legislation, a combined reply may be given to questions with the same content or dealing with the same subject matter. The answers to written questions may be published directly on the Company's website at [www.vinci.com](http://www.vinci.com), under the Shareholders tab (Shareholders' General Meeting option).

## **E – Documents and information made available to shareholders**

Documents that must be made available to shareholders in connection with the Shareholders' General Meeting will be made available under the conditions provided by current legal and regulatory provisions.

All the documents and information relating to the Shareholders' General Meeting and mentioned in Article R. 22-10-23 of the French Commercial Code may be consulted on the Company's website at [www.vinci.com](http://www.vinci.com), under the heading Shareholders – Shareholders' General Meeting, with effect from the twenty-first day preceding the Shareholders' General Meeting, namely from Wednesday, 26 March 2025.

## **F – Audiovisual stream**

In accordance with Article R. 22-10-29-1 of the French Commercial Code, a live audiovisual stream of the entire Shareholders' General Meeting will be available on the Company's website (<https://www.vinci.com>).

A recording of the Shareholders' General Meeting will be available on the Company's website at the latest seven business days after it takes place, and will remain available for at least two years after it is made available online.

## **G – Bank providing share register services**

### **Crédit Industriel et Commercial – CIC**

6 avenue de Provence  
75452 Paris Cedex 09

**The Board of Directors**