

VINCI

French public limited company (*société anonyme*) with share capital of €1,478,800,602.50

Registered office: 1 cours Ferdinand de Lesseps, 92500 Rueil Malmaison, France

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

COMBINED ORDINARY AND EXTRAORDINARY SHAREHOLDERS' GENERAL MEETING OF 8 APRIL 2021

MINUTES (Excerpt)

The shareholders of VINCI, a public limited company (*société anonyme*) with share capital of €1,478,800,602.50, divided into 591,520,241 shares with par value of €2.50 each, were informed that the Company's combined shareholders' general meeting would be convened for the first time by the Board of Directors to take place at 10 a.m. on Thursday 8 April 2021. Those holding shares in registered form were informed of the meeting through:

- a notice of meeting was published in edition 26 of the Bulletin des Annonces Légales et Obligatoires on 1 March 2021;
- a press release distributed in a full and effective manner by the authorised distributor GlobeNewswire on 12 March 2021;
- a notice convening the meeting published in edition 34 of the Bulletin des Annonces Légales et Obligatoires on 19 March 2021 and in edition 108 of the statutory announcements journal La Loi on 19 March 2021, on pages 42-44;
- a notice convening the meeting published in the financial press, i.e. on page 17 of Les Echos on 18 March 2021 and on page 7 of Investir on 20 March 2021.

Because of the Covid-19 pandemic and in accordance with French government decree no. 2021-255 of 9 March 2021, the location of VINCI's general shareholders' meeting, initially scheduled to take place at Salle Pleyel, 252 rue du Faubourg-Saint Honoré, 75008 Paris as stated in the notice of meeting, was changed in the notice convening the meeting to 1 cours Ferdinand de Lesseps, 92500 Rueil-Malmaison, with the meeting taking place behind closed doors and without shareholders being physically present.

The primary statutory auditors Deloitte & Associés and PricewaterhouseCoopers, and the representatives of the social and economic committee, were also invited to take part in the meeting at the same time as the shareholders.

The shareholders, statutory auditors and representatives of the social and economic committee were invited to follow the livestream of the meeting on the Company's website.

In accordance with article 17 of the articles of association, Xavier Huillard, Chairman of the Board of Directors, chaired the meeting.

The Chairman said that, in accordance with Article 8 of the decree of 10 April 2020, the Board of Directors, in its meeting of that date held before the present shareholders' general meeting, had appointed two

scrutineers from among the ten shareholders that, to the Company's knowledge, held the largest number of voting rights on the date the meeting was convened.

The two scrutineers appointed were:

- Dominique Muller Joly-Pottuz, chairwoman of the supervisory boards of FCPE Castor and FCPE Castor Relais,
- Stéphane Taillepied, representative of Amundi.

Ms Muller Joly-Pottuz and Mr Taillepied agreed to be scrutineers before the meeting was held.

The officers of the meeting having thus been appointed, Patrick Richard was appointed as secretary of the meeting by the Chairman and the scrutineers.

The Chairman noted that the 9,257 shareholders represented and having voted remotely together held 371,025,043 shares out of a total of 565,062,746 shares with voting rights, i.e. 65.66% of the total.

Consequently, he said that since the meeting met the required quorum conditions for both its ordinary and extraordinary parts, it was duly constituted for the purpose of conducting business.

The Chairman handed the following to the meeting officers:

- a Kbis registration certificate and a copy of the Company's articles of association;
- the list of registered shareholders;
- the meeting pack sent to shareholders;
- copies of letters convening the meeting sent to the statutory auditors, representatives of the social and economic committee and representatives of bondholders;
- copies of publications containing the notice of meeting and the notice convening the meeting, along with the notice published in the financial press;
- proxy and remote voting forms;
- the reports of the Board of Directors;
- the report on corporate governance;
- the statutory auditors' reports;
- the consolidated financial statements for the 2020 financial year;
- the parent company financial statements for the 2020 financial year;
- the description of the share buy-back programme;
- written questions from shareholders and answers to them;
- the text of draft resolutions presented by the Board for the meeting's approval.

The Chairman stated that all of the documents and information that, in accordance with the law, must be provided to the meeting had been made available to shareholders, at the Company's head office and on its website, within the statutory timeframes.

The Chairman reminded those attending the meeting of the agenda on which it would deliberate:

ORDINARY BUSINESS

- Reports of the Board of Directors and Statutory Auditors;
- Approval of the consolidated financial statements for the 2020 financial year;
- Approval of the parent company financial statements for the 2020 financial year;
- Appropriation of the parent company's net income for the 2020 financial year and payment of dividends;
- Renewal of the appointment of Ms Yannick Assouad as Director for a period of four years;
- Renewal of the appointment of Ms Graziella Gavezotti as Director for a period of four years;

- 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 for certain executive company officers and particularly Mr Xavier Huillard, Chairman and Chief Executive Officer;
- Approval of the report on remuneration;
- Approval of the fixed, variable and exceptional elements of total remuneration and all kinds of benefits paid in 2020 or granted with respect to 2020 to Mr Xavier Huillard, Chairman and Chief Executive Officer;
- Opinion on the Company's environmental transition plan;

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;
- 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 giving the right to an allotment of debt securities and other securities giving access to equity securities to be issued by the Company and/or 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 giving the right 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, for no consideration, existing shares in the Company to employees of the Company and of certain related companies or groups;
- Powers to carry out formalities.

The Chairman stated that the agenda had been finalised by the Board of Directors, with no shareholder having used the facility for adding new points or new draft resolutions to the agenda provided for by Article R. 225-71 of the French Commercial Code.

After watching the video summarising the year, Mr Huillard presented the Group's business activities and key events in 2020, before handing over to Mr Labeyrie, Executive Vice-President and Chief Financial Officer, for the presentation of the Group's 2020 financial statements and financial policy. Mr Huillard took the floor again to present the VINCI group's outlook for 2021.

A slide show was then shown presenting VINCI's governance arrangements and summarising the activities of the Company's Board of Directors and of its committees in 2020.

Mr Huillard then said that the statutory auditors' presentation of their reports had been prerecorded.

Bertrand Baloche and Mansour Belhiba, on behalf of the statutory auditors, presented a summary of the various reports prepared by the statutory auditors.

The Chairman then said that he had received written questions from several shareholders. The Board of Directors, in its meeting that had taken place before the shareholders' general meeting, had approved the answers to those questions. He said that all of the written questions and the Board's answers to them had been posted on the Company's website.

The Chairman then said that he would be happy to provide any explanations and further details that those taking part in the meeting might request. He said that they could ask questions by clicking on the link on their screens.

The Chairman then provided the following details about the eleventh resolution, through which shareholders were asked to state their opinion on the Company's environmental transition plan. By consulting shareholders about its environmental policy in a shareholders' general meeting, VINCI was breaking new ground in France. The vote would be purely advisory, which was necessary in order to respect the remits of VINCI's corporate bodies. The sole purpose of the vote was to encourage VINCI's shareholders to buy into the ambition presented to them, allowing them to show their support for it if they wish.

Isabelle Spiegel, VINCI's Global Head of Environment, gave a progress update on the implementation of the Group's environmental ambitions. Mr Huillard said that this presentation had been prerecorded.

He then asked Mr Richard to announce the results of votes on the draft resolutions.

I- RESOLUTIONS REQUIRING THE APPROVAL OF AN ANNUAL ORDINARY SHAREHOLDERS' GENERAL MEETING

First resolution

Approval of the 2020 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 2020 as presented to it, which show net income attributable to owners of the parent company of €1,241.7 million.

The resolution was passed:

<i>Votes cast:</i>	370,302,310
<i>Votes for:</i>	368,410,437
<i>Votes against:</i>	1,891,873
<i>Abstentions (for information):</i>	722,733

Second resolution

Approval of the 2020 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 2020 as presented to it, which show net income of €235.17 million. In particular, it approves the amount of expenses non-deductible for tax purposes (€81,411) 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.

The resolution was passed:

<i>Votes cast:</i>	368,498,890
<i>Votes for:</i>	366,606,317
<i>Votes against:</i>	1,892,573
<i>Abstentions (for information):</i>	2,526,153

Third resolution

Appropriation of the Company's net income for the 2020 financial year

The Shareholders' General Meeting notes that the Company achieved net income of €235,169,228.96 for the 2020 financial year and that, taking account of retained earnings of €17,540,763,968.94, distributable income amounts to €17,775,933,197.90.

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 a dividend	€1,152,728,001.84
▪ to retained earnings	€16,623,205,196.06
▪ giving total appropriations of	€17,775,933,197.90

The Shareholders' General Meeting resolves to set the dividend payable in respect of the 2020 financial year at €2.04 for each of the 565,062,746 shares entitled to and qualifying for dividends at 1 January 2020.

The Shareholders' General Meeting notes that, at 31 January 2021, the number of shares making up the share capital and qualifying for dividends at 1 January 2020 was 591,520,241, breaking down as follows:

▪ shares with no particular restrictions and qualifying for dividends on 1 January 2020	565,062,746
▪ shares held in treasury by the Company	26,457,495

- total number of shares making up the share capital 591,520,241

The Shareholders' General Meeting resolves that, should the Company hold a number of its own shares other than 26,457,495 on the day the dividend is paid, the amount of the final 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)(A)(1) of the French General Tax Code, dividends received in 2021 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 tax payer 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 tax payer 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. Tax payers whose taxable revenue the previous year does not exceed a certain threshold may, on request, not pay the withholding tax. 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 20 April 2021. The dividend will be paid on 22 April 2021.

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 2017, 2018 and 2019 were as follows:

Financial year	Type	Amount per share	Number of qualifying shares	Total amount paid (in € millions)
2017	Interim	€0.69	556,515,560	384.00
	Final	€1.76	553,373,249	973.93
	Total	€2.45	-	1,357.93
2018	Interim	€0.75	555,586,616	416.69
	Final	€1.92	554,464,831	1,064.57
	Total	€2.67	-	1,481.26
2019	Interim	€0.79	556,865,474	439.92
	Final	€1.25	554,379,328	692.97
	Total	€2.04	-	1,132.89

The resolution was passed:

<i>Votes cast:</i>	370,988,580
<i>Votes for:</i>	365,935,471
<i>Votes against:</i>	5,053,109
<i>Abstentions (for information):</i>	36,463

Fourth resolution

Renewal of the appointment 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 2024.

The resolution was passed:

<i>Votes cast:</i>	368,346,171
<i>Votes for:</i>	353,664,581
<i>Votes against:</i>	14,681,590
<i>Abstentions (for information):</i>	2,678,872

Fifth resolution

Renewal of the appointment of Ms Graziella Gavezotti as Director for a period of four years

The Shareholders' General Meeting renews the appointment of Ms Graziella Gavezotti 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 2024.

The resolution was passed:

<i>Votes cast:</i>	368,426,866
<i>Votes for:</i>	363,018,963
<i>Votes against:</i>	5,407,903
<i>Abstentions (for information):</i>	2,598,177

Sixth resolution

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 2021-2022 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 European regulation 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. transfer or exchange of shares upon the exercise of the rights attached to securities giving access to the Company's share capital;
2. retention and future delivery for payment or exchange purposes in connection with transactions involving external growth;
3. 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;
4. 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;
 5. cancellation, as part of the Company's financial policy, of the shares thus purchased, subject to the adoption of the twelfth resolution hereunder;
 6. implementation of any market practice, any objective or any transaction that may be accepted by laws or regulations or 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 €130. 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 €2 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 allotment 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, allotment 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 eighteen months from the date of this Shareholders' General Meeting. It renders ineffective and replaces the authorisation granted by the Shareholders' General Meeting on 18 June 2020 in its sixth resolution.

The resolution was passed:

Votes cast:

369,134,347

<i>Votes for:</i>	364,150,440
<i>Votes against:</i>	4,983,907
<i>Abstentions (for information):</i>	1,890,696

Seventh resolution

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 page 154 of the 2020 Universal Registration Document.

The resolution was passed:

<i>Votes cast:</i>	370,939,383
<i>Votes for:</i>	365,548,422
<i>Votes against:</i>	5,390,961
<i>Abstentions (for information):</i>	85,660

Eighth resolution

Approval of the remuneration policy for certain executive company officers and particularly 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. 22-10-8 of the French Commercial Code, the remuneration policy for the executive company officers and particularly that applicable 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 155 and following of the 2020 Universal Registration Document.

The resolution was passed:

<i>Votes cast:</i>	365,677,410
<i>Votes for:</i>	356,426,603
<i>Votes against:</i>	9,250,807
<i>Abstentions (for information):</i>	5,347,633

Ninth resolution

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 2020 Universal Registration Document.

The resolution was passed:

<i>Votes cast:</i>	369,128,035
<i>Votes for:</i>	357,016,898
<i>Votes against:</i>	12,111,137
<i>Abstentions (for information):</i>	1,897,008

Tenth resolution

Approval of the fixed, variable and exceptional elements of total remuneration and all kinds of benefits paid in 2020 or granted with respect to 2020 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 2020 or granted with respect to 2020 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 2020 Universal Registration Document.

The resolution was passed:

<i>Votes cast:</i>	368,362,042
<i>Votes for:</i>	354,847,059
<i>Votes against:</i>	13,514,983
<i>Abstentions (for information):</i>	2,663,001

Eleventh resolution

Opinion on the Company's environmental transition plan

The Shareholders' General Meeting, voting under the quorum and majority conditions required for Ordinary Shareholders' General Meetings, having considered the Company's environmental transition plan described in the notice of meeting brochure, formally approves the plan.

The resolution was passed:

<i>Votes cast:</i>	365,091,587
<i>Votes for:</i>	358,299,099
<i>Votes against:</i>	6,792,488
<i>Abstentions (for information):</i>	5,933,456

II-RESOLUTIONS REQUIRING THE APPROVAL OF AN EXTRAORDINARY SHAREHOLDERS' GENERAL MEETING

Twelfth resolution

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 twenty-four 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 twenty-six months as from the date of the present 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 on 18 June 2020 in its eleventh resolution.

The resolution was passed:

<i>Votes cast:</i>	370,994,964
<i>Votes for:</i>	369,107,087
<i>Votes against:</i>	1,887,877
<i>Abstentions (for information):</i>	30,079

Thirteenth resolution

Delegation of authority to the Board of Directors Board 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 twenty-six 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 grant 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 17 April 2019.

The resolution was passed:

<i>Votes cast:</i>	371,003,696
<i>Votes for:</i>	367,065,477
<i>Votes against:</i>	3,938,219
<i>Abstentions (for information):</i>	21,347

Fourteenth resolution

Delegation of authority to the Board of Directors to issue any shares, equity securities giving access to other equity securities or giving the right 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. 228-92 et seq. of the French Commercial Code, delegates authority to the Board of Directors, for a period of twenty-six 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:

- of ordinary shares in the Company; or
- of equity securities giving access to other equity securities or giving the right to an allotment of debt securities; or

- of 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 give the right.

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 fourteenth, fifteenth, sixteenth and seventeenth resolutions of this Meeting is €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 fourteenth, fifteenth and sixteenth 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 grant 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 twentieth resolution of the Shareholders' General Meeting on 17 April 2019.

The resolution was passed:

<i>Votes cast:</i>	<i>369,213,058</i>
<i>Votes for:</i>	<i>364,312,033</i>
<i>Votes against:</i>	<i>4,901,025</i>
<i>Abstentions (for information):</i>	<i>1,811,985</i>

Fifteenth resolution

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 twenty-six 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, (a) debt securities and giving access 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 and may be supplemented by a reducible subscription right, it being stipulated that following the priority period, unsubscribed securities may be offered to the public.

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 shall give the right.

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 fifteenth and sixteenth resolutions of this Meeting is €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 fourteenth, fifteenth, sixteenth and seventeenth 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 fifteenth, sixteenth and eighteenth 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 fifteenth and sixteenth 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 fourteenth, fifteenth and sixteenth 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 amount provided for by applicable statutory and regulatory

provisions on the day of the issue, or i.e. on that day equal to the weighted average price in the three stock-exchange trading sessions before the start of the public offering within the meaning of Regulation (EU) 2017/1129 of 14 June 2017, 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 grant 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 delegations granted in the twenty-first resolution of the Shareholders' General Meeting on 17 April 2019.

The resolution was passed:

Votes cast:	370,992,694
Votes for:	346,360,543
Votes against:	24,632,151
Abstentions (for information):	32,349

Sixteenth resolution

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 twenty-six 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, (a) debt securities and giving access 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 and may be supplemented by a reducible subscription right, it being stipulated that following the priority period, unsubscribed securities may be offered to the public.

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 shall give the right.

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 fifteenth and sixteenth resolutions of this Meeting is €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 fourteenth, fifteenth, sixteenth and seventeenth 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 fifteenth, sixteenth and eighteenth 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 fifteenth and sixteenth 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 fourteenth, fifteenth and sixteenth 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 amount provided for by applicable statutory and regulatory provisions on the day of the issue, or i.e. on that day equal to the weighted average price in the three stock-exchange trading sessions before the start of the public offering within the meaning of Regulation (EU) 2017/1129 of 14 June 2017, 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 grant 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 delegations granted in the twenty-second resolution of the Shareholders' General Meeting on 17 April 2019.

The resolution was passed:

Votes cast:	370,935,835
Votes for:	341,418,819
Votes against:	29,517,016
Abstentions (for information):	89,208

Seventeenth resolution

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 twenty-six 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 fourteenth, fifteenth and sixteenth resolutions above, to increase the number of securities in accordance with Article L. 225-135-1 of the French Commercial Code, i.e. within thirty 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 grant 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 twenty-third resolution of the Shareholders' General Meeting on 17 April 2019.

The resolution was passed:

<i>Votes cast:</i>	367,256,325
<i>Votes for:</i>	337,450,860
<i>Votes against:</i>	29,805,465
<i>Abstentions (for information):</i>	3,768,718

Eighteenth resolution

Delegation of powers to the Board of Directors to issue any shares, equity securities giving access to other equity securities or giving the right 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 twenty-six 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 equity securities to which securities issued under this authority shall give the right.

The Board of Directors may not, unless first authorised by the Shareholders' General Meeting, use this grant 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 fifteenth, sixteenth and eighteenth 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;
- to charge the expenses of capital increases 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 capital after each increase;
- 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-fourth resolution of the Shareholders' General Meeting on 17 April 2019.

The resolution was passed:

<i>Votes cast:</i>	370,993,062
<i>Votes for:</i>	357,546,385
<i>Votes against:</i>	13,446,677
<i>Abstentions (for information):</i>	31,981

Nineteenth resolution

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 such as the provisions 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 twentieth 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 twenty-six 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 22 October 2020 and 4 February 2021 are being carried out on the basis of the twelfth resolution of the Shareholders' General Meeting of 18 June 2020 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 18 June 2020 and, insofar as necessary, on the basis of the present delegation of authority. 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 18 June 2020 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 give the right;
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 share price quoted on the twenty stock market trading days preceding the date of the decision of the Board of Directors, or of its 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 fourteenth, fifteenth, sixteenth and seventeenth resolutions of the Shareholders' General Meeting of 8 April 2021.

<i>Votes cast:</i>	371,005,915
<i>Votes for:</i>	365,102,850
<i>Votes against:</i>	5,903,065
<i>Abstentions (for information):</i>	19,128

Twentieth resolution

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 nineteenth 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 eighteen 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 22 October 2020 will be carried out on the basis of the thirteenth resolution of the Shareholders' General Meeting of 18 June 2020 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 18 June 2020 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 18 June 2020;
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 lower than 95% of the average price quoted on the twenty trading days preceding the opening date of the subscription period or the date of the decision of the Board of Directors, or of its 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.

<i>Votes cast:</i>	370,994,599
<i>Votes for:</i>	365,094,928
<i>Votes against:</i>	5,899,671
<i>Abstentions (for information):</i>	30,444

Twenty-first resolution

Authorisation of the Board of Directors to allot, for no consideration, 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, for no consideration, 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 thirty-eight months from the date of this Meeting.

<i>Votes cast:</i>	366,487,709
<i>Votes for:</i>	357,241,707
<i>Votes against:</i>	9,246,002
<i>Abstentions (for information):</i>	4,537,334

Twenty-second resolution

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.

<i>Votes cast:</i>	370,990,611
<i>Votes for:</i>	369,107,352
<i>Votes against:</i>	1,883,259
<i>Abstentions (for information):</i>	34,432

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The agenda having been completed, the meeting ended at 11.58 a.m.

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