

VINCI EUROPEAN WORKS COUNCIL AGREEMENT

BETWEEN

The undersigned parties,

The Special Negotiating Body formed in accordance with the second paragraph of Article 10 of the VINCI European Works Council agreement of 24 March 2014 by:

- the negotiating representatives appointed by the European Federation of Building and Wood Workers (EFBWW):

Ms/Mr

Matty MARTEIJN	(NETHERLANDS)
Thomas FRANZ	(GERMANY)
Walther ZIMMERMAN	(AUSTRIA)
Philippe LECOCQ	(BELGIUM)
Denis BOUTINEAUD	(FRANCE for CGT)
Patrick ARDOUIN	(FRANCE for FO)
Nourredine BOUDJENIBA	(FRANCE for CFDT)
Libuse CERNA	(CZECH REPUBLIC)
Maricel TARU	(ROMANIA)
Peter RAK	(SLOVAKIA)
Anders NILSSON	(SWEDEN)
Ricardo CORREIA	(PORTUGAL)

namely 12 members empowered on the initiative of Mr Sam HAGGLUND in his capacity as Secretary General, for the EFBWW co-signatory to the presents;

- the negotiating representative appointed by the European Federation of Managers in the Construction Industry (FECC):

Mr

Vincent BOGUCKI	(FRANCE for CGC)
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namely one member empowered on the initiative of Mr Gérard DUEZ, for the FECC co-signatory to the presents

and assisted by the following experts whose mandates have been confirmed by their Federation:

Mr Patrice PONCEAU	(expert for EFBWW)
Mr Jean GAUDIN	(expert for the FECC)

OF THE ONE PART

AND

VINCI Group, represented by Mr Franck MOUGIN, the Group's Human Resources and Sustainable Development Director and as such duly empowered

OF THE OTHER PART

The VINCI European Works Council Agreement was signed this day as follows:

PREAMBLE:

The parties that are signatories to this agreement agree, as an introduction, to mention that:

- The VINCI European Works Council, set up in 2002 on the basis of Article 6 of the European Directive 94/45/EC of 22 September 1994, has become a leading body for information of and discussion between employee representatives on the European level and has accordingly has as its main objective, modelled on that of the European Directive 2009/38/EC of 6 May 2009 (Article 1.1), improving employees' right to information and consultation;
- Discussion and dialogue, as provided for in Article 3 of this agreement, have always been practised in the VINCI European Works Council, and this will continue, in a manner and with a content which enable the workers' representatives, based on the information provided, to express an opinion concerning the measures proposed by Management, in accordance with the aforementioned objective of European Directive 2009/38/EC of 6 May 2009 transposed into French law by official order 2011-1328 of 20 October 2011.

On the back of this reminder, and while reasserting hereafter the founding principles, attributions and operating rules of the VINCI European Works Council, which have enabled this body to function efficiently and which now appear as the indisputable guarantors of a permanent existence, the signatories to this agreement have wanted to make some adaptations to the agreement of 24 March 2014 in order to consolidate the efficiency of said body, which is an essential relay of the social dialogue policy developed in all the European subsidiaries of VINCI Group.

This scheme establishing the European Works Council accordingly aims to establish social dialogue for its implications at the Group level. It embodies the desire for personnel consultation set out by the VINCI Management in its Manifesto, and as such constitutes a level of dialogue which supplements the systems existing in each company, and the discussion areas which could also be established there.

The discussions taking place within the scope of competence of the VINCI European Works Council come within the framework of the Group's management culture, which advocates great independence of administration and decision making left to the management of each company.

Information is the circulation by the employer of data to employees' representatives to enable them to become acquainted with and examine the subject dealt with; information shall be given at such time, in such fashion and with such content as are appropriate to enable employees' representatives to make an in-depth assessment of the potential impacts and, where appropriate, prepare for consultations.

Consultation is the establishment of a dialogue and discussion at such time, in such fashion and with such content as to enable employees, based on the information provided and within a reasonable period, to express an opinion concerning the proposed measures which are the subject of the consultation.

It has therefore been decided as follows:

ARTICLE 1: SCOPE

The scope of representation of the VINCI European Works Council consists of the company VINCI S.A. and all the subsidiaries sub-subsidiaries controlled by it within the European Economic Area and Switzerland.

The list of companies, including their number of employees and the countries concerned, established as at 31 March 2018, is appended to this agreement (Appendix 1).

For the mandate running from January 2019 to January 2023, the parties agree to maintain the mandates of the UK members even if the UK were to leave the European Union and the European Economic Area. This item will be re-examined during the renegotiation of this agreement.

If, during the mandate, the Group's consolidation scope were to be changed significantly, Management shall inform the VINCI European Works Council of this and examine jointly with it any changes to be made to its scope of representation.

ARTICLE 2: COMPOSITION

2.1: Employee representatives of the Group's companies

The European Works Council consists of 29 (twenty-nine) incumbent members and 29 (twenty-nine) deputy members.

The incumbent members attend plenary and preparatory meetings. The incumbent members' deputies attend the plenary and preparatory meetings when an incumbent is temporarily prevented for whatsoever reason or has permanently lost their mandate.

Each country included in the scope of representation of the VINCI European Works Council, referred to in Appendix 1, having at least 500 (five hundred) employees, shall have a seat on the European Works Council.

The remaining seats shall be distributed in proportion to the number of employees per country as observed on 31 March 2018, in accordance with a balanced representation of the composition of the VINCI Group workforce, regarding both the category of employees, their gender or the sector of activity represented.

No country may have a number of seats exceeding the absolute majority. The remaining seats, after application of this rule, shall be awarded country by country according to the largest remaining number of employees, in accordance with the breakdown of the workforce as observed on 31 March 2018.

The parties wish to specify that countries with at least 500 employees account for 98.7% of the workforce in the scope of the European Works Council as at 31 March 2018 and that, if there are seats remaining vacant, they will be distributed among the countries with less than 500 (five hundred) employees in accordance with the procedures provided for in Article 4, paragraph 3.

If a country in which VINCI Group is established with a workforce of at least 500 (five hundred) employees were to become a member of the European Economic Area (except for Switzerland which is already represented), that country would, if the EWC Executive Committee were to make an official request, have a seat as a rightful member on the European Works Council. The award of this seat in addition to the existing seats may not have the effect of increasing the number of members referred to in paragraph 1 of Article 2.1 of this agreement to more than 32.

The members of the VINCI European Works Council must hold an elected or trade union office in the company or section of VINCI Group in which they are employed.

The members of the VINCI European Works Council, are appointed for four (4) years, from 1 January 2019. During this term of office, in the event of a loss of their elected or trade union office or in the event of their leaving VINCI Group, incumbent representatives shall automatically be replaced by their deputy. The deputy's position which thereby becomes vacant shall be filled by the European trade union organization affected.

During their term of office, the members of the VINCI European Works Council shall be entitled to the protective measures or guarantees which are conferred on them by the legislative or contractual systems in force in the country in which they are employees. The activity of members of the European Works Council performed within the framework of their mandate for said European Works Council may in no case give rise to discrimination, penalties or dismissal. The Executive Committee shall be informed by the VINCI Management of any departures by employee representatives on this Council.

2.2: Representation of the VINCI Group Management

For the Group's Management, the Chairman of VINCI shall take part in meetings or delegate all or part of his (her) chairman's office. He may be assisted by two persons of his choosing in a non-voting role.

ARTICLE 3: RESPONSIBILITIES AND COMPETENCIES

3.1: General responsibilities

The VINCI European Works Council is a body for dialogue between the employee representatives of which it is formed and the VINCI Management, which makes it possible to organize discussion and establish dialogue at such time, in such fashion and with such content as to enable the parties concerned, based on the information provided within a reasonable period, to express an opinion concerning the measures which are the subject of the consultation, in accordance with Article L. 2341-6 of the French Labour Code.

These discussions take place within the scope of competence of the VINCI European Works Council, i.e. on issues of a transnational nature which occur within its scope. A transnational nature exists whenever all of the VINCI Group or at least two of the Group's companies or establishments located in two member states are involved.

The information and consultation procedure defined hereafter in this agreement is linked to those of the personnel representation institutions in place in the various countries coming within the scope of application of this agreement and may not be substituted for them. Accordingly, to enable the members of the European Works Council to express an opinion in the most informed possible manner, it is agreed that the information and consultation of the representatives of the various subsidiaries, if required, will take place before the consultations provided for in this agreement. In that case, the information is sent to the representatives of the various subsidiaries and the members of the European Works Council simultaneously.

Information and consultation take place in the conditions provided for in articles 3.2 and 3.3 respectively of this agreement. In order to ensure effective social dialogue, throughout the essential stages in the Group's life and its development, it is also stipulated that the VINCI European Works Council may be solicited in the event of exceptional circumstances as defined in Article 3.4 of this agreement.

3.2: Information

The VINCI European Works Council shall be informed once a year in its plenary meeting regarding:

- 1) The structure of VINCI Group;
- 2) Its economic and financial situation;
- 3) The outlook for its operations and investments;
- 4) The outlook for employment and any workforce adjustment measures which could result from this;

- 5) The Group's workforce as at 31 December of each financial year;
- 6) The possible major employment consequences of the acquisitions or disposals of companies referred to in 1) of the following paragraph;
- 7) An update on the commitments of the VINCI Manifesto.

This information is presented, for the scope of the EWC, in a consolidated manner at the Group level and for each section.

Quarterly information is also given to the Executive Committee of the VINCI European Works Council concerning, at the level of its consolidation scope:

- 1) Substantial changes regarding the organization such as acquisitions or disposals/sales of companies, excluding the cases defined in Article 3.4 with details concerning the entity's revenues, the number of employees concerned, the strategic context and any consequences for employment;
- 2) Occupational injuries, travel injuries and occupational diseases;
- 3) Mass layoffs affecting at least 100 employees in a company.

This information is not restrictive, and the representatives can request further information from Management regarding the transnational issues which they consider relevant to the performance of their duties.

3.3: Consultation

Once a year, the VINCI European Works Council is consulted during its plenary meeting regarding the following items in particular:

- 1) Its economic and financial situation;
- 2) VINCI Group's strategy and growth areas;
- 3) Its significant investments;
- 4) The employment outlook.

So that the members of the VINCI European Works Council may usefully give an opinion, in a plenary meeting or under exceptional circumstances as defined in Article 3.4 below, in addition to the VINCI Group Annual Report, a report prepared by Management shall be submitted to them, in the language of each of the participants, three (3) weeks before the date of the meeting. This report shall be forwarded to the Secretary of the European Works Council who will distribute it.

A discussion will be held in the plenary meeting and the consultation will close with a vote. The resulting Council opinion is set out formally in writing. The minutes are drawn up by the Secretary and circulated to the members of the VINCI European Works Council after validation by the Executive Committee.

3.4: Exceptional circumstances

The VINCI European Works Council is also competent to take action in the event of exceptional circumstances occurring within its scope and which substantially affect the interests of the employees, so as to usefully support VINCI's main developments in a framework of social dialogue, in particular by allowing the holding of extraordinary meetings in addition to the meetings instituted by this agreement.

Extraordinary meetings, the number of which depends on the Group's current situation, are scheduled so as to take place at a time which allows Management to provide the representatives with solid data, and in any case before the final implementation of the measure. They may, if necessary, take place by videoconferencing.

In the event of exceptional circumstances, the VINCI European Works Council shall be consulted on all subjects covered by an agreement between Management and the Executive Committee. The requests made by members of the Council shall receive a substantiated reply from Management.

The VINCI European Works Council shall also be automatically consulted in the event of exceptional circumstances in the following cases:

- 1) In the case of the acquisition or disposal of a company or a group of companies representing an amount of revenues at least equal to 600 million euros¹, irrespective of the number of employees concerned and of whether the employees are employed in more than one country or not.
- 2) In the case of the acquisition or disposal of a group of companies representing an amount of revenues at least equal to 400 million euros², if it includes companies or establishments present in at least two countries depending on the scope of application of this agreement and concerns at least 200 employees in at least two of the aforementioned countries respectively.
- 3) In the case of the acquisition or disposal of a company having at least 500 employees, irrespective of its revenues and of whether the employees are employed in more than one country or not.
- 4) In the case of the acquisition or disposal of a company or a group of companies corresponding to the development of a new strategy by the Group having a major impact on employment and the organization.

3.5: Board of Directors

In order to involve the employees in VINCI's corporate governance, directors who are also employees of the Group shall be appointed to the VINCI Board of Directors, in accordance with Article L. 225-27-1 of the French Commercial Code and Article 11.3 of the VINCI articles of association. The number of these employee directors is two on the date of conclusion of this agreement.

The law provides for various procedures for the appointment of these directors by the employee representatives (elected or appointed). Since the VINCI European Works Council is the representation body covering the most wide-ranging geographic scope of application, Management wants to provide it with an active role in the Group's corporate governance.

Accordingly, and pursuant to Article L. 225-27-1 of the French Commercial Code and Article 11.3 of the aforementioned articles of association, the candidate for the second director's position shall be appointed by the European Works Council, voting by secret ballot in a plenary meeting. The candidate shall be appointed by a majority of the votes expressed by the members present. On this occasion, the members of the VINCI European Works Council agree to assign very special importance to the diversity of countries represented and, insofar as possible, to a representation in this body proportional to the number of employees.

The European federations (EFBWW and FECC) shall be informed by the Group Management of the date of renewal of the mandate of the director representing the employees on the Board of Directors at least three (3) months before the finalization of resolutions by the Board of Directors.

The conditions of the appointment procedure shall be laid down in the internal rules of the European Works Council.

ARTICLE 4: METHOD OF APPOINTMENT OF EMPLOYEE REPRESENTATIVES

The appointment of employee representatives to the VINCI European Works Council shall be performed in accordance with the procedures provided for by the laws of each country.

The VINCI Management shall be informed in writing of each appointment by the EFBWW or by the FECC.

¹ I.e. 1.5% of the Group's revenues on the date of negotiation of this agreement

² I.e. 1% of the Group's revenues on the date of negotiation of this agreement

No member may be appointed by the Management.

The Executive Committee of the VINCI European Works Council, in cooperation with the European federations which are co-signatories to this agreement, shall make every effort to ensure that all the assigned mandates are taken up. Likewise, in compliance with national and European legislations, special care shall be taken to ensure that the members of the VINCI European Works Council are a balanced representation of the composition of the VINCI Group workforce, regarding both the category of employees, the gender or the sector of activity represented. Gender mixing will be achieved when 40% of those appointed are women.

In order to ensure maximum representation, and if it proves that after a period of three months following the coming into effect of this agreement, mandates remain vacant, the Executive Committee of the VINCI European Works Council may decide by a simple majority of the incumbent members present at the meeting to distribute the vacant seats among countries below the threshold of 500 (five hundred) employees as at 31 March 2018, a seat being assigned by decreasing order of the number of personnel.

If, during the mandate, a country for which there has not yet been an appointment expresses the wish to fill its vacant seat, the Executive Committee shall re-examine the distribution of the mandates within the limits and conditions provided for by the provisions of Article 2.1 of this agreement.

ARTICLE 5: DURATION OF THE AGREEMENT

This Agreement is concluded for a period of four (4) years from 1 January 2019. The VINCI European Works Council shall meet for the first time in the first three months following 1 January 2019 in order to appoint its Secretary and set up its Executive Committee, provided that the trade unions have forwarded to the Management before the end of November 2018 the names of all the representatives that they plan to appoint in accordance with the distribution rules provided for in this agreement.

ARTICLE 6: FUNCTIONING

The VINCI European Works Council shall meet regularly at least once a year in the Group's head office or in a European country in which it is established upon a notice of meeting sent by its Chairman or his (her) representative based on an agenda.

The agenda shall be established by the Chairman and the Secretary of the Council and sent to the members of the Council, together with the related documents, at least three weeks before the meeting.

Failing an agreement on the agenda, the Chairman shall convene the VINCI European Works Council at least once a year.

Moreover, in addition to training, Management shall hold a meeting with the incumbent and deputy members of the VINCI European Works Council, a so-called "hybrid" meeting, in order to hold innovative discussions on themes of the Manifesto chosen beforehand by the Executive Committee.

The members of the VINCI European Works Council will be essential relays, in their home country and company, for the information, except that defined as confidential, that they receive from the Management of VINCI Group. The electronic platform provided for in Article 8 of this agreement may be used for this purpose.

Meetings of the VINCI European Works Council shall be preceded by a preparatory meeting held the day before without the participation of Management and shall be followed by a debriefing meeting after the plenary meeting.

Management shall provide interpreting for meetings and translation of the working documents into the languages allowing discussion between the participants.

ARTICLE 7: EXECUTIVE COMMITTEE (Select Committee)

At its first meeting, the VINCI European Works Council shall elect from its members an Executive Committee, consisting of a Secretary, two assistant Secretaries, a Treasurer and two (2) members. In the event of an equal number of votes for several candidates, the oldest candidate shall be appointed if the two candidates are of the same gender, or the female candidate shall be appointed if the two candidates are of opposite genders.

The members of the Executive Committee, each coming from one of the countries in the scope of representation of the VINCI European Works Council and having a workforce of more than 3,000 employees, shall be employees of VINCI subsidiary companies and shall, if possible, represent the Group's various activities.

In order to ensure maximum representation in the Executive Committee, and if it proves that mandates of Executive Committee members remain vacant on the date of the first plenary meeting, these shall be assigned to countries having a representative on the Council, by order of size of the workforce in said countries as observed on 31 March 2018.

If a seat on the Executive Committee becomes vacant during a mandate, a new election will be carried out, at the next plenary meeting of the EWC, in order to fill the seat for the length of the mandate still to run, in accordance with the procedures provided for in this article. If this vacancy concerned the seat of the Secretary, the latter would be replaced until the new election by one of the two deputy Secretaries upon appointment by the Executive Committee.

A representative (expert) appointed by the European Federation of Building and Wood Workers (EFBWW) and a representative (expert) appointed by the European Federation of Managers in the Construction Industry (FECC) shall assist the Executive Committee in performing its work.

The Executive Committee shall meet regularly once every three months in the head office.

Of these four Executive Committee meetings per year, one meeting could be held outside France in a country within the scope of the EWC. The Executive Committee meeting will in that case be followed or preceded by a visit to a business or construction site.

The Executive Committee may meet exceptionally, if the subject so requires, in accordance with the responsibilities set out in Article 3.

On an experimental basis, whether it be an ordinary or extraordinary meeting of the Executive Committee, it will be possible to organize meetings by videoconference.

The VINCI European Works Council shall prepare and enact internal rules which lay down its operating procedures. Following its appointment, the Executive Committee shall hold its first meeting devoted to the preparation of draft internal rules. As soon as they have been enacted, the Secretary shall forward the internal rules to the Management.

The Executive Committee shall write the minutes of meetings of the VINCI European Works Council and the Executive Committee minutes and send them to all the members of the Council within two months following the meetings, and is authorized to have them translated into the languages allowing discussion between the participants. The minutes are an informative document approved by the Executive Committee. The Executive Committee shall forward the approved minutes to the Management before circulation, in order to receive comments from the latter, where applicable.

To ensure more efficient and rapid circulation of information, a summary shall be drawn up at the end of each meeting of the Executive Committee and the EWC. This summary, of 1 to 4 pages at most, shall be circulated to the members within a period of 15 days, after proofreading by the Secretary and the Management.

ARTICLE 8: RESOURCES

Management shall cover the costs relating to the functioning of the VINCI European Works Council, in particular the costs of interpreters, translations and meetings of the Executive Committee, as defined by the Management (scales for living expenses, travel, etc.).

The members of the Executive Committee shall, unless their national legislation is more favourable, have a time credit allocated for performing their duties, treated as effective working time, on presentation of detailed supporting evidence defined by Management, within the limits of:

- 200 hours per year for the Secretary;
- 120 hours per year for the other members of the Executive Committee;
- 100 hours per year for the manager of the electronic platform;
- 50 hours per year for the incumbent members who are not part of the Executive Committee.

Management shall cover costs for the two experts mentioned in Article 7, paragraph 5. The participation in meetings of other experts, remunerated or not, shall take place at the request of the Executive Committee of the VINCI European Works Council and is subject to prior approval by Management.

Management shall provide the members of the VINCI European Works Council with all the necessary resources to fulfil their responsibilities.

Regarding this, in order to facilitate information for the employees of VINCI's European subsidiaries on the Council work done by members of the European Works Council, an electronic platform has been put in place. This platform, use of which is reserved for members of the European Works Council, is designed to receive all the documents and reports, translated into the various languages of the participants, so that they may, subject to confidentiality rules, circulate the information as provided for by the European directive of 6 May 2009. It is also designed to allow smoother exchanges of documents and information between members of the Council. In order to facilitate access to and use of this platform, appropriate mobile communication facilities will be made available to the members of the Executive Committee.

In addition to the aforementioned platform, another platform shall be set up by Management which will from now on send all the documents inherent in meetings (meeting notices, agendas, presentations, minutes, summaries, etc.) and more generally all the documents intended for members of the EWC via this platform.

So that the incumbent members may have access to the aforementioned two platforms, Management shall ensure that each incumbent member has an electronic device and shall provide them with it if necessary.

A room shall also be allocated to the EWC in the Group's head office.

For the duration of the agreement, a budget of €50,000 per year, non-cumulative from one year to the next, will be made available to the VINCI European Works Council via a bank account which will be funded according to the spending approved by the Executive Committee and by Management where applicable. If all the annual budget is not used, 20% of the unused budget out of the overall annual allocation of €50,000 will nevertheless be brought forward from one year to the next within the limits of the term of office. These funds will be committed at the request of the members of the Executive Committee, who will have to present an annual review to Management and the VINCI European Works Council in order to provide justification for their use. For example, the use of this budget could concern:

specific training for a member of the Executive Committee, representation of the EWC at a meeting, or Executive Committee invitation of a member of the EWC to take part in a meeting. This budget could also be used to finance any travel by members of the EWC within its scope. This travel, in Group entities, shall take place by agreement with the Group Human Resources Department and after approval by Management of the entity in question in accordance with procedures determined locally. For any use of the budget outside the scope of the EWC, the prior approval of the Executive Committee and Management will be required.

ARTICLE 9: COMMISSIONS

In order to deal with specific subjects coming within its competence, and with the agreement of Management, commissions may be set up within the EWC for a precise period and theme.

The operating conditions (work programme, objectives, etc.) of these commissions shall be defined by agreement with Management. These commissions may be assisted by the experts mentioned in Article 7 paragraph 5 and will report on their activities to the members of the EWC.

As a reminder, a CSR commission was set up in May 2018 and will be maintained throughout the duration of this agreement. The work of this commission takes place within the framework of the VINCI Manifesto, and in particular its commitment No. 3: "Together, for green growth!".

ARTICLE 10: TRAINING

To allow a better knowledge of the Group and the diversity of its activities, a "Welcome to the VINCI EWC" reception will be organized by Management for the incumbent and deputy members.

This reception will be devoted to a presentation of the Group: its activities, its strategy and its key figures.

A kit recapping the main aspects of this agreement, and in particular the role and missions of the EWC, will be submitted to each member on this occasion.

The members of the VINCI European Works Council (incumbents and deputies) will also receive legal, economic and social training over twelve days, broken down over the duration of the mandate, aimed in particular at giving them a better knowledge of VINCI Group and providing them with information concerning the various methods of personnel representation and, more generally, concerning the various types of labour relations legislation in the countries in the scope of the EWC.

These training sessions will be organized by an agreement between the Management of VINCI Group and the Executive Committee. The time devoted to training is considered as effective working time and remunerated as such.

To allow optimal communication between representatives of the European Works Council, training in English will also be proposed by Management and paid by it for those members who so request.

ARTICLE 11: RENEGOTIATION

The parties agree to negotiate any procedures for adaptation of this agreement at the latest three months before its expiry.

For this purpose, the members of the VINCI European Works Council shall mandate twelve (12) negotiating representatives from among them according to the relative weight of their seats, at most

four (4) of whom could exceptionally be negotiating representatives employed by VINCI Group within the scope of the EWC but not members of the EWC. These mandates will have to be confirmed by the European Federation of Building and Wood Workers (EFBWW) and the European Federation of Managers in the Construction Industry (FECC).

The two experts mentioned in Article 7 paragraph 5 shall assist the Special Negotiating Body and take part in its meetings.

In case of failure of these negotiations, the effects of this agreement shall be maintained during the twelve (12) months following its expiry. After that, a VINCI European Works Council shall be set up, configured as in the absence of an agreement (subsidiary requirements).

ARTICLE 12: CASES OF CONFLICT BETWEEN SEVERAL EWC AGREEMENTS

If significant changes take place in the Group's structure and in cases of conflict between the provisions of two or more applicable EWC agreements, negotiations should be entered into in accordance with the provisions of Article L.2341-10 of the French Labour Code.

The VINCI European Works Council will continue to operate in accordance with the provisions of this agreement throughout the period of these negotiations.

ARTICLE 13: APPLICABLE LAW - JURISDICTION

The applicable legislation for this agreement is French legislation. This agreement shall be filed with the French authorities and, where applicable, any dispute arising from its application shall be submitted to the jurisdiction of French courts.

In the event of divergences of interpretation, the French version of this text shall be authoritative.

Executed in Rueil-Malmaison on 26 September 2018 in 20 copies, of which each co-signatory has received one after signature, one for the European Federation of Managers in the Construction Industry (FECC), one for the European Federation of Building and Wood Workers (EFBWW), one for the "Conseil de Prud'hommes" (industrial relations tribunal) of Nanterre (France), and two copies for the Regional Directorate for Consumer Affairs, Competition Policy, Labour and Employment (DIRECCTE) of Nanterre (France).

For VINCI Group Management:

Franck MOUGIN

For the Special Negotiating Body:

Patrick ARDOUIN

Philippe LECOCQ

Vincent BOGUCKI

Matty MARTEIJN

Nourredine BOUDJENIBA

Anders NILSSON

Denis BOUTINEAUD

Peter RAK

Libuse CERNA

Maricel TARU

Ricardo CORREIA

Walther ZIMMERMAN

Thomas FRANZ

Jean GAUDIN
Expert for the FECC

Patrice PONCEAU
Expert for the EFBWW