

CASTOR INTERNATIONAL

The International Group Share Ownership Plan of VINCI group

2016 Offering

COUNTRY SUPPLEMENT FOR MALAYSIA

You have been invited to invest in shares in CASTOR INTERNATIONAL under the International Group Share Ownership Plan ("Plan") of VINCI group. This document contains terms and conditions specific to your country, and complements the Plan documents (rules of the International Group Share Ownership Plan of VINCI group and FCPE regulations), the Information Brochure and the subscription order. It also contains a summary of the expected tax consequences of your investment. Please note that neither VINCI nor your employer is providing you with, and will not provide you with, any personal, financial or tax advice in relation to this offer.

Please carefully read information below before taking your investment decision:

Currency Exchange Control

Payments by a resident (such as yourself or your local employer) to a non-resident (such as VINCI S.A.) for the acquisition of foreign currency assets (such as the shares under the Plan), must be made in foreign currency.

You or your local employer (as the case may be) will therefore be required to convert the share purchase price paid in Ringgit Malaysia ("RM") into the relevant foreign currency (i.e. Euro) before remitting it to VINCI S.A.

Early redemption events

Your investment in this offering must be held (or "blocked") for a 3-year period except in certain events where you are permitted to request an early redemption of Units of the FCPE under the Plan, as follows:

- (i) your disability;
- (ii) your death;
- (iii) the termination of your employment contract.

These early exit events are defined by the International Group Share Ownership Plan of VINCI group by reference to French law and must be interpreted and applied in a manner consistent with French law. You should not conclude that an early exit event is available unless you have described your specific case to your employer and your employer has confirmed that it applies to your situation, upon your providing the requisite supporting documentation.

In the case of early redemption of your FCPE Units, you will no longer be entitled to receive your Bonus Shares. Please note that in certain events as set forth in the International Group Share Ownership Plan and summarized in the Information Brochure, and irrespective of an early redemption request, you may be eligible to payment of a cash compensation instead of delivery of Bonus Shares.

Subscription process

You can participate in the offering by submitting your order in paper form. If submitted in paper form, your order must be returned to your Human Resources department accompanied by the payment of the amount of your subscription.

You may also submit your subscription request on the website www.ors.amundi-ee.com/cp/vinci2016, using the login user ID and the password provided to you separately. In order for your online subscription to be taken into account, you must submit to your Human Resources department the payment of the amount of your subscription within the requested deadline.

Please note that in case you submit an order in paper form and an order online, the order submitted online will prevail, irrespective of its date, and your subscription order in paper form and the related payment will not be processed.

Tax information

The summary below sets forth general principles that are expected to apply to employees who are residents in Malaysia for the purposes of the tax laws of Malaysia and of the tax treaty concluded between France and Malaysia for the avoidance of double taxation dated 24 April 1975 (the "Treaty"). The tax consequences listed below are described in accordance with the currently applicable Treaty, Malaysian tax laws and certain French tax laws and practices. These principles and laws may change over time. You should also consider your personal situation.

For definitive advice, you should consult your own tax advisors regarding the tax consequences of subscribing to VINCI shares. This summary is given for informational purposes only and should not be relied upon as being either complete or conclusive.

I. Tax applicable with respect to subscription of shares via the FCPE:

Shares subscribed with your personal contribution will be held in the *Fonds commun de placement d'entreprise* CASTOR INTERNATIONAL, a French law collective employee shareholding fund. Your investment will be evidenced by units in the FCPE that you will hold. Subscription of shares will be made via the FCPE CASTOR INTERNATIONAL RELAIS 2016 which will then merge into the FCPE.

A. Taxation in France

Shares subscribed with your personal contribution will be held in the Fonds Commun de Placement d'Entreprise CASTOR INTERNATIONAL, a French law collective employee shareholding fund (the "FCPE"). Your investment will be evidenced by units in the FCPE that you will hold. Subscription of shares will be made via the FCPE CASTOR INTERNATIONAL RELAIS 2016 which will then merge into the FCPE.

B. Taxation in Malaysia

Tax and/or social security charges that may be applicable at subscription

The discount on the fair market value of the shares (i.e., the difference between the subscription price and the fair market value of the shares), if any, would be considered as taxable benefit and subject to income tax. The "fair market value" of the shares would be the lower of the market value of the date of purchase of the shares and the market value of the shares at the commencement of the subscription period.

Assuming that the subscription of shares in Malaysia is only effective on the last day of the subscription period (regardless of when the subscription orders are submitted) and the payment for the shares is made on the same day, the date of purchase of the shares shall be the last day of the subscription period.

Effective from the year of assessment 2016, the rate of tax levied on tax residents of Malaysia is assessed on a graduating scale ranging from 0% to a maximum of 28% based on your chargeable income for the year of assessment. Non-resident individuals pay tax at a flat rate of 28% on Malaysian sourced income.

Further, there are no social security tax implications arising from the share subscription discount (if any) received by you.

Under the Self Assessment System, all taxpayers are entrusted with the responsibilities of assessing and paying the taxes due to the Inland Revenue Board of Malaysia («IRB»). You must ensure that any taxable benefit which you receive under the offering is accurately reported in the Income Tax Form to be submitted annually to the IRB.

Tax and/or social security charges that may be applicable on dividends received by the FCPE

None. In Malaysia, dividends are presently exempted from tax if they are derived from outside of Malaysia.

Tax and/or social security charges that may be applicable at the moment of redemption of your FCPE units

There is no concept of capital gains in Malaysia, except with respect to gains associated with the sale of certain real property and shares in real property companies. As such, you will not be subject to income tax or social security charges in Malaysia when you redeem your FCPE units (unless you are in the business of buying and selling securities).

There is also no social security tax consequence in relation to the gains or losses arising from the sale of VINCI shares.

II. Tax applicable with respect to Bonus Shares granted by VINCI:

In addition to your subscription, you will also be granted the right to receive VINCI shares for free ("Bonus Shares"), subject to satisfying certain conditions set forth in the International Employee Shareholding Plan and summarized in the Information Brochure. Subject to all conditions being fulfilled, these shares will be delivered in the FCPE at the end of the vesting period in 2019. However, you will be able to opt to hold such Bonus Shares in a share account in your name. In certain events, you may be eligible to payment of a cash compensation by your employer instead of delivery of Bonus Shares, as set forth in the International Employee Shareholding Plan and summarized in the Information Brochure.

A. Taxation in France

You should not be subject to tax or social charges in France with respect to the grant, delivery or sale of the VINCI shares granted for free. Taxation of dividends received with respect to VINCI shares after delivery will depend on your decision to keep Bonus Shares in the FCPE or hold them directly (see below).

B. Taxation in Malaysia

Tax and/or social security charges that may be applicable at grant by VINCI of the right to receive Bonus Shares

There are no tax implications at the date of grant of the right to acquire the Bonus Shares as the taxable event has not yet been triggered. Further, there are no social security implications or contributions payable on the Bonus Shares received by you.

Tax and/or social security charges that may be applicable when the shares are delivered

The Bonus Shares will be taxed when such shares have vested, i.e., when the shares become unconditional, and therefore, receivable and Bonus Shares are delivered to you. Effective from the year of assessment 2016, such gains shall be subject to Malaysian income tax at a rate ranging from 0% to 28% for tax residents, and taxed at a flat rate of 28% for non-resident individuals.

There are no social security implications or contributions payable on the Bonus Shares received by you.

Tax and/or social security charges that may be applicable on dividends which may be distributed to you after delivery of the Bonus shares

If you decide to keep your Bonus Shares in the FCPE, dividends will be reinvested in the FCPE. Automatic reinvestment of dividends paid on VINCI's shares will not raise any additional issues. Foreign-source dividend income received in Malaysia is presently exempted from tax in Malaysia.

If you decide to hold your Bonus Shares directly, dividends, if any are paid, will be subject to a withholding tax in France (at the rate of 30% or a reduced Treaty rate if you comply with certain filing formalities). You should seek additional advice regarding taxation of dividends in due time if you consider opting for direct holding of Bonus Shares.

Tax and/or social security charges that may be applicable when the FCPE units redeemed

There is no concept of capital gains in Malaysia, except with respect to gains associated with the sale of certain real property and shares in real property companies. You will not be subject to income tax or social security charges in Malaysia when you redeem your FCPE units (unless you are in the business of buying and selling securities).

Tax and/or social security charges that may be applicable on cash compensation paid, if any, by your employer instead of delivery of Bonus Shares

The tax implications on the cash compensation in lieu of the Bonus Shares are the same as the tax implications in respect of the vesting of the Bonus Shares.

Given that the offering was made in the form of Bonus Shares, no EPF contributions will be required to be made in respect of the cash compensation in lieu of the Bonus Shares received by you.

III. Your reporting obligations with respect to shares held in the FCPE and Bonus Shares

Under the Self Assessment System, all taxpayers are entrusted with the responsibilities of assessing and paying the taxes due to the IRB. You must ensure that any taxable benefit which you receive under the offering is accurately reported in the Income Tax Form to be submitted annually to the IRB.

Privacy Notice

It is obligatory for you to provide all the information requested in the subscription order or any additional information which we request from you. The information provided by you to VINCI S.A. and/or your local employer in such subscription order will be collected, used and processed by VINCI S.A., your local employer and any party outside the VINCI group, whether within or outside Malaysia, who are expressly authorised to receive and maintain such information, for purposes of the management of the Plan and the FCPE, for account administration and the electronic storage of such information and for any other related purpose as authorised by VINCI S.A. from time to time.

In the event that you elect not to provide any personal data requested, this may adversely affect your ability to enjoy and/or participate in the full benefits of the Plan.

You will have a right to access, modify and correct any of your personal data by means of written notification to:

- Jacques VALENZA / jvalenza@entreposeasia.com for ENTREPOSE ASIA;
- Wang FOOK SUAN/ wangfs@menard-asia.com for MENARD GEOSYSTEMS;
- Tan Gee Hoi / geehoi@reinforcedearth.com.my for REINF EARTH M.S;
- Ally, LIEW peack kwan / peack.kwan.liew@soletanche-bachy.com for BSG CONSTRUCTION SDN BHD;
- Sue Yong SIEW LING / sueyongsiewling@vinci-construction-my.com for VINCI CONSTRUCTION GP SDN BHD.

Anda wajib memberikan informasi dan maklumat yang diminta di dalam pesanan langganan atau sebarang informasi dan maklumat tambahan yang diminta oleh kami daripada anda. Informasi dan maklumat yang anda beri kepada VINCI S.A. dan/atau majikan anda di dalam pesanan langganan tersebut akan dikumpul, diguna dan diproses oleh VINCI S.A., majikan anda dan pihak lain (yang bukan ahli kumpulan VINCI), sama ada di dalam atau di luar Malaysia, yang telah diberi kuasa dengan nyata untuk menerima dan menyimpan informasi dan maklumat berkenaan, bagi tujuan pengurusan "Plan" dan "FCPE", untuk mentadbir akaun dan untuk penyimpanan informasi dan maklumat berkenaan secara elektronik dan untuk sebarang tujuan lain seperti yang diberi kuasa oleh VINCI S.A. dari semasa ke semasa.

Sekiranya anda memilih untuk tidak memberi data peribadi yang diminta, ini mungkin akan menjejaskan keupayaan anda untuk menikmati dan/atau menyertai sepenuhnya manfaat dan hak berkaitan dengan «Plan» tersebut.

Anda berhak untuk meminta akses dan/atau pembetulan data peribadi anda dengan memberi makluman bertulis kepada:

- Jacques VALENZA / jvalenza@entreposeasia.com untuk ENTREPOSE ASIA;
- Wang FOOK SUAN/ wangfs@menard-asia.com untuk MENARD GEOSYSTEMS;
- Tan Gee Hoi / geehoi@reinforcedearth.com.my untuk REINF EARTH M.S;
- Ally, LIEW peack kwan / peack.kwan.liew@soletanche-bachy.com untuk BSG CONSTRUCTION SDN BHD;
- Sue Yong SIEW LING / sueyongsiewling@vinci-construction-my.com untuk VINCI CONSTRUCTION GP SDN BHD.