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Only the original version in the French language has legal force.*



**CERTIFICATION WITH RESPECT TO COMPENSATIONS  
REQUIRED UNDER ARTICLE L. 225-115-4°  
OF THE FRENCH COMMERCIAL CODE**

The global compensation (whether direct or indirect) paid to the ten Company employees who were granted the highest compensation for the fiscal year ended December 31, 2014 amounted to €7,611,654.

In Courbevoie, on 25 February, 2015

Pierre-André de Chalendar  
*Chairman and Chief Executive Officer*