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**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 individuals of the Company who were granted the highest compensation for the fiscal year ended December 31, 2015 amounted to €9,701,779.

In Courbevoie, on 11 March, 2016

Pierre-André de Chalendar
Chairman and Chief Executive Officer