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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 individuals of the Company who were granted the highest compensation for the fiscal year ended December 31, 2016 amounted to €8,351,603.

In Courbevoie, on 14 March, 2017

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