

Appendices

Appendix 1. Concordance tables

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CONCORDANCE TABLES FOR THE UNIVERSAL REGISTRATION DOCUMENT

This enables identification of the information specified by Appendices I and II to delegated regulation (EU) 2019/980 of March 14, 2019 (supplementing regulation (EU) 2017/1129 of June 14, 2017).

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CONCORDANCE TABLE FOR THE ANNUAL FINANCIAL REPORT

This enables identification of the main information stipulated by the financial report indicated in Article 451-1-2 of the French Monetary and Financial Code and Article 222-3 of the AMF general regulations.

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CONCORDANCE TABLE FOR THE MANAGEMENT REPORT

This includes all of the information from the management report required by Articles L. 225-100 et seq., L. 232-1, II, L. 233-26 and R. 225-102 of the French Commercial Code.

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I. Activity		
Objective and exhaustive review of the change in business, the results and financial position of the Company and the Group, in particular its indebtedness, in view of its volume and the complexity of its activities	5.1/5.2/6.2.3	206/209/ 303
Position of the Company and the Group during the previous fiscal year	5.1.2/5.4.1/ 5.4.2/6.2.3.1	207/210/ 210/303
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Activities and results for the Company, its subsidiaries and companies over which it has control	5.1/6.2.2 (note 3.3.3)	206/285
Key performance indicators of a financial and, where relevant, non-financial nature, related to the Company's specific business, particularly information on environmental and staff issues with reference to the amounts in the annual financial statements and any additional relevant explanations	3/5.1	79/206
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Principal risks and uncertainties to which the Company and Group are exposed	2	57
Company and Group objectives and policy in terms of financial risk management, including the hedging policy	2.5	78
Indications about financial risks related to the effect of climate change and presentation of measures taken by the Company to reduce them while implementing a low-carbon strategy in all aspects of its activities	2.2.2.6/3.5	70/94
Main characteristics of the internal control and risk management procedures relating to the preparation and processing of financial and accounting information	2.4	74
Company and Group exposure to price, credit, liquidity and cash flow risks	6.1.2 (note 28)	265
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Name of companies controlled and share of the Company's share capital that they hold (treasury shares)	1.2.4.1/6.2.2 (note 3.3.3)	43/285
Number of shares purchased and sold during the fiscal year, average purchase and sale price, level of fees and commissions, number of shares registered in the Company's name at the end of the fiscal year and their value at the purchase price and at nominal value, reasons for acquisitions carried out and fraction of the share capital that they represent	7.4.3	315
Calculation elements and results of any adjustments for conversion bases and conditions for subscribing or exercising securities giving access to the share capital or stock options or share buybacks for securities giving access to the share capital in the event of share buybacks or financial transactions	7.4.5	318
Status of employee profit-sharing (and any executives) in the share capital on the last day of the fiscal year and proportion of the share capital held by employees and managed collectively (PEE or FCPE) and registered shares owned directly by them under a free share grant plan or other schemes (share ownership plans, privatizations, etc.)	7.4.2/7.7	315/321
Special report on transactions carried out by the Company or companies connected to it related to the allocation of free shares to employees and executives	7.7	321
Special report on transactions by the Company or companies connected to it under stock option plans restricted to employees and executives	7.7	321

1. Themes	Section(s)	Page(s)
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Information on payment periods of trade payables and trade receivables of the Company, the annual financial statements of which are certified by a Statutory Auditor	6.2.3.4	306
Amount of dividends distributed during the last three fiscal years and the amount of net revenues distributed eligible for the deduction, as well as the amount of those that are not, broken down by share category	7.6	321
Amount of inter-company loans (loans with terms of less than two years to micro-companies, SMEs and ETIs with which the Company has economic links that justify them)	NA	
Information on the acquisition by the Company of treasury shares for the purpose of allocating them to employees or directors	7.4.3	315
Restrictions imposed by the Board of Directors on exercising options granted or the sale of shares allocated to executives free of charge	4.3.1.2.2/7.7	180/321
Conditions for the conservation of free shares granted to executive corporate officers	4.3.1.2.2/7.7	180/321
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CONCORDANCE TABLE FOR REPORTING NON-FINANCIAL PERFORMANCE

This contains the information required in application of Articles L. 225-102-1, L. 22-10-36, R. 22-10-29 and R. 225-105-1 of the French Commercial Code (Code de Commerce)

Headings/Themes	Section(s)	Page(s)
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1.1.2. Governance	4.2	157
1.2. Markets in which it operates		
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1.2.2. Areas of expertise	1.2.2.1	27
1.3. Main activities		
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1.7. Objectives and strategies		
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2.2. Presentation of the policies applied with regard to those risks	3.4 à 3.8	90
2.3. Result of the policies, including key performance indicators	3.4 à 3.8	90
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CONCORDANCE TABLE ON THE CORPORATE GOVERNANCE REPORT

This includes all information from the Corporate Governance report required by Articles L. 22-10-8 to L. 22-10-11 and L. 225-100 of the French Commercial Code (Code de Commerce).

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Declaration of conformity with the Corporate Governance system in force in France, where the code can be consulted and, where appropriate, any rules that exceed the minimum legal requirements	4.1	156
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Body chosen to exercise the Company's General Management functions	4.2.1	157
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Composition and conditions for the preparation and organization of the work of the Board		
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Committees of the Board/composition and conditions for preparing and organizing the work of the Board	4.2.6.7	176
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Procedure put in place by the Board of Directors of listed companies to evaluate compliance with the conditions relating to agreements on routine operations concluded under normal conditions	4.4.1	199
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Summary table of valid delegations granted by the Annual General Meeting of shareholders to the Board of Directors or Management Board in the area of capital increases and the use made of these delegations during the fiscal year	7.4.5	318
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Factors likely to have an impact in the event of a public offer	7.9	323
III. Compensation of senior executives and corporate officers		
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Variable elements of the compensation of members of the administrative, management and supervisory bodies, based on application of the non-financial performance criterion	4.3.1.2.2/ 4.3.2.2/ 4.3.2.3	181/189/191
Commitments of all types made by the Company for the benefit of its corporate officers, corresponding to compensation, indemnities or benefits due or likely to be due in connection with their appointment, termination or change of office or subsequent thereto, particularly post-employment benefit obligations and other lifetime benefits	4.3.2.4	195
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Variable or exceptional compensation awarded over the course of the previous fiscal year to those executives	4.3.2.2/ 4.3.2.3	189/191
Total amounts provisioned or recognized by the issuer or its subsidiaries for the payment of pensions, retirement or other benefits	4.3.5	198