


BONUS SHARES OR 'FREE' SHARES

ISSUER	Public limited company (SA), simplified limited company (SAS), private limited company (SCA - limited by shares)						
TYPE OF SHARE HOLDING	INDIVIDUAL OR COLLECTIVE Bonus shares or 'Free' shares, granted on condition of size of offer and % of ownership (including abroad with variable local tax and social charges), held as nominal shares (administered or delegated by the company), through a Company Plan (PEE/PEG/PAGA), an FCPE or SICAVAS or the company share register						
	THROUGH A COMPANY OR GROUP EMPLOYEE SAVINGS PLAN (PEE/PEG/PAGA)		or		THROUGH A COMPANY SHARE REGISTER		
GOVERNANCE	Exercise of voting rights at the General Shareholder Meeting and contribution of shares*: <ul style="list-style-type: none"> by the beneficiary shareholder in case of direct holding (registered shares) by the Board of Directors of the SICAVAS by the Supervisory Board or the unitholders of the FCPE 			Exercise of voting rights at the General Shareholder Meeting and contribution of shares*: <ul style="list-style-type: none"> by the beneficiary shareholder 			
→ FOR LISTED STOCKS	<ul style="list-style-type: none"> transactions ensured by the individual shareholder or the FCPE/SICAVAS on regulated markets (AMF) 						
→ FOR UNLISTED STOCKS AND ASSIMILATED	<ul style="list-style-type: none"> direct exchanges may be regulated by a shareholder agreement** 						
BENEFICIARIES	<ul style="list-style-type: none"> all employees conditional on length of service (0 to 3 months) including international employees if permitted by local regulation and directors for companies with 1-250 employees 			<ul style="list-style-type: none"> all or part of employees all management and directors 			
HOLDING / VESTING PERIOD France	<ul style="list-style-type: none"> 5 year 'lock-in' period following attribution for amounts capped at 7.5% of the PASS and without early-release cases 			<ul style="list-style-type: none"> 1 year minimum for the vesting period no minimum holding period the sum of vesting and holding periods must be equal or superior to 2 years 			
TAX RULES France	AT ATTRIBUTION		AT REDEMPTION		AT ATTRIBUTION		AT SALE
→ EMPLOYEE	<ul style="list-style-type: none"> amounts are exempt from income tax (= value at attribution) and from social charges if the employer declares (number and value of the shares allocated as well as the identity of the beneficiaries) 		<ul style="list-style-type: none"> capital gains at redemption (=redemption price - acquisition price) are exempt from tax but subject to social charges of 17,2% 		<ul style="list-style-type: none"> amounts are exempt from social charges if the employer declares (number and value of the shares allocated as well as the identity of beneficiaries), but subject to a flat-rate tax of 30% (including 17.2% social charges) 		<ul style="list-style-type: none"> capital gains on sale (= sale price - value at the date of attribution) are subject to the single flat-rate tax of 30% (including 17.2% social charges)
→ COMPANY	<ul style="list-style-type: none"> 20% of share value at time of attribution 						

*Contributions in stocks: for listed stocks either through public takeover bid, public exchange offer or public repurchase offer, for unlisted stocks either through takeover bid or exchange offer

**Shareholder agreement: private act detailing notably the exit terms in case of share redemptions

DIRECT HOLDINGS OF SHARES OR BONDS

ISSUER	Public limited company (SA), simplified limited company (SAS), private limited company (SCA - limited by shares)			
TYPE OF SHARE HOLDING	INDIVIDUAL , No structure for a guarantee Stocks or bonds acquired by the beneficiary (including abroad except rare cases where local regulation restricts Foreign issuers) and held as registered shares (administered by the company or its delegate)			
	THROUGH A COMPANY OR GROUP EMPLOYEE SAVINGS PLAN (PEE/PEG)			THROUGH A COMPANY SHARE REGISTER
GOVERNANCE	Stocks : exercise of voting rights at the General Shareholder Meeting and contribution in stocks*: <ul style="list-style-type: none"> by the beneficiary shareholder 			
→ FOR LISTED STOCKS	<ul style="list-style-type: none"> transactions ensured by the beneficiary on regulated markets (AMF) 			
→ FOR UNLISTED STOCKS AND ASSIMILATED	<ul style="list-style-type: none"> direct exchanges may be regulated by a shareholder agreement** 			
BENEFICIARIES	<ul style="list-style-type: none"> all employees conditional on length of service (0 to 3 months) including international employees if permitted by local regulation former employees with assets in the PEE/PEG and directors for companies with 1-250 employees 		<ul style="list-style-type: none"> all or select employees all or select management and directors 	
HOLDING / VESTING PERIOD France	<ul style="list-style-type: none"> 5 years 'lock-in' period (except 11 cases of early release) 		<ul style="list-style-type: none"> none 	
TAX RULES France	AT ATTRIBUTION	AT REDEMPTION	AT ATTRIBUTION	AT SALE
→ EMPLOYEE	<ul style="list-style-type: none"> all amounts paid by the company are exempt from tax and social charges contributions with the exception of CSG/CRDS 	<ul style="list-style-type: none"> capital gains are exempt from income tax but subject to social charges of 17,2% 	<ul style="list-style-type: none"> no exemption 	<ul style="list-style-type: none"> capital gains are subject to income tax and social charges of 17,2%
→ COMPANY	<ul style="list-style-type: none"> all amounts are exempt from social charges but subject to corporate social tax of 20%, or 10% for employer's contribution 	<ul style="list-style-type: none"> not applicable 	<ul style="list-style-type: none"> no exemption 	<ul style="list-style-type: none"> not applicable

*Contributions in stocks: for listed stocks either through public takeover bid, public exchange offer or public repurchase offer, for unlisted stocks either through takeover bid or exchange offer

**Shareholder agreement: private act detailing notably the exit terms in case of share redemptions

SHARES AND/OR BONDS IN A COMPANY COLLECTIVE INVESTMENT FUND (FCPE)

ISSUER	Public limited company (SA), simplified limited company (SAS), private limited company (SCA - limited by shares)	
TYPE OF SHARE HOLDING	COLLECTIVE, POSSIBILITY TO INCLUDE A GUARANTEE Stocks or bonds acquired (including abroad except those countries where the FCPE is not accepted) and held via an Alternative Investment Fund (FIA) : <ul style="list-style-type: none"> regulated by the French Financial Markets Authority (AMF) <ul style="list-style-type: none"> either less than 1/3 of instruments issued by the company - FCPE L.214-164 or more than 1/3 of instruments issued by the company - FCPE L.214-165 without initial minimum capital units of the fund are held by the beneficiaries (the FCPE is a co-ownership with no legal personality) 	
	THROUGH A COMPANY OR GROUP EMPLOYEE SAVINGS PLAN (PEE/PEG)	
GOVERNANCE	Supervisory Board of the FCPE, representing the unitholders and constituted according to the FCPE rules: <ul style="list-style-type: none"> either 100% employee unitholders elected by the unitholders in the case of a single-committee Supervisory Board (FCPE L214-165) or a joint board with at least 50% representatives of unitholder employees elected amongst the unitholders, and no more than 50% corporate representatives designated by the management of the company, in the case of a joint Supervisory Board (FCPE L214-165) either of unitholder employees (at least 50%) elected by unitholders, appointed by the Works Council or trade unions, and company representatives (at most 50%) appointed by management, in the case of a joint Supervisory Board (FCPE L214-164) Concerning stocks : exercise of voting rights at the General Shareholder Meeting and contribution in stocks*: <ul style="list-style-type: none"> either through the Supervisory board (FCPE L214-164 and L214-165) or the Supervisory Board or the unitholders if stipulated by the fund rules and appropriately informed (FCPE L214-165) 	
→ FOR LISTED STOCKS	<ul style="list-style-type: none"> transactions ensured by the FCPE on regulated markets (AMF) 	
→ FOR UNLISTED STOCKS AND ASSIMILATED	<ul style="list-style-type: none"> transactions ensured by the FCPE through: <ul style="list-style-type: none"> the asset mix of the FCPE (at least 1/3 liquid stocks) a liquidity mechanism (buy-back agreement formalized by contract with a financial institution or other eligible entity) an engagement by the company or the controlling entity to buy back stocks held by the FCPE 	
BENEFICIARIES	<ul style="list-style-type: none"> all employees conditional on length of service (0 to 3 months) including international employees if permitted by local regulation former employees with assets in the PEE/PEG and directors for companies with 1-250 employees 	
HOLDING / VESTING PERIOD France	<ul style="list-style-type: none"> 5 years 'lock-in' period (except 11 cases of early release) 	
TAX RULES France	AT ACQUISITION	AT REDEMPTION
→ EMPLOYEE	<ul style="list-style-type: none"> all amounts paid by the company are exempt from tax and social charges with the exception of CSG/CRDS 	<ul style="list-style-type: none"> capital gains are exempt from income tax but subject to social charges of 17,2%
→ COMPANY	<ul style="list-style-type: none"> all amounts are exempt from social charges but subject to corporate social tax of 20%, or 10% for employer's contribution 	<ul style="list-style-type: none"> not applicable

*Contributions in stocks: for listed stocks either through public takeover bid, public exchange offer or public repurchase offer, for unlisted stocks either through takeover bid or exchange offer

**Shareholder agreement: private act detailing notably the exit terms in case of share redemptions

PERFORMANCE SHARES

ISSUER	Public limited company (SA), simplified limited company (SAS), private limited company (SCA - limited by shares)			
TYPE OF SHARE HOLDING	INDIVIDUAL OR COLLECTIVE Performance shares, granted on condition of size of offer and % of ownership (including abroad with variable local tax and social rules) and only if the predefined performance targets are reached, held by the beneficiary as registered shares (administered by the company or its delegate) either through a PEE/PEG or company share register, and can be transferred to an FCPE or SICAVAS			
	THROUGH A COMPANY OR GROUP EMPLOYEE SAVINGS PLAN (PEE/PEG)		or	THROUGH A COMPANY SHARE REGISTER
GOVERNANCE	Exercise of voting rights at the General Shareholder Meeting and contributions in stocks*: <ul style="list-style-type: none"> by the beneficiary shareholder in case of direct holding by the Board of directors of the SICAVAS by the Supervisory Board or the unitholders of the FCPE 		Exercise of voting rights at the General Shareholder Meeting and contributions in stocks*: <ul style="list-style-type: none"> by the beneficiary shareholder 	
→ FOR LISTED STOCKS	<ul style="list-style-type: none"> transactions ensured by the individual shareholder or FCPE/SICAVS on regulated markets (AMF) 			
→ FOR UNLISTED STOCKS AND ASSIMILATED	<ul style="list-style-type: none"> direct exchanges may be regulated by a shareholder agreement** 			
BENEFICIARIES	<ul style="list-style-type: none"> all employees conditional on length of service (0 to 3 months) including international employees if permitted by local regulation and directors for companies with 1-250 employees 		<ul style="list-style-type: none"> all or select employees all or select management and directors 	
HOSTING / VESTING PERIOD France	<ul style="list-style-type: none"> 5 year 'lock-in' period following attribution for amounts capped at 7.5% of the French PASS social security threshold and without early-release cases 		<ul style="list-style-type: none"> 1 year minimum for the vesting period no minimum holding period the sum of vesting and holding periods must be equal or superior to 2 years 	
TAX RULES France	AT ATTRIBUTION	AT REDEMPTION	AT ATTRIBUTION	AT SALE
→ EMPLOYEE	<ul style="list-style-type: none"> amounts are exempt from income tax (= value at attribution) and from social charges if the employer declares (number and value of the shares allocated as well as the identity of the beneficiaries) 	<ul style="list-style-type: none"> capital gains at redemption (=redemption price - acquisition price) are exempt from tax but subject to social charges of 17,2% 	<ul style="list-style-type: none"> amounts are exempt from social charges if the employer declares (number and value of the shares allocated as well as the identity of beneficiaries), but subject to a flat-rate tax of 30% (including 17.2% social charges) 	<ul style="list-style-type: none"> capital gains on sale (= sale price - value at the date of attribution) are subject to the single flat-rate tax of 30% (including 17.2% social charges)
→ COMPANY	<ul style="list-style-type: none"> 20% of share value at time of attribution 			

*Contributions in stocks: for listed stocks either through public takeover bid, public exchange offer or public repurchase offer, for unlisted stocks either through takeover bid or exchange offer

**Shareholder agreement: private act detailing notably the exit terms in case of share redemptions

SHARES OFFERED THROUGH A SICAVAS (employee share-ownership structure)

ISSUER	Public limited company (SA), simplified limited company (SAS), private limited company (SCA – limited by shares)	
TYPE OF SHARE HOLDING	COLLECTIVE, POSSIBILITY TO INCLUDE A GUARANTEE Stocks acquired (including abroad where the SICAVAS is registered) and held in an Alternative Investment Fund (FIA) : <ul style="list-style-type: none"> regulated by the Financial Authorities (AMF) and required to publish an Annual Information Report with an initial minimum capital of 225 000€ shares of the structure are held by the beneficiaries (the SICAVAS has its own distinct legal personality) 	
	THROUGH A COMPANY OR GROUP EMPLOYEE SAVINGS PLAN (PEE/PEG)	
GOVERNANCE	Board of directors of the SICAVAS : <ul style="list-style-type: none"> composed of 3 to 18 members nominated by the General Shareholder Meeting of the company Exercise of voting rights at the General Shareholder Meeting and contribution in stocks*: <ul style="list-style-type: none"> by the Board of directors of the SICAVAS 	
→ FOR LISTED STOCKS	<ul style="list-style-type: none"> transactions ensured by the SICAVAS on regulated markets (AMF) 	
→ FOR UNLISTED STOCKS AND ASSIMILATED	<ul style="list-style-type: none"> transactions ensured by the SICAVAS through : - an engagement by the company to buy back stocks held by the SICAVAS** 	
BENEFICIARIES	<ul style="list-style-type: none"> all employees conditional on length of service (0 to 3 months) including international employees if permitted by local regulation former employees with assets in the PEE/PEG and directors for companies with 1-250 employees 	
HOLDING / VESTING PERIOD France	<ul style="list-style-type: none"> 5 years 'lock-in' period (except 11 cases of early release) 	
TAX RULES France	AT ACQUISITION	AT REDEMPTION
→ EMPLOYEE	<ul style="list-style-type: none"> all amounts paid by the company are exempt from income tax and social charges with the exception of CSG/CRD 	<ul style="list-style-type: none"> capital gains are exempt from income tax but subject to social charges of 17,2%
→ COMPANY	<ul style="list-style-type: none"> all amounts are exempt from social charges but subject to corporate social tax of 20%, or 10% for employer's contribution 	<ul style="list-style-type: none"> not applicable

*Contributions in stocks: for listed stocks either through public takeover bid, public exchange offer or public repurchase offer, for unlisted stocks either through takeover bid or exchange offer

**Buy-back engagement for shares held by the SICAVAS: terms as in fund prospectus; the Board of directors or the executive board may temporarily suspend share buy-back by the company in case of exceptional circumstances if in the interest of shareholders

STOCK-OPTIONS

ISSUER	Public limited company (SA), simplified limited company (SAS), private limited company (SCA - limited by shares)			
TYPE OF SHARE HOLDING	INDIVIDUAL OR COLLECTIVE Share options giving the right to subscribe, over a predefined period of time and at a price fixed at time of attribution (including abroad with variable local tax and social regulations) to registered shares (administered by the company or delegate)) either through a PEE/PEG or company share register, and can be transferred to an FCPE or SICAVAS			
	THROUGH A COMPANY OR GROUP EMPLOYEE SAVINGS PLAN (PEE/PEG)		THROUGH A COMPANY SHARE REGISTER	
GOVERNANCE	Exercise of voting rights at the General Shareholder Meeting and contributions in stocks: <ul style="list-style-type: none"> by the beneficiary shareholder in case of direct holding by the Board of directors of the SICAVAS by the Supervisory Board or the shareholders of the FCPE 		Exercise of voting rights at the General Shareholder Meeting and contributions of shares: <ul style="list-style-type: none"> by the beneficiary shareholder 	
→ FOR LISTED STOCKS	<ul style="list-style-type: none"> transactions ensured by the FCPE on regulated markets (AMF) 			
→ FOR UNLISTED STOCKS AND ASSIMILATED	<ul style="list-style-type: none"> direct exchanges may be regulated by a shareholder agreement 			
BENEFICIARIES	<ul style="list-style-type: none"> all employees conditional on length of service (0 to 3 months) including international employees if permitted by local regulation and directors for companies with 1-250 employees 		<ul style="list-style-type: none"> all or select employees all or select management and directors 	
HOLDING / VESTING PERIOD France	<ul style="list-style-type: none"> 5 years 'lock-in' following the end of acquisition period including financing through locked assets, only early release case is death of the beneficiary 		<ul style="list-style-type: none"> 2 years minimum vesting period 2 years minimum holding period 	
TAX RULES France	AT ACQUISITION	AT REDEMPTION	AT ACQUISITION	AT SALE
→ EMPLOYEE	<ul style="list-style-type: none"> discount (1) between 5 and 20%, and capital gains at acquisition if vesting period is longer than 4 years or stocks without par value are subject to social charges income tax applies if the discount is greater than 5% capital gaind at acquisition are subject to income tax, to social charges of 9.7% and since August 18th, 2012 to employee contributions of 10% 	<ul style="list-style-type: none"> capital gains at redemption (3) are exempt from tax but subject to social charges of 17.2% 	<ul style="list-style-type: none"> discount (1) between 5 and 20%, and capital gains at acquisition if vesting period is longer than 4 years or stocks without par value are subject to social charges tax on revenue applies if the discount is greater than 5% capital gaind at acquisition are subject to income tax, to social charges of 9.7% and since August 18th, 2012 to employee contributions of 10% 	<ul style="list-style-type: none"> capital gains at redemption (3) are subject to income tax, and to social charges of 17.2%
→ COMPANY	<ul style="list-style-type: none"> 30% contribution for options attributed from July 11th, 2012, payable at attribution date 			

(1) market price - attribution price / (2) attribution price - acquisition price at time of exercise (difference also called option exercise benefit) / (3) selling price - attribution price

WARRANTS OFFERED OR GRANTED

	WARRANTS – SHARE OPTIONS (BSA)	WARRANTS FOR BUSINESS CREATOR SHARES (known as BCE or BSPCE)
ISSUER	Public limited company (SA), simplified limited company (SAS), private limited company (SCA - limited by shares)	Public limited company (SA), simplified limited company (SAS), private limited company (SCA - limited by shares) : <ul style="list-style-type: none"> • created less than 15 years ago • not resulting from a merger, a restructuring or a recovery • capital held directly and continued since creation, for at least 25% by natural or moral persons, the latter being held for at least 75% by natural persons
TYPE OF SHARE HOLDING	INDIVIDUAL Warrants granted or sold, giving the right to subscribe, over a predefined period of time and at a price fixed at time of attribution (including abroad with variable local tax and social regulations), to registered shares (administered by the company or delegate)	
	THROUGH A COMPANY OR GROUP EMPLOYEE SAVINGS PLAN (PEE/PEG)	THROUGH A COMPANY SHARE REGISTER
GOVERNANCE	Exercise of voting rights at the General Shareholder Meeting : <ul style="list-style-type: none"> • by the beneficiary shareholder 	
→ FOR LISTED STOCKS	<ul style="list-style-type: none"> • transactions ensured by the individual beneficiary on regulated markets (AMF) 	
→ FOR UNLISTED STOCKS AND ASSIMILATED	<ul style="list-style-type: none"> • direct exchanges may be regulated by a shareholder agreement 	
BENEFICIARIES	<ul style="list-style-type: none"> • all employees conditional on length of service (0 to 3 months) including international employees depending on local regulations • and directors for companies with 1-250 employees 	<ul style="list-style-type: none"> • all or select employees • all or select management and directors
HOLDING / VESTING PERIOD France	<ul style="list-style-type: none"> • 5 years 'lock-in' following acquisition 	<ul style="list-style-type: none"> • no minimum period
TAX RULES France		
→ EMPLOYEE	<ul style="list-style-type: none"> • capital gains are exempt from tax but subject to social charges of 17,2% 	<ul style="list-style-type: none"> • capital gains are subject to 19% tax for allocations up to 12/31/2017 or 12.8% for allocations from 1/1/2018 (30% if, on the date of transfer, the beneficiary is carrying out activities in the company for less than 3 years) and social charges of 17.2%.
→ COMPANY	<ul style="list-style-type: none"> • not applicable 	<ul style="list-style-type: none"> • not applicable