

**Notice of amendment to the 2021 Universal Registration Document submitted to the French
Autorité des Marchés Financiers on April 29, 2022 under the number D 22-0398**

Due to non-material errors

- **In the chapter 5.6.3 Compensation of the members of the Management Board for fiscal year 2021, you should read in the paragraph “Description of the components of annual variable compensation in 2021”:**

(...)

The degree of achievement for each quantifiable and qualitative criterion was approved on **April 20, 2022, by the Board of Directors**, on the recommendation of the Compensation and Nominations Committee. (...)

- **In the Chapter 5.6.3.1 Composition of the compensation of the members of Management Board in respect of fiscal year 2021, you should read in the paragraph “A - 2021 fixed compensation for members of management Board ” :**

In the light of the compensation principles described in Section 5.5.2.1 above, the fixed annual compensation received by the members of Management Board for the 2021 fiscal year is as follows:

The 2021 fixed annual compensation of Ms. Caroline Parot, Chair of the Management Board until February 26, 2021, then Chief Executive Officer from that date, was €575,000.

The fixed annual compensation of Mr. Fabrizio Ruggiero, Deputy Chief Executive Officer and a member of the Management Board until February 26, 2021, then Deputy Chief Executive Officer from that date until his contract ended on August 29, 2021, **was €274,211 (versus 276 667 euros initially mentioned)**

As Chief Countries and Operations Officer and a Member of the Management Board until February 26, 2021, the date on which he ended his role as corporate officer, Mr. Olivier Baldassari’s fixed annual compensation, **was €55,000. (versus 55 873 euros initially mentioned).**

- **In the chapter 5.6.4 Summary of the compensation and benefits of corporate officers, you should read in the Summary of the compensation of each executive corporate officer – (Table 2 AFEP MEDEF Code)**

<i>(in euros)</i>	Amounts in respect of fiscal year 2021		Amounts in respect of fiscal year 2020	
	Payable ⁽³⁾	Paid ⁽⁴⁾	Payable ⁽³⁾	Paid ⁽⁴⁾
Olivier Baldassari – Chief Countries and Operations officer ⁽¹⁾				
Fixed compensation ⁽²⁾	55,000	55,000	330,000	268,125 ⁽⁷⁾
Annual variable compensation ⁽⁵⁾	0	0	84,150	-
Multi-year variable compensation ⁽²⁾	-	-	-	-
Exceptional compensation ⁽²⁾			-	-
Compensation allocated to the member of the Management Board in respect of his or her term of office	-	-	-	-
Benefits in kind ⁽⁶⁾	873	873	5,064	5,064
TOTAL	55,873	55,873	419,214	273,189

- (1) As a reminder, Olivier Baldassari was a member of the Management Board until February 26, 2021 and he lost his corporate office from that date.
(2) Gross before taxes. Compensation for 2021 of an initial amount of €330,000 prorated.
(3) Compensation granted for the fiscal year, irrespective of the payment date.
(4) Compensation paid throughout the fiscal year.
(5) Variable compensation paid during the fiscal year is the amount due in respect of the prior period.
(6) Mr. Olivier Baldassari was provided with a company car.
(7) It is noted that the members of the Management Board waived 25% of their fixed annual compensation as from April 1, 2020 until the end of 2020.
