

**THE FOLLOWING CONCORDANCE TABLE ENABLES THE MAIN INFORMATION STIPULATED BY THE FINANCIAL REPORT INDICATED IN ARTICLE L 451-1-2 OF THE FRENCH MONETARY AND FINANCIAL CODE AND ARTICLE 222-3 OF THE AMF GENERAL REGULATIONS TO BE IDENTIFIED**

Headings/Themes	Section(s)	Page(s)
Parent company financial statements	6.2.1	197
Consolidated financial statements	6.1.1	140
Management report	See concordance table between the Registration Document and the management report	
Statement by the person responsible for the annual financial report	8.1.2	252
Statutory Auditors' report on the parent company financial statements	6.2.4	228
Statutory Auditors' report on the consolidated financial statements	6.1.3	196
Report of the Chairman of the Board of Directors	4.2.2	103
Statutory Auditors' report on the report prepared by the Chairman of the Board of Directors	4.2.3	113

**THE CONCORDANCE TABLE HEREAFTER INCLUDES ALL THE ELEMENTS FROM THE MANAGEMENT REPORT REQUIRED BY THE LEGAL AND REGULATORY PROVISIONS AT DECEMBER 31, 2016**

Themes	Reference texts	Section(s)	Page(s)
<b>I. Activity</b>			
Objective and exhaustive review of the change in business, results and financial position of the Company and the Group	L.225-100 and L.225-100-2 of the French Commercial Code	5.1/5.2/ 6.2.3	128/129/ 224
Position of the Company and the Group during the last financial year	L.232-1 and L.233-26 of the French Commercial Code	5.2.2.3/5.5.1 /5.5.2	133/136/ 136
Forecast changes for the Company and Group	L.232-1 and L.233-26 of the French Commercial Code	5.6.2	137
Significant events for the Company and Group	L.232-1 and L.233-26 of the French Commercial Code	5.2.2.4	133
Research and Development activities of the Company and the Group	L.232-1 and L.233-26 of the French Commercial Code	1.6.1	41
List of existing branches	L.232-1 of the French Commercial Code	1.4.2	37
Investments in companies with their registered offices on the French Republic's territory representing over one-twentieth of the share capital	L.233-6 of the French Commercial Code	1.4.2	37
Activities and results for the Company, its subsidiaries and companies over which it has control	L.233-6 of the French Commercial Code	5.2/6.2.2 (Note 3.3.3)	129/204
<b>II. Risk factors</b>			
Principal risks and uncertainties to which the Company and Group are exposed	L.225-100 and L.225-100-2 of the French Commercial Code	2	51
Company and Group objectives and policy in terms of financial risk management, including the hedging policy	L.225-100 and L.225-100-2 of the French Commercial Code	2.4	61
Company and Group exposure to price, credit, liquidity and cash flow risks	L.225-100 and L.225-100-2 of the French Commercial Code	2.4	61
<b>III. legal and shareholder information</b>			
Identity of individuals or companies holding, directly or indirectly, over 5% of the share capital or voting rights	L.233-13 of the French Commercial Code	7.4.1	238
Modifications that have occurred during the year	L.233-13 of the French Commercial Code	7.4.1	238
Name of companies controlled and share of the Company's share capital that they hold (treasury shares)	L.233-13 of the French Commercial Code	1.4.2	37
Number of shares purchased and sold during the financial 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 financial 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	L.233-211 of the French Commercial Code	7.3.2	234
Calculation elements and results of any adjustments for securities giving access to the share capital in the event of share buybacks or financial transactions	R.228-90 and R.228-91 of the French Commercial Code	7.3.3	235
Factors likely to have an impact in the event of a public offer	L.225-100-3 of the French Commercial Code	7.5	243

Themes	Reference texts	Section(s)	Page(s)
Statement on employee profit-sharing in the share capital on the last day of the financial year and proportion of share capital represented by shares owned by Company employees and related companies as part of employee savings plans and by employees and former employees as part of company mutual funds (fonds communs de placement d'entreprise)	L.225-102 of the French Commercial Code	7.4.3	239
Summary table of valid delegations granted by the Shareholders' Meeting to the Board of Directors or Management Board in the area of capital increases and the use made of these delegations during the year	L.225-100 of the French Commercial Code	7.3.4	236
Agreements, directly or by a third party, between on the one hand, and depending on the situation, one of the members of the Management Board or Supervisory Board, the Chief Executive Officer, one of the Chief Operating Officers, one of the directors or one of the shareholders with a share of voting rights over 10% in a company, and on the other hand, another company in which the person owns, directly or indirectly, over half the share capital	L.225-102-1 of the French Commercial Code	7.7	244
Special report on stock options and free share grants	L.225-184 and L.225-197-4 of the French Commercial Code	7.4.3.2	239
<b>IV. Financial information</b>			
Table indicating the Company's results over the last five financial years	R.225-102 of the French Commercial Code	6.2.3	224
Changes in the presentation of the annual financial statements and valuation methods used	L.232-6 of the French Commercial Code	N/A	
Information on payment periods	L.441-6-1 of the French Commercial Code	6.2.3	224
Amount of dividends distributed during the last three financial years	Article 243 bis of the French General Tax Code	7.6	243
Amount of inter-company loans (loans of less than 2 years to micro-companies), SMEs and ETIs with which the company has economic links that justify them		N/A	
<b>V. Corporate governance and executive compensation</b>			
Total compensation and benefits-in-kind paid during the financial year to each corporate officer by the Company, the companies it controls or the company that controls it	L.225-102-1 of the French Commercial Code	4.3	114
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	L.225-102-1 of the French Commercial Code	4.3.3	124
Principles and criteria for the determination, distribution and allocation of fixed, variable and exceptional items making up the total compensation and benefits-in-kind, due to the Chairman, Chief Executive Officers or Chief Operating Officers	L.225-37-2 of the French Commercial Code	4.3.2.1	115
List of all directorships and positions exercised in all companies by each of these corporate officers during the financial year	L.225-102-1 of the French Commercial Code	4.1.2.1	97
Conditions for the exercise and conservation of options granted to corporate officers	L.225-185 of the French Commercial Code	7.4.3.2	239
Conditions for the conservation of free shares granted to executive corporate officers	L.225-197-1 of the French Commercial Code	7.4.3.2	239
Summary of trading in the Company's shares by senior executives	L.621-18-2 of the French Commercial Code and 223-26 of the AMF General Regulations	7.4.5.2	242
<b>VI. Information on corporate social responsibility</b>			
Human resources	L.225-102-1 of the French Commercial Code	3.1/3.3/3.5	66/74/90
Environment	L.225-102-1 of the French Commercial Code	3.1/3.4/3.5	66/83/90
Information on corporate commitments to promote sustainable development	L.225-102-1 of the French Commercial Code	3.1/3.2/3.5	66/70/90
Informations for companies operating at least one installation on the list stipulated in article L.515-36 of the French Environment Code	L.225-102-2 of the French Commercial Code	2.2	59

**THE CONCORDANCE TABLE HEREAFTER CONTAINS THE INFORMATION REQUIRED IN APPLICATION OF ARTICLES L 225-102-1 PARAGRAPH 5 AND R 225-105-1 OF THE FRENCH COMMERCIAL CODE**

Headings/Themes	Section(s)	Page(s)
<b>1. Human resources</b>		
<b>a) Workforce</b>		
• total workforce and breakdown of employees by gender, age and geographic area	3.3.1.1/3.3.1.2/3.3.1.6/3.3.1.7 to 3.3.1.9	74/74/ 76/76
• recruitments and dismissals	3.3.1.3 to 3.3.1.5	75
• compensation and pay increases	3.3.6	82
<b>b) Work organisation</b>		
• working time organisation	3.3.5.1	81
• absenteeism	3.3.1.10	77
<b>c) Employee relations</b>		
• the organisation of social dialogue, specifically employee information, consultation and negotiation procedures	3.3.5	81
• the overview of collective agreements	3.3.5	81
<b>d) Health and safety</b>		
• occupational health and safety conditions	3.3.2	77
• the overview of the agreements signed with trade unions or employee representatives on occupational health and safety	3.3.5.2	81
• occupational accidents, including their frequency and severity, as well as occupational diseases	3.3.2.4	78
<b>e) Training</b>		
• training implementation policies	3.3.3.2	78
• the number of training hours	3.3.3.2	78
<b>f) Equal treatment</b>		
• measures to promote gender equality	3.3.4.1	80
• measures to promote the employment and integration of disabled employees	3.3.4.2	80
• policy to fight discrimination	3.3.5.1/3.3.7	81/83
<b>g) Promotion of and compliance with the International Labour Organization's Core Conventions</b>		
• respect for the freedom of association and the right to collective bargaining	3.3.7	83
• the elimination of discrimination in employment and occupations	3.3.7	83
• the elimination of forced or compulsory labour	3.3.7	83
• the effective abolition of child labour	3.3.7	83
<b>2. Environmental information</b>		
<b>a) Environmental policy</b>		
• the Company's organisation to take into account environmental issues, and if required, the environmental assessment or certification procedures	3.4.1	83
• employee training and information on environmental protection	3.4.1	83
• the means implemented to prevent environmental risks and pollution	3.4.2	84
• the amount of provisions and guarantees for risks to the environment, provided that such information is not likely to cause serious harm to the Company in ongoing litigation	2.1.12	57
<b>b) Pollution</b>		
• measures related to the prevention, reduction or repair of damage caused by discharges in the air, water and soil seriously affecting the environment	3.4.2.5	89
• accounting for noise pollution and all other forms of activity-specific pollution	3.4.3	89
<b>c) Circular economy</b>		
<b>i. Waste prevention and management:</b>		
• measures related to the prevention, recycling, reuse and other forms of recovery and disposal of waste	3.4.2.4	87
• actions to fight against food waste	3.4.2.4	87

Headings/Themes	Section(s)	Page(s)
<b>ii. Sustainable use of resources</b>		
• water consumption and supply in compliance with local restrictions	3.4.2.1	84
• the consumption of raw materials and the measures taken to improve efficiency in their use	3.4.2.8	89
• energy consumption, measures taken to improve energy efficiency and the use of renewable energies	3.4.2.2	85
• land use	3.4.2.7	89
<b>d) Climate change</b>		
• significant greenhouse gas emissions categories generated by the Company's business, particularly through the use of the goods and services that it produces	3.4.2.3	86
• adapting to the consequences of climate change	3.4.2.3	86
<b>e) Protection of biodiversity</b>		
• measures taken to preserve or encourage biodiversity	3.4.4	89
<b>3. Information on corporate commitments to promote sustainable development</b>		
<b>a) Territorial, economic and social impact of the Company's business</b>		
• in terms of employment and regional development	3.1.4.2/3.2.2.4/3.2.3.2	69/73/73
• on neighbouring or local populations	3.1.4.2/3.2.2.4	69/73
<b>b) Relationships with stakeholders, particularly associations to combat social exclusion, teaching establishments, environmental protection associations, consumer associations and local populations</b>		
• conditions of dialogue with these persons or organisations	3.1.4	69
• partnership or sponsorship activities	3.1.4.3/3.2.2	70/71
<b>c) Subcontracting and suppliers</b>		
• integrating social and environmental issues into the purchasing policy	3.2.3	73
• the importance of subcontracting and integrating labour-related and environmental concerns into the Company's relationship with its suppliers and subcontractors	3.2.3	73
<b>d) Fair trade</b>		
• actions taken to prevent corruption	3.1.3	67
• measures to promote consumer health and safety	3.1/3.2	66/70
<b>e) Other actions taken to promote human rights</b>	3.1.1/3.1.3/3.3.1/3.3.7	66/67/ 74/83

## 8.6 Glossaries

### 8.6.1 Scientific terms

**Acute coronary syndrome:** decreased blood flow in the coronary arteries resulting in reduced circulation rate and inadequate oxygenation of the myocardial muscle.

**Amplification:** a technique, usually using enzymes, for multiplying nucleic acids in order to increase the sensitivity of detection methods.

**ANSM (Agence Nationale de Sécurité du Médicament et des produits de santé):** a French regulatory agency, which carries out assessments, provides expertise and makes decisions regarding the safety of drugs and healthcare products.

**Antibiotic:** a substance of natural or synthetic origin capable of stopping the multiplication of bacteria.

**Antibiotic susceptibility test:** an analysis to determine the sensitivity of a bacterium to antibiotics.

**Antibody:** a complex protein molecule produced by the immune system to detect and neutralise disease-causing organisms, in particular viruses.

**Antigen:** a macromolecule recognised by an antibody or cells from an organism's immune system that triggers an immune response.

**Bacterium:** a unicellular microorganism lacking chlorophyll and visible only under a microscope. Bacteria do not belong to either the plant or the animal kingdom.

**Biochemistry:** an area of science which studies the correlation between the structure of natural molecules and the consequences on their activity.