

LATÉCOÈRE

Société anonyme (joint-stock company) with capital of 189,637,036 euros

Registered Office: 135 rue de Périole – 31500 TOULOUSE

Toulouse trade and companies register No. 572 050 169

FIRST AMENDMENT

TO THE 2019 UNIVERSAL REGISTRATION DOCUMENT



This document is a free translation of the French language amendment to the 2019 Universal Registration Document that was filed on May 19, 2020 with the French financial markets authority (Autorité des marchés financiers) (the « **AMF** ») as competent authority under Regulation (EU) 2017/1129 without prior approval pursuant to Article 9 of Regulation (EU) 2017/1129.

The Universal Registration Document may be used for the purposes of an offer to the public of securities or admission of securities to trading on a regulated market if supplemented by a securities note and, if applicable, a summary and all amendments to the Universal Registration Document. The package is approved by the AMF in accordance with Regulation (EU) 2017/1129.

This translation has been prepared solely for the information and convenience of English-speaking readers. No assurances are given as to the accuracy or completeness of this translation, and the Group assumes no responsibility with respect to this translation or any misstatement or omission that may be contained therein. It is not a bidding document and in the event of any ambiguity or discrepancy between this translation and the French Amendment to the 2019 Universal Registration Document, the French Amendment to the 2019 Universal Registration Document shall prevail.

Copies of the 2019 Universal Registration Document and this amendment are available free of charge at the registered office of LATÉCOÈRE S.A., 135 rue de Périole, 31500 Toulouse.

The 2019 Universal Registration Document and this amendment may also be consulted on the website of the AMF (www.amf-france.org) and on the website of LATÉCOÈRE S.A. (www.latecoere.aero).

GENERAL COMMENTS

The purpose of this amendment (the "**Amendment**") is to update the 2019 Universal Registration Document of Latécoère S.A. filed with the AMF on April 30, 2020 under number D.20-0437 (the "**2019 Universal Registration Document**").

The numbering of the chapters and sections of the Amendment is based on the numbering of the chapters and sections of the 2019 Universal Registration Document, which have been updated in this Amendment.

CONTENTS

- 1. COMPENSATION OF THE CHIEF EXECUTIVE OFFICER 4**
- 2. PERSONS RESPONSIBLE 11**
 - 2.1. Designation of the person responsible for the Amendment11**
 - 2.2. Declaration by the person responsible for the Amendment11**
- 3. CONCORDANCE TABLE 12**

1. COMPENSATION OF THE CHIEF EXECUTIVE OFFICER

Sections 3.3.1.B "*Compensation policy for the Chief Executive Officer*" and 3.3.2.C "*Compensation paid to Philip Swash, Chief Executive Officer, for the 2020 fiscal year*" of Chapter 3 "*Corporate Governance*" of the 2019 Universal Registration Document are respectively amended and replaced by the following:

3.3.1 COMPENSATION POLICY FOR CORPORATE OFFICERS FOR THE 2020 FISCAL YEAR (EX-ANTE VOTE)

B. COMPENSATION POLICY FOR THE CHIEF EXECUTIVE OFFICER

The compensation policy for the Chief Executive Officer covers the principles and criteria used to determine, allocate and award the fixed, variable and extraordinary components of the total compensation and the benefits in kind payable to him. The policy is drawn up by the Board of Directors upon the recommendation of the Appointments and Compensation Committee and then submitted to the General Meeting of Shareholders. It is applicable until modified.

The overall compensation paid to the Chief Executive Officer is calculated taking into account practices in the sector for companies comparable in size to Latécoère. This comparison is necessary to ensure that the Chief Executive Officer's compensation policy remains coherent and is vital for attracting and retaining key executives.

The Appointments and Compensation Committee also ensures that the overall compensation paid to the Chief Executive Officer is and remains balanced with regard to all of its component parts, fixed, variable, exceptional and long-term through performance shares and/or stock options.

The compensation policy applicable to the Chief Executive Officer seeks to motivate and reward his performance via a significant part subject to the fulfillment of financial and non-financial criteria reflecting the operational and strategic targets set by the Company, while at the same time remaining compliant with the corporate interest and the objective of value creation.

The annual variable compensation and the long-term compensation in shares seek to bring the interest of the Chief Executive Officer into line with the interests of the shareholders and stakeholders.

The Chief Executive Officer receives compensation composed of a fixed annual payment, an annual variable payment, an exceptional payment and a long-term payment. Each of these component parts is set out below:

Compensation items	Form of payment	Maximum amount	Ceiling	Performance conditions	Performance indicators	Relative weight of the indicator in the corresponding compensation item	Ceiling applicable to the annual variable part by criterion
Annual fixed part	Amount paid in cash during calendar year N in 12 monthly payments	Amount set by the Board: maximum €550,000	Not applicable	no	Not applicable	Not applicable	Not applicable
Annual variable part	Amount paid in cash during calendar year N +1 following approval from the General Meeting of Shareholders in an <i>ex post</i> vote	Amount between 0 and the ceiling applicable to the annual variable amount	X% of the fixed amount, calculated by the Board	yes	Group EBITDA	35%	175%
					Group free cash flow	17.50%	175%
					Zero base budget implementation rate	17.50%	175%
					Individual criteria	30%	120%
					TOTAL ANNUAL VARIABLE PART	100%	158.50%

Exceptional part	Amount paid in cash during calendar year N+1 following approval from the General Meeting of Shareholders in an <i>ex post</i> vote	Amount set by the Board	100% of the annual fixed part	no	Not applicable	Not applicable	Not applicable
Long-term variable part	Delivery of Latécoère shares, subject to performance condition, after a vesting period, and a holding period of at least one year	Number of shares set by the Board	100% of ceiling applicable to the annual compensation (fixed and variable)	yes	Revenue	33.1/3%	Not applicable
					EBITDA/Revenue ratio	33.1/3%	Not applicable
					Stock market performance (ratio change in the Latécoère share price/change in the aeronautical index)	33.1/3%	Not applicable
					TOTAL LONG-TERM VARIABLE PART	100%	

Annual fixed compensation

The fixed portion of the annual compensation is reviewed every year by the Board of Directors, together with the opinion of the Appointments and Compensation Committee. It remains unchanged unless the Board of Directors votes otherwise upon the recommendation of the Appointments and Compensation Committee, particularly in light of market conditions and change over time in the Company's financial situation. It is payable in twelve monthly installments and calculated, if necessary, *pro rata temporis*. The maximum annual fixed compensation is set at €550,000 for the 2020 fiscal year.

Annual variable compensation

The variable portion of the annual compensation is meant to reflect the personal contributions of executive corporate officers to the development of the Company and the improvement of its earnings. It is balanced against the fixed portion of the compensation.

Performance evaluation in terms of the variable compensation of the Chief Executive Officer takes into account financial and non-financial qualitative and quantitative criteria, which are ambitious and in line with the Group's strategy.

The variable portion is determined as a percentage of the fixed portion of the annual compensation, which may not exceed 160%, with a target of 100%. This maximum percentage, which stood at 120% in the context of the previous compensation policy applicable to the Chief Executive Officer approved by the General Meeting of Shareholders on May 13, 2019, was reviewed and modified by the Board of Directors on March 6 and 24, 2020, further to a proposal from the Appointments and Compensation Committee, in order to reinforce the link between the Chief Executive Officer's performance and the Group's results.

The financial and individual objectives applicable to the variable compensation of the Chief Executive Officer are set yearly, for the year under way, by the Board of Directors, upon proposal by the Appointments and Compensation Committee, no later than at the start of each fiscal year and together with the approval of the Group's budget forecast for the year under consideration, in order to take into account Latécoère's strategic objectives.

Each year, the Board of Directors may, if so proposed by the Appointments and Compensation Committee, change the financial and individual objectives based on quantitative and qualitative criteria in order to tailor them and make them more consistent with the Company's situation, outlook for development and trend in financial performance.

Each year, simultaneously with the finalization of the Company's parent company financial statements and consolidated financial statements for the previous closed fiscal year, the Appointments and Compensation Committee assesses the achievement by the Chief Executive Officer of the targets linked to the quantitative and qualitative criteria on the basis of the factual impacts and figures provided by the Finance Department and Senior Management. It then reports on its work to the Board of Directors which assesses the Chief Executive Officer's performance criterion by criterion and records the size of the variable portion of his annual compensation for the past fiscal year based on the rate of satisfaction of the criteria.

The table below describes for the fiscal year 2020 the criteria applicable to the variable portion of the annual compensation of the Chief Executive Officer:

Annual variable part	Ceiling as a percentage of the annual variable compensation	Criteria	Relative weight of the indicator in the corresponding compensation item	Explanation of the relevance of the indicators and detailed implementation methods
Financial performance criteria	70%	Group EBITDA	35%	These three indicators give an understanding of the quality of the Group's economic and financial management from various complementary angles. The Group's financial performance is assessed through the three indicators referred to over, recorded as at December 31 of each year. The method consists of comparing the level of each of these indicators recorded as at December 31 of the past year (N) with that set by the Board of Directors for year N in the context of the Budget and acknowledging the corresponding discrepancy. A bonus is associated with each performance indicator. The size of the bonus is based on the discrepancy observed between the level of attainment and the Budget for the corresponding indicator. This is within a range of between 0 and a ceiling equal to 175% of the value of the annual variable part which can be awarded on the basis of the criterion in question, in accordance with a table set by the Board.
		Group free cash flow	17.50%	
		Zero base budget implementation rate	17.50%	
Individual performance indicators*	30%	Performance and risk management	10%	With this criterion, the Board intends to ensure that the risk management process is effective.
		Management and commercial performance	15%	The purpose of this criterion is to monitor the effectiveness of Group management with regard to the latter's commercial performance and profitability
		Financial optimization and long-term viability of the Group	5%	With this criterion, the Board intends to ensure that efficient organization structures and financial tools are put in place to ensure good governance.

(*) At the start of each year, the Board sets the targets and allocates a weighting coefficient to each to reflect its priorities. The Board may without restriction make changes to these indicators based on the environment and the context. As of the finalization of the financial statements for the fiscal year N-1, the Board's decisions are made further to an examination of the recommendations made by the Appointments and Compensation Committee and after having allowed the Directors to hold discussions without any Executive Corporate Officer being present. The Board sets the performance level for each target and calculates the corresponding bonus from this. The Chief Executive Officer does not take part in the deliberations and does not cast a vote.

For confidentiality reasons connected to the Group's strategy and targets, the level of attainment required (target) for the quantitative criteria as well as the detail of the qualitative criteria, although pre-established in detail, cannot be disclosed. These criteria are always assessed taking performance on a Group level into account. There is no provision for the option to ask for the refund of one part of the annual variable compensation.

In accordance with Articles L. 225-37-2 and L. 225-100 of the French Commercial Code, the components of the Chief Executive Officer's variable compensation for fiscal year N-1 shall be paid in year N only after the Ordinary General Meeting has approved (in an *ex-post* vote) the fixed, variable and extraordinary items making up the total compensation and the benefits in kind paid or granted to the Chief Executive Officer for fiscal year N-1.

Exceptional compensation

The Chief Executive Officer may receive exceptional compensation up to a maximum amount corresponding to 100% of his or her annual fixed compensation if the Company carries out a significant strategic project.

In accordance with Articles L. 225-37-2 and L. 225-100 of the French Commercial Code, the components of the Chief Executive Officer's exceptional compensation for fiscal year N-1 shall be paid in year N only after the Ordinary General Meeting has approved (in an *ex-post* vote) the fixed, variable and extraordinary items making up the total compensation and the benefits in kind paid or granted to the Chief Executive Officer for fiscal year N-1.

Payment on assumption of duties

The Chief Executive Officer may at the time of his or her hiring be awarded a signing bonus to make up for the loss of benefits he or she used to enjoy but must relinquish on joining the Company. The amount of such payment would be set by the Board of Directors, upon the advice of the Appointments and Compensation Committee.

The primary purpose of such a signing bonus would be to enable the Company to recruit experienced, competent executives in a highly competitive environment and give them more incentive to join the Group.

Compensation due or that might become due as a result of termination of service

A severance payment may be made to the Chief Executive Officer should he or she terminate his or her service at the Company's initiative or be forced to leave the Group.

No severance pay shall be made should the Chief Executive Officer terminate his or her service at the Company's initiative or be forced to leave the Group if on the grounds of gross misconduct or negligence or if the Chief Executive Officer resigns that position and leaves the Group on his or her own initiative, unless the departure chosen by the Chief Executive Officer can be considered a forced departure in light of the surrounding circumstances.

Any severance pay owed is subject to the recipient's having met performance conditions linked to the Company's performance.

Moreover, the payment may only be made with the prior acknowledgment by the Board of Directors that the conditions it imposed have been met.

The amount of the payment is calculated on the total compensation – fixed, variable and in kind – received during the fiscal year preceding that in which the beneficiary is obliged to cease serving as an Executive Corporate Officer and leaves the Group.

Compensation for the duties performed by a Director (formerly, Directors' fees)

If the Chief Executive Officer also sits on the Board of Directors, he or she does not receive any compensation on the basis of these duties.

Stock options and performance shares

The Chief Executive Officer is eligible for the performance-based incentive plans that the Company makes available to Group employees and executives, including stock subscription or purchase options and awards of shares conditioned on performance.

The potential awarding of performance shares to the Chief Executive Officer is decided after having taken into account the fulfillment of a presence condition and of the ambitious economic and stock market performance conditions set by the Board of Directors on the basis of recommendations made by the Appointments and Compensation Committee, and to the acknowledgment of the fulfillment of these conditions by the Board of Directors on the basis of the work carried out by the Appointments and Compensation Committee. The awarding of performance shares to the Chief Executive Officer in year N, after acknowledgment of the fulfillment of attendance and performance conditions on December 31 in year N-1, are followed by a vesting period and a holding period, each of a minimum of one year.

If the executive leaves during the fiscal year, the presence condition is not then met on December 31 of year N-1 and no shares can therefore be allocated to him in year N on the basis of year N-1.

Each allocation of performance shares to the Chief Executive Officer is completed in consideration of his overall compensation, of earlier allocations, and of allocations completed in favor of other employees.

The Chief Executive Officer is subject, while still in office, to a retention obligation imposing the holding of a number of registered shares in the Company corresponding to 5% of the shares acquired, in application of the provisions of Article L. 225-197-1 II of the French Commercial Code (*Code de commerce*).

Benefits in kind

UNEMPLOYMENT INSURANCE

The Company may take out private unemployment insurance for the Chief Executive Officer (a policy type known by the French acronym GSC).

In addition, the Company may agree to offer him or her special compensation in the absence of payment by the private insurer should there be a waiting period or if the circumstances of his or her termination do not enable him or her to receive the coverage subscribed. This special compensation may be combined with the compensation due or that might be due as a result of termination of service.

HEALTH EXPENSES

The Chief Executive Officer benefits from the Company's coverage of his or her mutual or private health insurance.

OTHER BENEFITS

The Chief Executive Officer has the use of a company car.

The Company may also pay some or all of the Chief Executive Officer's relocation costs in first assuming his or her duties in the Group.

3.3.2 IMPLEMENTATION OF THE COMPENSATION POLICIES FOR EXECUTIVE CORPORATE OFFICERS IN 2020

C. COMPENSATION PAID TO PHILIP SWASH, CHIEF EXECUTIVE OFFICER, FOR THE 2020 FISCAL YEAR

The Appointments and Compensation Committee undertook a thorough review of the compensation of the Chief Executive Officer and discussed possible adjustments that might be made thereto. It met for this purpose on March 16, April 6, 2020 and May 15, 2020 and held a substantial discussion with the Board of Directors.

The Board of Directors, on the basis of the work and recommendations made by the Appointments and Compensation Committee, decided in particular, to set the annual fixed compensation of the Chief Executive Officer at 550,000 euros, to increase the maximum amount of the variable part as a percentage of the fixed part of the annual compensation to 160% (compared to 120% previously), it being stipulated that the Board of Directors decided that the variable compensation would be awarded to Philip Swash only once he had held the office of Chief Executive Officer for at least six months, and finally to provide for the possibility for the Chief Executive Officer to receive exceptional compensation under certain conditions.

At the conclusion of the analysis process, the Appointments and Compensation Committee suggested to the Board of Directors that it make certain adjustments to the performance criteria used in the context of the annual variable compensation of the Chief Executive Officer compared with those used in 2019.

At the meetings held on March 17, April 24, 2020 and May 18, 2020 the Board of Directors, acting on the recommendation of the Appointments and Compensation Committee, decided to set the components of Philip Swash's compensation for 2020 as follows, subject to approval of the policy on compensation paid to the Chief Executive Officer detailed in Section 3.3.1, sub-section B, by the General Meeting of Shareholders of June 11, 2020.

Annual fixed compensation

On the date of this Amendment, the amount of annual fixed compensation paid to the Chief Executive Officer has been set at €550,000 ((identical to Yannick Assouad's annual fixed compensation in 2019), in accordance with the conclusions of the work carried out by the Appointments and Compensation Committee and the Board of Directors.

Annual variable compensation

In accordance with the Compensation Policy for the Chief Executive Officer (see Section 3.3.1 subsection B “Compensation Policy for the Chief Executive Officer”), and subject to the approval thereof by the General Meeting of Shareholders to be held on June 11, 2020, the maximum amount of variable annual compensation paid to the Chief Executive Officer set at 160% of the annual fixed compensation. The Board of Directors moreover decided that the variable compensation could only be awarded to Philip Swash once he had held the position of Chief Executive Officer for at least than six months.

As stated in the Compensation Policy for the Chief Executive Officer, since the variable portion of the compensation must be consistent with Philip Swash’s performance as well as with the Company’s strategy and the progress made by the Company, it depends partly on quantitative criteria based on the Group’s operating and financial performance and partly on a qualitative basis, noting that both the qualitative and quantitative objectives are precise, pre-established and demanding.

In the interest of stable criteria, criteria deemed to be particularly representative of the Company’s performance that were adopted for the annual variable compensation in prior years and continued by the Board of Directors for 2020 on the recommendation of the Appointments and Compensation Committee.

In reviewing Philip Swash’s compensation for 2020, the Board of Directors acting on the recommendation of the Appointments and Compensation Committee voted to adjust the quantitative and financial and individual objectives previously used. These criteria adjustments are intended to better reflect the Group’s strategy and its current objectives for financial, non-financial and operational performance.

Philip Swash’s annual variable compensation for 2020 will accordingly depend on quantitative and qualitative criteria relating to:

- (i) at 70%, on the basis of financial indicators and objectives, i.e. Group EBITDA, Group free cash flow, and the Base Zero Budget implementation rate (similar criteria are used to set the variable portion for members of the Executive Committee).

The target objectives associated with these criteria have been defined on the basis of the Group budget approved by the Board of Directors on January 22, 2020;

- (ii) at 30%, on the basis of specific individual targets (see table in Section 3.3.1 – B).

The total variable amount is expressed as a percent of annual fixed compensation, with each criterion entitled to a percentage of the annual fixed compensation.

Awarding the maximum annual variable compensation of 160% of the annual fixed compensation is predicated on ambitious objectives set by the Board of Directors on the recommendation of the Appointments and Compensation Committee.

For each financial target, the variable portion varies within a range of 0 to 175% of the maximum annual fixed compensation obtainable for that criterion.

For each individual target, the variable portion varies within a range of 0 to 120% of the maximum annual fixed compensation obtainable for that criterion.

Exceptional compensation

In accordance with the Compensation Policy for the Chief Executive Officer (see Section 3.3.1 subsection B “Compensation Policy for the Chief Executive Officer”) and subject to the approval thereof by the General Meeting of Shareholders to be held on June 11, 2020, the Chief Executive Officer may receive exceptional compensation of €500,000 in the event that the Company carries out a significant strategic project.

Long-term compensation – Stock options and performance shares

The Board of Directors decided that no stock options or performance shares would be awarded to Philip Swash should he hold or exercise his duties as Chief Executive Officer for less than six months.

Otherwise, the Board of Directors shall meet in a timely manner in order to re-examine the interest of awarding him performance shares and/or stock options, under the conditions defined by the Compensation Policy for the Chief Executive Officer for 2020.

Compensation due or that might become due as a result of termination of service

The Board of Directors decided that no compensation for termination would be awarded to Philip Swash should he hold or exercise his duties as Chief Executive Officer for less than six months. Otherwise, Philip Swash will benefit from an indemnity corresponding to twelve (12) months' gross compensation calculated on the basis of the total gross compensation - fixed, variable and benefits in kind - that he will have received during the financial year preceding the financial year during which he will cease to perform his duties as Chief Executive Officer and will leave the Group.

The payment of this severance benefit will be conditional upon the Company achieving a positive consolidated net income, adjusted for the change in fair value of financial instruments, during one of the two consecutive financial years preceding the financial year in which he will cease to perform his duties as Chief Executive Officer and will leave the Group. In view of the specific situation relating to Covid-19, the condition that the Company achieve a positive consolidated net income, adjusted for the change in the fair value of financial instruments, will be deemed to have been met for the financial year 2020; however, this condition will again apply to the financial year 2021.

In addition, no severance payment shall be due in the event of termination of the functions of Chief Executive Officer of Philip Swash at the initiative of the Company and forced departure from the Group justified by serious misconduct or gross negligence on the part of Philip Swash or if he ceases to perform his duties and leaves the Group at his own initiative for any reason whatsoever.

The terms and conditions of this severance payment, set by the Board of Directors on May 18, 2020, based on the recommendations of the Appointments and Compensation Committee, are consistent with those applied to previous Chief Executive Officers and comply with the provisions of the Middennext Code.

Benefits in kind

UNEMPLOYMENT INSURANCE

Philip Swash will benefit from private unemployment insurance of the GSC type (or equivalent) taken out by the Company for his benefit.

If, given the circumstances of the termination of its functions within the Group, the GSC type (or equivalent) guarantee from which Philip Swash will benefit does not apply, the Company will pay him a specific indemnity corresponding to the amount to which he could have been entitled under the said GSC type (or equivalent) guarantee, up to a maximum amount of one hundred and fifty thousand euros (€150,000.00) per year. This specific indemnity shall be cumulated, where applicable, with the termination compensation.

HEALTH EXPENSES

The Company will take over Philip Swash's private health insurance.

OTHER BENEFITS

A company car will be made available to Philip Swash.

The Company will also cover all or part of Philip Swash's installation costs when he takes up his position within the Group.

No compensation for the duties performed by a Director (formerly, Directors' fees)

In accordance with the compensation policy for the Chief Executive Officer, Philip Swash will not receive any compensation in connection with his appointment as Chief Executive Officer on March 17, 2020.

2. PERSONS RESPONSIBLE

2.1. Designation of the person responsible for the Amendment

Philip Swash, Chief Executive Officer of Latécoère.

2.2. Declaration by the person responsible for the Amendment

"After having taken all reasonable measures to this effect, I certify that the information contained in this Amendment to the 2019 Universal Registration Document is, to the best of my knowledge, consistent with facts and does not include any omission that is likely to affect its import."

Toulouse, May 18, 2020

Philip Swash

Chief Executive Officer

3. CONCORDANCE TABLE

This concordance table includes the items provided for in Annexes I and II of the Delegated (EU) Regulation 2019/980 of March 14, 2019 supplementing European Regulation 2017-1129 of June 14, 2017 and refers to the pages of the 2019 Universal Registration Document and the Amendment where the information relating to each of these headings is mentioned.

No	Heading	2019 Universal Registration Document	Amendment
1	Persons responsible, information from third-party, expert reports and approval of the competent authority	Chapter 7	
1.1	Persons responsible for the information contained in the Registration Document	7.5.1	2.1
1.2	Declaration of persons responsible	7.5.2	2.2
2	Statutory Auditors	Chapter 7	
2.1	Name and address of the Statutory Auditors	7.4.1	
2.2	Changes in Statutory Auditors	N/A	
3	Risk factors	2.1	
4	Information concerning the issuer	Chapter 7	
4.1	Company name and commercial name of the issuer	7.1.1	
4.2	Registration place and number and LEI of the issuer	7.1.6	
4.3	Issuer's date of incorporation and term	7.1.4	
4.4	Registered office and legal form of the issuer, legislation governing its activities, its country of origin, address and telephone number of its registered office, address of its website	7.1.1/7.1.2/7.3	
5	Business overview		
5.1	Main business activities	1.3	
5.1.1	Nature of transactions carried out by the issuer and its main business activities	1.2.4/1.3	
5.2	Main markets	1.1/1.3	
5.3	Important events in the development of the issuer's activities	1.2.4/1.3	
5.4	Strategy and objectives	1.2	
5.5	Degree of dependence on patents or licenses, industrial, commercial or financial contracts or new manufacturing processes	1.2/1.2.4/1.3/2.1	
5.6	Competitive position		
5.7	Investments		
5.7.1	Major investments made by the issuer	1.4/5.2/5.7.6 (Note 4)	
5.7.2	The issuer's major investments or investments for which firm commitments were made, their geographical distribution and their financing method	1.2.4/1.4/5.2/5.7.6 (Note 4)	
5.7.3	Joint ventures and companies in which the issuer owns a portion of the capital that is likely to have a significant impact on the evaluation of its assets and liabilities, its financial position and its result	N/A	
5.7.4	Environmental issues that may affect the issuer's use of its tangible assets	4.7	
6	Organizational structure		

No	Heading	2019 Universal Registration Document	Amendment
6.1	Summary description of the Group	1.4.2	
6.2	List of major subsidiaries	1.4.2/5.7.6 (note 2)/5.8.4 (note 19)	
7	Review of financial position and results		
7.1	Financial position	5.1.1/5.1.2/1.2.4/5.4	
7.2	Net operating income		
7.2.1	Major factors	5.1.1	
7.2.2	Explanation of the changes made in the financial statements	5.1.1	
8	Cash position and capital		
8.1	Issuer's capital	5.1.1/5.7.5	
8.2	Cash flow(s)	5.7.4	
8.3	Financing requirements and structure	5.7.6 (note 12)	
8.4	Information concerning any restriction in the use of the capital that has significantly affected or might significantly affect, the issuer's operations directly or indirectly	N/A	
8.5	Information concerning the sources of financing expected to make the investments referred to in 5.7.2	N/A	
9	Regulatory environment	2.1	
10	Information on trends		
10.1	Indication of the principal trends since the end of the last fiscal year	5.5/5.6.3	
10.2	Known trends that are likely to significantly affect the issuer's prospects	5.5/5.6.3	
11	Profit forecasts or estimates	N/A	
12	Administrative, management and supervisory bodies and Executive management		
12.1	Board of Directors and Executive Management	3.1/3.2	
12.2	Conflicts of interests at the level of the administrative, management and supervisory bodies and the Executive Management level	3.2.4	
13	Compensation and benefits		
13.1	Compensation and benefits paid or granted	3.3	1.
13.2	Amounts provisioned or recorded for the payment of pensions, retirement or other benefits	5.7.6 (note 25.2)/5.8.4 (note 14.2)	
14	Working of the administrative and management bodies		
14.1	Date of expiry of current terms of office	3.2.1	
14.2	Service contracts providing for the grant of benefits	N/A	
14.3	Information on the Audit Committee and the Compensation Committee	3.2.3	
14.4	Declaration of compliance with the existing corporate governance regime	3.2.5	
14.5	Potential significant impact on corporate governance	3.2.1/3.2.2	
15	Employees		
15.1	Number of employees and breakdown of workforce	4.7.3/5.7.6 (note 23)	
15.2	Investments and stock-options of corporate officers	3.2.1/3.3/6.6.2	1.
15.3	Agreement providing for profit sharing in the issuer's capital	6.4.5	

No	Heading	2019 Universal Registration Document	Amendment
16	Principal shareholders	6.4	
16.1	Threshold crossing	6.4.2	
16.2	Existence of different voting rights	7.1.11	
16.3	Information on the issuer's control	2.1.1/3.2.12/6.4	
16.4	Agreement whose implementation could lead to a change of control in future	N/A	
17	Transactions with related parties	5.7.6 (note 25)	
18	Financial information concerning the assets and liabilities, financial position and results of the issuer		
18.1	Historic financial information	5.7/5.8	
18.2	Financial information relating to intermediaries and others	N/A	
18.3	Audit of historic annual financial information	5.8	
18.4	Pro forma financial information	N/A	
18.5	Dividend policy	6.3	
18.6	Legal and arbitration procedures	2.1	
18.7	Significant change in the financial position	N/A	
19	Additional information		
19.1	Share capital	6.4/6.6	
19.1.1	A mount of issued and authorized capital	3.2.13/6.6	
19.1.2	Shares not representing the capital, number and main characteristics	N/A	
19.1.3	Number, carrying value and nominal value of the shares held by the issuer itself or in its name, or by its subsidiaries	6.5.1	
19.1.4	The amount of convertible or exchangeable securities or securities with warrants, with an indication of the conditions and procedures governing their conversion, exchange or subscription	N/A	
19.1.5	Information on conditions governing any right of acquisition and/or obligation over authorized but unissued capital or an undertaking to increase the capital	3.2.13/6.6.2	
19.1.6	Information on the capital of any member of the Group which is under option or agreed conditionally or unconditionally to be put under option and the details of these options, including the identity of the persons to whom they refer	N/A	
19.1.7	History of the share capital	6.4.2/6.6.1	
19.2	Articles of association and bylaws		
19.2.1	Corporate purpose	7.1.5	
19.2.2	Rights, privileges and restrictions attached to each existing category of shares	7.1.8 à 7.1.11	
19.2.3	Provisions of the issuer's articles of association, bylaws, charter or regulation that would have an effect of delaying, deferring or preventing a change in control	6.6.3	
20	Major contracts	N/A	
21	Documents available	7.3	