

Details of Performance Shares (PS) definitively vested for MB Members during the 2016 financial year
 (Based on Table no. 7 of AMF/Afep-Medef recommendations)

MB Member	Plan number and date	Number of PS being vested during the 2016 financial year	Overall market performance of UR SE	Performance of the applicable reference index	Achievement of the Performance Condition
	Plan no. 1 Performance - 04/03/2013	2,500	148.08%	146.43%	Yes
Mr Christophe Cuvillier	Plan no. 1 Performance - 03/03/2014 Plan no. 1 Performance - 03/03/2015 Plan no. 2 Performance - 21/04/2016	n/a			
	Plan no. 1 Performance - 04/03/2013	1,200	148.08%	146.43%	Yes
Mr Olivier Bossard	Plan no. 1 Performance - 03/03/2014 Plan no. 1 Performance - 03/03/2015 Plan no. 2 Performance - 21/04/2016	n/a			
	Plan no. 1 Performance - 04/03/2013	900	148.08%	146.43%	Yes
Mr Fabrice Mouchel	Plan no. 1 Performance - 03/03/2014 Plan no. 1 Performance - 03/03/2015 Plan no. 2 Performance - 21/04/2016	n/a			
Ms Astrid Panosyan	Plan no. 2 Performance - 21/04/2016	n/a			
	Plan no. 1 Performance - 04/03/2013	1,500	148.08%	146.43%	Yes
Mr Jaap Tonckens	Plan no. 1 Performance - 03/03/2014 Plan no. 1 Performance - 03/03/2015 Plan no. 2 Performance - 21/04/2016	n/a			
	Plan no. 1 Performance - 04/03/2013	1,200	148.08%	146.43%	Yes
Mr Jean-Marie Tritant	Plan no. 1 Performance - 03/03/2014 Plan no. 1 Performance - 03/03/2015 Plan no. 2 Performance - 21/04/2016	n/a			

n/a means the PS granted with respect to this Performance Plan are neither vested nor available.