



VIGEO EIRIS SHAREHOLDING (as of December 7th, 2016)

Board sub-group of Asset and Pension Fund Managers (62.3%)

AG2R
AMUNDI
AXA
BMCE
BNP
BPCE
CAISSE DES DEPOTS ET CONSIGNATIONS
CANDRIAM LUXEMBOURG
CECABANK
CNP ASSURANCES
CREDIT COOPERATIF
EGAMO
GENERALI VIE
HUMANIS GESTION D'ACTIFS
LA BANQUE POSTALE
LA MONDIALE
LAZARD FRERES GESTION
MACIF
OFIVALMO
SOCIETE GENERALE GESTION (S2G)

Board sub-group of Trade unions, persons or entities recognized for their skills to measure environmental and social responsibility (24.0%)

CFDT
CC.OO
CISL
CSC
EIRIS FOUNDATION
FORUM ETHIBEL
Federico VERSACE
Fouad BENSEDDIK
Nicole NOTAT
UGTE
UGTP
Vincent BROUCHET



Board of Companies (13.7%)

Each company holds maximum 2% of the whole capital. A 25% maximum of the share held by this college is set by Vigeo's articles of association.

AIR FRANCE
RIO TINTO FRANCE
ALCATEL
ALLIANZ-VIE
ARCELORMITTAL
AVENTIS PHARMA
CARREFOUR
COGAC (GDF SUEZ)
COMPAGNIE DE SAINT-GOBAIN
COMPAGNIE GERVAIS DANONE
CREDIT LYONNAIS
EDEV (EDF)
FINANCIERE-LAFARGE
ENGIE
HSBC
MANPOWER
MC DONALD'S
ORANGE
RENAULT
RHODIA
THE ROYAL BANK OF SCOTLAND
SCHNEIDER ELECTRIC
SNCF PARTICIPATIONS
SOLVAY SA
SPIE
TECHNICOLOR
THALES
TOTAL
VEOLIA ENVIRONNEMENT
VINCI