



Compensation elements published in accordance with the AFEP-MEDEF Code of Corporate Governance

Arnaud Poupart-Lafarge's bonus for the transition period

At its March 16, 2018 meeting, the Board of Directors decided to grant Arnaud Poupart-Lafarge a bonus for the transition period in a maximum gross amount of 700,000 euros, 40% of which will be based on a financial criterion and 60% on his preparation of and assistance with the transition to his successor. Therefore, the amount of the bonus could vary according to the achievement of one or both of the above criteria and their respective weight.

This undertaking to pay a transition period bonus to Arnaud Poupart-Lafarge was approved by the Annual Shareholders' Meeting on May 17, 2018.

On February 13, 2019, based on the recommendation of the Appointments, Compensation and Corporate Governance Committee, the Board of Directors noted that the financial criterion had not been met. The objective concerning support and preparation for the transition to his successor cannot be considered as achieved. Indeed, this transition was marked by disappointing results and significant operational difficulties, which, in turn, had a significant impact on the Group's priorities and orientations, which had to be reviewed. As a result, the Board of Directors decided that the amount of the exceptional transition period bonus payable to him is nil.