



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

Compensation for the rights accumulated by Christopher Guérin under the supplementary pension plan as an employee member of the Management Board

Decision of the Board of Directors of July 25, 2018

In application of the Board's decision of March 20, 2018, approved by the General Shareholders' Meeting of May 17, 2018, the Board of Directors decided to compensate part of the loss for the rights accumulated under the defined benefit pension plan by 4 members of the Management Board of the Company who are no longer beneficiaries of this plan.

In this context, the Board has decided to grant a total number of 7,461 shares without performance conditions or presence conditions to Christopher Guérin as compensation for the rights he accumulated in the past under the defined benefit pension plan which he benefited as an employee member of the Management Board. Christopher Guérin will vest 50% of the granted shares on July 27, 2019, 25% of the granted shares on July 27, 2020, and 25% of the granted shares on July 27, 2021.

For information, on July 3, 2018, Christopher Guérin also received an amount of 272,492 euros in cash as compensation of the rights he accumulated in the past under the defined benefit pension plan which he benefited as an employee member of the Management Board.