



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

Decisions of the Board of Directors of July 28th, 2020

2020 compensation of Christopher Guérin as Chief Executive Officer

In compliance with the compensation policy for executives for 2020 established by the Board of Directors on February 19th and March 31st 2020 and approved by the Shareholders' Meeting of May 13th 2020, as recommended by the Compensation Committee, in order to take into account the health crisis and its financial and economic consequences for the Group, the Board resolved that :

- if the weighted average achievement rate of the financial objectives of the collective portion is less than 100%, then the collective part of the 2020 variable compensation will not be due; and
- if the amount of EBITDA at the end of 2020 is below the minimum defined by the Board of Directors on July 28th 2020, then the individual part will not be due.

The target amounts of the objectives are those of the 2020 budget, which were revised in July 2020. The other components of the Chief Executive Officer's 2020 variable compensation remain unchanged.