



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

Compensation for the rights accumulated by Arnaud Poupart-Lafarge under the supplementary pension plan

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, Arnaud Poupart-Lafarge, Chief Executive Officer of the Company until July 3, 2018, received an amount of € 620,430 in cash and a grant of 16,800 free shares without performance conditions or presence condition as compensation for the the rights he accumulated in the past under the defined benefit pension plan which he benefited as Chief Executive Officer. Arnaud Poupart-Lafarge 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.