



Boulogne-Billancourt, July 18, 2017

Communication of the Board of Directors

The Board of Directors that met today has taken note of Mr. Georges Plassat's decision to retire.

It is reminded that Mr. Georges Plassat was eligible since 2012 to a termination indemnity equal to the compensation received for one year (fixed and variable target compensation), subject to performance conditions and to the execution of a non-compete commitment.

These conditions imply that, for at least half of his years in office as well as for two out of the three years prior to the end of his duties as Chairman and Chief Executive Officer, Mr. Georges Plassat has fulfilled all the quantitative (growth in sales and recurring operating income) and qualitative (CSR) targets set by the Board of Directors for determining his long-term incentive plan (over 100% of the targets achieved).

Based on the report of the Compensation Committee, the Board of Directors has noted that the performance conditions set out hereabove have been fulfilled for the years 2014, 2015 and 2016.

Accordingly, the Board of Directors has noted that the performance conditions were met pursuant to the provisions of Article L.225-42-1 of the French Commercial Code, enabling the payment of this termination indemnity to Mr. Georges Plassat who has concluded a non-compete commitment for a 18-month period.

Furthermore, Mr. Georges Plassat is eligible to a supplementary defined benefit pension plan, as described in Article L.137-11 of the French Social Security Code, in effect within the Group since 2009. The accrual of pension rights under this plan is subject to performance conditions determined each year by the Board of Directors.

The Board of Directors has noted that the performance conditions were met and accordingly that Mr. Georges Plassat is eligible to a gross annual annuity amounting to 453,083 euros, which might be increased according to the achievement of the performance conditions for the year 2017.

Finally, the Board of Directors has decided that the fixed part and variable part of the annual compensation of Mr. Georges Plassat will be paid on a prorata basis according to his actual presence in 2017 and that he will keep his rights to the 140,000 performance shares granted in 2016 subject to the achievement of the performance conditions.