

**ADDITIONAL INFORMATION RELATING TO THE COMPENSATION OF THE CHIEF EXECUTIVE OFFICER
AND THE CORPORATE OFFICERS**

In addition to the information made available to shareholders with respect to the compensation of the Chief Executive Officer and the Corporate Officers, the company wishes to provide the following details:

1. The positioning of the compensation of the Chief Executive Officer and the Corporate Officers of the company is regularly reviewed against the company sector and comparable compensation markets on the basis of studies carried out by specialized external firms.

The Board of Directors and the Appointment-Remuneration Committee pay particular attention to ensure that the compensation policy applied is linked to the performance of the company and focuses on creating long-term value. Consequently, an important weight of the structure of their compensation is focused on the variable part of the compensation package, both short term and long term, whereas a lower weight is assigned to the fixed part compared to market practices.

The target amount of the short term variable incentive (the target being paid when 100 % of the financial and individual objectives are achieved) applied to the Chief Executive Officer and the Corporate Officers is expressed as a percentage of the fixed part of the compensation. It is equal to 100% of the fixed salary for the Chief Executive Officer and to 75% of the fixed salary for both Corporate Officers.

Finally, in case of financial overachievement, the allocation of short term variable incentive may involve:

- the financial criteria for a maximum of 133.3 % of the fixed salary for the Chief Executive Officer and of 100 % of the fixed salary for the Corporate Officers, and
- the individual criteria for a maximum of 66.6 % of the fixed salary for the Chief Executive Officer and of 50 % of the fixed salary for the Corporate Officers.

2. Besides, in 2013, the Board of Directors decided to increase from 60% to 75% of the fixed salary the target amount of the short term variable incentive for both Corporate Officers to reflect their increased level of responsibility following their appointment as Corporate Officers of the company in 2012.