

Board of Directors' meeting of October 11, 2016
Re-election of the Deputy Chief Executive Officer

At its meeting of October 11, 2016, on the recommendation of the Compensation, Appointments and Corporate Governance Committee, the Board of Directors re-elected Sven Boinet as Deputy Chief Executive Officer.

On the recommendation of the Compensation, Appointments and Corporate Governance Committee, the Board of Directors decided at the said meeting:

- that Sven Boinet's fixed annual gross compensation and the terms and conditions of his variable compensation for the remainder of the 2016 fiscal year would be identical to the amount, terms and conditions decided by the Board for 2016 and described in the 2015 Registration Document;
- to renew the termination benefit payable to Sven Boinet at the same amount of €600,000, plus the amount of variable compensation due to him for the year preceding his loss of office and less any severance payment due to him for the termination of his employment contract, subject to the fulfillment of the same performance criteria as before and described in the 2015 Registration Document. This termination benefit would be payable if Sven Boinet is removed from office, except in the event of gross or willful misconduct, if he is able to claim his full-rate pension within a short period of time or if he moves to a new position within the Group;
- to authorize Sven Boinet, pursuant to the French Act of August 6, 2015, to be a member of the supplementary pension plan set up within the Group and to subject the payment of the annuity provided for under the plan to the fulfillment of performance conditions that are set on an annual basis.