

Paris – 8 April 2014

ANNUAL SHAREHOLDERS MEETING OF 25 APRIL 2014 :

COMPLEMENTARY INFORMATION RELATED TO THE 13TH AND 14TH RESOLUTIONS SUBMITTED TO
ADVISORY VOTE OF THE SHAREHOLDERS
(COMPENSATION OF THE CHAIRMAN AND OTHER MEMBERS OF THE MANAGING BOARD)

As indicated in the presentation of the 13th and 14th proposed resolutions, the Chairman and other members of the Managing Board waived their incentive bonus due for 2013.

For information purposes, it is noted that the incentive bonus could represent up to 150% of the annual base salary of the Chairman of the Managing Board and up to 110% for other members of the Managing Board. The criteria used to determine this incentive bonus are detailed in Chapter 15 of the 2013 Registration Document (page 196).

Such criteria were related to :

- the reduction in net debt of the Group's manufacturing and sales companies ;
- employee safety ;
- product and service quality.

The application of these criteria for 2013 would have led to a payment to the Chairman and other members of the Managing Board of an incentive bonus amount comprised between 44% and 50% of their base salary, considering the significant reduction in net debt of the Group's manufacturing and sales companies and the degree of achievement of employee safety and product and service quality indicators.