



Compensation of corporate officers

The Board of Directors of February 11, 2009, in its meeting following the meeting of the Appointments and Compensation Committee, took the following decisions concerning the compensation of Gérard Hauser, Chief Executive Officer and Frédéric Vincent, Chief Operating Officer:

- The fixed compensation of Gérard Hauser and Frédéric Vincent shall remain unchanged as of January 1st, 2009, as compared to 2008.
- The following variable compensation will be paid for fiscal year 2008 :
 - o Gérard Hauser : 1,368,655 euros
 - o Frédéric Vincent : 528,448 euros.
- In respect of 2009, considering his planned departure and the Group's performances under his management, Gérard Hauser shall receive an exceptional bonus of 140,000 euros. Such bonus will be paid in addition to his 2009 bonus, which shall amount to 150% of his target bonus, prorata his presence in 2009.