



Paris, March 28, 2011

Compensation of the Chairman and CEO published in accordance with the AFEP-MEDEF Code of Corporate Governance and with the Internal Rules of the Board of Directors

The Board of Directors of March 25, 2011, took the following decision concerning the compensation of Frédéric Vincent, Chairman and CEO, further to a proposal of the Appointments and Compensation Committee:

Stock option plan n°9 : performance conditions to be fulfilled on the first vesting period	The performance conditions to be fulfilled for the exercise of options granted to members of the Executive Committee (including Frédéric Vincent) are fulfilled on the first vesting period. As a consequence, the rights attached to the options vested as of March 9, 2011 are confirmed.
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