

4.4. REWARDS FOR CORPORATE OFFICERS

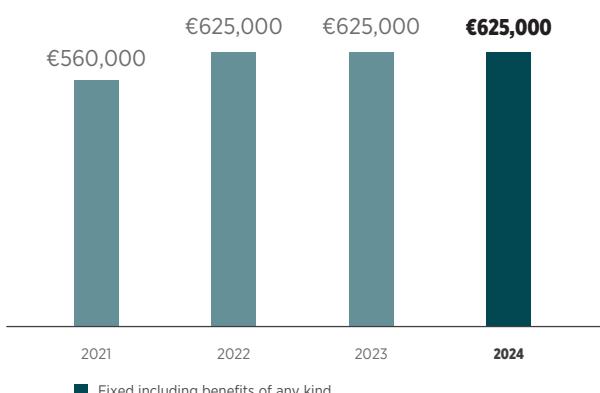
COMPENSATION CONSISTENT WITH THE MEDIUM-TERM PLAN AND VALUE CREATION

The annual and long-term components of the variable compensation of executive corporate officers are aligned with the Medium-Term Plan and with the interests of shareholders.

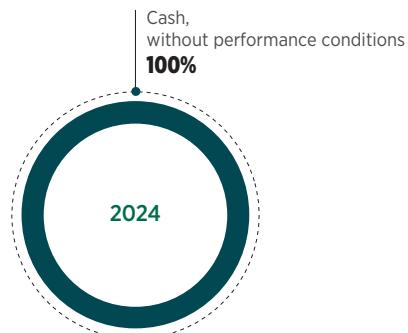
	Annual variable compensation	Long-term variable compensation
Medium-Term Plan		
Financial criteria	✓	✓
Customer Project	✓	
Environmental Performance	✓	✓
Societal performance	✓	✓
Stock market performance		✓

BALANCED AND MODERATE COMPENSATION OVER TIME

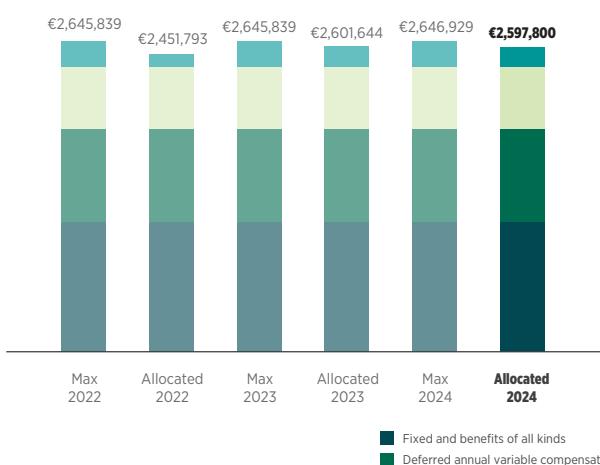
DOMINIQUE LEFEBVRE, CHAIRMAN OF THE BOARD OF DIRECTORS



■ Fixed including benefits of any kind



PHILIPPE BRASSAC, CHIEF EXECUTIVE OFFICER

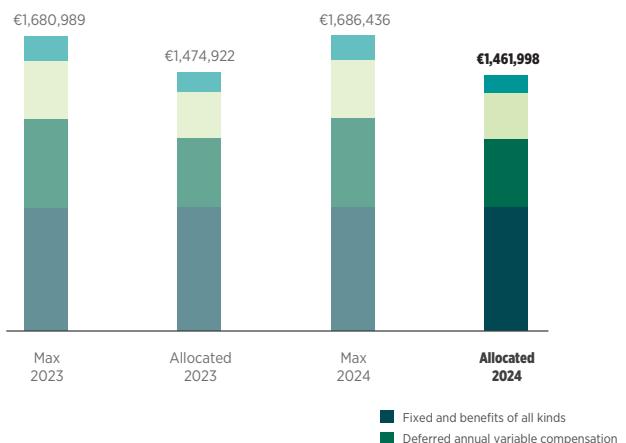


■ Fixed and benefits of all kinds
■ Deferred annual variable compensation

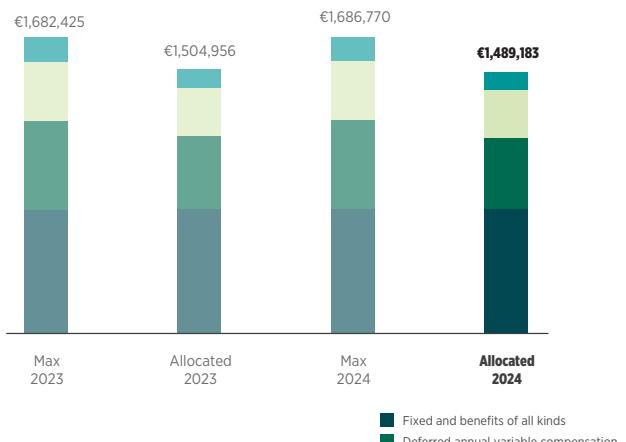


■ Annual non-deferred variable compensation
■ Long-term compensation

OLIVIER GAVALDA, DEPUTY CHIEF EXECUTIVE OFFICER



JÉRÔME GRIVET, DEPUTY CHIEF EXECUTIVE OFFICER



XAVIER MUSCA, DEPUTY CHIEF EXECUTIVE OFFICER

