

4.4. REWARDS FOR CORPORATE OFFICERS

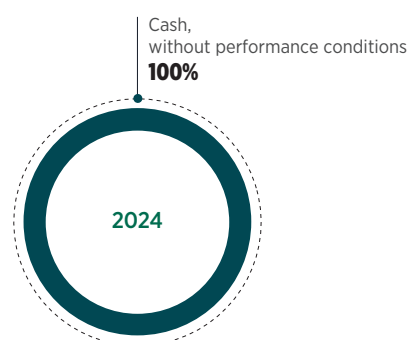
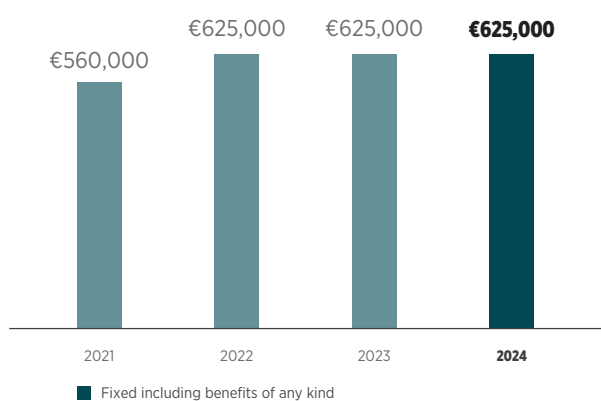
COMPENSATION CONSISTENT WITH THE MEDIUM-TERM PLAN AND VALUE CREATION

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.

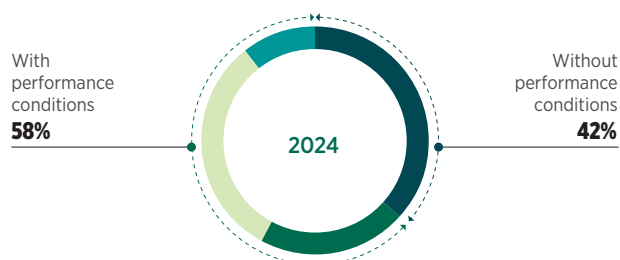
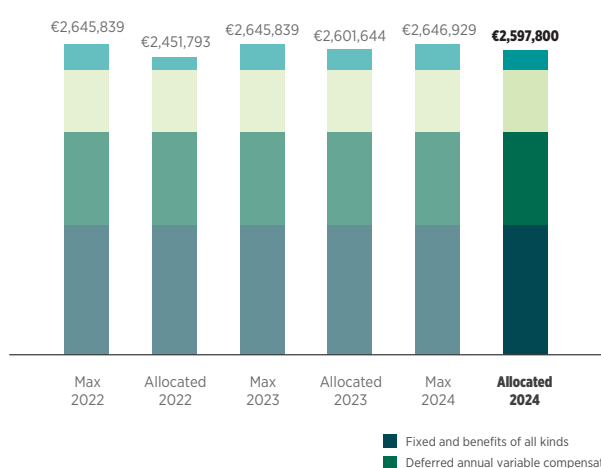
	Annual variable compensation	Long-term variable compensation
Medium-Term Plan		
Financial criteria	✓	✓
Customer Project	✓	
Environmental Performance	✓	✓
Societal performance	✓	✓
Stock market performance		✓

BALANCED AND MODERATE COMPENSATION OVER TIME

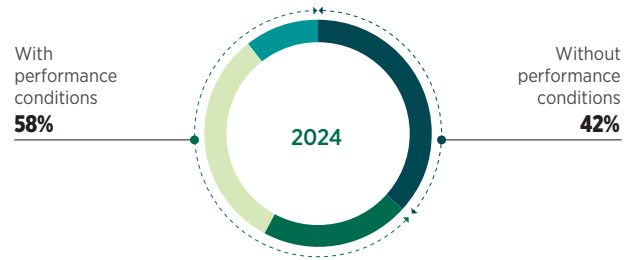
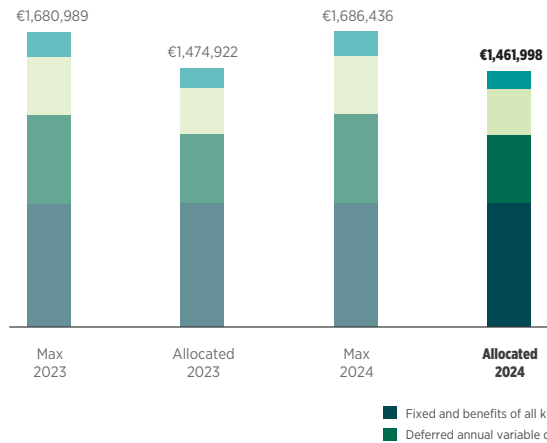
DOMINIQUE LEFEBVRE, CHAIRMAN OF THE BOARD OF DIRECTORS



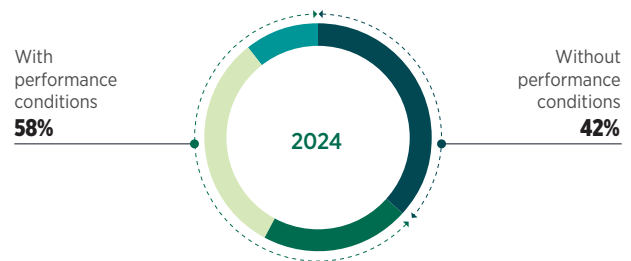
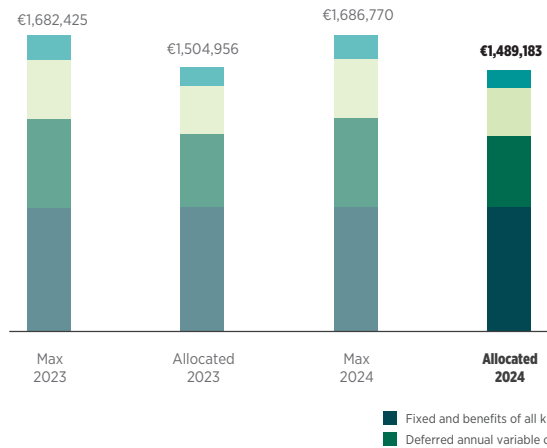
PHILIPPE BRASSAC, CHIEF EXECUTIVE OFFICER



OLIVIER GAVALDA, DEPUTY CHIEF EXECUTIVE OFFICER



JÉRÔME GRIVET, DEPUTY CHIEF EXECUTIVE OFFICER



XAVIER MUSCA, DEPUTY CHIEF EXECUTIVE OFFICER

