

Decision of the Supervisory Board with respect to the 2016 Performance Shares Allocation to the Management Board

On April 21, 2016, the Supervisory Board (the “SB”), upon the recommendation of the Governance, Nomination & Remuneration Committee (the “GN&RC”), approved the allocation of Performance Shares to the Management Board members (the “MB”) for 2016 as detailed below.

| | 2016 MB Performance Shares Allocation | |
|--|---------------------------------------|--------------------|
| | Number | Value ¹ |
| Mr Christophe Cuvillier – Chief Executive Officer and Chairman of the Management Board | 2,561 | €261,654 |
| Mr Olivier Bossard – Chief Development Officer | 1,229 | €125,565 |
| Mr Fabrice Mouchel – Deputy Chief Financial Officer | 1,127 | €115,144 |
| Mrs Astrid Panosyan – Chief Resources Officer | 1,127 | €115,144 |
| Mr Jaap Tonckens – Chief Financial Officer | 1,536 | €157,100 |
| Mr Jean-Marie Tritant – Chief Operating Officer | 1,383 | €141,299 |
| ¹ The value corresponds to the value of the Performance Shares on April 21, 2016 according to IFRS 2 requirements (based on the evaluation conducted by Willis Towers Watson), notably after taking into account any discount related to performance criteria and the probability of presence in the Company after the vesting period, but before taking into account the effect of the spread of the charge during the vesting period according to IFRS 2. | | |