

**Information relating to the variable compensation of the
Chief Executive Officer determined at the Board of Directors' meeting of February 20, 2014**

After consultation with the Appointment, Compensation and Governance Committee, the Board of Directors, at its meeting of February 20, 2014, determined the variable compensation of the Chief Executive Officer for 2013 and established the criteria for the Chief Executive Officer's variable compensation for 2014.

**1. Decisions taken at the Board of Directors' meeting of February 20, 2014 relating
to the variable compensation of the Chief Executive Officer for 2013**

*a. Summary of the decisions taken at the Board of Directors' meeting of February 21,
2013*

Acting on the recommendation of the Appointment, Compensation and Governance Committee, the Board of Directors decided at its meeting of February 21, 2013 that the variable compensation to be paid to Jacques Aschenbroich for 2013 would depend on:

- quantitative criteria, including: (i) operating margin, (ii) operating cash flow, (iii) net income, (iv) ROCE and (v) orders booked by the Group;
- qualitative criteria, including: (i) quality of financial communications, (ii) strategic vision and (iii) risk management.

The amount of variable compensation as a percentage of the basic fixed compensation would range from 0% to 17% for each quantitative criterion.

For the qualitative criteria, quality of the financial communication was attributed a value of 0% to 10%, and strategic vision and risk management were each attributed a value of 0% to 20% of fixed compensation.

Variable compensation for 2013 was capped at 135% of his fixed compensation.

*b. Decisions taken at the Board of Directors' meeting of February 20, 2014 relating
to the variable compensation of the Chief Executive Officer for 2013*

At its meeting on February 20, 2014, the Board of Directors, acting on the recommendation of the Appointment, Compensation and Governance Committee, noted that the achievement rates for quantitative and qualitative criteria for 2013 represented 85% and 50%, respectively, bringing the amount of variable compensation to be paid to Jacques Aschenbroich to 135% of the fixed compensation he received, i.e., 1,215,000 euros (compared with 774,000 euros in 2012).

**2. Decisions taken at the Board of Directors' meeting of February 20, 2014 relating
to the variable compensation of the Chief Executive Officer for 2014**

At the same meeting on February 20, 2014, the Board of Directors decided, acting on the recommendation of the Appointment, Compensation and Governance Committee, that the variable compensation to be paid to Jacques Aschenbroich for 2014 would depend on:

- quantitative criteria, including: (i) operating margin, (ii) operating cash flow, (iii) net income, (iv) ROCE and (v) orders booked by the Group;
- qualitative criteria, including: (i) quality of financial communications, (ii) strategic vision and (iii) risk management.

The amount of variable compensation as a percentage of the fixed compensation would range from 0% to 17% for each quantitative criterion.

For the qualitative criteria, the amount of variable compensation as a percentage of the fixed compensation would range from 0% to 10% for financial communication and from 0% to 20% for strategic vision and risk management.

Variable compensation for 2014 was capped at 135% of his fixed compensation.