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French société anonyme (joint stock company) with a share capital of EUR 165,892,131.90
Registered headquarters: 1, Cours Antoine Guichard,
42000 Saint-Etienne, France
Registered in the Saint-Etienne Trade and Companies Registry under number 554 501 171

Executive Compensation

(made public pursuant to the Afep-Medef Corporate Governance Code)

At its meeting of 12 December 2019, the Board of Directors, based on the opinion of the Appointments and Compensation's Committee, decided the terms of granting the Directors' fees in respect of fiscal year 2019 and to allocate to the Chairman and Chief Executive Officer an amount of 12,500 euros unchanged since 2006.

Saint-Etienne, 16 December 2019