

Information on executive corporate officers' compensation components published pursuant to recommendations resulting from the AFEP-MEDEF Corporate Governance Code

Following the recommendations of the Appointments & Compensation Committee, the Board of Directors at its meeting of February 11, 2016 decided to modify the terms of payment of the severance indemnity that could be owed to Gilles Michel in his capacity as Chief Executive Officer in case of termination of his employment contract, to make them compliant with the terms of the AFEP-MEDEF Corporate Governance Code.

As a consequence, this contract now provides that a severance indemnity would only be owed to Gilles Michel in the event of forced departure linked to a change of control or a change of strategy or a major disagreement over them; no indemnity would be owed in the event of Gilles Michel's voluntary departure or if he had the possibility of benefiting from his pension rights at short notice after he reaches the age of 63. The other payout conditions (calculation terms, applicable performance conditions) remain unchanged.

Pursuant to the provisions of article L. 225-42-1 of the French Code of Commerce, this modification made to commitments made by the Company for the benefit of Gilles Michel was notified to the Statutory Auditors for the purposes of drafting of their special report and will be submitted to the Shareholders' General Meeting on May 4, 2016 for approval.

The world leader in mineral-based specialty solutions for industry, with €4.1 billion revenue and 16,130 employees in 2015, Imerys transforms a unique range of minerals to deliver essential functions (heat resistance, mechanical strength, conductivity, coverage, barrier effect, etc.) that are essential to its customers' products and manufacturing processes.

Whether mineral components, functional additives, process enablers or finished products, Imerys' solutions contribute to the quality of a great number of applications in consumer goods, industrial equipment or construction. Combining expertise, creativity and attentiveness to customers' needs, the Group's international teams constantly identify new applications and develop high value-added solutions under a determined approach to responsible development. These strengths enable Imerys to develop through a sound, profitable business model.

More comprehensive information about Imerys may be obtained from its website (www.imerys.com) under Regulated Information, particularly in its Registration Document filed with the Autorité des marchés financiers on March 19, 2015 under number D.15-0173 (also available from the Autorité des marchés financiers website, www.amf-france.org). Imerys draws the attention of investors to chapter 4, "Risk Factors and Internal Control", of its Registration Document.