

Additional information on the compensation of executive directors

The following additional information is as provided to AMF with respect to the drafting of its 2017 report on corporate governance, executive compensation, internal control and risk management. This information gives further details on, without changing in any way, the information published on February 16 and May 3, 2017 concerning the components of Gilles Michel's compensation as Chairman and Chief Executive Officer.

▪ Variable compensation

Variable compensation 2016: It is specified that the amount of his variable compensation owed with respect to 2016 (€870,144, i.e. 108.80% of his annual fixed compensation) results from achieving 82.4% of the quantitative criteria (relating for 50% to the Group's Net Income from Current Operations, 30% to its Free Operating Cash Flow and 20% to its Return on Capital Employed with respect to 2016) and 100% of the qualitative criteria (relating to the evolution of the Group organization, implementation of its strategy and management of the Group's operating performance); these criteria were set beforehand by the Board of Directors.

Variable compensation 2017: It is specified that the quantitative criteria set down by the Board for 2017 were defined on the basis of the Group budget as approved by the Board in December 2016.

These quantitative criteria are of the same nature as those set for 2016 and with the same weighting for each criterion (50% for the Group's Net Income from Current Operations, 30% for its Free Operating Cash Flow and 20% for its Return on Capital Employed).

As previously stated, the amount resulting from measurement of the achievement of the quantitative criteria is calculated on a reference base equal to 110% of fixed annual compensation and allocated to a coefficient from 0.8 to 1.2 according to the achievement of the qualitative criteria.

Furthermore, it is specified that the overall completion percentage for the above-mentioned quantitative criteria (stated in relation to annual fixed compensation) may be increased or decreased by 3 base points according to the achievement of a specific goal relating to workplace safety, which is common to all the Group's senior managers.

▪ Performance share grant

As previously stated, the grant of 35,000 performance shares to Gilles Michel on May 3, 2017 comes under a valuation limit for performance shares that may be granted to the Chairman and CEO according to IFRS2 standards, which was set at one year of his gross annual compensation (fixed part + maximum variable part) by the Board at its meeting of July 29, 2009.

General terms: It is specified that the Board thought fit to align the Chairman & Chief Executive Officer with the Group's entire executive team on common, shared goals, after checking that these were demanding, and consequently subjected the shares granted to Gilles Michel to the achievement of the same quantitative criteria as those provided for under the overall 2017 performance share plan intended for the Group's main executive directors.

It is also specified that each of these quantitative criteria (the Group's annual growth in Net Income from Current Operations per share and Return in Capital Employed for 2017-2019) is given identical weight (50%). Their achievement, after review and measurement by the Compensation Committee, is set down by the Board following each financial year of the period in question, on the basis of the Group's audited consolidated financial statements.

The world leader in mineral-based specialty solutions for industry, with €4.2 billion revenue and close to 16,000 employees in 2016, Imerys delivers high value-added, functional solutions to a great number of sectors, from processing industries to consumer goods. The Group draws on its knowledge of applications, technological expertise and its material science know-how to deliver resources based on beneficiation of its mineral resources, synthetic minerals and formulations. These contribute essential properties to customers' products and performance, including refractoriness, hardness, conductivity, opacity, durability, purity, lightness, filtration, absorption and repellency. Imerys is determined to develop responsibly, in particular by fostering the emergence of environmentally-friendly products and processes.

More comprehensive information about Imerys may be obtained from its website (www.imerys.com) under Regulated Information, particularly in its Registration Document filed with Autorité des marchés financiers on March 21, 2017 under number D.17-0190 (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.