

## Executive corporate officers' compensation components

Following the recommendations of the Compensation Committee, the Board of Directors at its meeting of December 15, 2016 decided to modify the appraisal criteria of the eligibility condition to the collective supplementary pension plan with defined benefits relating to the required seniority (8 years in the Group of which 4 as a member of the Executive Committee). According to this modification, seniority is now appraised as of the 1<sup>st</sup> of January of each year.

The other provisions of this pension plan 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 3, 2017 for approval.

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*The world leader in mineral-based specialty solutions for industry, with €4 billion revenue and 16,000 employees, Imerys delivers high value-added, functional solutions to a great number of sectors, from processing industries to consumer goods and building products. The Group draws on its knowledge of applications, scientific expertise and technological know-how to beneficiate its mineral resources, develop formulations and produce synthetic minerals. 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.*