

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 on February 11, 2016 decided, in particular, to set the compensation (fixed and variable parts) of Gilles Michel in his capacity as Chief Executive Officer.

▪ Fixed compensation

The annual gross salary of Gilles Michel remains unchanged for 2016 at €800,000.

▪ Variable compensation

2015 variable compensation: after measuring the achievement by Gilles Michel of the economic performance and specific criteria established for 2015 (see former publication dated February 13, 2015), the Board set the amount of his variable compensation for that year at €882,816 i.e. 110.4% of his annual fixed compensation. This sum results from the application to the resulting amount according to the achievement of the economic performance targets of the maximum coefficient of 1.20 that reflects in particular the quality of the achievement by Gilles Michel of his specific goals.

2016 variable compensation: the performance criteria for 2016 are related to the achievement of financial targets, similar to those selected for 2015 (net income from current operations, operating cash flow and ROCE - return on capital employed) as well as specific goals the confidential nature of which prevents their publication.

It is reminded that Gilles Michel receives no attendance fees in his capacity as Director of the Company.

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.