

Information relating the company officers' compensation published  
pursuant to the recommendations of the AFEP-MEDEF Corporate Governance Code

### **Information regarding the compensation of the executive corporate officers**

At the meeting of the Board of Directors of April 6, 2020, Patrick Kron, Chairman of the Board, and Alessandro Dazza, Chief Executive Officer, have shared their intent to reduce by a quarter (- 25%) the remuneration which will be paid to them in 2020 for the period during which Imerys employees will be involved in short-time work schemes, thus following the AFEP recommendations (see AFEP Press Release dated March 29, 2020).

The Board of Directors thanked, on behalf of Imerys, Patrick Kron and Alessandro Dazza for their approach and, in accordance with these AFEP recommendations, decided that the portion of their compensation which will then not be paid to them will be donated to solidarity actions in relationship with the Covid-19.

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*The world leader in mineral-based specialty solutions for industry with €4.4 billion in revenue and 16,300 employees in 2019. Imerys delivers high value-added, functional solutions to a great number of sectors, from processing industries to consumer goods. The Group draws on its understanding of applications, technological knowledge and expertise in material science to deliver solutions by beneficiating its mineral resources, synthetic minerals and formulations. Imerys' solutions contribute essential properties to customers' products and their performance, including heat resistance, hardness, conductivity, opacity, durability, purity, lightness, filtration, absorption and water repellency. Imerys is determined to develop responsibly, in particular by fostering the emergence of environmentally-friendly products and processes*

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