

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

Information regarding the long term incentive compensation of Alessandro Dazza, Chief Executive Officer, for the 2020 financial year

As previously announced (see information published by the Company on December 19, 2019), following the recommendations of the Compensation Committee, the Board of Directors of Imerys has decided, on April 29, 2020, to allocate to Alessandro Dazza 120,000 performance shares which are subject to the following conditions:

- **General conditions**

Those performance shares are conditional on the achievement of the economic performance targets as those set in the 2020 general performance shares plan for the Group's senior managers. These goals (calculated on a 60/40 basis) are related to the growth of the Group's net current income per share and of the Group's Free Operating Cash Flow, during the period 2020-2022.

Such allocation to the Chief Executive Officer is also subject to the same general provisions as those provided in the 2020 global conditional performance shares plan for the Group's senior managers, in particular: a vesting of the performance shares in proportion to the achievement of the assigned economic performance targets; a vesting after a 3-year period i.e. on May 3, 2023 (at 0.00), subject to being an employee or corporate officer at that date.

- **Restrictive conditions**

Such allocation of performance shares is subject to the restrictive conditions in terms of holding and keeping shares applicable to the Chief Executive Officer, as set forth in the Chapter 4 (Corporate Governance - Section 4.4.1) of the 2019 Universal Registration Document.

This allocation is made pursuant to the authorization granted by the Shareholders' General Meeting (*twenty-third resolution*) on May 4, 2020, and in line with the sub-limit set out therein in respect of allocation to the benefit of executive corporate officers.

Finally, this allocation complies with the compensation policy for executive corporate officers, as approved by the Shareholders' General Meeting on May 4, 2020 (*sixth resolution*). It is recalled that, in accordance with laws, a summary table of the compensation policy for corporate officers is available on the website of the Company and all relevant details set forth in the Universal Registration Document of the Company for the 2019 financial year.

The world's leading supplier of 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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