

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

Information regarding the variable compensation of Alessandro Dazza, Chief Executive Officer, for the 2020 financial year

Variable compensation of Alessandro Dazza (Chief Executive Officer as from February 17, 2020) for the 2020 financial year

It is recalled that the 2020 variable compensation of Alessandro Dazza will be determined on the basis of criteria linked to the economic performance and criteria linked to the individual performance as well as the results achieved with respect to safety.

As previously announced (see information published by the Company on December 19, 2019), the Board of Directors of Imerys of February 12, 2020 met to decide on the recommendations of the Compensation Committee relating to the determination of the said criteria for the 2020 financial year and decided as follows:

☐ **Quantitative criteria**

These quantitative criteria have been determined on the basis of the Group's budget and are of the same nature and bear the same individual weighting as those applicable to the former Chief Executive Officer for the year 2019, *i.e.*: 50% are based on the objective linked to the net income from current operations, 30% are based on free operating cash flow and 20% are based on the objective linked to the Group's return on capital employed.

☐ **Individual criteria**

The amount resulting from the degree of achievement of the individual criteria referred to above is calculated on a reference base equal to 110% of the annual fixed compensation and weighted by a multiplier comprised between 0.8 and 1.2 depending on the fulfilment of individual criteria by Alessandro Dazza.

Those criteria, determined by the Board on February 12, 2020, are linked to its work on organization and leadership, the implementation of the transformation plan, the operational action plan for commercial conquest, the strategic reflections in connection with the Board of Directors and the implementation of the CSR "*sustainagility*" program.

☐ **Specific objective relating to workplace safety**

The overall percentage of achievement of the quantitative criteria (expressed by reference to the annual fixed compensation and weighted by a multiplier depending on the achievement of the individual criteria) may be increased or decreased by 3% depending on the achievement of a specific objective relating to workplace safety, which is common to all Group's senior managers.

All of these undertakings will be detailed in the compensation policy that will be submitted to the Shareholders' General Meeting of the Company which will be called on May 4, 2020 and will be part of the Universal Registration Document 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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Analyst/Investor Relations:

Vincent Gouley: +33 (0)1 49 55 64 69
finance@imerys.com

Press contacts:

Claire Garnier: +33 (0)1 49 55 64 27
Hugues Schmitt (DGM Conseil): +33 (0)1 40 70 11 89
