

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

**Information regarding long-term incentive compensation of
Alessandro Dazza, Chief Executive Officer**

As previously announced (see information published on February 19, 2021), following the recommendations of the Compensation Committee, on May 10, 2021, the Board of Directors of Imerys (the "**Company**") has granted 75,000 performance shares to Alessandro Dazza, which are subject to the following conditions:

- *General conditions*

Those performance shares are subject to the achievement of the same economic performance criteria as those set in the performance shares allocation plan of May 2021 for the Group's senior management. These criteria (weighted on a 60%/40% basis, respectively) are related to the net income from current operations (Group share) per share and to the Group's free operating cash flow, during the period from 2021 to 2023.

Such allocation to the Chief Executive Officer is also subject to the same overall provisions as those provided in the performance shares allocation plan of May 2021, in particular: a vesting of the performance shares in proportion to the achievement of the assigned economic performance criteria and a 3-year vesting period. The vesting date should correspond to the latest of the following two dates (a) on May 9, 2024, at midnight - Paris time, or (b) the date of the Shareholders' General Meeting to be held on 2024 to approve the financial statements for 2023, subject to being an employee or corporate officer at that time.

- *Restrictives conditions*

Such allocation of performance shares is also subject to restrictions on shareholdings applicable to the Chief Executive Office, as described in Chapter 4 (Corporate Governance - Section 4) of the 2020 Universal Registration Document of the Company.

This allocation is made pursuant to the authorization granted by the Shareholders' General Meeting on May 4, 2020 under resolution 23, and in accordance with the sub-cap set out therein in respect of allocation to the benefit of Imerys' s executive corporate officers.

Finally, this allocation complies with executive corporate officers' compensation policies, as approved by the Shareholders' General Meeting held today, under resolution 5. In accordance with applicable provisions, it is noted that a summary table of the corporate officers' compensation policy is available on the Company's website and all related relevant details are set forth in the 2020 Universal Registration Document of the Company.

The world leader in mineral-based specialty solutions for industry, with €3.8 billion revenue and 16,400 employees in 2020, Imerys delivers high value-added, functional solutions to diversified set of industrial sectors, from processing industries to consumer goods. The Group draws on its knowledge of applications, technological expertise and its material science know-how to deliver solutions based on beneficiation of its mineral resources, synthetic minerals and formulations. 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.

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