



Corporation (SA) with a share capital of €10,070,907.66 s
Registered office: 6, rue de la Terre de Feu
91940 Les Ulis (France)
Register of Commerce and Companies of Evry 334 088 275

Disclosure of the Chief Executive Officer's deferred compensations

Article R 225-24-1 of the French code de commerce

Pursuant to article L 225-42-1 of the French Code de commerce (Commercial code), modified by the TEPA law of August 21, 2007, the Board of Directors decided to authorize the following addendum, entered into with its Chief Executive Officer, Philippe Ozanian.

In order to have M. Ozanian's employment contract in compliance with the new regulation and the AFEP/MEDEF recommendations, published on October 6, 2008, the Board of Directors introduced a performance condition and modified the employment contract.

The financial conditions have not been changed.

Performance condition:

The payment of any compensation, indemnity, benefit in kind, due or that may be due to M. Ozanian on the basis of the termination or modification of his contract (actually a maximum of 15 months of global remuneration), is submitted to the achievement of a minimum average price of the Company share of three Euros (€3), on Euronext Paris for the twenty days preceding the day of the said termination or modification.

In addition, the Board of Directors authorized another addendum to Mr. Ozanian's employment contract, that states that he is subject to a non-compete clause.

Non-compete clause:

M. Ozanian is subject to a one year non-compete clause. In consideration of this non-compete obligation, he will be granted an indemnity equal to 10 months of full compensation. The said indemnity is to be included in the calculation of the indemnities or benefits due or that may be due on the basis of the termination or modification of his contract. The maximum amount that M. Ozanian could receive after termination or modification of his contract shall not exceed 15 months of full compensation.