



Paris, March 20, 2009

**Publicity in connection with the termination indemnity allowed to Frédéric Vincent  
as Chief Operating Officer by the Board of February 22, 2008**

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**Rate of achievement of the Group quantitative objectives linked to Group  
financial performance in 2008**

The Board of Directors of February 11, 2009 acknowledged, further to the meeting of the Appointments and Compensation Committee, that the rate of achievement of the quantitative objectives linked to Group financial performance for 2008 applicable to the variable compensation due to Frédéric Vincent amounts to 118.21%.