



Paris - La Défense, May 14, 2019

Compensation of the Chief Executive Officer

In accordance with the press release published on February 28, 2019, the Board of Directors determined, at its meeting of May 14, 2019, the amount of the exceptional compensation granted in 2018 to the Chief Executive Officer, Mr. Jean-Louis Chaussade, following the acquisition of the GE Water & Process Technologies Business.

As a reminder, this exceptional compensation totaled a target amount of €1,500,000 (*i.e.* twice the Chief Executive Officer's fixed compensation), which could be raised to a maximum amount of €1,650,000, to be paid in cash, subject to the level of achievement of the performance conditions, evaluated by the Board of Directors over an 18-month period between October 1, 2017 and March 31, 2019.

After having reviewed the performance conditions attached to this exceptional compensation, the Board of Directors has set the amount of this compensation to € 1 036 383, *i.e.* 69 % of the target amount of his exceptional compensation.

In accordance with Article L. 225-100 of the French Commercial Code, the payment of this exceptional compensation will be subject to the approval of the Shareholders' Meeting called to approve the 2019 financial statements.

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