



Puteaux, 23 March 2016

INFORMATION ON THE MANAGEMENT BOARD'S COMPENSATION IN 2015 AND 2016

In accordance with the AFEP-MEDEF Corporate Governance Code regarding the publication of the compensation of executive directors, the Supervisory Board of Elis, during its meeting of 9 Mars 2016, on the recommendations of the appointment and compensation Committee, has taken the following decisions on the compensation of Xavier Martiré, President of the Management Board, and Louis Guyot and Matthieu Lecharny, members of the Management Board for the fiscal years ended 31 December 2015 and 2016:

A – MONETARY COMPENSATION OF MEMBERS OF THE MANAGEMENT BOARD - 2015 FISCAL YEAR

During its meeting held on March 11, 2015, the Supervisory Board, in accordance with a proposal by the appointment and compensation Committee, fixed the amount of the variable portion of Xavier Martiré, Chairman of the Management Board at 100% from his fixed portion, this amount could reach 170% in case of outperformance, and for Louis Guyot and Matthieu Lecharny at 40% from their fixed portion, this amount could reach 68% in case of outperformance.

On this basis, the Supervisory Board has set the variable portion of the executive directors for the fiscal year ended December 31, 2015 within the following indicators:

- Financial objectives (70% of the variable portion): the economic indicators selected, corresponding to the Company's strategic management tools, i.e., are the turnover (20%), EBIT (30%), and operating cash flow (20%)
- Qualitative targets (30%): strategic and management indicators.

The Supervisory Board has proceeded to the valuation of the performance targets for the 2015 fiscal year and has considered that:

- The performance targets were reached at a rate of 76,5 by Xavier Martiré;
- The performance targets were reached at a rate of 76,5% by Louis Guyot;
- The performance targets were reached at a rate of 79,5% by Matthieu Lecharny.

In this context, the amounts of Executive directors' variable portions for the fiscal year 2015 have been set as follows:

- Xavier Martiré : € 421 000
- Louis Guyot: € 76 500
- Matthieu Lecharny: € 79 500.



B – MONETARY COMPENSATION OF MEMBERS OF THE MANAGEMENT BOARD - 2016 FISCAL YEAR

For the fiscal year 2016, the Supervisory Board, on the appointment and compensation committee, has determined the fixed portion of the monetary compensation of the members of the Management Board (that remains unchanged), and is reaffirming the principles used for the determining their variable portion in 2016. As a consequence, the fixed and variable monetary compensation determined was as follows:

	Xavier Martiré	Louis Guyot	Matthieu Lecharny
Fixed portion			
• Amount (In euros)	550 000	250 000	250 000
Variable portion			
• Target (percentage of the fixed portion)	100%	40%	40%
• Maximum variable portion in case of outperformance (percentage of the fixed portion)	170%	68%	68%

The variable portion for 2016 of members of the Management Board will be determined on the basis of the following objectives:

- Financial targets: (70% of the variable portion): the economic indicators selected, corresponding to strategic management tools of the Company, are the turnover (20%), Ebit (30%) and the operating cash flow (20%);
- Qualitative targets : (30%) : Management and strategic objectives.

For information, a section dedicated specifically to the compensation policy of the executives directors will be inserted in the registration document that will be published in the middle of April and be made available on the Company's website: corporate.elis.com.