

## Compensation of the Chief Executive Officer, Mr. Frederic Rose, for the year 2010

**Paris (France) – March 29, 2011** - The table below summarizes the compensation of Mr. Frederic Rose approved by the Board of Directors in 2010.

**Table summarizing the compensation of Mr. Frederic Rose approved by the Board of Directors in 2010**

	<i>Amounts paid in 2010</i>
<i>Fixed</i>	<i>800,000</i>
<i>Variable</i>	<i>400,000</i>
<i>Exceptionnal bonus under Sauvegarde</i>	<i>600,000<sup>(1)</sup></i>
<i>Signing Bonus (2008) <sup>(2)</sup></i>	<i>150,000<sup>(1)</sup></i>
<i>Fringe Benefits</i>	<i>4,260</i>
<b>TOTAL</b>	<b>1,954,260</b>

(1) Given the very positive impact of the financial restructuring and the approval of the Sauvegarde plan by the Commercial Court of Nanterre on February 17, 2010, the Board of Directors decided the payment of an exceptional fixed bonus of €600,000 gross to Mr. Frederic Rose. This bonus was granted to Mr. Frederic Rose in consideration of the efforts made in view of the adoption of the Sauvegarde Plan by the Commercial Court of Nanterre. The adoption of the Sauvegarde Plan came at the end of a very complex process in which Mr. Frederic Rose worked, in a particularly difficult environment, with suppliers and creditors in order to allow the streamlining of the Group's financial situation.

(2) Given the Company's situation, Mr. Frederic Rose requested that the payment of the signing bonus be suspended. This compensation was declared as part of the Company's liabilities under the Sauvegarde Proceeding opened in favour of the Company on November 30, 2009 and has been paid under the Sauvegarde Proceeding.

On the recommendation of the Remuneration, Nomination and Governance Committee, the Board of Directors decided on June 17, 2010, to implement of a mid-term Management Incentive Plan designed to retain key Company employees while aligning their interests with those of the Company and its shareholders. Mr. Frederic Rose is beneficiary of this Plan which awards Performance Units comprised of half cash and, in the case of Mr. Frederic Rose, half stock options. Under this Plan, Performance Units were granted to Mr. Frederic Rose representing 10 to 15 months of fixed compensation at the date of award, i.e. a cash bonus ranging from €333,300 to €500,000 maximum and stock options ranging from 143,720 to 215,570 (after adjustment due to the reverse share split). The conditions of this Management Incentive Plan, including the conditions of attendance and performance, are described in the Company's 2010 Annual Report.