

**AFEP-MEDEF RECOMMENDATIONS OF 6 OCTOBER 2008 ON THE
COMPENSATION OF EXECUTIVE CORPORATE OFFICERS OF LISTED
COMPANIES 6 OCTOBER 2008**

During its December 17, 2008 meeting, the Board of directors reviewed the AFEP-MEDEF recommendations on the compensation of executive corporate officers of listed companies, published on 6 October 2008.

The Board considers that these recommendations are in line with the corporate governance practice of the company.

As a result, and according to the law passed on 3 July 2008, and implementing the 2006/46/CE EU Directive of 14 June 2006, the Company will, as of the current financial year, refer to the thus amended AFEP-MEDEF code in the elaboration of the report foreseen in article L. 225-37 of the Commercial code.