

➤ **Breakdown of the Gross Compensation (Including Benefits in Kind) Paid During 2010 and 2011 to Corporate Officers by Radiall, its Subsidiaries or Controlling Companies:**

Summary of Compensation Paid to each Executive Corporate Officer*

	FY 2010		FY 2011	
	Amounts owed	Amounts paid	Amounts owed	Amounts paid
Pierre Gattaz Chairman of the Executive Board				
Fixed compensation	292,817	292,817	302,739	302,739
Bonus compensation	58,443	0	14,369	58,443
Exceptional compensation	38,500	38,500	38,500	38,500
Attendance fees				
Benefits in kind	7,056	7,056	6,491	6,491
TOTAL	396,816	338,373	362,099	406,173
Guy de Royer Member of the Executive Board and Financial Director				
Fixed compensation	160,641	160,641	166,794	166,794
Bonus compensation	18,649	9,224	24,127	18,649
Exceptional compensation				
Attendance fees				
Benefits in kind	2,265	2,265	2,328	2,328
TOTAL	181,555	172,130	193,249	187,771

* For their term of office.

The bonus compensation paid to the members of the Executive Board in March 2012 corresponded to the personalized targets relating to the collective and individual results during the year 2011 (growth, profitability, operational excellence, etc.).

Attendance Fees and Other Compensation Received by Non-Executive Corporate Officers

Non-executive corporate officers	Amounts paid during the year 2010	Amounts paid during the year 2011
Yvon Gattaz		
Attendance fees	5,000	5,000
Other compensation *	110,628	110,628
Bruno Gattaz		
Attendance fees	4,000	4,000
Other compensation		
Roselyne Gattaz		
Attendance fees	4,000	4,000
Other compensation		
Didier Lombard		
Attendance fees	8,000	8,000
Other compensation		
Robert Papin**		
Attendance fees	6,000	-
Other compensation		
Marc Ventre***		
Attendance fees	0	8,000
Other compensation	0	0

* Indemnities for the post of Chairman of the Supervisory Board of Radiall.

** Corporate officer until December 7, 2010.

*** Corporate officer since December 7, 2010.