

Paris, April 27, 2009

Publication of executive officers' compensation components

The Board of Directors decided at its April 27, 2009 meeting, on the recommendations of the Appointments & Compensation Committee, to set the variable compensation of the executive officers as follows, that is subject of this publication pursuant to the recommendations resulting from the AFEP-MEDEF Corporate Governance Code of December 2008.

► Variable compensation of the Chief Executive Officer

Variable compensation 2008: after measuring the Gérard Buffière's achievement of the economic performance criteria and the personal goals that were set for 2008, the Board set the amount of his variable compensation at €87,600, to be paid in May.

Variable compensation 2009: the calculation formula for 2009 will be unchanged. Economic performance criteria are related to the achievement of a target in terms of cash flow generated by the Group (for 70%) and other, more targeted goals. A coefficient of 0.8 to 1.2 may be applied to the resulting amount according to the achievement of other specific goals that favor, among other things, the control of the Group's fixed costs and general expenses. The ceiling for this variable compensation remains at 120% of his fixed compensation, which was maintained at €630,000 by the Board of Directors at its meeting of February 12, 2009 (see publication of February 13, 2009).

► Variable compensation of the Chief Operating Officer

Variable compensation 2008: after measuring the Jérôme Pecresse's achievement of the economic performance criteria and the personal goals that were set for 2008, the Board set the amount of his variable compensation, on the proposal of the Chief Executive Officer, at €78,120, to be paid in May.



Variable compensation 2009: the calculation formula for 2009 will be unchanged. Economic performance criteria are, for 35%, identical to those set for the Chief Executive Officer and, also for 35%, based on the achievement of specific financial goals (related to trends in cash flow and current operating income) for the Minerals for Ceramics, Refractories, Abrasives & Foundry business group, which he manages. The remaining 30% is based on the achievement of specific personal goals. The ceiling for this variable compensation remains at 70% of his fixed compensation, which was maintained at €360,000 by the Board of Directors at its February 12, 2009 meeting (see publication of February 13, 2009).

The Chief Executive Officer and the Chief Operating Officer continue in 2009 to receive no other benefits in kind than the providing of a company car.

The world leader in adding value to minerals, Imerys is active in 47 countries through approximately 260 industrial and commercial sites. The Group achieved almost €3.5 billion in sales in 2008. Imerys mines and processes minerals from reserves with rare qualities in order to develop solutions that improve its customers' product performance and manufacturing efficiency. The Group's products have a great many applications in everyday life, including construction, personal care, paper, paint, plastic, ceramics, telecommunications and beverage filtration.