



## **CASTOR INTERNATIONAL 2014**

Additional information related to the rule that applies to bonus shares rights in case of temporary layoff in Canada.

Regarding the Beneficiaries participating in the International Group Savings and Share Ownership Plan in Canada, it is stated that a temporary layoff occurring during the vesting period, as the term of temporary layoff is defined by applicable law or pursuant to an agreement between the employer and the employee, is not considered for the purposes of the plan as termination of the employment contract. Therefore:

- a temporary layoff is not an early unblocking event (provided for in Article 11.2 of the plan regulations)
- a temporary layoff occurring during the vesting period does not affect the rights of Beneficiaries to Bonus Shares and does not result in payment of the benefit equivalent to Bonus Shares (provided for in Article 3 (ii) of Annex II of the plan regulations)

At the end of the vesting period, subject to the conditions provided for in the plan, the Bonus Shares will be delivered to Beneficiaries who are actively employed on the last day of the vesting period. If a Beneficiary is on temporary layoff on such date, his/her rights to Bonus Shares will be forfeited and he/she will benefit from payment of a compensation in cash made by his/her employer.