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**Global agreement of 29 May 2015
on the Solvay Global Performance Sharing Plan
(2015 - 2016)**

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Solvay has decided to introduce a Global Performance Sharing Program, from which all of its employees worldwide may benefit. This program is done with the agreement of the Solvay Global Forum, the Group's employees' representative body, which was established in March 2015, following a successful trial year in 2014.

The objectives of this two-year program are twofold: to provide a motivational element that recognizes employees' contributions by involving them in the Group's results at global level, thereby strengthening their sense of belonging to the Solvay Group.

In view of this, the parties agree to implement an employees' incentive program linked to the Group's performance, measured both in terms of quantitative and qualitative criteria, linked to the achievement of financial and sustainable development targets.

In addition, this initiative is part of the Group's social responsibility process - "the Solvay Way" - which aims to reward the Group's employees fairly.

The purpose of this agreement is to establish the terms and conditions for this program, and specifically how the amounts to be shared are to be calculated and the conditions under which they are to be divided among beneficiaries.

ARTICLE 1 – Scope of application of the agreement and beneficiaries thereof

This agreement shall apply to all employees of the companies in which Solvay SA holds a stake, whether directly or indirectly, of more than 50%.

It shall not apply to employees who already benefit from similar plans:

- senior executives (S23 level and above)
- employees working in France who already benefit from group profit-sharing collective agreements.

The bonus shall be paid to employees who have worked for the Group throughout the calendar year in question, from 1 January through to 31 December.



ARTICLE 2 – Calculating global performance and budget

For 2015, a gross budget of 10 million EUR will be shared out if the objectives set for 2015 are met, with 80% being linked to financial targets (2-1) and 20% linked to a sustainable development target (2-2).

2-1. Targets linked to financial performance

A gross amount of 8 million EUR will be shared out if the group REBITDA target of 2 billion EUR is reached in 2015.

This amount will be of 4 million EUR if the group REBITDA trigger target of 1940 million EUR is reached in 2015.

The amount shall be zero if the Group REBITDA is below this threshold.

Between the trigger point and the target objective, the amount shall be determined on a straight-line basis.

2-2. Target linked to sustainable development

2 million EUR will be paid out to employees if average self-assessment results, conducted as part of the Solvay Way plan at all Group sites worldwide, improve by at least 10% in comparison with the 2014 result and reaches 1.95 against 1.75 in 2014, on a scale of 0 to 4.

ARTICLE 3 – Distribution and payment of bonuses

The budgeted amounts shall be divided up in proportion to the total wage bill in the various countries.

A flat amount shall then be paid in each country to all beneficiary employees.

The 2015 bonus shall be paid by 30 April 2016 at the latest.

ARTICLE 4 – Duration of the agreement

This agreement, concluded for 2015 and 2016, shall apply for a fixed term.

It shall enter into force upon signature, and shall expire automatically on 31 December 2016.



For 2016, both the targets and the allocated budget shall be the subject of a supplementary clause between the parties to this agreement for the 2016 financial year. In the absence of such agreement, no bonus may be paid for 2016.

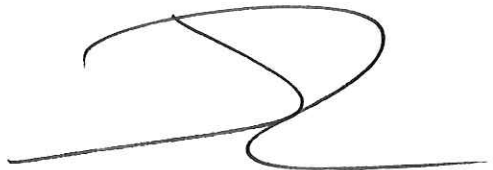
This agreement shall cease to have effect on expiry, and may not under any circumstances be converted to become an open-ended agreement.

Following this agreement, the parties shall conduct an assessment so as to decide whether or not the agreement should be renewed.

Done at Brussels, 29 May 2015

Jean-Pierre Clamadieu
CEO of Solvay

Albert Kruff
Coordinator of the Solvay Global Forum

A large, stylized handwritten signature in black ink, consisting of a large loop and a long horizontal stroke.A handwritten signature in blue ink, appearing to read 'A. Kruff' with a stylized flourish.