

A) Plan of allocation of performance shares to the executive corporate officer

Supplement to the information provided in Chapter 2.4.2.3 of the Natixis 2014 Registration Document

Details of performance conditions defined by reference to the level of Return On Tangible Equity of Natixis referred to in the New Frontier strategic plan

The performance criterion chosen is the Return On Tangible Equity (ROTE) of Natixis at end-2017, as follows:

- If Natixis' ROTE is $\geq 11.5\%$, then 100% of the allocated shares will be vested,
- If Natixis' ROTE is $\geq 10\%$ and $< 11,5\%$, then 80% of the allocated shares will be vested,
- If Natixis' ROTE is $< 10\%$, no shares will be delivered, unless the Total Shareholder Return (TSR) of Natixis over the 4-year period is higher than or equal to the median over the 4-year period of the TSRs of the banks making up the Euro Stoxx Banks index, in which case only 50% of the shares allocated will be vested.

B) Details of the compensation paid to the Chief Executive Officer during financial year 2014

Supplement to the information provided in Chapter 2.4.2.4 of the Natixis 2014 Registration Document - Table no. 2

The compensation paid to Laurent Mignon in 2014 comprised 804,138 euros of fixed compensation and associated benefits, and 1,233,624 euros of variable compensation, the components of which are detailed below. The performance condition attached to the deferred portion of the variable compensation attributed to Laurent Mignon is that Natixis' net operating profit is strictly positive. This condition having been fulfilled for the 2014 fiscal year, the tranches relating to the three previous fiscal years were paid to the beneficiary. The difference between the amounts attributed and the amounts effectively paid is linked to: for the cash portion, capitalization at the Euribor rate, and for the portion indexed to the Natixis share, the movement in the share price.

	Cash portion of 2013 variable compensation paid in March 2014	Share equivalent portion of 2013 variable compensation	Deferred cash portion of 2010 variable compensation	Deferred share equivalent portion of 2010 variable compensation	Deferred cash portion of 2011 variable compensation	Deferred share equivalent of 2011 variable compensation	Deferred cash portion of 2012 variable compensation	Deferred share equivalent of 2012 variable compensation	TOTAL
Paid in 2014:	171,674.00 €	213,427.19 €	146,705.64 €	219,344.57 €	72,361.89 €	184,180.71 €	72,581.59 €	153,348.40 €	1,233,624 €
Attributed (initial amount) :	171,674.00 €	171,674.00 €	141,000.00 €	141,000.00 €	70,797.00 €	70,796.00 €	72,174.00 €	72,174.00 €	911,289 €