

Paris, July 28, 2016

## **Free share allocation for the Chief Executive Officer of Natixis Board of Directors' decision of July 28, 2016**

On July 28, 2016, based on the positive opinion of the Compensation Committee, and as authorized by Natixis' General Shareholders' Meeting held on May 24, 2016 in its 19th resolution, Natixis' Board of Directors granted performance shares to the members of the Senior Management Committee, out of which 47 463 performance shares to the Chief Executive Officer.

The purpose of this allocation is to strengthen the alignment over time between shareholders' interests and those of senior management.

The shares will only be vested at the end of a four-year period and subject to performance and presence conditions. The performance conditions have been defined based on the relative performance (Total Shareholder Return) of Natixis' share against that of other banking institutions making up the Euro Stoxx Banks index.

Furthermore, 30% of the shares delivered to the Chief Executive Officer at the end of the Vesting Period will be subject to a lock-in period ending upon the termination of his office as Chief Executive Officer of Natixis.

In addition, and as authorized by Natixis' General Shareholders' Meeting held on May 24, 2016 in its 20th resolution, Natixis' Board of Directors granted free shares to certain categories of employees as a payment of the annual variable remuneration awarded for the 2015 financial year, out of which 86 265 shares to the Chief Executive Officer, whose 28 755 shares will only be vested in March 2018 and 57 510 shares in March 2019, and subject to a 6 month lock-in period as well as to performance and presence conditions. Furthermore, 30% of the shares delivered to the Chief Executive officer at the end of the vesting periods will be subject to a lock-in period ending upon the termination of his office as Chief Executive Officer of Natixis.