

## Separation of the functions of Chairman and CEO

In accordance with the Board decision of February 17, 2016, Mr. Gilles Kohler's mandate as CEO will cease with effect from March 1, 2016. He will retain his position as Chairman of the Board.

In line with AMF recommendations 2012-02, the financial terms of his departure are as follows:

- Amounts for 2015:
  - Fixed compensation: EUR 377,291
  - Variable compensation: EUR 194,000 (paid in 2016)
  
- Amounts for 2016:
  - Fixed compensation: EUR 140,827 (for his functions as CEO)
  - Retirement allowance: EUR 246,028

This allowance was calculated in accordance with the provisions of the Collective Agreement for French metal industries which applies to the company.

*It should be noted that no variable compensation will be paid to Mr. Gilles Kohler for the year 2016 and that he will not receive any compensation other than that provided for by the applicable collective agreement.*

- Under the share grant plans:
  - Award of performance shares: in accordance with the regulations governing share allocation plans, beneficiaries who retire in the middle of such plans can benefit from their allocation if they can establish that they were in the company during the fiscal year for which the performance conditions are calculated. In accordance with these rules, Gilles Kohler retains the benefit of 6,000 shares that were granted to him under the plan of October 23, 2014, the final allocation of which will be determined at the Board of Directors to be held in February 2017 on the 2016 results.  
To date, these shares are valued at EUR 102,240.
  
  - Free allocation of shares: The Board of Directors held December 17, 2015 decided to allocate 5,030 shares to Mr. Gilles Kohler.  
To date, these shares are valued at EUR 123,864.

### **The next announcements will be released after close of trading on Euronext Paris**

Shareholders' General Meeting: April 27, 2016

Q1 2016 financial information: April 28, 2016

H1 2016 results: July 28, 2016

Q3 2016 financial information: October 26, 2016

*The LISI share is listed on Euronext Paris, compartment A and belongs to the indices CAC® AERO & DEF., CAC® All Shares, CAC® – All Tradable, CAC® Industrials, CAC® Mid & Small, et CAC® Small, under ISIN code: FR 0000050353.*

*LISI is a worldwide leading manufacturer of fasteners and assembly components for the Aerospace, Automotive, and medical implants industries.*