

HOW WE REPORT

Correspondence with French NRE law

| ART 148-2 | SOCIAL TOPICS | PAGES | COMMENTS |
|-----------|---|--|---|
| 1.a | Total headcount, hirings (fixed-term/permanent), recruitments, redundancies and reasons, overtime, external manpower | Pages 15, 20, 47 | |
| 1.b | Headcount reduction and job protection, job-seeking assistance, rehires and supporting measures | Pages 20, 46-47 | |
| 2 | Organization of working time, length of working hours for full-time and part-time employees, absenteeism and reasons | | Working time varies according to the rules in force in the countries where the Group is present, or according to the functions performed in our various activities. As a result, the details (shift, length of working days...) are quite diversified and cannot be consolidated. In 2009, 5.5% of business units were fined or sentenced further to a breach on legal working hours standard. Absenteeism is monitored at Group level and applies to occupational accidents. |
| 3 | Remuneration and trends, payroll taxes, application of Book III of Part III of the French labor regulations, professional equality between men and women | Page 21 | See our GRI index. |
| 4 | Professional relations and appraisal of collective agreements | Pages 21, 47 | See more details on our GRI index. |
| 5 | Health and safety conditions | Pages 12, 13, 41 | |
| 6 | Training | Pages 20, 46 | |
| 7 | Employment and integration of disabled workers | Page 21 | |
| 8 | Social initiatives | Pages 19-21 | |
| 9 | Importance of subcontracting | Pages 15, 47 | |
| ART 148-3 | ENVIRONMENTAL TOPICS | PAGES | COMMENTS |
| 1 | Consumption of water, raw materials and energy. Measures taken to improve energy efficiency, use of renewable energy, usage of soil, emissions into air, water and soil, noise pollution, offensive odors, waste | Pages 22-36, 42-44, 48 | Continued progression of all items thanks to modernization of equipment, but also partly linked to the drastic slowdown of activity. |
| 2 | Measures taken to limit harm to biological equilibrium, natural environments and protected fauna and flora | Pages 26-28, 31-35, 45 | Assessment of the impact on biodiversity of all quarries and development of dedicated action plans, increasing number of sites involved. |
| 3 | Evaluation or certification measures taken on environmental matters | Page 39 | ISO 14001 is progressing again. |
| 4 | Measures taken to ensure the company's activities comply with the laws and regulations applicable to this matter | Page 39 | Environmental audits see KPI. |
| 5 | Expenditure incurred to avert any impact on the environment from the company's activities | Page 39 | |
| 6 | Internal environmental management services, environmental training and information for employees, resources used to reduce environmental risks, system put in place to deal with pollution accidents having an impact beyond the confines of the company's premises | Pages 28, 39 | Resources and Environmental Management Systems are being implemented worldwide. Crisis management procedures in place. |
| 7 | Amount of provisions and guarantees for environment related risks, unless such information is liable to cause serious harm to the company in an ongoing dispute | See note 24 of Annual Report and Accounts | |
| 8 | Amount of compensation paid during the year in execution of a court ruling on environmental matters and measures taken to make good any damage caused to the environment | See Chapter 2.1 (Industrial sites) and note 29 of Annual Report and Accounts | |
| 9 | All elements of the objectives set by the company for its foreign subsidiaries with regard to points 1 to 6 above | Page 5 | |

Further detail on many of the above items can be found in our GRI index at <http://sustainabilityreport.lafarge.com>