

XPO Logistics Europe

After his long term of service and his active role in the integration of XPO Europe into XPO following the acquisition, the Supervisory board has authorized that the following amounts be paid to Mr. Patrick Bataillard, as part of the termination of his employment agreement:

- a gross amount of 180,000 Euros for his variable bonus for fiscal year 2015; and
- a gross amount of 282,000 Euros corresponding to the specific termination indemnification (*indemnité spécifique de rupture conventionnelle du contrat de travail*).

This second amount is notably in consideration for Mr. Patrick Bataillard's commitment on confidentiality and non-solicitation, in application of the termination agreement relating to his employment agreement.

It is specified that the Company will not enforce the non-compete clause set out in the employment agreement of Mr. Patrick Bataillard.

No further sum will be paid to Mr. Bataillard as part of the termination of his mandate as a member of the management board