



# Press release

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## IN THE CONTEXT OF THE NEW ORGANIZATION PROJECT ANNOUNCED ON NOVEMBER 21, 2011 LAFARGE PRESENTS ITS PROPOSED REORGANIZATION OF THE GROUP'S CORPORATE FUNCTIONS

### THIS PROPOSAL WOULD RESULT IN 460 JOB LOSSES, 90 OF WHICH ARE IN FRANCE WITH A VOLUNTARY REDUNDANCY PLAN AVOIDING COMPULSORY REDUNDANCIES

Lafarge has today begun a procedure of information and consultation regarding the proposed reorganization of its corporate functions and shared resources in France, to align with the Group's new planned organization made public on November 21 last year.

According to these plans, the Group would be reorganized around an Executive Committee consisting of:

- a Performance function, chiefly responsible for the technical centers and engineering, IT systems and the leadership of commercial and industrial performance;
- an Innovation function, chiefly responsible for R&D, marketing and transformation;
- three Executive Vice Presidents Operations, whose mission will be supervising 42 operating entities;
- and support functions (Human Resources, Finance, Strategy and Communications), which will focus on providing strategic guidance.

The shift in the Group's center of gravity towards the countries would lead to a decentralization of corporate functions. As a result, the outline of the new organization that is being announced today would entail a reduction of 460 corporate posts worldwide, of which 90 are in France. Once the requisite procedures of information and consultation have been completed, Lafarge intends to put a voluntary redundancy scheme in place in France.

The new Group organization will enable Lafarge to be more focused on the needs of its markets and its customers, and to accelerate the development of the Group through organic growth and innovation.

#### NOTES TO EDITORS

**Lafarge** is the world leader in building materials, with top-ranking positions in all of its businesses: Cement, Aggregates & Concrete and Gypsum. With 76,000 employees in 78 countries, Lafarge posted sales of Euros 16.2 billion in 2010.

Lafarge was ranked 6<sup>th</sup> in the "Carbon Disclosure Project" and entered the global "Dow Jones Sustainability Index" in 2010 in recognition of its sustainable development actions. With the world's leading building materials research facility, Lafarge places innovation at the heart of its priorities, working for sustainable construction and architectural creativity.

Additional information is available on the web site at [www.lafarge.com](http://www.lafarge.com)

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