

> 20. PRINCIPAL FUTURE ADJUSTMENTS TO THE TAX BASIS

Increases (in thousands of euro)		Decreases (in thousands of euro)	
Exceptional amortization	15,550	Employee profit-sharing	210
		Other non-deductible provisions, including provisions for French social solidarity contribution tax "Organic"	129

The future tax liability related to this unrealized tax difference was 5 million euro, calculated at a rate of 36.10%.

> 21. RETIREMENT BENEFIT COMMITMENTS

21.1 RETIREMENT BENEFITS PAYABLE BY LAW OR UNDER COLLECTIVE AGREEMENTS

Sodexo SA is required to pay benefits to retiring employees on the terms stipulated in a company-wide collective agreement. The amount of the commitment has been calculated on the basis of rights vested at the balance sheet date, taking into account assumptions about final salary, discount rates and employee turnover.

This commitment, which is not recognized as a liability in the balance sheet, is estimated at 0.6 million euro.

21.2 COMMITMENTS RELATED TO THE COMPLEMENTARY RETIREMENT PLAN

Commitments related to the complementary retirement plan of 3.9 million euro were estimated using the projected unit credit method based on final salary and net of funding for the plan are not recognized in the financial statements.

> 22. INDIVIDUAL TRAINING RIGHTS

Sodexo SA is required to provide a certain number of training hours to its employees in France (*droit individuel à la formation*).

As of August 31, 2013 the number of hours available was approximately 15,819.

> 23. DIRECTORS' FEES

Directors' fees paid to Board members during the fiscal year totaled 1 million euro.