

Remuneration policy for corporate officers Annual General Meeting of June 20, 2023

Paris, June 21, 2023

In accordance with article R22-10-14 IV of the French Commercial Code, the remuneration policy for corporate officers submitted to the Annual General Meeting of June 20, 2023 is presented below:

Remuneration policy for corporate officers

On the recommendation of the Remuneration and Talent Committee, and taking into account the recommendations of the AFEP-MEDEF Code, the Board of Directors has established a remuneration policy for each of the Company's corporate officers that is consistent with its corporate interests, contributes to its long-term viability and is in line with its business strategy, as presented in Chapter 4 of the 2022 Universal Registration Document, section 4.2.1 (pages 153 & 154).

seventeenth resolution: approval of the Directors' remuneration policy.

Voting results: 96,21%.

Remuneration policy

Chapter 4 of the 2022 Universal Registration Document, section 4.2.1.1.2 (pages 155 & 156).

Nineteenth resolution: compensation policy for the Chairman of the Board of Directors

Result of vote: 89,47%

Remuneration policy

Chapter 4 of the 2022 Universal Registration Document, section 4.2.1.1.3 (page 157).

Twentieth resolution: compensation policy for the Chief Executive Officer

Result of vote: 95,26%

Remuneration policy

Chapter 4 of the 2022 Universal Registration Document, section 4.2.1.1.4 (pages 157 to 162).

