



Remuneration policy for corporate officers

Annual General Meeting of June 19, 2024

Paris, June 20, 2024

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 19, 2024 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 2023 Universal Registration Document, section 4.2.1 (pages 168 to 175).

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

Result of vote: 99,37%

Remuneration policy

Chapter 4 of the 2023 Universal Registration Document, section 4.2.1.1.3 (page 171).

seventeenth resolution: compensation policy for the Chief Executive Officer

Result of vote: 99,36%

Remuneration policy

Chapter 4 of the 2023 Universal Registration Document, section 4.2.1.1.4 (pages 171 to 175).

Eighteenth resolution: approval of the Directors' remuneration policy.

Voting results: 99,36%.

Remuneration policy

Chapter 4 of the 2023 Universal Registration Document, section 4.2.1.1.2 (pages 170 & 171).

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