



COMPONENTS OF THE COMPENSATION POLICY OF THE CHIEF EXECUTIVE OFFICER

BOULOGNE-BILLANCOURT – December 19, 2024

Following the completion of the exceptional distribution of an amount of 5.29 euros per share decided by the general shareholders' meeting on 31 October 2024 of the Company, and the payment made on 16 December 2024, the Board of Directors of the Company that met on 18 December 2024, upon recommendation of the Nomination and Compensation Committee, decided to proceed with the adjustment of the rights of the beneficiaries of free shares being vested at the date of the exceptional distribution.

To this end, according to the stipulations and rules of the free shares plans, approved by the Board of Directors of the Company on 17 April 2023 and 29 April 2024, for which the vesting period was still in progress as of 18 December 2024 (the "**Plans**"), the Board of Directors proceeded with the adjustment of the rights of the beneficiaries, increasing the number of shares granted based on a ratio of 1.28.

The Chief Executive Officer benefits from this adjustment in a similar condition to the other beneficiaries of free shares and the following components are made available to the public, according to the Afep-Medef Code.

Following the application of the adjustment ratio set out above, the number of performance shares granted to the Chief Executive Officer is as follows:

	Number of performance shares granted <u>before</u> the Exceptional Distribution*	<u>Adjusted</u> number of performance shares granted*
Plan n° 1 – 17 April 2023	41,451	53,057
Plan n°2 – 29 April 2024	43,681	55,912

(*) Target number of shares subordinated to reaching 100% of the performance conditions set out in the Plans