

Compensation policies for corporate officers

Annual General Meeting of June 30, 2025

Paris, July 1st, 2025

In accordance with the provisions of Article R22-10-14 IV of the French Commercial Code, the compensation policies for corporate officers as presented in Chapter 4 of the 2024 Universal Registration Document, section 4.2.1 (pages 150 to 158) and submitted to the shareholders' meeting on June 30, 2025, were approved as follows:

- Fifteenth resolution: compensation policy for the Chairman of the Board of Directors.

Result of vote: 99.85%

Remuneration policy

Chapter 4 of the 2024 Universal Registration Document, section 4.2.1.1.3 (page 153).

- Sixteenth resolution: compensation policy for the Chief Executive Officer.

Result of vote: 99.30%

Remuneration policy

Chapter 4 of the 2024 Universal Registration Document, section 4.2.1.1.4 (pages 153 to 158).

- Seventeenth resolution: approval of the Directors' remuneration policy.

Voting results: 99.39%

Remuneration policy

Chapter 4 of the 2024 Universal Registration Document, section 4.2.1.1.2 (pages 152 and 153).

