

Paris, April 30, 2024

Compensation of Corporate Officers

Published pursuant to the recommendations of the AFEP-MEDEF Code of Corporate Governance

Following the Shareholders' Meeting, the Board of Directors held on April 30th, 2024 decided to allocate 87,690 performance shares to Guillaume Texier, Chief Executive Officer, in accordance with the allocation and performance conditions presented in the twenty-second resolution approved by the Shareholders' Meeting on the same date. These performance shares are allocated on the condition of presence and are 100% subject to performance conditions assessed over a three-year period.