

- the performance conditions must continue to apply throughout the specified vesting period;
- the number of shares fully vested, as determined after measuring achievement of the performance conditions, will be reduced in proportion to the time spent working for the Company relative to the length of the vesting period of each plan (i.e. prorated reduction); and
- in any event, the appropriateness of the full vesting of the performance shares will be assessed in view of the Company's situation at the date of departure and at the originally scheduled vesting date, and no performance shares may be granted if the Company is facing major financial difficulties.

#### Supplemental pension plans

In terms of supplemental pension plans, pursuant to the Company's remuneration policy, the Executive Corporate Officer is entitled to:

- the defined contribution supplemental pension plan ("Article 83") as follows:
  - contributions are paid annually and equal 1% of the annual remuneration up to four times the annual Social Security ceiling, 4% of the annual remuneration between four and eight times the annual Social Security ceiling, and 11% of the annual remuneration between eight and 12 times the Social Security ceiling,
  - since 1 July 2014, 95% of contributions are paid by the Company;
- the defined contribution supplemental pension plan ("Article 82"). The calculation of this annual contribution is based on the total annual remuneration (fixed and variable remuneration due in cash) as follows:
  - 10% of the gross fixed remuneration between 8 and 12 times the annual Social Security ceiling and 20% of his fixed remuneration in excess of 12 times the annual Social Security ceiling,
  - 20% of his annual variable remuneration as determined by the Board of Directors,
  - the base remuneration (fixed and variable due in cash) used to calculate the contribution may not, in any case, be more than 2,000,000 euros,
  - no contribution is paid if the calculation of variable remuneration equals zero,
  - the Executive Corporate Officer has agreed, once the tax and social security obligations relating to these contributions are fulfilled, to keep the amounts paid in the dedicated pension savings vehicle, at least for the duration of his directorship.

### 5.1.6.4 Remuneration policy for the Chairman of the Board of Directors

#### Guiding principles and remuneration structure

Pursuant to the principles governing the determination of the remuneration policy for Corporate Officers as described earlier in this Document, on 7 May 2024 the Board of Directors, on the recommendation of the Nominations and Remuneration Committee meeting on 6 May 2024, defined the remuneration policy applicable to the Chairman of the Board of Directors with effect from the 2024 annual Shareholders' Meeting and the policy for implementing the split of the functions of Chairman of the Board of Directors and Chief Executive Officer.

In accordance with the recommendation of the AFEP/MEDEF Code (Article 26.2), the Chairman of the Board of Directors receives only fixed remuneration, to the exclusion of any variable remuneration (short- or long-term) or any exceptional remuneration, and receives no remuneration as a Board Member.

The Chairman of the Board of Directors may benefit from the health and personal protection cover available to other Group employees and the Executive Corporate Officer.

The material resources required to perform his duties are provided by the Company.

#### Implementation in fiscal year 2024/25

At its meeting on 7 May 2024, on the proposal of the Nominations and Remuneration Committee meeting on 6 May 2024, the Board of Directors defined the structure and composition of the Chairman of the Board of Directors' remuneration in respect of fiscal year 2024/25 in accordance with the principles described above.

The amount of the fixed remuneration was determined on the basis of an in-depth study of market practices, including a benchmark of the remuneration of Chairs of Boards of Directors and Supervisory Boards of CAC 40 and Next20 companies with a split governance structure, conducted with the help of an independent outside firm.

In light of this, Mr Philippe Petitcolin's annual fixed remuneration was set at 450,000 euros, which is exactly the median of the benchmark (the first quartile being 312,500 euros, the third quartile 687,500 euros and the average 578,600 euros).

Mr Petitcolin will not receive any short- or long-term incentive or any exceptional remuneration. He will not receive additional remuneration as a Board Member.

Mr Petitcolin will have a company car and will benefit from the health and personal protection cover applicable to other Group employees.