

### 5.1.6.5 Components of remuneration paid during or allocated in respect of fiscal year 2023/24 to Corporate Officers

#### Remuneration paid during or due in respect of fiscal year 2023/24 to members of the Board of Directors

TABLE 3 OF THE AFEP-MEDEF CODE – TABLE ON REMUNERATION ALLOCATED UNDER A DIRECTORSHIP AND OTHER REMUNERATION RECEIVED BY NON-EXECUTIVE CORPORATE OFFICERS

The amounts due in respect of fiscal year 2023/24 were impacted by the decision taken by the Board of Directors on 14 November 2023, on the recommendation of the Nominations and Remuneration Committee, to make the payment of remuneration to Board members

for the second half of 2023/24 subject to the achievement of adjusted free cash flow objectives for 2023/24 as described after this table:

Gross amounts	Fiscal year 2022/23			Fiscal year 2023/24			
	Amounts paid during the fiscal year (in €)	Amounts due in respect of the fiscal year (in €)	Variable portion due in respect of the fiscal year (in €)	Amounts paid during the fiscal year (in €)	Amounts due in respect of the fiscal year before application of the free cash flow criterion (in €)	Variable portion due in respect of the fiscal year (in €)	Amounts due in respect of the fiscal year after application of the free cash flow criterion (in €)
Non-executive corporate officers							
Mr Pascal Grangé, permanent representative of Bouygues SA <sup>(1)</sup>	39,500	9,000	4,000	-	-	-	-
Ms Bi Yong Chungunco	75,000	89,500	59,500	82,500	76,500	46,500	53,500
Bpifrance Investissement	-	-	-	-	52,500	37,500	26,250
Mr Yann Delabrière, lead independent director and Chairman of the Nominations and Remuneration Committee	113,000	124,000	49,000	127,500	128,500	53,500	92,500
Ms Clotilde Delbos	68,000	72,000	42,000	72,000	83,500	50,000	60,500
Mr Daniel Garcia Molina, Board Member representing employees	64,500	68,500	38,500	68,500	73,000	43,000	51,750
Mr Serge Godin <sup>(2)</sup>	55,500	21,500	11,500	-	-	-	-
Mr Gilles Guilbon, Board Member representing employees	68,000	79,000	49,000	82,500	83,500	53,500	58,750
Ms Sylvie Kandé de Beaupuy, Chairwoman of the Ethics and Compliance Committee	90,000	104,500	59,500	97,500	91,500	46,500	64,750
Mr Frank Mastiaux, Chairman of the Integration Committee	93,500	104,500	59,500	108,000	105,500	60,500	75,250
Mr Philippe Petitcolin <sup>(3)</sup>	-	-	-	-	6,500	4,000	3,250
Mr Baudouin Prot	89,000	110,500	80,500	96,000	83,000	53,000	54,750
Ms Sylvie Rucar, Chairwoman of the Audit and Risk Committee	102,000	109,000	59,000	112,500	121,000	67,500	87,750
Mr Jay Walder <sup>(4)</sup>	-	26,750	15,500	57,250	69,000	39,000	49,750
<b>TOTAL</b>	<b>858,000</b>	<b>918,750</b>	<b>527,500</b>	<b>904,250</b>	<b>974,000</b>	<b>554,500</b>	<b>678,750</b>

(1) Board Member who resigned on 30 May 2022

(2) Board Member who resigned on 29 August 2022

(3) Board Member co-opted by the Board of Directors on 12 March 2024 and remunerated as such until the 2024 annual Shareholders' Meeting

(4) Board Member co-opted by the Board of Directors on 15 November 2022 and appointed as Observer on 12 March 2024. As a result, and in accordance with the Company's remuneration policy, Mr Jay Walder is no longer remunerated as a Board Member from 12 March 2024 until the 2024 annual Shareholders' Meeting.

The Audit and Risks Committee, the Nominations and Remuneration Committee, the Ethics and Compliance Committee and the Integration Committee are remunerated as described in the remuneration policy for members of the Board of Directors.

The members of the Board of Directors do not receive any other remuneration from the Company or the Group companies, with the exception of the Board Members representing employees who are remunerated under their employment contract.

Pursuant to the remuneration policy, the Chairman & Chief Executive Officer and, as of the split of functions that will take effect from the 2024 annual Shareholders' Meeting, the Chief Executive Officer and the Chairman of the Board of Directors do not receive remuneration in respect of their directorship, nor does the Observer.

In accordance with its own internal operating rules, Caisse de Dépôt et Placement du Québec, Board Member represented by Ms Kim Thomassin, also does not receive any remuneration tied to its directorship.

The difference between the amounts paid during a fiscal year and the amounts due in respect of that same fiscal year results from the fact that one-half of the remuneration allocated to Board Members in respect of a fiscal year is paid during that fiscal year (remuneration for the first half of the fiscal year) and the balance is paid the following fiscal year (remuneration for the second half of the fiscal year).

As indicated, the amounts due in respect of fiscal year 2023/24 (paid at the beginning of fiscal year 2024/25) were impacted by the decision taken by the Board of Directors on 14 November 2023, on the recommendation of the Nominations and Remuneration Committee, to make the payment of remuneration to Board members for the second half of 2023/24 subject to the achievement of adjusted free cash flow objective for 2023/24 as follows:

2023/24 free cash flow (€M)	Impact on the payment of remuneration in respect of the second half of the year
Free cash flow < (750)	No payment of remuneration in respect of the second half of the year
$(750) \leq \text{free cash flow} < (300)$	Payment of remuneration in respect of the second half of the year reduced by 50%
$(300) \leq \text{free cash flow}$	Normal payment of remuneration in respect of the second half of the year

Based on the level of achievement of the adjusted free cash flow objective described above, the total gross remuneration that is payable to the Board Members for the second half of fiscal year 2023/24 was reduced by 50%. The total gross remuneration due to the Board Members for fiscal year 2023/24 and which will effectively be paid is 678,750 euros and represents approximately 52.20% of the total package authorised by the shareholders (approximately 71% for fiscal year 2022/23).

In accordance with Article L. 22-10-34-I of the French Commercial Code, these components of remuneration will be the subject of a resolution voted on at the 2024 Shareholders' Meeting called to approve the financial statements for fiscal year 2023/24.