



Public Limited Company with a capital of 106,862,404.20 euros
Registered office: 14 rue Royale – 75008 Paris
632 012 100 RCS Paris
Legal Entity Identifier : 529900JI1GG6F7RKVI53

Additional information on the positioning of the Chief Executive Officer's remuneration policy

It is recalled, as needed, that the remuneration policy in place within the company, applied in particular to senior executives, aims to position their remuneration between the median and the 3rd quartile.

In order to assess the competitiveness and structure of the remuneration of the executive corporate officer, the following elements of the panel¹ were taken into account:

- **Target annual fixed and variable remuneration:**
 - For **2024**, it is positioned slightly below the median of the panel;
 - For **2025**, it is positioned slightly below the 3rd quartile of the panel.
- **Target total annual remuneration:**
 - For **2024** it is positioned slightly above the 1st quartile of the panel;
 - For **2025** it is positioned slightly below the median of the panel.

	Panel (Target in €)				2024 Compensation Policy	2025 Compensation Policy
	Q1	Median	Q3	Average	Target (€)	
Fixed & Variable compensation	3,160,900	4,122,400	4,935,700	4,128,800	4,000,000	4,900,000
Total Annual Compensation (cash & long- term ²)	7,634,300	10,420,500	14,596,100	11,482,800	8,000,000	9,800,000

¹ Based on the 2023 remuneration policies of the companies included in the panel.

² Based on the grants evaluated at fair price.

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- **Maximum annual fixed and variable remuneration:**
 - For **2024**, it is positioned slightly above the 1st quartile of the panel;
 - For **2025**, it is positioned slightly below the median of the panel.
 - **Maximum total annual remuneration:**
 - For **2024**, it is positioned between the 1st quartile and the median of the panel;
 - For **2025**, it is positioned slightly below the median of the panel.

	Panel (maximum in €)				2024 Compensation Policy	2025 Compensation Policy
	Q1	Median	Q3	Average	Max (in €)	Max (in €)
Fixed & Variable compensation	3,984,100	6,029,600	7,239,800	5,925,700	4,200,000	5,300,000
Total Annual Compensation (cash & long-term) term²⁾	8,582,900	13,435,200	17,649,900	13,493,900	11,000,000	13,250,000