

Compensation policy of the Chairman of the Board of Directors for the 2024 financial year

During its meeting held on February 29, 2024, the Board of Directors set, on the recommendation of the Compensation Committee, the compensation policy of the Chairman of the Board of Directors for the 2024 financial year (the "**2024 Chairman of the Board of Directors Compensation Policy**"), which remains unchanged compared to the 2023 compensation policy of the Chairman of the Board of Directors, approved by 99.85% at the Shareholders' Meeting of May 24, 2023 (the "**2023 Chairman of the Board of Directors Compensation Policy**").

In accordance with Article L. 22-10-8 of the French Commercial Code, the Shareholders' Meeting to be held on May 23, 2024 will be called upon to approve the 2024 Chairman of the Board of Directors Compensation Policy.

1. Annual fixed compensation

The (gross) annual fixed compensation of the Chairman of the Board of Directors for the 2024 financial year amounts to EUR 360,000.

This compensation remains unchanged compared to the 2023 Chairman of the Board of Directors Compensation Policy.

2. Benefits in kind

The principles and criteria of this compensation component as set out in the 2023 Chairman of the Board of Directors Compensation Policy remain unchanged in the 2024 Chairman of the Board of Directors Compensation Policy.

3. Other compensation components

The Chairman of the Board of Directors does not receive any other compensation. This principle, which was set out in the 2023 Chairman of the Board of Directors Compensation Policy, remains unchanged in the 2024 Chairman of the Board of Directors Compensation Policy.