5.3.4 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 13 May 2025 the Board of Directors, on the recommendation of the Nominations and Remuneration Committee meeting on that same date, defined the remuneration policy applicable to the Chairman of the Board of Directors for the current fiscal year.

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 director.

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 2025/26

At its meeting on 13 May 2025, on the proposal of the Nominations and Remuneration Committee meeting on that same date, the Board of Directors confirmed the structure and composition of the Chairman of the Board of Directors' remuneration in respect of fiscal year 2025/26 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 Next 20 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, which is exactly the median of the benchmark (the first quartile being €355,000, the third quartile €637,500 and the average €531,300).

Mr Petitcolin receives no short- or long-term incentive or any exceptional remuneration. He receives no additional remuneration as a director.

Mr Petitcolin has a company car and benefits from the health and personal protection cover applicable to other Group employees.