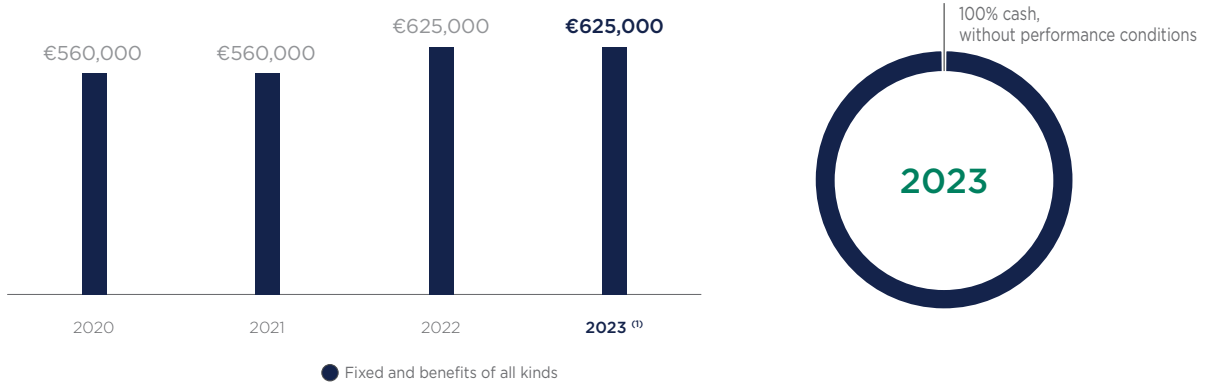


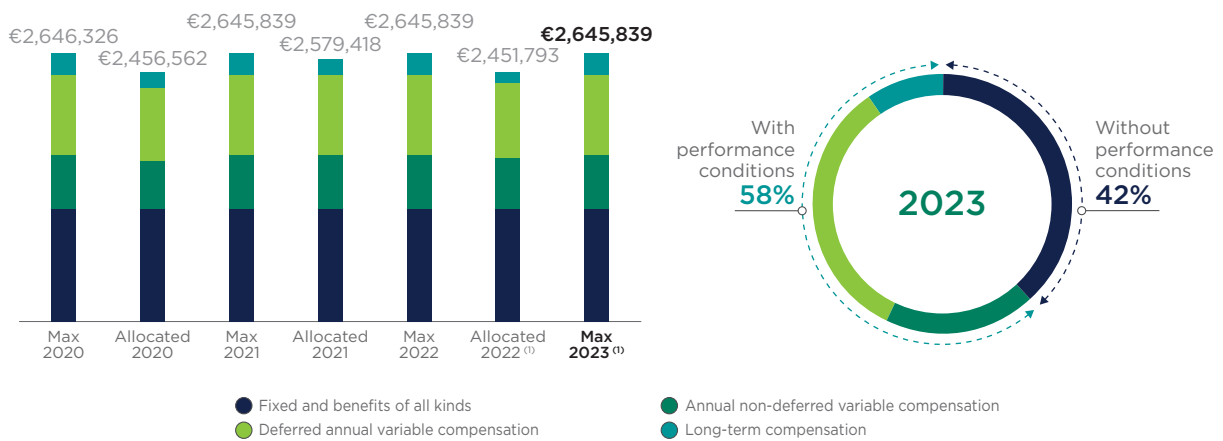
Balanced and moderate compensation over time

Dominique Lefebvre, Chairman of the Board of Directors



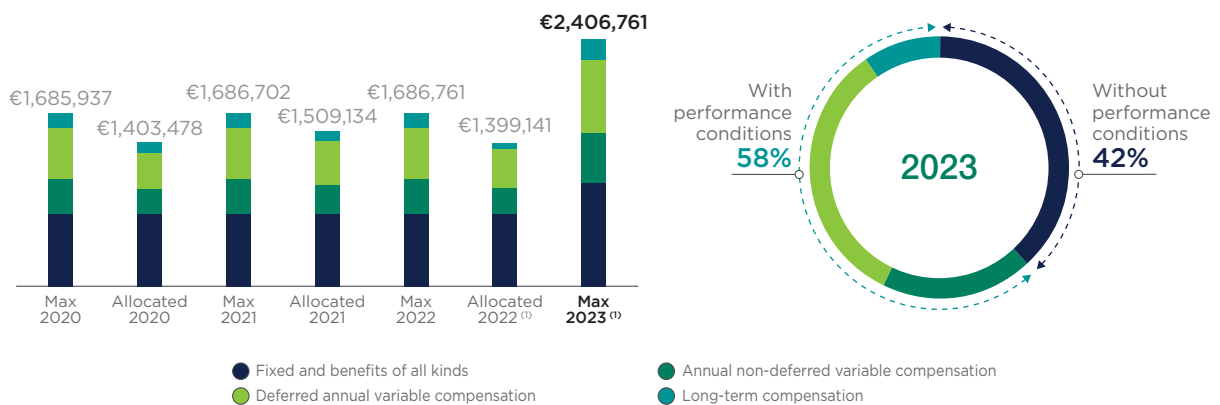
(1) Subject to the approval of shareholders at the General Meeting of 17 May 2023.

Philippe Brassac, Chief Executive Officer



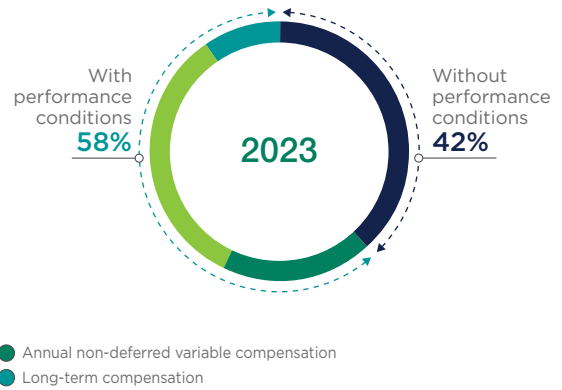
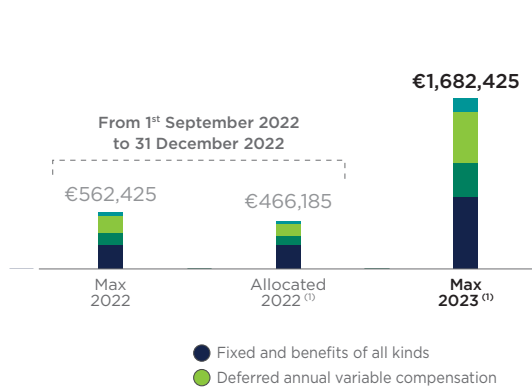
(1) Subject to the approval of shareholders at the General Meeting of 17 May 2023.

Xavier Musca, Deputy Chief Executive Officer



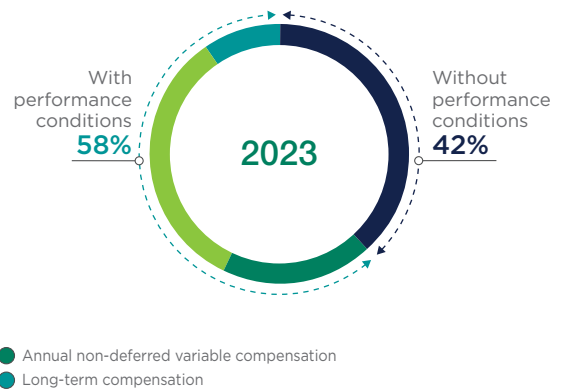
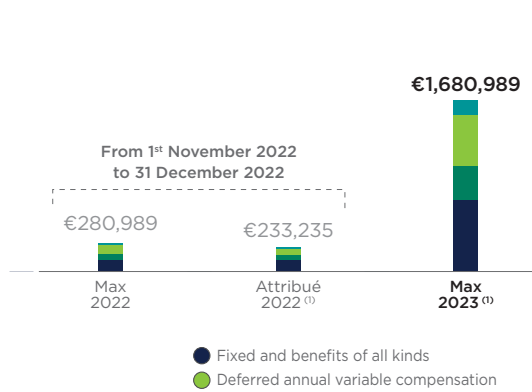
(1) Subject to the approval of shareholders at the General Meeting of 17 May 2023.

Jérôme Grivet, Deputy Chief Executive Officer



(1) Subject to the approval of shareholders at the General Meeting of 17 May 2023.

Olivier Gavalda, Deputy Chief Executive Officer



(1) Subject to the approval of shareholders at the General Meeting of 17 May 2023.