

## 3.5 INDIVIDUAL COMPENSATION PAID OR AWARDED TO THE MANAGERS AND THE CHAIR OF THE SUPERVISORY BOARD FOR 2023

In addition to the resolution presented in section 3.4.6 above, the Annual Shareholders Meeting will be asked to adopt the following individual resolutions concerning the Chair of the Supervisory Board and each of the Managers.

### 3.5.1 Vote by shareholders at the Ordinary Shareholders Meeting of May 17, 2024 on the compensation package of Barbara Dalibard, Chair of the Supervisory Board

This section presents the components of the compensation paid or awarded in 2023 to Barbara Dalibard in her capacity as member then Chair of the Supervisory Board.

Compensation components put to the vote	Amounts paid in 2023	Amounts awarded in respect of 2023	Presentation
Compensation as Supervisory Board member and Chair	€470,000.00	€400,000.00	<p><b>The amount paid in 2023:</b></p> <p>is due</p> <ul style="list-style-type: none"> <li>for €120,000.00, as compensation for her duties as member and Chair of the Supervisory Board in 2022, determined in accordance with the 2022 compensation policy for the members of the Supervisory Board described in the 2021 Universal Registration Document (section 3.3.3) and approved by the Annual Shareholders Meeting of May 13, 2022 (7<sup>th</sup> resolution, adopted by a 99.59% majority of the votes cast).</li> <li>for €350,000.00, as compensation for her duties as Chair of the Supervisory Board in 2023, determined in accordance with the 2023 compensation policy for the members of the Supervisory Board described in the 2022 Universal Registration Document (section 3.3.3) and approved by the Annual Shareholders Meeting of May 12, 2023 (7<sup>th</sup> resolution, adopted by a 99.65% majority of the votes cast).</li> </ul> <p><b>The amount awarded in respect of 2023:</b></p> <p>was determined in accordance with the 2023 compensation policy for the members of the Supervisory Board, as described in the 2022 Universal Registration Document (section 3.3.3) and approved by the Annual Shareholders Meeting of May 12, 2023 (7<sup>th</sup> resolution, adopted by a 99.65% majority of the votes cast). It breaks down as:</p> <ul style="list-style-type: none"> <li>€350,000.00 due as compensation for her duties as Chair of the Supervisory Board in 2023, paid in 2023,</li> <li>€50,000.00 due as compensation for her duties as member of the Supervisory Board in 2023, payable in 2024.</li> </ul>
Annual variable compensation	N/A	N/A	N/A
Deferred variable compensation	N/A	N/A	N/A
Exceptional compensation	N/A	N/A	N/A

Compensation components put to the vote	Amounts paid in 2023	Amounts awarded in respect of 2023	Presentation
Stock options, performance shares and other long-term compensation (stock warrants, etc.)	N/A	N/A	N/A
Fringe benefits	N/A	N/A	N/A
Compensation for loss of office	N/A	N/A	N/A
Non-compete indemnity	N/A	N/A	N/A
Supplementary pension benefits	N/A	N/A	N/A

*N/A: Not applicable.*

At the Ordinary Shareholders Meeting of May 17, 2024, shareholders will be asked to approve the following ordinary resolution:

#### 11<sup>th</sup> resolution

##### *Approval of the components of the compensation paid or awarded to Barbara Dalibard for the year ended December 31, 2023*

Having noted the agreement of the General Partners and considered the report of the Supervisory Board, the Annual Shareholders Meeting, in application of Article L. 22-10-77 II of the French Commercial Code, approves the fixed, variable and exceptional compensation making up the total compensation

and fringe benefits paid during the year ended December 31, 2023 or awarded in respect of that year to Barbara Dalibard, Chair of the Supervisory Board, as set out in section 3.5.1 of the Company's 2023 Universal Registration Document.

### 3.5.2 Vote by shareholders at the Ordinary Shareholders Meeting of May 17, 2024 on the compensation package of Florent Menegaux, Managing Chairman and General Partner

This section presents the components of the compensation paid or awarded to Florent Menegaux for 2023 in his capacity as Managing Chairman.

Compensation components put to the vote	Amounts paid in 2023	Amounts awarded in respect of 2023 OR Value OR Simulation	Presentation
<b>Fixed compensation</b>	€1,100,000.00	€1,100,000.00	The annual fixed compensation amount for 2023 was determined in accordance with the 2023 compensation policy described in the 2022 Universal Registration Document (page 107) and approved by the Annual Shareholders Meeting of May 12, 2023 (6 <sup>th</sup> resolution, adopted by a 93.82% majority of the votes cast).
<b>Annual variable compensation</b>	€905,744.43	€1,650,000  (Amount that may be awarded in respect of 2023 in application of the 2023 compensation policy, payable in 2024)	<p><b>The amount paid in 2023:</b></p> <ul style="list-style-type: none"> <li>was due for 2022 and was determined in accordance with the 2022 compensation policy, as described in the 2021 Universal Registration Document (pages 109 to 111) and approved by the Ordinary Shareholders Meeting of May 12, 2023 (9<sup>th</sup> resolution, adopted by an 88.18% majority of the votes cast);</li> <li>is the subject of detailed disclosures in section 3.4.3.2 of the 2023 Universal Registration Document.</li> </ul> <p><b>The amount awarded in respect of 2023:</b></p> <ul style="list-style-type: none"> <li>was determined in accordance with the 2023 compensation policy, as described in the 2022 Universal Registration Document (pages 107 to 109) and approved by the Ordinary Shareholders Meeting of May 12, 2023 (6<sup>th</sup> resolution, adopted by a 93.82% majority of the votes cast).</li> </ul>
<b>Deferred variable compensation</b>	N/A	N/A	<b>No compensation awarded or paid</b>
<b>Exceptional compensation</b>	N/A	N/A	N/A

## Individual compensation paid or awarded to the Managers and the Chair of the Supervisory Board for 2023

Compensation components put to the vote	Amounts paid in 2023	Amounts awarded in respect of 2023 OR Value OR Simulation	Presentation
Stock options, performance shares and other long-term compensation (stock warrants, etc.)	N/A	€1,047,089.10  (value at December 31, 2023 of the 65,164 performance share rights awarded in November 2023)	This award was made in application of: <ul style="list-style-type: none"> <li>the 2023 compensation policy, as described in the 2022 Universal Registration Document (page 111) and approved by the Ordinary Shareholders Meeting of May 12, 2023 (6<sup>th</sup> resolution, adopted by a 93.82% majority of the votes cast);</li> <li>the 14<sup>th</sup> resolution of the Annual Shareholders Meeting of May 12, 2023 (see pages 455 <i>et seq.</i> of the 2022 Universal Registration Document), adopted by an 87.04% majority of the votes cast.</li> </ul>
Compensation as a Director/Supervisory Board member	N/A	N/A	N/A
Fringe benefits	€9,755.40	€9,755.40	Company car (accounting value)
Compensation for loss of office	No compensation paid	No compensation awarded	This component: <ul style="list-style-type: none"> <li>is an integral part of the 2023 compensation policy, as described in the 2022 Universal Registration Document (page 112) and approved by the Annual Shareholders Meeting of May 12, 2023 (6<sup>th</sup> resolution, adopted by a 93.82% majority of the votes cast);</li> <li>is the subject of detailed disclosures in section 3.4.3.6 of the 2023 Universal Registration Document.</li> </ul>
Non-compete indemnity	No indemnity paid	No indemnity awarded	This component: <ul style="list-style-type: none"> <li>is an integral part of the 2023 compensation policy, as described in the 2022 Universal Registration Document (page 112) and approved by the Annual Shareholders Meeting of May 12, 2023 (6<sup>th</sup> resolution, adopted by a 93.82% majority of the votes cast);</li> <li>is the subject of detailed disclosures in section 3.4.3.7 of the 2023 Universal Registration Document.</li> </ul>
Supplementary pension benefits	No benefits paid	No benefits awarded	This component: <ul style="list-style-type: none"> <li>is an integral part of the 2023 compensation policy, as described in the 2022 Universal Registration Document (page 112) and approved by the Annual Shareholders Meeting of May 12, 2023 (6<sup>th</sup> resolution, adopted by a 93.82% majority of the votes cast);</li> <li>is the subject of detailed disclosures in section 3.4.3.5 of the 2023 Universal Registration Document.</li> </ul>

*N/A: Not applicable.*

At the Ordinary Shareholders Meeting of May 17, 2024, shareholders will be asked to approve the following ordinary resolution:

### 9<sup>th</sup> resolution

#### *Approval of the components of the compensation paid or awarded to Florent Menegaux for the year ended December 31, 2023*

Having noted the agreement of the General Partners and considered the report of the Supervisory Board, the Annual Shareholders Meeting, in application of Article L. 22-10-77 II of the French Commercial Code, approves the fixed, variable and exceptional compensation making up the total compensation

and fringe benefits paid during the year ended December 31, 2023 or awarded in respect of that year to Florent Menegaux, Managing General Partner and Managing Chairman, as presented in the Corporate Governance Report set out in section 3.5.2 of the Company's 2023 Universal Registration Document.

### 3.5.3 Vote by shareholders at the Ordinary Shareholders Meeting of May 17, 2024 on the compensation package of Yves Chapot, General Manager

This section presents the components of the compensation paid or awarded to Yves Chapot for 2023 in his capacity as General Manager.

Compensation components put to the vote	Amounts paid in 2023	Amounts awarded in respect of 2023 OR Value OR Simulation	Presentation
<b>Fixed compensation</b>	€770,000.00	€770,000.00	The annual fixed compensation amount for 2023 was determined in accordance with the 2023 compensation policy described in the 2022 Universal Registration Document (page 107) and approved by the Annual Shareholders Meeting of May 12, 2023 (6 <sup>th</sup> resolution, adopted by a 93.82% majority of the votes cast).
<b>Annual variable compensation</b>	€574,583.33	€945,907.24  (Amount that may be awarded in respect of 2023 in application of the 2023 compensation policy, payable in 2024)	<p><b>The amount paid in 2023:</b></p> <ul style="list-style-type: none"> <li>was due for 2022 and was determined in accordance with the 2022 compensation policy, as described in the 2021 Universal Registration Document (pages 109 to 111) and approved by the Ordinary Shareholders Meeting of May 12, 2023 (10<sup>th</sup> resolution, adopted by an 97.78% majority of the votes cast);</li> <li>is the subject of detailed disclosures in section 3.4.4.2 of the 2023 Universal Registration Document.</li> </ul> <p><b>The amount awarded in respect of 2023:</b></p> <ul style="list-style-type: none"> <li>was determined in accordance with the 2023 compensation policy, as described in the 2022 Universal Registration Document (pages 107 to 109) and approved by the Ordinary Shareholders Meeting of May 12, 2023 (6<sup>th</sup> resolution, adopted by a 93.82% majority of the votes cast).</li> </ul>
<b>Deferred variable compensation</b>	N/A	N/A	<b>No compensation awarded or paid</b>
<b>Exceptional compensation</b>	N/A	N/A	N/A

## Individual compensation paid or awarded to the Managers and the Chair of the Supervisory Board for 2023

Compensation components put to the vote	Amounts paid in 2023	Amounts awarded in respect of 2023 OR Value OR Simulation	Presentation
Stock options, performance shares and other long-term compensation (stock warrants, etc.)	N/A	€628,247.03  (value at December 31, 2023 of the 39,098 performance share rights awarded in November 2023)	This award was made in application of: <ul style="list-style-type: none"> <li>the 2023 compensation policy, as described in the 2022 Universal Registration Document (page 111) and approved by the Ordinary Shareholders Meeting of May 12, 2023 (6<sup>th</sup> resolution, adopted by a 93.82% majority of the votes cast);</li> <li>the 14<sup>th</sup> resolution of the Annual Shareholders Meeting of May 12, 2023 (see pages 455 <i>et seq.</i> of the 2022 Universal Registration Document), adopted by an 87.04% majority of the votes cast.</li> </ul>
Compensation as a Director/Supervisory Board member	N/A	N/A	N/A
Fringe benefits	€8,743.24	€8,743.24	Company car (accounting value)
Compensation for loss of office	No compensation paid	No compensation awarded	This component: <ul style="list-style-type: none"> <li>is an integral part of the 2023 compensation policy, as described in the 2022 Universal Registration Document (page 112) and approved by the Annual Shareholders Meeting of May 12, 2023 (6<sup>th</sup> resolution, adopted by a 93.82% majority of the votes cast);</li> <li>is the subject of detailed disclosures in section 3.4.4.6 of the 2023 Universal Registration Document.</li> </ul>
Non-compete indemnity	No indemnity paid	No indemnity awarded	This component: <ul style="list-style-type: none"> <li>is an integral part of the 2023 compensation policy, as described in the 2022 Universal Registration Document (page 112) and approved by the Annual Shareholders Meeting of May 12, 2023 (6<sup>th</sup> resolution, adopted by a 93.82% majority of the votes cast);</li> <li>is the subject of detailed disclosures in section 3.4.4.7 of the 2023 Universal Registration Document.</li> </ul>
Supplementary pension benefits	No benefits paid	No benefits awarded	This component: <ul style="list-style-type: none"> <li>is an integral part of the 2023 compensation policy, as described in the 2022 Universal Registration Document (page 112) and approved by the Annual Shareholders Meeting of May 12, 2023 (6<sup>th</sup> resolution, adopted by a 93.82% majority of the votes cast);</li> <li>is the subject of detailed disclosures in section 3.4.4.5 of the 2023 Universal Registration Document.</li> </ul>

N/A: Not applicable.

At the Ordinary Shareholders Meeting of May 17, 2024, shareholders will be asked to approve the following ordinary resolution:

### 10<sup>th</sup> resolution

#### Approval of the components of the compensation paid or awarded to Yves Chapot for the year ended December 31, 2023

Having noted the agreement of the General Partners and considered the report of the Supervisory Board, the Annual Shareholders Meeting, in application of Article L. 22-10-77 II of the French Commercial Code, approves the fixed, variable and exceptional compensation making up the total compensation

and fringe benefits paid during the year ended December 31, 2023 or awarded in respect of that year to Yves Chapot, General Manager, as presented in the Corporate Governance Report set out in section 3.5.3 of the Company's 2023 Universal Registration Document.