

Compensation paid during or awarded in respect of the 2023 financial year to GR Partenaires

As in previous years, no compensation of any kind was paid during or awarded in respect of the 2023 financial year to GR Partenaires for its role as Managing Partner of Rubis SCA. Accordingly, the Company has decided not to reproduce the entire table required by the Afep-Medef Code handbook, or to submit a resolution concerning the compensation paid during or awarded in respect of the 2023 financial year to GR Partenaires to the 2024 Shareholders' Meeting.

Compensation paid during or awarded in respect of the 2023 financial year to the Supervisory Board

COMPENSATION PAID DURING OR AWARDED IN RESPECT OF THE 2023 FINANCIAL YEAR TO THE CHAIRMAN OF THE SUPERVISORY BOARD

At its meeting of 6 March 2024, the Compensation and Appointments Committee determined the components of compensation to be paid or awarded in respect of the 2023 financial year to the two Chairmen of the Supervisory Board in succession in accordance with the compensation policy approved by the Shareholders' Meeting of 8 June 2023. The Committee reported to the Supervisory Board on its work on 7 March 2024. The Supervisory Board confirmed that the components relating to the two Chairmen of the Supervisory Board in succession during the 2023 financial year complied with the compensation policy approved by the Shareholders' Meeting of 8 June 2023.

The compensation paid during or awarded in respect of the 2023 financial year to Olivier Heckenroth, Chairman of the Supervisory Board until 27 July 2023, is presented in the table below. It is linked to his term of office as a member of the Supervisory Board, on the one hand, as well as to his Chairmanship of the Board and his participation in the

Committees until 27 July 2023, on the other hand. No other compensation was paid or awarded in respect of the 2023 financial year to Olivier Heckenroth.

The compensation paid during or awarded in respect of the 2023 financial year to Nils Christian Bergene, Chairman of the Supervisory Board from 27 July 2023, is presented in the table below. This compensation is related to his term of office as member of the Supervisory Board, his Chairmanship of the Supervisory Board from 27 July 2023 and his participation in its Committees. No other compensation of any kind was paid during or awarded in respect of the 2023 financial year to Nils Christian Bergene.

As a reminder, Olivier Heckenroth's and Nils Christian Bergene's attendance rates at Supervisory Board and Committee meetings were 100% in 2023 (as in 2022 and 2021).

(in euros)	Amounts awarded in respect of the 2023 financial year	Amounts paid during the 2023 financial year
Olivier Heckenroth		
Chairman of the Supervisory Board until 27 July 2023		
● portion for the Chairmanship of the Supervisory Board	10,800	18,000
● fixed portion (40%)	6,800	4,800
● variable portion based on attendance (60%)	10,200	7,200
Member of the Audit and CSR Committee (previously Accounts and Risk Monitoring Committee) until 27 July 2023		
● fixed portion (40%)	2,333.33	3,600
● variable portion based on attendance (60%)	3,000	5,400
Member of the Compensation and Appointments Committee until 27 July 2023		
● fixed portion (40%)	1,633.33	2,400
● variable portion based on attendance (60%)	2,100	3,600
TOTAL	36,866.67	45,000
Nils Christian Bergene		
Chairman of the Supervisory Board from 27 July 2023		
● portion for the Chairmanship of the Supervisory Board	7,200	-
● fixed portion (40%)	6,800	4,800
● variable portion based on attendance (60%)	10,200	7,200
● portion for the Chairmanship of the Audit and CSR Committee (formerly the Accounts and Risk Monitoring Committee)	10,000	3,000
● fixed portion (40%)	4,000	3,600
● variable portion based on attendance (60%)	6,000	5,400
Member of the Compensation and Appointments Committee		
● fixed portion (40%)	2,800	1,200
● variable portion based on attendance (60%)	4,200	1,800
TOTAL	51,200	27,000

COMPENSATION PAID DURING OR AWARDED IN RESPECT OF THE 2023 FINANCIAL YEAR TO MEMBERS OF THE SUPERVISORY BOARD

At its meeting of 7 March 2024, the Supervisory Board, upon the proposal of the Compensation and Appointments Committee, determined, in accordance with the compensation policy approved by the Shareholders' Meeting of 8 June 2023, the amount to be allocated to its members in respect of the 2023 financial year.

The compensation awarded to the members of the Supervisory Board in respect of the 2023 financial year is shown in the table below. For each member, the compensation is linked to his/her corporate office and attendance as well as whether he/she chairs a Committee, and his/her Committee membership. No other compensation of any kind was paid during or awarded in respect of the 2023 financial year to the members of the Supervisory Board.

TABLE 3 (AFEP-MEDEF CODE AND AMF NOMENCLATURE) – TABLE OF COMPENSATION ALLOCATED TO NON-EXECUTIVE CORPORATE OFFICERS

(in euros)	Financial year 2023		Financial year 2022	
	Amounts awarded in respect of the financial year	Amounts paid during the financial year	Amounts awarded in respect of the financial year	Amounts paid during the financial year
Olivier Heckenroth⁽¹⁾ Chairman of the Supervisory Board until 27 July 2023				
● portion for the Chairmanship of the Supervisory Board	10,800	18,000	18,000	18,000
● fixed portion (40%)	6,800	4,800	4,800	4,800
● variable portion based on attendance (60%)	10,200	7,200	7,200	7,200
Member of the Audit and CSR Committee (formerly the Accounts and Risk Monitoring Committee)				
● fixed portion (40%)	2,333.33	3,600	3,600	3,600
● variable portion based on attendance (60%)	3,000	5,400	5,400	5,400
Member of the Compensation and Appointments Committee				
● fixed portion (40%)	1,633.33	2,400	2,400	2,400
● variable portion based on attendance (60%)	2,100	3,600	3,600	3,600
Nils Christian Bergene⁽²⁾ Chairman of the Supervisory Board from 27 July 2023				
● portion for the Chairmanship of the Supervisory Board	7,200	-	-	-
● fixed portion (40%)	6,800	4,800	4,800	2,400
● variable portion based on attendance (60%)	10,200	7,200	7,200	3,600
Chairman of the Audit and CSR Committee (formerly the Accounts and Risk Monitoring Committee)				
● portion for the Chairmanship of the Audit and CSR Committee (formerly the Accounts and Risk Monitoring Committee)	10,000	3,000	3,000	0
● fixed portion (40%)	4,000	3,600	3,600	1,800
● variable portion based on attendance (60%)	6,000	5,400	5,400	2,700
Member of the Compensation and Appointments Committee				
fixed portion (40%)	2,800	1,200	1,200	0
variable portion based on attendance (60%)	4,200	1,800	1,800	0
Hervé Claquin⁽³⁾ Member of the Supervisory Board				
● fixed portion (40%)	6,800	4,800	4,800	4,800
● variable portion based on attendance (60%)	10,200	7,200	7,200	7,200
Member of the Audit and CSR Committee (formerly the Accounts and Risk Monitoring Committee)				
● fixed portion (40%)	-	-	-	1,800
● variable portion based on attendance (60%)	-	-	-	2,700
Marie-Hélène Dessailly⁽⁴⁾ Member of the Supervisory Board				
● fixed portion (40%)	-	2,400	2,400	4,800
● variable portion based on attendance (60%)	-	2,400	2,400	7,200
Member of the Audit and CSR Committee (formerly the Accounts and Risk Monitoring Committee)				
● fixed portion (40%)	-	1,800	1,800	3,600
● variable portion based on attendance (60%)	-	3,600	3,600	5,400
Carole Fiquemont⁽⁵⁾ Member of the Supervisory Board				
● fixed portion (40%)	5,100	4,800	4,800	4,800
● variable portion based on attendance (60%)	8,160	7,200	7,200	7,200

(in euros)	Financial year 2023		Financial year 2022	
	Amounts awarded in respect of the financial year	Amounts paid during the financial year	Amounts awarded in respect of the financial year	Amounts paid during the financial year
Member of the Audit and CSR Committee (formerly the Accounts and Risk Monitoring Committee)				
• fixed portion (40%)	3,000	1,800	1,800	0
• variable portion based on attendance (60%)	6,000	1,800	1,800	0
Aurélie Goulart-Lechevalier⁽⁶⁾ Member of the Supervisory Board				
• fixed portion (40%)	-	2,400	2,400	4,800
• variable portion based on attendance (60%)	-	2,400	2,400	7,200
Laure Grimonpret-Tahon⁽⁷⁾ Member of the Supervisory Board				
• fixed portion (40%)	6,800	4,800	4,800	4,800
• variable portion based on attendance (60%)	10,200	7,200	7,200	7,200
Chairwoman of the Compensation and Appointments Committee				
• portion for the Chairmanship of the Compensation and Appointments Committee	6,000	2,250	2,250	0
• fixed portion (40%)	2,800	2,400	2,400	2,400
• variable portion based on attendance (60%)	4,200	3,600	3,600	3,600
Marc-Olivier Laurent⁽⁸⁾ Member of the Supervisory Board				
• fixed portion (40%)	6,800	4,800	4,800	4,800
• variable portion based on attendance (60%)	8,160	4,800	4,800	7,200
Member of the Audit and CSR Committee (formerly the Accounts and Risk Monitoring Committee)				
• fixed portion (40%)	-	1,800	1,800	3,600
• variable portion based on attendance (60%)	-	3,600	3,600	5,400
Cécile Maisonneuve⁽⁹⁾ Member of the Supervisory Board				
• fixed portion (40%)	6,800	2,400	2,400	0
• variable portion based on attendance (60%)	10,200	4,800	4,800	0
Chantal Mazzacurati⁽¹⁰⁾ Member of the Supervisory Board				
• fixed portion (40%)	6,800	4,800	4,800	4,800
• variable portion based on attendance (60%)	10,200	7,200	7,200	6,200
Chairwoman of the Audit and CSR Committee (formerly the Accounts and Risk Monitoring Committee)				
• portion for the Chairmanship of the Audit and CSR Committee (formerly the Accounts and Risk Monitoring Committee)	-	6,000	6,000	9,000
• fixed portion (40%)	4,000	3,600	3,600	3,600
• variable portion based on attendance (60%)	6,000	5,400	5,400	5,400
Chairwoman of the Compensation and Appointments Committee				
• portion for the Chairmanship of the Compensation and Appointments Committee	-	2,250	2,250	4,500
• fixed portion (40%)	-	1,200	1,200	2,400
• variable portion based on attendance (60%)	-	1,800	1,800	3,600
Erik Pointillart Member of the Supervisory Board				
• fixed portion (40%)	6,800	4,800	4,800	4,800
• variable portion based on attendance (60%)	10,200	7,200	7,200	7,200

REPORT OF THE SUPERVISORY BOARD ON CORPORATE GOVERNANCE
Corporate officer compensation

(in euros)	Financial year 2023		Financial year 2022	
	Amounts awarded in respect of the financial year	Amounts paid during the financial year	Amounts awarded in respect of the financial year	Amounts paid during the financial year
Member of the Compensation and Appointments Committee				
● fixed portion (40%)	2,800	2,400	2,400	2,400
● variable portion based on attendance (60%)	4,200	3,600	3,600	3,600
Alberto Pedrosa⁽⁹⁾⁽¹¹⁾ Member of the Supervisory Board				
● fixed portion (40%)	6,800	2,400	2,400	0
● variable portion based on attendance (60%)	10,200	4,800	4,800	0
Member of the Audit and CSR Committee (formerly the Accounts and Risk Monitoring Committee)				
● fixed portion (40%)	4,000	1,800	1,800	0
● variable portion based on attendance (60%)	6,000	1,800	1,800	0
Carine Vinardi⁽⁹⁾⁽¹²⁾ Member of the Supervisory Board				
● fixed portion (40%)	6,800	2,400	2,400	0
● variable portion based on attendance (60%)	10,200	4,800	4,800	0
Member of the Audit and CSR Committee (formerly the Accounts and Risk Monitoring Committee)				
● fixed portion (40%)	666.67	-	-	-
● variable portion based on attendance (60%)	-	-	-	-
TOTAL AMOUNT	284,953.33	225,300	225,300	214,500

- (1) Chairman of the Supervisory Board until 27 July 2023, the amount of compensation related to this Chairmanship awarded in respect of the 2023 financial year was calculated based on the number of meetings chaired (3 meetings out of 5).
Member of the Accounts and Risk Monitoring Committee and member of the Compensation and Appointments Committee until 27 July 2023. The amount of the fixed compensation related to these offices awarded in respect of the 2023 financial year was calculated prouta temporis and the amount of variable compensation awarded in respect of the 2023 financial year was calculated based on the number of meetings which he attended (one meeting out of two).
- (2) Chairman of the Supervisory Board as from 27 July 2023, the amount of compensation related to this Chairmanship awarded in respect of the 2023 financial year was calculated based on the number of meetings chaired (2 meetings out of 5).
Appointed as member of the Supervisory Board by the 10 June 2021 Shareholders' Meeting, 50% of the compensation related to this office was paid in 2022 in respect of financial year 2021.
Member of the Accounts and Risk Monitoring Committee from the 10 June 2021 Shareholders' Meeting, 50% of the compensation related to this office was paid in 2022 in respect of financial year 2021.
Chairman of the Accounts and Risk Monitoring Committee from the 9 June 2022 Shareholders' Meeting, 1/3 of the compensation related to this Chairmanship was awarded in respect of financial year 2022.
Member of the Compensation and Appointments Committee from the 9 June 2022 Shareholders' Meeting, 50% of the compensation related to this office was awarded to him in respect of financial year 2022.
- (3) Member of the Accounts and Risk Monitoring Committee until the 10 June 2021 Shareholders' Meeting, 50% of the compensation related to this office was paid in 2022 in respect of financial year 2021.
- (4) Member of the Supervisory Board until the 9 June 2022 Shareholders' Meeting, 50% of the fixed compensation and 1/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
Member of the Accounts and Risk Monitoring Committee until the 9 June 2022 Shareholders' Meeting, 50% of the amount of the fixed compensation and 2/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (5) Member of the Supervisory Board until 2 October 2023, the amount of the fixed compensation related to this office awarded for the 2023 financial year was calculated prouta temporis and the amount of variable compensation awarded in respect of the 2023 financial year was calculated based on the number of meetings which she attended (four meetings out of five).
Member of the Accounts and Risk Monitoring Committee until 2 October 2023, the amount of the fixed compensation related to this office awarded for the 2023 financial year was calculated prouta temporis and the amount of variable compensation awarded in respect of the 2023 financial year was calculated based on the number of meetings which she attended (two meetings out of two).
Member of the Accounts and Risk Monitoring Committee from the 9 June 2022 Shareholders' Meeting, 50% of the amount of the fixed compensation and 1/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (6) Member of the Supervisory Board until the 9 June 2022 Shareholders' Meeting, 50% of the fixed compensation and 1/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (7) Chairwoman of the Compensation and Appointments Committee from the 9 June 2022 Shareholders' Meeting, 50% of the amount of the compensation related to this Chairmanship was awarded in respect of financial year 2022.
- (8) Absent from one of the meetings of the Supervisory Board held during 2023.
Absent from one of the meetings of the Supervisory Board held in 2022.
Member of the Accounts and Risk Monitoring Committee until the 9 June 2022 Shareholders' Meeting, 50% of the amount of the fixed compensation and 2/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (9) Appointed as member of the Supervisory Board by the 9 June 2022 Shareholders' Meeting, 50% of the amount of the fixed compensation and 2/3 of the variable compensation related to this office were awarded in respect of financial year 2022.
- (10) Chairwoman of the Accounts and Risk Monitoring Committee until the 9 June 2022 Shareholders' Meeting, 2/3 of the amount of the compensation related to this Chairmanship was awarded in respect of financial year 2022.
Member and Chairwoman of the Compensation and Appointments Committee until the 9 June 2022 Shareholders' Meeting, 50% of the compensation related to this office and to this Chairmanship were awarded in respect of financial year 2022.
- (11) Member of the Accounts and Risk Monitoring Committee from the 9 June 2022 Shareholders' Meeting, 50% of the amount of the fixed compensation and 1/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (12) Member of the Accounts and Risk Monitoring Committee from 7 October 2023, the amount of the fixed compensation related to this office awarded for the 2023 financial year was calculated prouta temporis and the amount of variable compensation awarded in respect of the 2023 financial year was calculated based on the number of meetings which she attended (0 meeting out of 2).