

Information on the grant to the Chairman and Chief Executive Officer of Performance Shares – LTIP 2021

In accordance with article 26.1 of the AFEP-MEDEF Code

At its meeting of March 25, 2021, upon hearing the report from the Governance & remunerations Committee, the Board decided today to grant Jean-Pascal Tricoire, 37,903 performance shares (vs. 60,000 performance shares granted in 2020), corresponding to c. €4.7M (at the face value of the market opening price as of today).

This grant was made within the framework of the Long-Term Incentive Plan 2021 (LTIP 2021) and according to the principles described in the compensation policy available in the 2020 Universal Registration Document.

Considering the continuous increase in the Company's stock price and in the spirit of maintaining a culture of moderation in an uncertain economic environment, the Board decided to reduce the number of shares granted to Jean-Pascal Tricoire markedly below the maximum allowed by the compensation policy, which would be 60,000 performance shares.