

2.5 **INDIVIDUAL COMPENSATION PAID OR AWARDED TO THE MANAGERS AND THE CHAIR OF THE SUPERVISORY BOARD FOR 2024**

In addition to the resolution presented in section 2.4.6 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.

2.5.1 **VOTE BY SHAREHOLDERS AT THE ORDINARY SHAREHOLDERS MEETING OF MAY 16, 2025 ON THE COMPENSATION PACKAGE OF BARBARA DALIBARD, CHAIR OF THE SUPERVISORY BOARD**

This section presents the components of the compensation paid or awarded in 2024 to Barbara Dalibard in her capacity as member then Chair of the Supervisory Board.

Compensation components put to the vote	Amounts paid in 2024	Amounts awarded in respect of 2024	Presentation
Compensation as Supervisory Board member and Chair	€400,000.00	€400,000.00	The amount paid in 2024: is due ■ for €50,000.00, as compensation for her duties as member 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 (7th resolution, adopted by a 99.65% majority of the votes cast), ■ for €350,000.00, as compensation for her duties as Chair of the Supervisory Board in 2024, determined in accordance with the 2024 compensation policy for the members of the Supervisory Board described in the 2023 Universal Registration Document (section 3.3.3) and approved by the Annual Shareholders Meeting of May 17, 2024 (7th resolution, adopted by a 99.77% majority of the votes cast). The amount awarded in respect of 2024: was determined in accordance with the 2024 compensation policy for the members of the Supervisory Board, as described in the 2023 Universal Registration Document (section 3.3.3) and approved by the Annual Shareholders Meeting of May 17, 2024 (7th resolution, adopted by a 99.77% majority of the votes cast). It breaks down as: ■ €350,000.00 due as compensation for her duties as Chair of the Supervisory Board in 2024, paid in 2024, ■ €50,000.00 due as compensation for her duties as member of the Supervisory Board in 2024, payable in 2025.
Annual variable compensation	N/A	N/A	N/A
Deferred variable compensation	N/A	N/A	N/A

Compensation components put to the vote	Amounts paid in 2024	Amounts awarded in respect of 2024	Presentation
Exceptional compensation	N/A	N/A	N/A
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 16, 2025, shareholders will be asked to approve the following ordinary resolution:

11TH RESOLUTION

■ Approval of the components of the compensation paid or awarded to Barbara Dalibard for the year ended December 31, 2024

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, 2024 or awarded in respect of that year to Barbara Dalibard, Chair of the Supervisory Board, as set out in section 2.5.1 of the Company's 2024 Universal Registration Document.

2.5.2 VOTE BY SHAREHOLDERS AT THE ORDINARY SHAREHOLDERS MEETING OF MAY 16, 2025 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 2024 in his capacity as Managing Chairman.

Compensation components put to the vote	Amounts paid in 2024	Amounts awarded in respect of 2024 OR Value OR Simulation	Presentation
Fixed compensation	€1,100,000.00	€1,100,000.00	The annual fixed compensation amount for 2024 was determined in accordance with the 2024 compensation policy described in the 2023 Universal Registration Document (page 115) and approved by the Annual Shareholders Meeting of May 17, 2024 (6 th resolution, adopted by a 96.51% majority of the votes cast).
Annual variable compensation	€1,650,000.00	€1,158,700.00 (Amount that may be awarded in respect of 2024 in application of the 2024 compensation policy, payable in 2025)	The amount paid in 2024: ■ was due for 2023 and 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 17, 2024 (9th resolution, adopted by an 98.08% majority of the votes cast); ■ is the subject of detailed disclosures in section 3.4.3.2 of the 2023 Universal Registration Document. The amount awarded in respect of 2024: ■ was determined in accordance with the 2024 compensation policy, as described in the 2023 Universal Registration Document (pages 115 to 117) and approved by the Ordinary Shareholders Meeting of May 17, 2024 (6th resolution, adopted by a 96.51% majority of the votes cast); ■ is the subject of detailed disclosures in section 2.4.3.2 of the 2024 Universal Registration Document.
Deferred variable compensation	N/A	N/A	No compensation awarded or paid
Exceptional compensation	N/A	N/A	N/A
Stock options, performance shares and other long-term compensation (stock warrants, etc.)	N/A	€991,715.49 (value at December 31, 2024 of the 58,138 performance share rights awarded in November 2024)	This award was made in application of: ■ the 2024 compensation policy, as described in the 2023 Universal Registration Document (page 119) and approved by the Ordinary Shareholders Meeting of May 17, 2024 (6th resolution, adopted by a 96.51% majority of the votes cast); ■ the 14th 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.
Compensation as a Director/Supervisory Board member	N/A	N/A	N/A

Compensation components put to the vote	Amounts paid in 2024	Amounts awarded in respect of 2024 OR Value OR Simulation	Presentation
Fringe benefits	€9,546.95	€9,546.95	Company car (accounting value)
Compensation for loss of office	No compensation paid	No compensation awarded	This component: ■ is an integral part of the 2024 compensation policy, as described in the 2023 Universal Registration Document (page 120) and approved by the Annual Shareholders Meeting of May 17, 2024 (6th resolution, adopted by a 96.51% majority of the votes cast); ■ is the subject of detailed disclosures in section 2.4.3.6 of the 2024 Universal Registration Document.
Non-compete indemnity	No indemnity paid	No indemnity awarded	This component: ■ is an integral part of the 2024 compensation policy, as described in the 2023 Universal Registration Document (page 121) and approved by the Annual Shareholders Meeting of May 17, 2024 (6th resolution, adopted by a 96.51% majority of the votes cast); ■ is the subject of detailed disclosures in section 2.4.3.7 of the 2024 Universal Registration Document.
Supplementary pension benefits	No benefits paid	No benefits awarded	This component: ■ is an integral part of the 2024 compensation policy, as described in the 2023 Universal Registration Document (page 120) and approved by the Annual Shareholders Meeting of May 17, 2024 (6th resolution, adopted by a 96.51% majority of the votes cast); ■ is the subject of detailed disclosures in section 2.4.3.5 of the 2024 Universal Registration Document.

N/A: Not applicable.

At the Ordinary Shareholders Meeting of May 16, 2025, shareholders will be asked to approve the following ordinary resolution:

9TH RESOLUTION

■ Approval of the components of the compensation paid or awarded to Florent Menegaux for the year ended December 31, 2024

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, 2024 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 2.5.2 of the Company's 2024 Universal Registration Document.

2.5.3 VOTE BY SHAREHOLDERS AT THE ORDINARY SHAREHOLDERS MEETING OF MAY 16, 2025 ON THE COMPENSATION PACKAGE OF YVES CHAPOT, GENERAL MANAGER

This section presents the components of the compensation paid or awarded to Yves Chapot for 2024 in his capacity as General Manager.

Compensation components put to the vote	Amounts paid in 2024	Amounts awarded in respect of 2024 OR Value OR Simulation	Presentation
Fixed compensation	€770,000.00	€770,000.00	The annual fixed compensation amount for 2024 was determined in accordance with the 2024 compensation policy described in the 2023 Universal Registration Document (page 115) and approved by the Annual Shareholders Meeting of May 17, 2024 (6 th resolution, adopted by a 96.51% majority of the votes cast).
Annual variable compensation	€945,907.24	€579,828.48 (Amount that may be awarded in respect of 2024 in application of the 2024 compensation policy, payable in 2025)	The amount paid in 2024: ■ was due for 2023 and 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 17, 2024 (10th resolution, adopted by an 98.22% majority of the votes cast); ■ is the subject of detailed disclosures in section 3.4.4.2 of the 2023 Universal Registration Document. The amount awarded in respect of 2024: ■ was determined in accordance with the 2024 compensation policy, as described in the 2023 Universal Registration Document (pages 115 to 118) and approved by the Ordinary Shareholders Meeting of May 17, 2024 (6th resolution, adopted by a 96.51% majority of the votes cast); ■ is the subject of detailed disclosures in section 2.4.4.2 of the 2024 Universal Registration Document.
Deferred variable compensation	N/A	N/A	No compensation awarded or paid
Exceptional compensation	N/A	N/A	N/A
Stock options, performance shares and other long-term compensation (stock warrants, etc.)	N/A	€595,032.71 (value at December 31, 2024 of the 34,883 performance share rights awarded in November 2024)	This award was made in application of: ■ the 2024 compensation policy, as described in the 2023 Universal Registration Document (page 119) and approved by the Ordinary Shareholders Meeting of May 17, 2024 (6th resolution, adopted by a 96.51% majority of the votes cast); ■ the 14th 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.

Compensation components put to the vote	Amounts paid in 2024	Amounts awarded in respect of 2024 OR Value OR Simulation	Presentation
Compensation as a Director/Supervisory Board member	N/A	N/A	N/A
Fringe benefits	€8,594.47	€8,594.47	Company car (accounting value)
Compensation for loss of office	No compensation paid	No compensation awarded	This component: ■ is an integral part of the 2024 compensation policy, as described in the 2023 Universal Registration Document (page 120) and approved by the Annual Shareholders Meeting of May 17, 2024 (6th resolution, adopted by a 96.51% majority of the votes cast); ■ is the subject of detailed disclosures in section 2.4.4.6 of the 2024 Universal Registration Document.
Non-compete indemnity	No indemnity paid	No indemnity awarded	This component: ■ is an integral part of the 2024 compensation policy, as described in the 2023 Universal Registration Document (page 121) and approved by the Annual Shareholders Meeting of May 17, 2024 (6th resolution, adopted by a 96.51% majority of the votes cast); ■ is the subject of detailed disclosures in section 2.4.4.7 of the 2024 Universal Registration Document.
Supplementary pension benefits	No benefits paid	No benefits awarded	This component: ■ is an integral part of the 2024 compensation policy, as described in the 2023 Universal Registration Document (page 120) and approved by the Annual Shareholders Meeting of May 17, 2024 (6th resolution, adopted by a 96.51% majority of the votes cast); ■ is the subject of detailed disclosures in section 2.4.4.5 of the 2024 Universal Registration Document.

N/A: Not applicable.

At the Ordinary Shareholders Meeting of May 16, 2025, shareholders will be asked to approve the following ordinary resolution:

10TH RESOLUTION

■ Approval of the components of the compensation paid or awarded to Yves Chapot for the year ended December 31, 2024

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, 2024 or awarded in respect of that year to Yves Chapot, General Manager, as presented in the Corporate Governance Report set out in section 2.5.3 of the Company's 2024 Universal Registration Document.