

Paris, April 24, 2023

**Information on the compensation of Christian Roberton for 2022
by application of the Afep-Medef code**

In supplement to the decision of the Board of Directors of February 6, 2023 regarding the compensation elements of Christian Roberton, the Board of Directors, after consulting with the Compensation and Talent Committee, acknowledged the levels of performance for 2022 achieved with regard to the remuneration policy set by the Board of Directors on July 22, 2022 and October 26, 2022, and set the amount of variable compensation for 2022 granted to Christian Roberton for his duties as CEO from September 27, 2022 to December 31, 2022 at 15% of the bonus, *i.e.* 24,438.20 euros.

Details of the assessment of the criteria are as follow:

(i) 60% based on financial criteria – not achieved

- with consolidated adjusted EBITDA of c. 40 million euros, the consolidated adjusted EBITDA target of 26 million euros was not achieved;
- with a consolidated adjusted Operating Cash Flow of c. 25 million euros, the consolidated free cash flow target of 53 million euros was not achieved.

(ii) 40% based on individual criteria – partially achieved

- the first strategy-related objective (representing 10%) was not achieved;
- certain components of the second objective related to talent management (representing 20%) were partially achieved;
- the third individual objective based on CSR (representing 10%) was partially achieved.

Given the severity of the company's financial situation, Christian Roberton offered to forgo all individual bonus for 2022.

Nevertheless, the Board of Directors decided to pay 15% of the CEO's bonus, *i.e.*, 24,438.20 euros versus 162,921.34 euros on target.

The payment of Christian Roberton's 2022 variable compensation will be conditional upon the approval of the Shareholders' Meeting convened to approve the financial statements for the 2022 fiscal year.

It is recalled that given the termination of his office as CEO, no long-term incentive plan will be granted to Christian Roberton with respect to that office and that no severance indemnity will be paid to Christian Roberton as a result of the termination of his office as CEO.