



**Compensation elements published in accordance with the AFEP-MEDEF Code
of Corporate Governance**

Decisions of the Board of Directors of January 18th, 2023

2023 compensation of Jean Mouton, Chairman of the Board of Directors

The Board decided to maintain the same fixed compensation of EUR 320,000 for Jean Mouton as Chairman of the Board for 2023, without variable compensation or other benefits, as recommended by the Compensation Committee. This fixed remuneration was reviewed in 2022 after a period of 3 years.