



*This text is a free translation from the French language and is supplied solely for information purposes.
Only the original version in the French language has legal force.*

**CERTIFICATION WITH RESPECT TO COMPENSATIONS
REQUIRED UNDER ARTICLE L. 225-115 4°
OF THE FRENCH COMMERCIAL CODE**

The global compensation paid to the ten individuals of the Company who were granted the highest compensation for the fiscal year ended December 31, 2023 amounted to €9,505,315.

Courbevoie, on March 25, 2024

Benoit Bazin
Chief Executive Officer