

Amendment to the decision of the Board of Directors on 5 February 2020 concerning the remuneration and post-employment benefits of the Group Chief Executive Officers

Upon proposal of the Remuneration Committee, the Board of Directors on 23 September 2020 has adjusted the structure of qualitative and quantitative objectives of the Group Chief Executive Officers in order to take into account the new organization of the Group's General Management announced on August 4, 2020. The criteria are unchanged.