

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

Following a proposal by the Remuneration Committee, on 12 March 2020 the Board of Directors has modified the qualitative objectives as follows:

- In the document stating the decisions taken, the sentence:
“These targets will be distributed for 65% on objectives common to the five Chiefs Executive Officers and for 35% on objectives specific to their areas of responsibility.”
is replaced by:
“These targets will be distributed for 70% on objectives common to the five Chiefs Executive Officers and for 30% on objectives specific to their areas of responsibility.”
- In addition, a point was added to the common objectives of the Executive Directors: “good operational management of the coronavirus crisis”.