

## COMBINED SHAREHOLDERS MEETING DATED 20 MAY 2025 : VOTING RESULTS

Paris, 20 May 2025

### Voting results of the resolutions

- Number of shares making up the share capital: 800 316 777
- Number of shares with voting rights: 747 168 396
- Number of shares voting: 480 712 583
- Number of voting rights attached to the shares voting: 505 417 109
- 26,051 shareholders were present or represented
- Quorum: 64,34%

Resolutions		For		Against		Abstention <sup>(*)</sup>	
		Votes	%	Votes	%	Votes	%
1	Approval of the annual consolidated accounts for the 2024 financial year	499,702,192	99,49%	2,583,036	0,51%	3,131,881	0,62%
2	Approval of the annual accounts for the 2024 financial year	497,637,003	99,07%	4,664,451	0,93%	3,115,655	0,62%
3	Allocation of 2024 income; setting of the dividend	497,651,397	98,71%	6,523,222	1,29%	1,242,490	0,25%
4	Approval of the Statutory Auditors' report on related-party agreements referred to in Article L. 225-38 of the French Commercial Code	503,087,986	99,85%	761,950	0,15%	1,567,173	0,31%
5	Approval of the remuneration policy for the Chairman of the Board of Directors, pursuant to Article L. 22-10-8 of the French Commercial Code	471,554,238	93,76%	31,357,764	6,24%	2,505,107	0,50%
6	Approval of the remuneration policy for the Chief Executive Officer and the Deputy Chief Executive Officer, pursuant to Article L. 22-10-8 of the French Commercial Code	432,986,555	86,69%	66,505,371	13,31%	5,925,183	1,17%
7	Approval of the remuneration policy for Directors, pursuant to Article L. 22-10-8 of the French Commercial Code	475,228,067	94,43%	28,051,535	5,57%	2,137,507	0,42%
8	Approval of the information relating to the remuneration of each corporate officer required by Article L. 22-10-9 I of the French Commercial Code	479,682,648	95,46%	22,813,001	4,54%	2,921,460	0,58%

Resolutions		For		Against		Abstention <sup>(*)</sup>	
		Votes	%	Votes	%	Votes	%
9	Approval of the components composing the total remuneration and benefits of any kind paid during or awarded to Mr. Lorenzo Bini Smaghi, Chairman of the Board of Directors in respect of the 2024 financial year, pursuant to Article L. 22-10-34 II of the French Commercial Code	468,456,598	93,17%	34,351,782	6,83%	2,608,729	0,52%
10	Approval of the components composing the total remuneration and benefits of any kind paid during or awarded to Mr. Slawomir Krupa, Chief Executive Officer, in respect of the 2024 financial year, pursuant to Article L. 22-10-34 II of the French Commercial Code	469,513,916	93,69%	31,617,605	6,31%	4,285,588	0,85%
11	Approval of the components composing the total remuneration and benefits of any kind paid during or awarded to Mr. Philippe Aymerich, Deputy Chief Executive Officer until 31 October 2024, in respect of the 2024 financial year, pursuant to Article L. 22-10-34 II of the French Commercial Code	431,625,030	86,08%	69,781,086	13,92%	4,010,993	0,79%
12	Approval of the components composing the total remuneration and benefits of any kind paid during or awarded to Mr. Pierre Palmieri, Deputy Chief Executive Officer, in respect of the 2024 financial year, pursuant to Article L. 22-10-34 II of the French Commercial Code	470,637,463	93,97%	30,206,611	6,03%	4,573,035	0,90%
13	Advisory opinion on remuneration paid in 2024 to regulated persons referred to in Article L. 511-71 of the French Monetary and Financial Code	490,854,031	97,86%	10,710,620	2,14%	3,852,458	0,76%
14	Renewal of Mr. William Connelly's mandate as Director	472,025,238	95,25%	23,553,318	4,75%	9,838,553	1,95%
15	Renewal of Mr. Henri Poupart-Lafarge's mandate as Director	441,955,398	89,22%	53,411,442	10,78%	10,050,269	1,99%
16	Appointment of Mr. Olivier Klein as Director	488,763,721	98,69%	6,477,562	1,31%	10,175,826	2,01%
17	Appointment of Mrs. Ingrid-Helen Arnold as Director	491,129,324	99,17%	4,117,898	0,83%	10,169,887	2,01%
18	Renewal of Mr. Sébastien Wetter's mandate as Director representing the employee shareholders	485,085,352	96,86%	15,712,176	3,14%	4,619,581	0,91%
19	Authorisation granted to the Board of Directors to purchase ordinary shares of the Company up to a limit of 10% of the share capital	490,744,735	97,53%	12,427,286	2,47%	2,245,088	0,44%
20	Authorisation granted to the Board of Directors in order to proceed, with cancellation of pre-emptive subscription rights, with share capital increases or sales of shares reserved for members of a company or Group employee savings Plan	497,068,355	98,67%	6,688,597	1,33%	1,660,157	0,33%

Resolutions		For		Against		Abstention (*)	
		Votes	%	Votes	%	Votes	%
21	Amendments to the Articles of Association to take account of the entry into force of the “ <i>loi Attractivité</i> ” (no. 2024-537 dated 13 June 2024).	499,992,734	99,78%	1,108,984	0,22%	4,315,391	0,85%
22	Powers to carry out legal formalities	502,067,574	99,81%	973,248	0,19%	2,376,287	0,47%

(\*) The percentage of abstention is calculated by reference to the total number of votes of the shareholders who participated in the meeting (for, against, abstention)