



Grant of performance shares to Mr Alexandre Ricard, Chairman & CEO

- November 8th 2024 -

ANNUAL LONG TERM INCENTIVE PLAN

At its meeting held on November 8th, 2024, the Board of Directors, in accordance with the authorizations given by the Annual Shareholders' Meeting held on November 8th, 2024 (under 15th and 16th resolutions), approved a Long-Term Incentive Plan benefiting to 535 employees within the Group (the "Plan").

Under this Plan, the Board of Directors decided, following the recommendation of the Compensation Committee, to grant performance shares to Mr. Alexandre Ricard, Chairman & CEO, in accordance with the commitment that the maximum annual allocation granted, may not represent more than 100% of his fixed and maximum annual variable compensation (maximum amount). For 2024, the Board decided to grant a number of performance shares whose IFRS value corresponds to €2,226,000 (60% of the maximum amount), i.e:

- 27,583 performance shares for the general plan, including:
 - 12,512 performance shares subject to an external performance condition, and
 - 15,071 performance share subject to internal performance conditions,
- 3,181 performance shares for the supplementary pension scheme, including:
 - 1,443 performance shares subject to an external performance condition, and
 - 1,738 performance share subject to internal performance conditions,

At its meeting held on November 8th, 2024, the Board of Directors ensured that the quantity of performance shares granted to the Executive Corporate Officer was in line with the 0.08% of the share capital specified in the 15th resolution approved by the Shareholders' Meeting of November 8th, 2024. The grants to the Executive Corporate Officer represent 0,012% of the share capital.

The terms and conditions applicable to these allocations, including the lock-in and acquisition requirements applicable to the Executive Corporate Officer, are described in the Universal registration document (subsection 2.6.2 "Compensation policy for the Chairman & CEO (10th resolution)" / "Long-term variable compensation: grant of performance shares", pages 79, 80).