



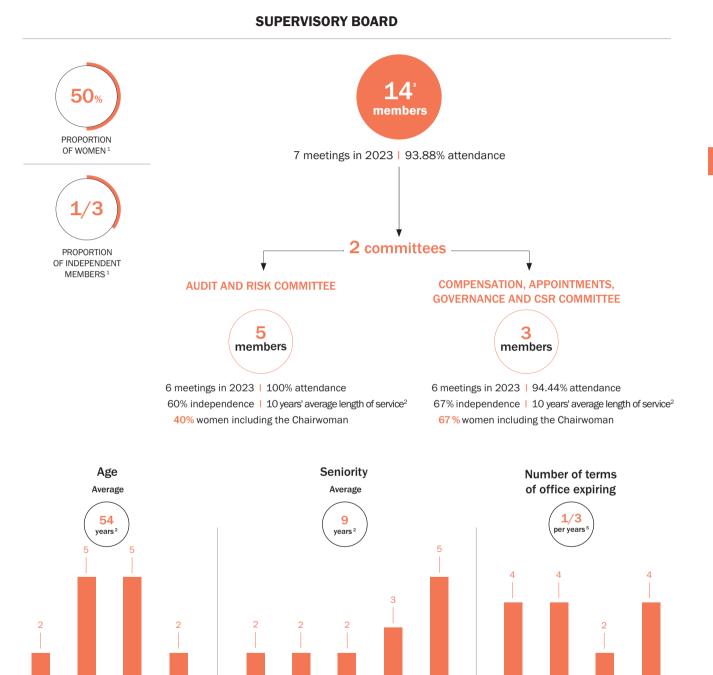
2023 UNIVERSAL REGISTRATION DOCUMENT

EXTRACTS FROM THE UNIVERSAL REGISTRATION DOCUMENT

The following page numbers are those of the 2023 Universal registration document

3.4 ORGANISATION OF THE SUPERVISORY BOARD

3.4.1 KEY DATA ON THE SUPERVISORY BOARD AS AT 31 DECEMBER 2023



1. The members of the Supervisory Board representing employees are not taken into account for the calculation of these proportions.

Between

Less

than 3 years

2. Average calculated on the basis of ages and lengths of service of members of the Supervisory Board, determined on a full-year basis as at 31 December 2023

3. 12 members are appointed by the Shareholders' General Meeting and two members, representing employees, are appointed by the Group Works Council.

Between

3 and 5 years 6 and 8 years 9 and 11 years

Between

12 years

and over

4. Supervisory Board members representing employees.

55

to 64 years

35

to 44 years

45

to 54 years

5. Excluding Supervisory Board members representing employees.

65

and over

2025 GM

2025 GM

End of 2026⁴

2024 GM