



SECHE ENVIRONNEMENT

A limited company (société anonyme) with capital of €1,571,546.40

**Registered offices: Lieu-dit « Les Hêtres » – 53811 Changé
306 917 535 RCS Laval**

Combined general meeting dated April 24, 2026

Friday 26 April 2026 at 10:am
in Changé (53810) lieudit "La Deloire"

Text of the draft resolutions

Resolutions falling within the competence of the Ordinary General Meeting

Resolution 1

(Approval of the operations and financial statements for the financial year ended December 31, 2025 – Approval of non-tax deductible charges and expenses)

The General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings, having reviewed the management report of the Board of Directors (which includes, in a specific section, the activity report, the corporate governance report, and the sustainability report), the Statutory Auditors' reports, and the sustainability information assurance report, as well as the parent company financial statements as of December 31, 2025:

- approves the parent company financial statements for the financial year ended December 31, 2025, as presented by the Board of Directors, showing net income after tax of €43,245,180.26, as well as the transactions reflected in those financial statements and summarized in those reports,
- approves, pursuant to Article 223 quater of the French Tax Code, the amount of expenses and charges referred to in Article 39-4 of said Code mentioned in those financial statements, amounting to €65,061 for the past financial year, as well as the resulting tax of €16,265.

Resolution 2

(Approval of the consolidated financial statements for the financial year ended December 31, 2025)

The General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings, having reviewed the management report of the Board of Directors (which includes, in a specific section, the report on the management of the Group), the Statutory Auditors' reports, and the consolidated financial statements as of December 31, 2025, approves the consolidated financial statements for the financial year ended December 31, 2025, as presented by the Board of Directors, showing consolidated net income (Group share) of €21,475,000, as well as the transactions reflected in those financial statements and summarized in those reports.

Resolution 3

(Allocation of earnings)

The General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings, after noting that the net income for the 2025 financial year amounts to €43,245,180.26, that the legal reserve is fully funded, and that retained earnings amount to €241,518,167.24, decides on the following allocation of income as proposed by the Board of Directors:

- dividend payment: €9,429,278.40, and
- allocation of the balance of €33,815,901.86 to retained earnings.

The dividend to be distributed for the financial year is thus set at €1.20 (one euro and twenty cents) gross per share.

The ex-dividend date is set at July 8, 2026 and the dividend will be paid from July 10, 2026.

The amount corresponding to the dividend not paid on treasury shares held by the Company on the ex-dividend date will be credited to "Retained earnings".

When paid to natural persons domiciled in France for tax purposes, the dividend is subject to a 12.8% flat-rate withholding tax on the gross dividend (Article 200-A of the French Tax Code) and social security contributions at the rate of 18.6%. This flat-rate withholding tax is not a discharge from the income tax liability but constitutes an interim income tax deducted from the tax due the following year. At the taxpayer's express, irrevocable request, applicable to all dividends, the dividend may be taxed according to the progressive income tax scale after application of a 40% allowance (Articles 200-A-2° and 158-3-2° of the French Tax Code).

In accordance with the provisions of Article 243 bis of the French Tax Code, the Meeting notes that it has been reminded that the dividend distributions and revenues in the last three financial years were as follows:

For the financial year	Income eligible for the 40% allowance		Income not eligible for the 40% allowance
	Dividends	Other distributed income	
2022	€8,643,505.20*or €1.10 per share	-	-
2023	€9,429,278.40*or €1.20 per share	-	-
2024	€9,429,278.40*or €1.20 per share	-	-

* Including the amount of the dividend corresponding to the unpaid treasury shares and allocated to the retained earnings account.

Resolution 4

(Related-party agreements)

The General Meeting, voting under the quorum and majority requirements for Ordinary General Meetings, acknowledges that it has received, with regard to the agreements governed by Articles L.225-38 et seq. of the French Commercial Code, the special report of the Statutory Auditors required by the legal and regulatory provisions in force, which mentions no new related-party agreements entered into during the past financial year.

Resolution 5

(Reappointment of Anne-Brigitte Spitzbarth as Director)

The General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings, notes that the term of office of Anne-Brigitte Spitzbarth as Director expires at the end of this General Meeting, and decides to reappoint her for a three-year term, which shall expire at the end of the General Meeting called in 2029 to approve the financial statements for the preceding financial year.

Resolution 6

(Reappointment of Nathalie Tarnaud Laude as Director)

The General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings, notes that the term of office of Nathalie Tarnaud Laude as Director expires at the end of this General Meeting, and decides to reappoint her for a three-year term, which shall expire at the end of the General Meeting called in 2029 to approve the financial statements for the preceding financial year.

Resolution 7

(Approval of the compensation policy for the members of the Board of Directors as referred to in Article L.22-10-8 of the French Commercial Code)

The Annual General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings and having read the corporate governance report, approves, in accordance with the provisions of Article L.22-10-8 of the French Commercial Code, the compensation policy for members of the Board of Directors as presented in the corporate governance report contained in section 6.2.1.1 of the 2025 Universal Registration Document.

Resolution 8

(Approval of the compensation policy for the Chairman of the Board of Directors as referred to in Article L.22-10-8 of the French Commercial Code)

The Annual General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings and having read the corporate governance report, approves, in accordance with the provisions of Article L.22-10-8 of the French Commercial Code, the compensation policy for the Chairman of the Board of Directors as presented in the corporate governance report contained in section 6.2.1.2 of the 2025 Universal Registration Document.

Resolution 9

(Approval of the compensation policy for the Chief Executive Officer referred to in Article L.22-10-8 of the French Commercial Code)

The Annual General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings and having read the corporate governance report, approves, in accordance with the provisions of Article L.22-10-8 of the French Commercial Code, the compensation policy for the Chief Executive Officer as presented in the corporate governance report contained in section 6.2.1.3 of the 2025 Universal Registration Document.

Resolution 10

(Fixing the total annual amount allocated to the Directors as compensation for their activity in accordance with the provisions of Article L.225-45 of the French Commercial Code)

The Annual General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings, after reading the report of the Board of Directors and on the proposal of the Board of Directors, decides to set the total annual amount allocated to the Directors for the 2026 financial year as compensation for their activity in accordance with the provisions of Article L.225-45 of the French Commercial Code at the sum of €175,000.

Resolution 11

(Approval of the information on corporate officer compensation referred to in Article L.22-10-9 of the French Commercial Code)

The Annual General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings and having read the corporate governance report, approves, in accordance with the provisions of Article L.22-10-34 I of the French Commercial Code, the information mentioned in Article L.22-10-9 I of the French Commercial Code as presented in the corporate governance report drawn up

pursuant to Article L.225-37 of the same code, and appearing in the section 6.2.2 of the 2025 Universal Registration Document.

Resolution 12

(Approval of the elements of compensation and benefits of any kind paid during the past financial year or allocated for the same financial year to Joël Séché, Chairman of the Board of Directors)

The Annual General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings and having read the corporate governance report, approves, in accordance with the provisions of Article L.22-10-34 II of the French Commercial Code, the elements making up the total compensation and benefits of any kind paid during the 2025 financial year or awarded for the same financial year to Joël Séché, Chairman of the Board of Directors, as presented in the corporate governance report drawn up pursuant to Article L.225-37 of the French Commercial Code and appearing in section 6.2.2.1 of the 2025 Universal Registration Document.

Resolution 13

(Approval of the elements of compensation and benefits of any kind paid during the past financial year or awarded for the same financial year to Maxime Séché, Chief Executive Officer)

The Annual General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings and having read the corporate governance report, approves, in accordance with the provisions of Article L.22-10-34 II of the French Commercial Code, the elements making up the total compensation and benefits of any kind paid during the 2025 financial year or awarded for the same financial year to Maxime Séché, Chief Executive Officer, as presented in the corporate governance report drawn up pursuant to Article L.225-37 of the French Commercial Code and appearing in section 6.2.2.2 of the 2025 Universal Registration Document.

Resolution 14

(Authorization to be granted to the Board of Directors for buyback by the Company of its own shares for a duration of eighteen (18) months)

The General Meeting, voting under the quorum and majority conditions required for Ordinary General Meetings, having reviewed the report of the Board of Directors and in accordance with the provisions of Articles L.22-10-62 et seq. and L.225-210 et seq. of the French Commercial Code, Articles 241-1 et seq. of the General Regulation of the French Financial Markets Authority (AMF) and applicable European market abuse regulations resulting from European Regulation (EU) No. 596/2014 of April 16, 2014, authorizes the Board of Directors, with the power to sub-delegate under the conditions provided for by law, to purchase or have the Company purchase a total number of its own shares representing up to 10% of the shares comprising the Company's share capital, at any time, this limit being assessed at the time of the repurchases.

The Annual General Meeting notes that, in accordance with Article L.22-10-62 of the French Commercial Code, when the shares are redeemed to promote liquidity, the number of shares taken into account for calculating the 10% limit provided for above corresponds to the number of shares purchased less the number of shares resold during the term of the authorization.

The Annual General Meeting decides that the Board of Directors, with the right of further delegation under the conditions provided for by law, may have the Company purchase its own shares with a view to:

- stimulating the secondary market or the liquidity of the Séché Environnement share by an investment service provider through a liquidity contract in accordance with the practice accepted by the French Financial Markets Authority or any other applicable provision,
- awarding or transferring shares to employees and/or corporate officers of the Company and/or its Group, or some of them, under the conditions and in accordance with the procedures provided for by law, in particular for (i) the award of stock purchase options, (ii) the free award of shares, (iii) share ownership operations reserved for members of one or more company savings plans, or any other savings plan provided for by the applicable regulations, set up within the Company or a company or a group of companies, French or foreign, which are linked to it within the meaning of Article L.3344-1 of the French Labor Code and Article L.225-180 of the French

Commercial Code, and carried out under the conditions of Articles L.3331-1 et seq. of the French Labor Code by disposal of the shares previously acquired by the Company in the context of this resolution, or providing for a free award of these shares under a contribution in securities of the Company and/or in substitution for the discount, and/or (iv) any other forms of allocating shares for the benefit of employees and/or corporate officers of the Company and related companies,

- awarding shares upon the exercise of rights attached to transferable securities providing immediate or future access to the share capital, including for the purpose of settling obligations arising from debt securities convertible into shares,
- holding shares for subsequent delivery in exchange or as consideration in connection with external growth, merger, spin-off, or contribution transactions (it being specified that in such case, the total number of treasury shares acquired by the Company may not exceed 5% of the shares comprising the Company's share capital);
- reducing the share capital by canceling the shares thus acquired, subject to the approval of the Extraordinary General Meeting; and/or
- any other purpose authorized or which may be authorized by law or the legislation in force or by any market practice which may be admitted by the French Financial Markets Authority, in which case the Company will inform its shareholders by means of a press release or any other means provided for by the regulations in force.

The maximum unit purchase price is set at €150 (excluding acquisition costs), it being specified that in the event of an operation involving the capital, in particular the division or consolidation of shares or the free award of shares to shareholders, the aforementioned amount will be adjusted in the same proportions (multiplying factor equal to the ratio between the number of shares making up the capital before the operation and the number of shares after the operation). Pursuant to Article R.225-151 of the French Commercial Code, the Annual General Meeting sets at €117,865,950 the maximum total amount that the Company may allocate to the above authorized share buyback program, on the basis of the share capital on the day this Annual General Meeting is convened.

The General Meeting resolves that the Board of Directors may exercise this authorization during such periods as it deems appropriate, including during pre-offer and tender offer periods or in the event of a public offer for the Company's securities or initiated by the Company.

The Annual General Meeting decides that the acquisition, disposal or transfer of shares may be made on one or more occasions and paid for by any means, including the use of option mechanisms or derivative instruments, blocks of securities, on or off the market, warrants, or a public offer, subject to periods of abstention provided for by the legal and regulatory provisions.

The Annual General Meeting grants full powers to the Board of Directors, with the right of sub-delegation under the conditions provided for by law, to execute all deeds, sign all agreements, carry out all formalities, and generally do what is necessary for the application of this authorization.

This authorization is granted for a period of eighteen (18) months. This authorization shall supersede, effective as of this date, the unused portion of the authorization previously granted by resolution 14 of the Company's General Meeting of April 25, 2025.

Resolutions falling within the competence of the Extraordinary General Meeting

Resolution 15

(Authorization to be granted to the Board of Directors to reduce the capital by cancellation of shares for a duration of eighteen (18) months)

The Annual General Meeting, voting under the quorum and majority conditions required for Extraordinary General Meetings, after taking note of the report of the Board of Directors and the special report of the Statutory Auditors, authorizes the Board of Directors, with the power of further delegation, in accordance with Article L.22-10-62 of the French Commercial Code:

- to cancel, based on its sole decisions and on one or more occasions, all or part of the treasury shares held and acquired by the Company, notably under the share buyback program subject to resolution 14 submitted to this General Meeting or under previously authorized buyback programs, as well as under buyback programs that may be authorized by subsequent General Meetings;
- to carry out, in due proportion, the capital reduction, on one or more occasions, in the proportions and at the times it decides, within the limit of 10% of the share capital (as the case may be, as adjusted to take into account the operations carried out on the capital after the date of this Meeting), in periods of 24 months,
- to adopt the final amount of the capital reduction(s) that it will decide, to set the terms and conditions for doing so and to record completion, to charge, if necessary, the difference between the book value of the canceled shares and their nominal amount to any reserve and/or premium items, to make the corresponding amendment to the Articles of Association, to carry out any and all formalities and, in general, to do whatever is necessary.

This authorization is granted for a period of eighteen months. It shall supersede, effective as of this date, the unused portion of the authorization previously granted by resolution 15 of the General Meeting of April 25, 2025.

Resolution 16

(Delegation of authority to the Board of Directors to issue shares, equity securities, and/or securities giving access to the share capital of the Company or a Subsidiary, or to allocate debt securities, with shareholders' preferential subscription rights maintained for a period of twenty-six (26) months)

The General Meeting, voting under the quorum and majority conditions required for Extraordinary General Meetings, having reviewed the report of the Board of Directors and the special report of the Statutory Auditors, pursuant in particular to Articles L.225-127, L.225-129 et seq., and specifically Articles L.225-129-2 and L.228-91 et seq. of the French Commercial Code:

1) delegates to the Board of Directors, for a period of twenty-six (26) months from this Meeting, its authority to decide, at its sole discretion and on one or more occasions, with the power to sub-delegate under the conditions provided by law, at such times and in such proportions as it deems appropriate (including during pre-offer and tender offer periods), both in France and abroad, in euros, foreign currency, or units of account determined by reference to several currencies, to issue, for consideration or free of charge, with shareholders' preferential subscription rights maintained:

- shares of the Company;
- equity securities giving access to other existing equity securities or entitling the holder to the allocation of debt securities of the Company;
- securities giving access to equity securities to be issued by the Company;
- securities giving access to equity securities to be issued by a company in which the Company directly or indirectly owns more than half of the share capital (a "Subsidiary"); and
- securities that are equity securities giving access to existing equity securities or entitling the holder to the allocation of debt securities of an entity in which the Company directly or indirectly holds equity interests;

2) resolves that subscriptions for the shares, equity securities, and/or other securities referred to above may be paid for in cash or by way of set-off against receivables;

3) resolves that the nominal amount of any immediate or future capital increase resulting from all issues carried out under this delegation granted to the Board of Directors shall not exceed three hundred fourteen thousand, three hundred nine euros and twenty cents (€314,309.20), or its equivalent in any other authorized currency, it being specified that (i) the total nominal amount of capital increases carried out under this delegation shall be limited by and charged against the aggregate capital increase ceiling provided for in resolution 23 of this Meeting or, as the case may be, any aggregate ceiling provided for in any successor resolution of a similar nature during the term of this delegation, and (ii) these ceilings do not include the nominal value of any shares to be issued to preserve the rights of holders of securities or other instruments giving future access to the share capital;

4) resolves that the Board of Directors may grant shareholders reducible subscription rights for shares, equity securities, and/or other securities, to be exercised in proportion to their existing subscription rights

and within the limit of their requests. If irreducible subscriptions and, where applicable, reducible subscriptions do not absorb the entire issue, the Board of Directors may, in the order it determines, use the following options (or only some of them):

- limit, in accordance with and under the conditions provided by law, the amount of the transaction to the amount of subscriptions received, provided that this reaches at least three-quarters of the issue decided;
- freely allocate all or part of the unsubscribed securities; or
- offer them to the public in whole or in part;

5) acknowledges that the issuance of securities giving access to the Company's capital pursuant to this delegation entails, as a matter of law, the waiver by shareholders of their preferential subscription rights to the equity securities of the Company to which such securities may grant entitlement, immediately or in the future, in accordance with Article L.225-132 of the French Commercial Code;

6) resolves that in the event of the issuance of equity securities giving access to shares to be issued by a Subsidiary, the general meeting of said Subsidiary must, on pain of nullity of the issuance decision, authorize the issuance and the waiver of shareholders' preferential subscription rights by its own shareholders regarding the shares to be issued;

7) resolves that the issuance of share subscription warrants may be carried out via a subscription offer, but also via bonus allocation to owners of existing shares. In the event of a bonus allocation of warrants, the Board of Directors shall have the authority to decide that fractional rights shall not be negotiable and that the corresponding securities shall be sold;

8) resolves that the maximum aggregate principal amount of debt securities issued under this delegation shall not exceed eleven million, seven hundred eighty-six thousand, six hundred euros (€11,786,600) or its equivalent in any other currency as of the date of the issuance decision, it being understood that (i) this amount is common to all debt securities for which issuance is delegated to the Board of Directors under this delegation, or which may be decided pursuant to resolutions 17 and 18 below, and (ii) this amount is autonomous and distinct from the amount of securities that are debt instruments entitling the holder to the allocation of other debt instruments or giving access to existing equity securities, the issuance of which does not fall within the authority of the Extraordinary General Meeting;

9) resolves that in the event of the issuance of debt securities, the Board of Directors shall have full powers, with the authority to sub-delegate under the conditions provided by law, to determine their characteristics and, in particular, to decide whether they are subordinated or not, to set their interest rate (fixed and/or variable, capitalized or not), their term, the fixed or variable redemption price (with or without a premium), the amortization terms, and the conditions under which these securities grant entitlement to equity securities, it being understood that such securities may be subject to market repurchases or exchange offers by the Company;

10) resolves that the Board of Directors shall have full powers, with the authority to sub-delegate under the conditions provided by law, to implement this delegation, and in particular to:

- carry out the issue and determine the characteristics, terms, and conditions;
- set the characteristics, terms, and conditions of the securities to be created, notably the number of securities to be issued, the issue and subscription prices of the shares or other securities (with or without a premium), their dividend entitlement date, which may be retroactive, the method of payment, and, where applicable, the term and exercise price of warrants or the procedures for exchange, conversion, redemption, or any other method of allocation of equity securities or securities giving access to the share capital, as well as the procedures for market repurchases or exchanges at any time or during specific periods;
- establish the procedures for preserving the rights of holders of securities giving future access to the Company's capital, and determine and perform all adjustments to the terms of such future access, including for warrants, in compliance with legal and regulatory provisions;
- provide for the option to suspend, if necessary, the exercise of rights attached to the securities issued;
- modify the characteristics of the relevant securities during their term, subject to compliance with applicable formalities;

- set the conditions for the bonus allocation of standalone warrants and determine, where applicable, the procedures for market repurchases or exchanges of the securities and/or warrants, as well as for their allocation or redemption, and determine the treatment of fractional rights;
- set the procedures for exercising shareholders' preferential subscription rights and the terms of their negotiation, as the case may be;
- charge all costs against additional paid-in capital, notably those incurred in connection with issuance, and deduct the sums necessary to fund the legal reserve;
- formally record the completion of the capital increases and make the corresponding amendments to the Articles of Association;
- enter into all agreements and, more generally, take all necessary steps to successfully complete the issues contemplated, and for the listing and financial servicing of the instruments issued.

This delegation supersedes with immediate effect the unused portion of the delegation granted by resolution 20 of the Extraordinary General Meeting of April 26, 2024.

Resolution 17

(Delegation of authority to the Board of Directors to issue shares, equity securities and/or securities giving access to the share capital of the Company or a Subsidiary, or to allocate debt securities, with waiver of shareholders' preferential subscription rights via a public offering (excluding public offerings referred to in Article L.411-2, 1 of the French Monetary and Financial Code) for a period of twenty-six (26) months)

The General Meeting, voting under the quorum and majority conditions required for Extraordinary General Meetings, having reviewed the report of the Board of Directors and the special report of the Statutory Auditors, pursuant in particular to Articles L.225-127, L.225-129 et seq., and specifically Articles L.225-129-2, L.225-135, L.225-136, and L.228-91 et seq. of the French Commercial Code:

1) delegates to the Board of Directors, for a period of twenty-six (26) months from this Meeting, its authority to decide, at its sole discretion and on one or more occasions, with the power to sub-delegate under the conditions provided by law, at such times and in such proportions as it deems appropriate (including during pre-offer and tender offer periods), both in France and abroad, via a public offering (excluding offerings referred to in Article L.411-2, 1 of the French Monetary and Financial Code), in euros, foreign currency, or units of account fixed by reference to several currencies, to issue, for consideration or free of charge:

- shares of the Company;
- equity securities giving access to other existing equity securities or entitling the holder to the allocation of debt securities of the Company;
- securities giving access to equity securities to be issued by the Company;
- securities giving access to equity securities to be issued by a company in which the Company directly or indirectly owns more than half of the share capital (a "Subsidiary"); and
- securities that are equity securities giving access to existing equity securities or entitling the holder to the allocation of debt securities of an entity in which the Company directly or indirectly holds equity interests;

2) resolves to waive shareholders' preferential subscription rights to these shares, equity securities, and/or other securities;

3) resolves that subscriptions for the shares, equity securities, and/or other securities referred to above may be paid for in cash or by way of set-off against receivables;

4) resolves that the nominal amount of any immediate or future capital increase resulting from all issues carried out under this delegation granted to the Board of Directors shall not exceed forty-seven thousand, one hundred forty-six euros and twenty cents (€47,146.20), or its equivalent in any other authorized currency, it being specified that (i) the total nominal amount of capital increases carried out under this delegation shall be limited by and charged against the aggregate capital increase ceiling provided for in resolution 23 of this Meeting or, as the case may be, any aggregate ceiling provided for in any successor resolution of a similar nature during the term of this delegation, and (ii) these ceilings do not include the

nominal value of any shares to be issued to preserve the rights of holders of securities or other instruments giving future access to the share capital;

5) in accordance with the law, delegates to the Board of Directors the authority to determine whether a priority subscription period (on an irreducible and/or reducible basis) should be granted to shareholders, the minimum duration of which shall be set in accordance with applicable laws and regulations, and to determine the duration, terms, and conditions of such a period pursuant to Article L.225-135 of the French Commercial Code.

If subscriptions do not absorb the entire issue, the Board of Directors may, in the order it determines, use the following options (or only some of them):

- limit, in accordance with and under the conditions provided by law, the amount of the transaction to the amount of subscriptions received, provided that this reaches at least three-quarters of the issue decided; or
- freely allocate all or part of the unsubscribed securities;

6) acknowledges that the issuance of securities giving access to the Company's share capital under this delegation entails, as a matter of law, the waiver by shareholders of their preferential subscription rights to the equity securities of the Company to which such securities may grant entitlement, immediately or in the future;

7) resolves that in the event of the issuance of equity securities giving access to shares to be issued by a Subsidiary, the general meeting of said Subsidiary must, on pain of nullity of the issuance decision, authorize the issuance;

8) resolves that:

- in accordance with the provisions of Article L.22-10-52 of the French Commercial Code, the Board of Directors shall have all powers, with the power to sub-delegate to its Chief Executive Officer, under legal and regulatory conditions, to determine the prices and terms of the issues, which shall be determined at the Board's discretion by applying several valuation methods commonly used in such matters, it being specified that the determination of the issue price may, where applicable, result from the matching of the offer of shares and the subscription requests submitted by subscribers, particularly within the framework of the technique known as "book-building", provided that the issue price determined under the aforementioned conditions is not lower than the weighted average of the share prices from the three (3) trading sessions preceding the date on which the issue price is set, possibly reduced by a maximum discount of ten percent (10.00%);
- the issue price of the securities giving access to the share capital and the number of shares to which they grant entitlement shall be such that the sum received immediately by the Company (or, in the case of securities giving access to the share capital of a Subsidiary, by the Subsidiary), plus any amount likely to be received subsequently by the Company or the Subsidiary, as the case may be, is, for each share issued as a result of the issuance of these securities, at least equal to the minimum issue price defined in the preceding paragraph, adjusted, if necessary, to account for any difference in the dividend entitlement date of the shares;

9) resolves that the maximum aggregate principal amount of debt securities issued under this delegation shall not exceed eleven million, seven hundred eighty-six thousand, six hundred euros (€11,786,600) or its equivalent in any other currency as of the date of the issuance decision, it being specified that (i) this amount is common to all debt securities for which the issuance is delegated to the Board of Directors under this resolution, or which may be decided pursuant to resolutions 16 and 18 of this General Meeting and (ii) this amount is autonomous and distinct from the amount of securities that are debt instruments entitling the holder to the allocation of other debt instruments or giving access to existing equity securities, the issuance of which does not fall within the authority of the Extraordinary General Meeting;

10) resolves that in the event of the issuance of debt securities, the Board of Directors shall have full powers, with the authority to sub-delegate under the conditions provided by law, to determine their characteristics and, in particular, to decide whether they are subordinated or not, to set their interest rate (fixed and/or variable, capitalized or not), their term, the fixed or variable redemption price (with or without a premium), the amortization terms, and the conditions under which these securities grant entitlement to equity

securities, it being understood that such securities may be subject to market repurchases or exchange offers by the Company;

11) resolves that the Board of Directors shall have full powers, with the authority to sub-delegate under the conditions provided by law and the Company's Articles of Association, to implement this delegation, and in particular to:

- carry out the issues, and determine their terms and conditions, notably the terms and conditions under which the securities to be issued under this resolution shall grant access to the share capital of the Company or a Subsidiary, and all other terms and conditions for the completion of the issue(s) (and, in the case of debt securities, their subordination ranking);
- set the characteristics, terms, and conditions of the securities to be created, and notably the number of securities to be issued, the issue and subscription prices of the securities (with or without a premium), their dividend entitlement date, which may be retroactive, the method of payment, and, where applicable, the term and exercise price of warrants or the procedures for exchange, conversion, redemption, or any other method of allocation of equity securities or securities giving access to the share capital;
- establish the procedures for preserving the rights of holders of securities giving future access to the Company's share capital and determine and perform all corresponding adjustments to the terms of such future access, including for warrants, in compliance with legal and regulatory provisions;
- provide for the option to suspend, if necessary, the exercise of rights attached to the securities issued;
- modify the characteristics of the relevant securities during their term, subject to compliance with applicable formalities;
- determine the procedures for the purchase on the market or exchange by the Company, by any means, at any time or during specific periods, of the securities issued or to be issued;
- charge all costs against additional paid-in capital, notably those incurred in connection with the issues, and deduct the sums necessary to fund the legal reserve;
- formally record the completion of the resulting capital increases and make the corresponding amendments to the Articles of Association, specifically determining the dates, as well as the form and characteristics of the securities to be created;
- enter into all agreements and, more generally, take all necessary steps to successfully complete the issues contemplated, and for the listing and financial servicing of the instruments issued.

This delegation supersedes with immediate effect the unused portion of the delegation granted by resolution 21 of the Extraordinary General Meeting of April 26, 2024.

Resolution 18

(Delegation of authority to the Board of Directors to issue shares, equity securities, and/or securities giving access to the share capital of the Company or a Subsidiary, or to allocate debt securities, with waiver of shareholders' preferential subscription rights via an offering referred to in Article L.411-2, 1 of the French Monetary and Financial Code for a period of twenty-six (26) months)

The General Meeting, voting under the quorum and majority conditions required for Extraordinary General Meetings, having reviewed the report of the Board of Directors and the special report of the Statutory Auditors, pursuant in particular to Articles L.225-127, L. 225-129 et seq. and L. 22-10-49 et seq. of the French Commercial Code, and specifically Articles L.225-129-2, L. 225-135, L. 225-136, and L. 228-91 et seq. of the French Commercial Code, as well as the provisions of Article L.411-2, 1 of the French Monetary and Financial Code:

1) delegates to the Board of Directors, for a period of twenty-six (26) months from this Meeting, its authority to issue, at its sole discretion and on one or more occasions, with the power to sub-delegate under the conditions provided by law, at such times and in such proportions as it deems appropriate (including during pre-offer and tender offer periods), both in France and abroad, via an offering referred to in Article L.411-2, 1 of the French Monetary and Financial Code, in euros, foreign currency, or units of account determined by reference to several currencies, for consideration or free of charge:

- shares of the Company;

- equity securities giving access to other existing equity securities or entitling the holder to the allocation of debt securities of the Company;
- securities giving access to equity securities to be issued by the Company;
- securities giving access to equity securities to be issued by a company in which the Company directly or indirectly owns more than half of the share capital (a “Subsidiary”); and
- securities that are equity securities giving access to existing equity securities or entitling the holder to the allocation of debt securities of an entity in which the Company directly or indirectly holds equity interests;

2) resolves to waive shareholders’ preferential subscription rights to these shares and securities;

3) resolves that subscriptions for the shares and/or securities referred to above may be paid for in cash or by way of set-off against receivables;

4) resolves that the nominal amount of any immediate or future capital increase resulting from all issues carried out under this delegation granted to the Board of Directors shall not exceed forty-seven thousand, one hundred forty-six euros and twenty cents (€47,146.20), or its equivalent in any other authorized currency, it being specified that (i) the total nominal amount of capital increases carried out under this delegation shall be limited by and charged against the aggregate capital increase ceiling provided for in resolution 23 of this Meeting or, as the case may be, any aggregate ceiling provided for in any successor resolution of a similar name during the term of this delegation, and (ii) these ceilings do not include the nominal value of any shares to be issued to preserve the rights of holders of securities or other instruments giving future access to the capital;

5) If subscriptions do not absorb the entire issue, the Board of Directors may, in the order it determines, use the following options (or only some of them):

- limit, in accordance with and under the conditions provided by law, the amount of the transaction to the amount of subscriptions received, where applicable, within the limits provided for by regulations; or
- freely allocate all or part of the unsubscribed securities;

6) acknowledges that the issuance of securities giving access to the Company’s share capital under this delegation entails, as a matter of law, the waiver by shareholders of their preferential subscription rights to the equity securities of the Company to which such securities may grant entitlement, immediately or in the future;

7) resolves that in the event of securities that are equity securities giving access to shares to be issued by a Subsidiary, the general meeting of said Subsidiary must, on pain of nullity of the issuance decision, authorize the issue;

8) resolves that:

- in accordance with the provisions of Article L.22-10-52 of the French Commercial Code, the Board of Directors shall have all powers, with the power to sub-delegate to its Chief Executive Officer, under legal and regulatory conditions, to determine the prices and terms of the issues, which shall be determined at the Board’s discretion by applying several valuation methods commonly used in such matters, it being specified that the determination of the issue price may, where applicable, result from the matching of the offer of shares and the subscription requests submitted by subscribers, particularly within the framework of the technique known as “book-building”, provided that the issue price determined under the aforementioned conditions is not lower than the weighted average of the share prices from the three (3) trading sessions preceding the date on which the issue price is set, possibly reduced by a maximum discount of ten percent (10.00%);
- the issue price of the securities giving access to the share capital and the number of shares to which they grant entitlement shall be such that the sum received immediately by the Company (or, in the case of securities giving access to the share capital of a Subsidiary, by the Subsidiary), plus any amount likely to be received subsequently by the Company or the Subsidiary, as the case may be, is, for each share issued as a result of the issuance of these securities, at least equal to the minimum issue price defined in the preceding paragraph, adjusted, if necessary, to account for any difference in the dividend entitlement date of the shares;

9) resolves that the maximum aggregate principal amount of debt securities issued under this delegation shall not exceed eleven million, seven hundred eighty-six thousand, six hundred euros (€11,786,600) or its equivalent in any other currency as of the date of the issuance decision, it being specified that: (i) this amount is common to all debt securities for which the issuance is delegated to the Board of Directors under this resolution or which may be decided pursuant to resolutions 16 and 17 above; and (ii) this amount is autonomous and distinct from the amount of securities that are debt instruments entitling the holder to the allocation of other debt instruments or giving access to existing equity securities, the issuance of which does not fall within the authority of the Extraordinary General Meeting;

10) resolves that in the event of the issuance of debt securities, the Board of Directors shall have full powers, with the authority to sub-delegate under the conditions provided by law, to determine their characteristics and, in particular, to decide whether they are subordinated or not, to set their interest rate (fixed and/or variable, capitalized or not), their term, the fixed or variable redemption price (with or without a premium), the amortization terms, and the conditions under which these securities grant entitlement to equity securities, it being understood that such securities may be subject to market repurchases or exchange offers by the Company;

11) resolves that the Board of Directors shall have full powers, with the authority to sub-delegate under the conditions provided by law and the Company's Articles of Association, to implement this delegation, and in particular to:

- carry out the issues, and determine their terms and conditions, notably the terms and conditions under which the securities to be issued under this resolution shall grant access to the capital of the Company or a Subsidiary, and all other terms and conditions for the completion of the issue(s) (and, in the case of debt securities, their subordination ranking);
- set the characteristics, terms, and conditions of the securities to be created, and notably the number of securities to be issued, the issue and subscription prices of the securities (with or without a premium), their dividend entitlement date, which may be retroactive, the method of payment, and, where applicable, the term and exercise price of warrants or the procedures for exchange, conversion, redemption, or any other method of allocation of equity securities or securities giving access to the share capital;
- establish the procedures for preserving the rights of holders of securities giving future access to the Company's share capital and determine and perform all corresponding adjustments to the terms of such future access, including for warrants, in compliance with legal and regulatory provisions;
- provide for the option to suspend, if necessary, the exercise of rights attached to the securities issued;
- modify the characteristics of the relevant securities during their term, subject to compliance with applicable formalities;
- determine the procedures for the purchase on the market or exchange by the Company, by any means, at any time or during specific periods, of the securities issued or to be issued;
- charge all costs against additional paid-in capital, notably those incurred in connection with the issues, and deduct the sums necessary to fund the legal reserve;
- formally record the completion of the resulting capital increases and make the corresponding amendments to the Articles of Association, specifically determining the dates, as well as the form and characteristics of the securities to be created;
- enter into all agreements and, more generally, take all necessary steps to successfully complete the issues contemplated, and for the listing and financial servicing of the instruments issued.

This delegation supersedes with immediate effect the unused portion of the delegation granted by resolution 22 of the Extraordinary General Meeting of April 26, 2024.

Resolution 19

(Delegation of authority to the Board of Directors to issue shares, equity securities, and/or securities giving access to the Company's capital as consideration for contributions in kind consisting of shares, equity securities, and/or securities giving access to the share capital, granted to the Company for a period of twenty-six (26) months)

The General Meeting, voting under the quorum and majority conditions required for Extraordinary General Meetings, having reviewed the report of the Board of Directors and the special report of the Statutory

Auditors, pursuant to Articles L.225-147 and L.22-10-53 of the French Commercial Code, resolves to delegate its authority to the Board of Directors for a period of twenty-six (26) months from this General Meeting, to issue, on one or more occasions, at any time (including during pre-offer and tender offer periods), shares, equity securities, and/or securities giving access to the Company's capital, up to a limit of 10% of the share capital at the time of issue, which shall be charged against the aggregate ceiling referred to in resolution 23 of this Meeting (these ceilings do not include the nominal value of any shares to be issued to preserve, in accordance with the law, the rights of holders of rights or securities giving access to the share capital), in order to provide consideration for contributions in kind granted to the Company consisting of shares, equity securities, and/or securities giving access to the share capital, where the provisions of Article L.22-10-54 of the French Commercial Code are not applicable.

The General Meeting specifies that, in accordance with the law, the Board of Directors shall rule on the report of the Contributions Auditor(s) mentioned in Article L.225-147 of the French Commercial Code, and that this delegation entails, as a matter of law, the waiver by shareholders of their preferential subscription rights to the Company's shares to which the shares, equity securities, and/or securities giving access to the Company's capital issued on the basis of this delegation may grant entitlement.

The General Meeting resolves that the Board of Directors shall have full powers, with the authority to sub-delegate under the conditions provided by law, notably to determine the list of shares, equity securities, and/or securities giving access to the share capital to be contributed, approve the valuation of the contributions and, regarding said contributions, formally record their completion, determine the type and number of shares, equity securities, and/or securities giving access to the Company's capital to be created, as well as their characteristics and issuance procedures, charge all costs, charges, and duties against additional paid-in capital, with the balance to be allocated as decided by the Board of Directors or the Ordinary General Meeting, increase the share capital, deduct the sums necessary to fund the legal reserve, and make the corresponding amendments to the Articles of Association, and, more generally, take all necessary steps to implement this delegation.

This delegation supersedes, with immediate effect, the unused portion of the delegation granted by resolution 23 of the General Meeting of April 26, 2024.

Resolution 20

(Delegation of authority to the Board of Directors to carry out capital increases reserved for members of a Company Savings Plan, entailing the waiver by shareholders of their preferential subscription rights in favor of said members, and the free allocation to said members of shares and/or securities giving access to the share capital, for a period of twenty-six (26) months)

The General Meeting, voting under the quorum and majority conditions required for Extraordinary General Meetings, having reviewed the report of the Board of Directors and the special report of the Statutory Auditors, and acting pursuant to Articles L.3332-18 et seq. of the French Labor Code and Articles L.225-138 I and II, L.225-138-1, L.228-91, and L.228-92 of the French Commercial Code, and in accordance with Articles L.225-129-2 and L.225-129-6 of the French Commercial Code:

1) delegates to the Board of Directors, for a period of twenty-six (26) months from this Meeting, its authority to decide and carry out, on one or more occasions, in such proportions and at such times as it deems appropriate (including during pre-offer and tender offer periods), both in France and abroad, in euros, foreign currency, or units of account determined by reference to several currencies, the issuance of new shares or other securities giving access to the Company's share capital, reserved for members of one or more company savings plans (or any other savings plan provided for by applicable regulations) established within the Company or a company or group of companies, French or foreign, related to it within the meaning of Article L.3344-1 of the French Labor Code and Article L.225-180 of the French Commercial Code (hereinafter, a "PEE" or "PEEs"), within the limits provided for by Article L.3332-21 of the French Labor Code;

2) resolves, pursuant to Article L.3332-21 of the French Labor Code, that the Board of Directors may also decide to carry out the free allocation of shares (either to be issued or already issued) or other securities giving access to the Company's capital (to be issued or already issued, including specifically share subscription warrants), for the benefit of members of one or more PEEs, in respect of (i) the employer

matching contribution that may be paid pursuant to the PEE regulations, and/or (ii) where applicable, the total or partial substitution of the discount referred to in paragraph 4 below, under the conditions set forth in Articles L.3332-18 et seq. of the French Labor Code, it being understood that the benefit resulting from this allocation may not exceed the legal or regulatory limits pursuant in particular to Articles L.3332-11 and L.3332-20 of the French Labor Code;

3) resolves that the maximum nominal amount of any immediate or future capital increase resulting from all issues carried out under this delegation granted to the Board of Directors, including any free allocations in total or partial substitution of the discount under the conditions set forth in Articles L.3332-18 et seq. of the French Labor Code, is set at 3% of the share capital as of the date of the Board of Directors' decision to carry out such increase, it being specified that (i) the total nominal amount of capital increases carried out under this delegation shall be limited by and charged against the aggregate capital increase ceiling provided for in resolution 23 of this Meeting or, as the case may be, any aggregate ceiling provided for in any successor resolution of a similar nature during the term of this delegation, and (ii) these ceilings do not include the nominal value of any shares to be issued to preserve the rights of holders of securities or other instruments giving future access to the share capital;

4) resolves that the subscription price of the shares issued under this delegation of authority shall be determined in accordance with the provisions of Articles L.3332-18 to L.3332-24 of the French Labor Code, it being specified that the Board of Directors may, within legal and regulatory limits, reduce or eliminate the discount that would otherwise be applied to account for, notably, legal and tax regimes applicable outside of France, or choose to substitute, in whole or in part, for this maximum discount of thirty percent (30%) (or forty percent (40%) when the lock-up period provided for by the plan pursuant to Articles L.3332-25 and L.3332-26 of the French Labor Code is ten years or more), the free allocation of shares and/or securities giving access to the share capital, provided that the benefit resulting from this allocation does not exceed the legal and regulatory limits applicable under Articles L.3332-10 et seq. of the French Labor Code;

5) resolves that the issue price of the securities giving access to the share capital shall be determined in accordance with the conditions set forth in Article L.3332-21 of the French Labor Code; the discount may nevertheless reach forty percent (40%) when the lock-up period provided for by the plan pursuant to Articles L.3332-25 and L.3332-26 of the French Labor Code is ten years or more;

6) resolves to waive, in favor of the members of one or more PEEs, shareholders' preferential subscription rights to the shares and securities giving access to the share capital issued under this delegation, this delegation entailing the waiver by shareholders of their preferential subscription rights to the shares to which the securities issued under this delegation may grant entitlement, as well as to any rights to shares and securities allocated free of charge under this delegation, including the portion of reserves, profits, or additional paid-in capital capitalized as a result of the free allocation of said shares and securities;

7) further resolves that, should the beneficiaries fail to subscribe for the entire capital increase carried out under this delegation within the allotted timeframe, the increase shall only be completed up to the amount of shares actually subscribed, and the unsubscribed shares may be offered again to the relevant beneficiaries in connection with a subsequent capital increase;

The General Meeting grants full powers to the Board of Directors, with the power to sub-delegate under the conditions provided for by law, to implement this delegation of authority on one or more occasions, in compliance with the terms of this delegation and legal and regulatory requirements, including all powers to determine the conditions of the issue(s) carried out hereunder, and notably:

- to determine whether the issues may be carried out directly for the benefit of the beneficiaries or through collective investment vehicles (Fonds Commun de Placement d'Entreprise (FCPE) or any other structures or entities permitted by applicable laws or regulations); to determine the criteria to be met by said beneficiaries and to set the number of shares or securities;
- to determine the scope of companies and groups whose employees may benefit from the issues; to set the terms for joining the PEE(s) and to establish or amend their regulations; to determine the conditions, particularly regarding length of service, to be met by the beneficiaries of the issues;
- to determine the terms and conditions of the issues carried out under this authorization, notably the maximum number of shares or securities giving access to the share capital that may be subscribed by each beneficiary, the dividend entitlement date and payment terms for said shares or securities, and the scale-

back rules applicable in the event of over-subscription, as well as other issuance terms within the legal and regulatory limits in effect;

- to set the characteristics of the shares and securities giving access to the share capital to be issued under this delegation, the amounts of the issues to be carried out, and the subscription price of the shares or securities giving access to the share capital in accordance with legal requirements;
- in the event of the issuance of new shares or securities giving access to the share capital allocated free of charge, to charge, where applicable, against reserves, profits, or additional paid-in capital the sums required to pay up said shares or securities;
- to set the opening and closing dates for subscriptions;
- to set the payment period for the shares, which may not exceed the maximum period provided for by applicable legal and regulatory provisions, as well as, where applicable, the length of service required to participate in the operation and the Company's matching contribution;
- to formally record the completion of the capital increases up to the amount of the shares subscribed and to make the necessary amendments to the Articles of Association;
- in the event of the free allocation of shares and/or securities giving access to the share capital, to grant, within the limits set by Articles L.3332-18 et seq. of the French Labor Code, free shares or securities giving access to the share capital, and to determine the nature and amount of reserves, profits, or premiums to be capitalized;
- to enter into all agreements and take all steps required for the successful completion of the contemplated issues and, generally, to take all necessary actions and, if deemed appropriate, to charge the capital increase costs against the amount of the additional paid-in capital related to these increases and deduct from this amount the sums required to bring the legal reserve to one-tenth of the new share capital following each increase.

This delegation supersedes, with immediate effect, the unused portion of the delegation granted by resolution 24 of the General Meeting of April 26, 2024.

Resolution 21

(Authorization granted to the Board of Directors to grant stock subscription and/or purchase options to employees and/or corporate officers of Group companies, entailing the waiver by shareholders of their preferential subscription rights, for a period of thirty-eight (38) months)

The General Meeting, voting under the quorum and majority conditions required for Extraordinary General Meetings, having reviewed the report of the Board of Directors and the special report of the Statutory Auditors:

- authorizes the Board of Directors, pursuant to Articles L.225-177 et seq. and L.22-10-56 et seq. of the French Commercial Code, for a period of thirty-eight (38) months from this General Meeting, to grant, on one or more occasions, to employees and/or corporate officers of the Company and of companies or economic interest groupings related to it under the conditions set forth in the French Commercial Code, or to certain among them, within the limits of the laws and regulations in force, options entitling them to subscribe for new shares of the Company to be issued via a capital increase and/or options entitling them to purchase existing shares previously acquired by the Company under legal conditions;
- resolves that the total number of subscription or purchase options granted under this authorization may not entitle holders to a total number of shares exceeding 2% of the share capital existing as of the date of the Board of Directors' decision to grant the options, it being specified that (i) the total number of outstanding and unexercised options may not entitle holders to subscribe for a number of shares exceeding legal limits, and (ii) the maximum number of new shares that may be issued upon exercise of the subscription options granted under this resolution shall be limited by, and charged against, the aggregate capital increase ceiling provided for in resolution 23 of this Meeting or, as the case may be, the aggregate ceiling provided for in any successor resolution of a similar nature during the term of this authorization;
- resolves that the total number of subscription or purchase options granted to the corporate officers of the Company under this authorization may not entitle them to more than 2% of the ceiling referred to in the preceding paragraph;

- resolves that the ceilings referred to in the two preceding paragraphs do not include the nominal value of any shares to be issued to preserve, in accordance with the law and, where applicable, contractual stipulations, the rights of holders of rights, instruments, or securities giving future access to the capital.

This authorization entails, in favor of the beneficiaries of the subscription options, the express waiver by shareholders of their preferential subscription rights to the shares to be issued as and when the options are exercised.

The subscription or purchase price of the shares shall be set by the Board of Directors on the date the options are granted, within the limits and according to the procedures provided for by law, it being understood that no discount may be applied pursuant to Articles L.225-177 and L.225-179 of the French Commercial Code. The options may be exercised by the beneficiaries within a maximum period of ten (10) years from the date they are granted.

The General Meeting resolves to grant the Board of Directors full powers to implement this authorization, including but not limited to:

- setting the general policy for the granting of options, the nature of the options to be granted, and the dates on which the options are granted;
- determining the dates of each grant, setting the conditions under which options are granted, notably performance conditions and clauses prohibiting the immediate resale of all or part of the securities for a maximum period of three years, and establishing the list of beneficiaries and determining the number of options allocated to each;
- setting the conditions for exercising the options and, in particular, the exercise period(s), it being specified that the Board of Directors may provide for the power to temporarily suspend the exercise of options in accordance with legal and regulatory requirements, and modify the characteristics, conditions, and exercise periods of the options within the limits provided for by law and subject to compliance with applicable formalities;
- determining the conditions under which the price and the number of shares to be subscribed or purchased are adjusted in the cases provided for by law;
- determining the period during which beneficiaries may exercise their options, as well as the exercise periods, provided that such periods do not exceed ten (10) years;
- carrying out, with the power to sub-delegate under legal conditions, all acts and formalities to finalize the capital increase(s) carried out under the delegation granted under this resolution, making the necessary deductions to fund the legal reserve;
- amending the Articles of Association accordingly, with the power to sub-delegate under legal conditions; and
- generally, taking all necessary actions within the framework of applicable legislation to implement this authorization.

The Board of Directors shall report annually to the Ordinary General Meeting on the transactions carried out under this authorization in accordance with applicable legal and regulatory requirements.

This authorization supersedes, with immediate effect, the unused portion of the delegation granted by resolution 17 of the General Meeting of April 28, 2023.

Resolution 22

(Authorization to grant existing or newly issued shares free of charge to corporate officers and employees, entailing the waiver by shareholders of their preferential subscription rights, for a period of thirty-eight (38) months)

The General Meeting, voting under the quorum and majority requirements for Extraordinary General Meetings, having reviewed the report of the Board of Directors and the special report of the Statutory Auditors, authorizes the Board of Directors to allocate, free of charge, on one or more occasions, for a period of thirty-eight (38) months from this Meeting, for the benefit of executive corporate officers and employees (or certain among them) of the Company or of related companies or groupings under the conditions provided for in Articles L.225-197-2 and L. 22-10-59 of the French Commercial Code, existing or newly

issued shares, in accordance with Articles L.225-197-1 and L.225-197-2 and L.22-10-59 et seq. of the French Commercial Code.

The total number of shares that may be allocated free of charge under this authorization (i) may not exceed 2% of the share capital existing on the date of the Board of Directors' decision to allocate said shares, and (ii) within this limit, the total number of shares allocated to the corporate officers of the Company may not exceed 2% of said ceiling, it being specified that the maximum nominal amount of capital increases that may be carried out for the shares allocated free of charge under this delegation shall be limited by and charged against the aggregate capital increase ceiling provided for in resolution 23 of this Meeting or, as the case may be, the aggregate ceiling provided for in any successor resolution of a similar nature during the term of this delegation, it being further specified that these ceilings do not include the nominal value of any shares to be issued to preserve, in accordance with the law or, where applicable, contractual stipulations providing for other adjustment methods, the rights of holders of rights, instruments, or securities giving future access to the share capital.

The shares granted to beneficiaries shall vest at the end of a vesting period whose duration shall be determined by the Board of Directors, which may not be less than one year.

Beneficiaries shall be required, where applicable, to hold these shares for a duration set by the Board of Directors at least equal to the time required for the combined duration of the vesting and, where applicable, holding periods to be no less than two years.

As an exception, the shares may vest before the end of the vesting period in the event of the beneficiary's disability corresponding to classification in the second or third categories provided for in Article L.341-4 of the French Social Security Code.

Free shares granted may consist of either existing shares or newly issued shares. In the latter case, the General Meeting authorizes the Board of Directors to carry out one or more capital increases by capitalizing reserves, profits, or additional paid-in capital to proceed with the issuance of shares under the conditions set forth in this resolution, and acknowledges that, in the event of an allocation of shares to be issued, this authorization entails, as a matter of law, the waiver by shareholders, in favor of the beneficiaries of the free shares, of their preferential subscription rights and any rights to the portion of reserves or additional paid-in capital to be capitalized in connection with the issuance of the new shares; the corresponding capital increase shall be definitively completed solely by virtue of the definitive vesting of the shares in favor of the beneficiaries. Where the grant involves existing shares, this delegation entails the waiver by shareholders of any rights relating to the free shares granted.

As the decision to grant free shares rests with the Board of Directors, the Board shall determine the identity of the beneficiaries, the number of shares allocated to each, and the conditions and, where applicable, the allocation criteria for the shares.

Full powers are granted to the Board of Directors to implement this authorization, including but not limited to:

- deciding whether the granted shares are existing or to be issued, and modifying this choice prior to the definitive vesting of the shares; confirming the existence of sufficient reserves and, if it so wishes, transferring the sums required to pay up the new shares to an unavailable reserve account at the time of each allocation;
- carrying out, during the vesting periods, any adjustments to the number of free shares allocated to preserve the rights of the beneficiaries in light of any corporate actions affecting the share capital, it being specified that shares allocated pursuant to these adjustments shall be deemed allocated on the same date as the shares initially allocated, and further specified that the Board of Directors may provide for the power to temporarily suspend the allocation of shares;
- in the event of the issuance of new shares, charging the sums required to pay up said shares against reserves, additional paid-in capital, or profits at the appropriate time, formally recording the completion of the capital increases, carrying out the necessary formalities, and generally carrying out all necessary acts and formalities;
- acquiring, where applicable, the shares required under the share buyback program and allocating them to the allocation plan;

- taking all necessary measures to ensure compliance with the holding obligation, where required of the beneficiaries;
- modifying the allocation plan within the limits provided for by law and subject to compliance with applicable formalities; and
- generally, taking all necessary actions within the framework of applicable legislation to implement this authorization.

This authorization supersedes, with immediate effect, the unused portion of the delegation granted by resolution 18 of the General Meeting of April 28, 2023.

Resolution 23

(Overall limit for capital increases)

The General Meeting, voting under the quorum and majority requirements for Extraordinary General Meetings and having reviewed the report of the Board of Directors, sets the aggregate ceiling for immediate or future capital increases that may result from all issues of shares or various securities carried out under the delegations of authority granted to the Board of Directors under the resolutions 16 to 22 of this General Meeting, and resolution 16 of the General Meeting of April 25, 2025, at a total nominal amount of three hundred fourteen thousand, three hundred nine euros and twenty cents (€314,309.20), it being specified that this amount shall be increased by the amounts necessary for any adjustments to be made in accordance with applicable legal, regulatory, or contractual provisions following the issuance of the instruments, rights, or securities giving future access to the capital.

This resolution supersedes the unused portion of resolution 17 of the General Meeting of April 25, 2025.

Resolution 24

(Amendment of Article 19 of the Articles of Association regarding the use of telecommunication means, written consultation, and mail-in voting for Board of Directors' meetings)

The General Meeting, voting under the quorum and majority requirements for Extraordinary General Meetings, having reviewed the report of the Board of Directors, resolves to amend Article 19 of the Articles of Association as follows:

Former Version The English versions provided below are free translations into English of the Company's Articles of Association (Statuts), provided solely for the convenience of English-speaking readers. In the event of any ambiguity or discrepancy between this translation and the original French version, the French text shall prevail.	New version
<p><u>Article 19 – MEETINGS OF THE BOARD OF DIRECTORS</u></p> <p>The Board of Directors shall meet as often as the interests of the Company require, upon notice from its Chairman or half of its members, either at the registered office or at any other location specified in the notice of meeting.</p> <p>If the Board has not met for more than two months, at least one-third of the members of the Board of Directors may ask the Chairman to call a meeting to discuss a specific agenda.</p> <p>The Chief Executive Officer may also ask the Chairman to convene the Board of Directors to discuss a specific agenda.</p> <p>However, the Board may meet on verbal notice, and the agenda may be determined at the time of the meeting if all directors in office are present and agree on said agenda.</p> <p>An attendance register shall be maintained and signed by the directors participating in the Board of Directors' meeting.</p>	<p><u>Article 19 – MEETINGS OF THE BOARD OF DIRECTORS</u></p> <p>The Board of Directors shall meet as often as the interests of the Company require, upon notice from its Chairman or half of its members, either at the registered office or at any other location specified in the notice of meeting.</p> <p>If the Board has not met for more than two months, at least one-third of the members of the Board of Directors may ask the Chairman to call a meeting to discuss a specific agenda.</p> <p>The Chief Executive Officer may also ask the Chairman to convene the Board of Directors to discuss a specific agenda.</p> <p>However, the Board may meet on verbal notice, and the agenda may be determined at the time of the meeting if all directors in office are present and agree on said agenda.</p> <p>An attendance register shall be maintained and signed by the directors participating in the Board of Directors' meeting. However, when a director participates in the Board's deliberations by means</p>

<p>For decisions to be valid, the actual presence of at least half of the directors is required.</p> <p>Decisions are made by a majority vote of the members present or duly represented, with each director having one vote.</p> <p>In the event of a tie, the Chairman of the meeting shall have a casting vote.</p> <p>Proof of the number of directors in office and their appointment is validly established toward third parties simply by the listing of the names of directors present or absent in the minutes of each meeting.</p> <p>Directors, as well as any person called to attend Board of Directors' meetings, are bound by a duty of discretion regarding information of a confidential nature that is identified as such by the Chairman of the meeting.</p> <p>The Board of Directors may also take decisions by written consultation of the directors under the conditions provided by law.</p>	<p>of telecommunication, written consultation, or mail-in voting, the method of participation shall simply be recorded in the register without a signature being required.</p> <p>For decisions to be valid, the actual presence of at least half of the directors is required.</p> <p>Decisions are made by a majority vote of the members present or duly represented, with each director having one vote.</p> <p>In the event of a tie, the Chairman of the meeting shall have a casting vote.</p> <p>These rules regarding quorum, majority, and the casting vote apply equally whether directors participate in person or by means of telecommunication, written consultation, or mail-in voting.</p> <p>Proof of the number of directors in office and their appointment is validly established toward third parties simply by the listing of the names of directors present or absent in the minutes of each meeting.</p> <p>Directors, as well as any person called to attend Board of Directors' meetings, are bound by a duty of discretion regarding information of a confidential nature that is identified as such by the Chairman of the meeting.</p> <p>At the initiative of the Chairman of the Board of Directors, meetings of the Board of Directors may be held, for all or some directors, via videoconference or any other means of telecommunication. Directors participating in the Board of Directors meeting by means of telecommunication that allow for their identification, under the conditions set by current laws and regulations, shall be deemed present for the purposes of calculating the quorum and majority. The Internal Regulations of the Board of Directors may specify that certain decisions may not be taken during a meeting held under such conditions.</p> <p>At the initiative of the Chairman of the Board of Directors, decisions of the Board of Directors may also be taken via written consultation of the directors. In such cases, the Chairman shall call upon the directors to vote via any written means, including electronic communication, on the resolutions(s) submitted to them, within the timeframes and according to the procedures defined by the Chairman at the time of consultation. Any director may object to the use of this consultation method, provided they notify the Chairman and the other directors in writing before the final deadline for response set for the written consultation. In the event of such an objection, the Chairman may call a Board of Directors meeting to address the same agenda. If a director fails to respond to a written consultation within the timeframe and according to the procedures set by the Chairman, he or she shall be deemed absent and not to have participated in the decision.</p> <p>The Chairman may also organize a vote by mail (including electronic voting) within the framework of a Board of Directors meeting by providing directors with a ballot form, the contents of which must comply with applicable laws and regulations. The form must provide Board of Directors members with the option to vote in favor of or against each resolution, or to abstain. It must also include a space allowing the director to explain his or her position. If a director fails to return his or her mail-in ballot within the timeframe and according to the procedures set by the Chairman, and has not otherwise participated in the Board meeting via another method</p>
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	<p>provided for in the notice of meeting, he or she shall be deemed absent and not to have participated in the decision.</p> <p>The Internal Regulations of the Board of Directors shall specify any other procedures for written consultation and mail-in voting not defined by current laws, regulations, or these Articles of Association. The Internal Regulations of the Board of Directors may also provide that certain decisions may not be taken via written consultation or mail-in voting.</p>
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Resolution 25

(Amendment of Article 21-I of the Articles of Association regarding the power of the Board of Directors to bring the Articles of Association into compliance with legal and regulatory provisions)

The General Meeting, voting under the quorum and majority requirements for Extraordinary General Meetings, having reviewed the report of the Board of Directors, resolves to add a paragraph to Article 21-I of the Articles of Association as follows:

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<p>Article 21 – POWERS OF THE BOARD OF DIRECTORS</p> <p>I. – Principles</p> <p>The Board of Directors sets the guidelines for the Company's business activities and ensures that they are implemented in line with its corporate interests, taking into account the social and environmental challenges associated with its activity.</p> <p>Subject to the powers expressly granted to Annual General Meetings and within the limits of the corporate purpose, it addresses any matter concerning the proper functioning of the Company and settles through its deliberations all matters relating thereto.</p> <p>In dealings with third parties, the Company is bound even by acts of the Board of Directors that fall outside the corporate purpose, unless it proves that the third party knew that the act exceeded such purpose or could not have been unaware of it given the circumstances, it being excluded that the mere publication of the Articles of Association is sufficient to constitute such proof.</p> <p>The Board of Directors carries out such controls and verifications as it deems appropriate.</p> <p>Each director shall receive the information necessary for the performance of his or her duties and may request any documents he or she deems useful.</p>	<p>Article 21 – POWERS OF THE BOARD OF DIRECTORS</p> <p>I. – Principles</p> <p>The Board of Directors sets the guidelines for the Company's business activities and ensures that they are implemented in line with its corporate interests, taking into account the social and environmental challenges associated with its activity.</p> <p>Subject to the powers expressly granted to Annual General Meetings and within the limits of the corporate purpose, it addresses any matter concerning the proper functioning of the Company and settles through its deliberations all matters relating thereto.</p> <p>In dealings with third parties, the Company is bound even by acts of the Board of Directors that fall outside the corporate purpose, unless it proves that the third party knew that the act exceeded such purpose or could not have been unaware of it given the circumstances, it being excluded that the mere publication of the Articles of Association is sufficient to constitute such proof.</p> <p>The Board of Directors carries out such controls and verifications as it deems appropriate.</p> <p>Each director shall receive the information necessary for the performance of his or her duties and may request any documents he or she deems useful.</p> <p>The Board of Directors may make the necessary amendments to the Articles of Association to bring them into compliance with legal and regulatory provisions, subject to ratification of such amendments by the next Extraordinary General Meeting.</p>

Resolution 26

(Amendment to Article 29 of the Articles of Association concerning the record date prior to the General Meeting)

The General Meeting, voting under the quorum and majority requirements for Extraordinary General Meetings, having reviewed the report of the Board of Directors, resolves to amend Article 29-1 of the Articles of Association as follows:

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<p><u>Article 29 – ATTENDANCE AND REPRESENTATION AT GENERAL MEETINGS</u></p> <p>1)- In accordance with the applicable legal and regulatory provisions, any shareholder has the right to attend the General Meetings and to participate in the deliberations or to be represented, regardless of the number of shares he/she owns, on proof of his/her identity and by registering the securities in his/her name or in that of the intermediary registered on his/her behalf pursuant to Article L.228-1, paragraph 7 of the French Commercial Code, on the second business day preceding the date of the Meeting at midnight (Paris time), either in the registered securities accounts held by the Company, or in the bearer securities accounts held by the registered intermediary, under the applicable legal and regulatory conditions.</p>	<p><u>Article 29 – ATTENDANCE AND REPRESENTATION AT GENERAL MEETINGS</u></p> <p>1)- In accordance with the applicable legal and regulatory provisions, any shareholder has the right to attend the General Meetings and to participate in the deliberations or to be represented, regardless of the number of shares he/she owns, on proof of his/her identity and by registering the securities in his/her name or in that of the intermediary registered on his/her behalf pursuant to Article L.228-1, paragraph 7 of the French Commercial Code, on the fifth business day preceding the date of the Meeting at midnight (Paris time), either in the registered securities accounts held by the Company, or in the bearer securities accounts held by the registered intermediary, under the applicable legal and regulatory conditions.</p>

Resolution 27

(Powers for the purposes of legal formalities)

Full powers are granted to the bearer of the original, an extract, or a certified copy of these minutes to carry out any publication and filing formalities required by law.

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