

Decision of the Board of Directors on 2 August 2023

REMUNERATION OF PHILIPPE AYMERICH AND PIERRE PALMIERI, DEPUTY CHIEF EXECUTIVE OFFICERS

In order to take into account the scopes of supervision of the Deputy Chief Executive Officers as of 24 May 2023, the Board of Directors of 2 August 2023, on the proposal of the Compensation Committee, set the individual non-financial performance targets, specific to their scopes of supervision for the period from 24 May to 31 December 2023.

These individual targets weighted at 10% of the Deputy Chief Executive Officers' variable annual remuneration are divided into three axes:

- For Philippe Aymerich, the governance of French Retail Banking's ALM, compliance with the 2023 milestones of the Vision 2025 project and the continued development of Boursorama.
- For Pierre Palmieri, securing the first few months of LeasePlan integration, meeting 2023 milestones on the AFMO scope and particularly in terms of disposals, and lastly, ESG issues.

For the generality of the criteria, measurement elements were proposed while agreeing that a certain qualitative dimension should be preserved. The assessment may be equally weighted for each defined axe. A different choice of weighting, taking into account the importance of each of these axes in achieving 2023 performance, may be decided by the Board of Directors.

REMUNERATION OF CHIEF EXECUTIVE OFFICERS

Long-term incentives - modification of the banks' panel of the relative TSR performance condition

On 2 August 2023, the Board of Directors, as per the Compensation Committee's proposal, decided to amend the panel of banking peers used to assess the achievement of the relative TSR (Total Shareholder Return) performance condition applicable for the long-term incentive plan of the Chief Executive Officers.

On 31 December 2022, this panel comprised the following institutions: Barclays, BBVA, BNPP, CASA, Deutsche Bank, Intesa Sanpaolo, Nordea, Santander, Unicredit, UBS and Crédit Suisse.

Following the merger between UBS and Credit Suisse in June 2023, the Board of Directors decided that this panel will be composed of the following institutions: Barclays, BBVA, BNPP, CASA, Deutsche Bank, Intesa Sanpaolo, Nordea, Santander, Unicredit, UBS and ING.

This new panel will be taken into account for the evaluation of ongoing plans.
