2025 Combined General Meeting of Shareholders

Paris, 21st May 2025 at 2:30pm

The world is how we shape it

Meeting schedule

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Closing

01

Opening of the General Meeting

Opening of the General Meeting

Non-shareholders are present in the room. Our General Meeting is therefore a public meeting. In addition, this meeting will be broadcast live and its recording will remain available on the Company's website.

Appointment of the officers of the meeting:

- appointment of scrutineers
- choice of session secretary

The legal quorum has already been reached, and the Meeting may validly deliberate.

Documents submitted on the desk for the purposes of the General Meeting

The Company hasn't received any requests to place items on the agenda or to submit draft resolutions, nor has it received any written questions.

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Agenda

Notice published in the "Bulletin des Annonces Légales Obligatoires" on 2nd May 2025

Agenda (1/3)

Item on the agenda without a resolution subject to a vote by the shareholders

Presentation of the Group's climate strategy and the main initiatives taken

Requiring the approval of the Ordinary General Meeting

01 | Approval of the parent company financial statements for financial year 2024.

02 | Granting of final discharge to the Board of Directors.

03 | Approval of the consolidated financial statements for financial year 2024.

04 | Appropriation of earnings for financial year 2024 and setting of the dividend.

05 | Approval of agreements relating to the provisions of Article L. 225-38 of the French Commercial Code.

06 | Approval of disclosures relating to the compensation of company officers mentioned in Section I of Article L. 22-10-9 of the French Commercial Code, in accordance with Section I of Article L. 22-10-34 of the French Commercial Code.

07 | Approval of the fixed, variable and exceptional items of compensation making up the total compensation and benefits of any kind paid during the financial year ended 31 December 2024 or allotted in respect of that period to Pierre Pasquier, Chairman of the Board of Directors.

08 | Approval of the fixed, variable and exceptional items of compensation making up the total compensation and benefits of any kind paid during the financial year ended 31 December 2024 or allotted in respect of that period to Cyril Malargé, Chief Executive Officer.

09 | Approval of the compensation policy for the Chairman of the Board of Directors.

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Agenda (2/3)

Requiring the approval of the Ordinary General Meeting

10 | Approval of the compensation policy for the Chief Executive Officer.

11 | Approval of the compensation policy for Directors for their service.

12 | Decision setting the total annual amount of compensation awarded to Directors for their service at €700,000.

13 | Reappointment of Sonia Criseo as a Director for a term of office of four years.

14 | Reappointment of Yves de Talhouët as a Director for a term of office of four years.

15 | Reappointment of Rémy Weber as a Director for a term of office of four years.

16 | Appointment of Charlotte Dennery as a Director for a term of office of two years.

17 | Appointment of Astrid Anciaux as a Director representing employee shareholders for a term of office of four years.

18 | Authorisation to be granted to the Board of Directors to trade in the Company's shares up to a maximum of 10% of the share capital.

Agenda (3/3)

Requiring the approval of the Extraordinary General Meeting

19 | Authorisation to be granted to the Board of Directors to allot existing or new free shares to employees and/or company officers of the Company and/or affiliated companies, subject to an upper limit of 1.1% of the share capital, entailing the waiver by the shareholders of their pre-emptive subscription right.

20 | Delegation of authority to be granted to the Board of Directors to increase the share capital, without preemptive subscription rights for existing shareholders, via issues to persons employed by the Company or by an affiliated company, subject to enrolment in a company savings plan, up to a maximum of 2% of the share capital.

21 | Amendment to Article 16 of the Articles of Association concerning the counting, for the purpose of calculating the quorum and the majority, of Directors who participate in Board meetings by means of telecommunication to remove the restriction regarding the approval of the financial statements and writing of reports of the Board of Directors.

Requiring the approval of the Ordinary General Meeting

22 | Powers granted to carry out formalities.

03

Board of Directors' reports – Presentation of the 2024 accounts, operating position and the climate strategy

Presentation of 2024 accounts

Cyril Malargé,
Chief Executive Officer

Disclaimer

This document contains forward-looking information subject to certain risks and uncertainties that may affect the Group's future growth and financial results. Readers are reminded that licence agreements, which often represent investments for clients, are signed in greater numbers in the second half of the year, with varying impacts on end-of-year performance. Actual outcomes and results may differ from those described in this document due to operational risks and uncertainties. More detailed information on the potential risks that may affect the Group's financial results can be found in the 2024 Universal Registration Document filed with the Autorité des Marchés Financiers (AMF) on 14 March 2025 (see pages 44 to 51 and 306 to 312 in particular). Sopra Steria does not undertake any obligation to update the forward-looking information contained in this document beyond what is required by current laws and regulations. The distribution of this document in certain countries may be subject to the laws and regulations in force. Persons physically present in countries where this document is released, published or distributed should enquire as to any applicable restrictions and should comply with those restrictions.

Results significantly up despite a wait-and-see market

"Revenue relatively stable on an organic basis"

-0.5%

"Operating margin on business activity of at least 9.7%"

9.8%

"Free cash flow of around €350 million"

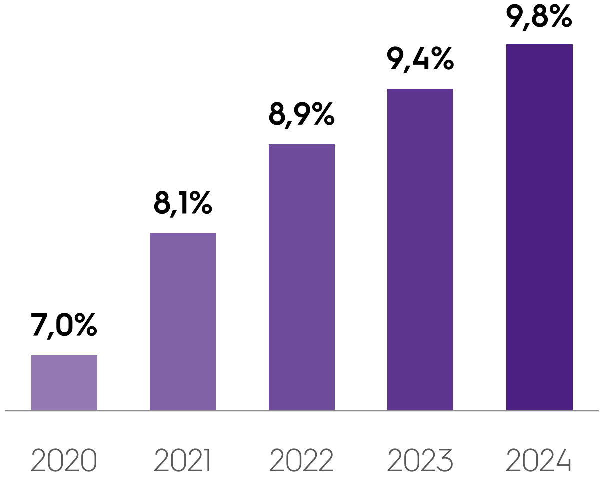
€432.1m

Operating profit on business activity: €564.7m
+3.0% vs. 2023

Net profit attributable to the Group from continuing operations €309.3m
+68.4% vs. 2023

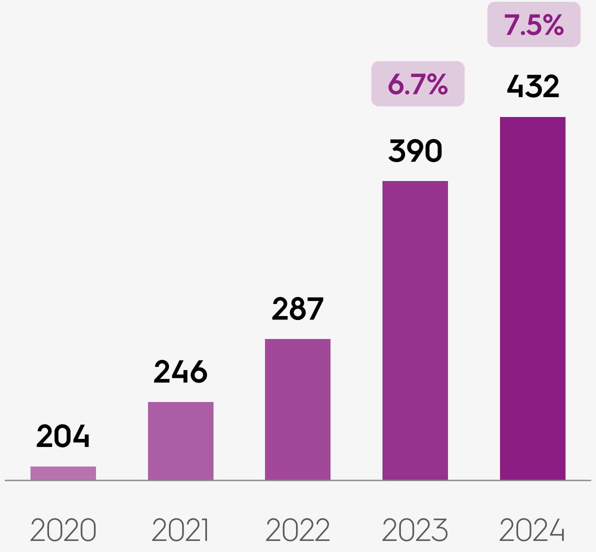
A solid operating performance

Operating profit on business activity (%)

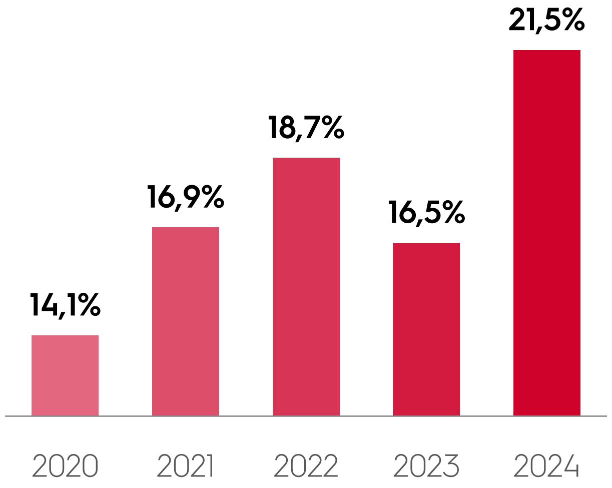


FCF(1) (€m)

% of revenue



RoCE(2)) before tax (%)



(1) FCF : Free Cash Flow
(2) ROCE : return on capital employed (Profit from recurring operations before tax + Profit from equity-accounted companies) / (Equity + Net financial debt)

Acceleration in the transformation trajectory

Clarification of our strategic positioning through the successful sale of Sopra Banking Software

Appointment of a Group Chief Operating Officer to shape and lead the transformation of the operating model

Shifting from a service-based to an offering-based approach with the launch of two cross-functional business lines

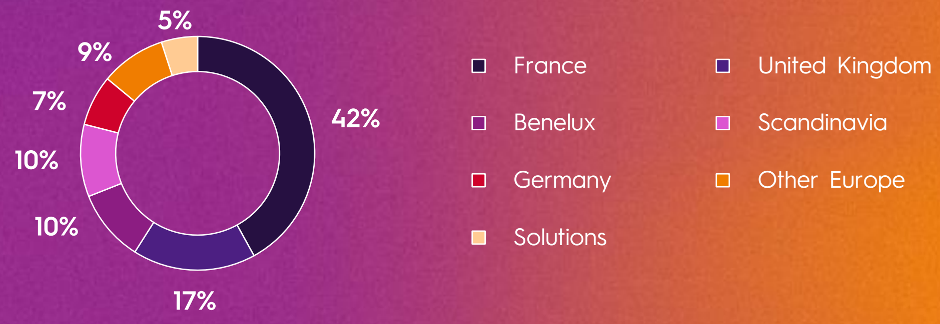
- Digital Platform Services
- Cybersecurity

Successful IT integration of acquisitions in France and Belgium in 2023

Strengthened positioning

85% Digital Services | **9%** Consulting | **6%** Solutions

Focus on consulting and digital services in Europe



Geographically more balanced portfolio

68%

Group revenue

26% Public Sector | **22%** Aeronautics, Space, Defence & Security | **20%** Financial Services and Insurance

CS Group ► Aeronautics, Space, Defence & Security

Ordina & Aurexia (planned) ► Financial Services

Ordina ► Public Sector

Key accounts strategy

Top 100 — 66%

Top 30 — 50%

c. 40% recurring revenue

Note: Breakdown excluding Ordina for business lines and verticals

Ramping up in NextGen technologies

Certifications

+32%

- ServiceNow
- SAP
- Cloud
- Data/IA

References

NelsonHall

Leader "**Cyber** resiliency services"

Leader "End to End **Cloud** Infra Services"

PAC

Best in Class in **"AI Services"** for Europe & France

Best in class for « **ServiceNow** Services in Europe »

Quadrant Knowledge Solutions

Leader "**Cloud** Native Application"
& "Application Transformation Services"

Leader **"AI Services"**

Innovation

Ecosystem

500 **startups**

40 partnerships

18 Equity investments in 18 companies, **3 of them in 2024**

XXII | WIND Pioneer the Future | ALICE & BOB

Target areas

- IA
- Quantum
- Augmented reality
- Virtual reality

AI at the heart of our priorities and business lines

AI at Sopra Steria

"AI for all, now" training

AI-boosted development platform

- Support tools
  for project managers (HeiDI)
- Virtual assistants
  for consultants (CEDRIC)
- Predictive analytics
  to anticipate project warnings (AnDI)

AI at our clients

Sopra Steria Next Studies

- "4 archetypes for driving performance"
- "From exploration to impact"

Confiance.ai

Mistral AI partnership

Agility at scale

AI in our offerings

Relevant AI

AI Factory

Trustworthy AI

Dynamic GenAI4IT

Copilot for MS 365

Contact Centres

France

	2024		2023 Restated*		2023 Reported	
	(€m)	(% of Rev.)	(€m)	(% of Rev.)	(€m)	(% of Rev.)
Revenue	2,437.9		2,426.3		2,384.3	
Organic growth (%)	-1.6%					
Op. profit on business activity	220.4	9.0%	235.6	9.7%	229.5	9.6%
Profit from recurring operations	201.6	8.3%	207.7	8.6%	196.8	8.3%
Operating profit	182.1	7.5%	198.9	8.2%	189.4	7.9%

Organic growth in Q4: **-2.0%**

- Excluding aeronautics, growth relatively stable (+ 0.5%)

Sector trends

- Contraction in most sectors
- Growth in defence and public sector
- Volumes stabilised in Q4 in aeronautics

Operating margin on business activity: **9.0%**

- CS Group margin up by around 2 points
- Impact of decline in activity in aeronautics sector

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United Kingdom

	2024		2023 Restated*		2023 Reported	
	(€m)	(% of Rev.)	(€m)	(% of Rev.)	(€m)	(% of Rev.)
Revenue	962.1		940.9		940.9	
Organic growth (%)	-0.5%					
Op. profit on business activity	116.9	12.1%	103.2	11.0%	103.2	11.0%
Profit from recurring operations	107.8	11.2%	89.4	9.5%	89.4	9.5%
Operating profit	100.7	10.5%	79.1	8.4%	79.1	8.4%

Strong growth in private sector, contraction in public sector

Down **9.4%** in Q4

- High basis of comparison for SSCL: 25.2% growth in Q4 2023
- Expiration of a major contract
- Delay in launch of a key contract

Operating margin on business activity remained high at **12.1%**

- Up 1.1 points from 2023

 On a 2024 accounting standards basis (IFRS 5)

Europe

	2024		2023 Restated*		2023 Reported	
	(€m)	(% of Rev.)	(€m)	(% of Rev.)	(€m)	(% of Rev.)
Revenue	2,049.0		1,777.5		1,746.9	
Organic growth (%)	+0.5%					
Op. profit on business activity	186.4	9.1%	151.7	8.5%	152.2	8.7%
Profit from recurring operations	165.7	8.1%	139.0	7.8%	140.0	8.0%
Operating profit	128.5	6.3%	105.0	5.9%	118.1	6.8%

Scandinavia, Spain and Italy: between **8%** and **10%** growth

Other countries: between **-3%** and **-5%**

Operating margin on business activity up **0.4** points vs 2023

- Positive impact of Scandinavia, Spain, Benelux and Italy

Solutions

	2024		2023 Restated*		2023 Reported	
	(€m)	(% of Rev.)	(€m)	(% of Rev.)	(€m)	(% of Rev.)
Revenue	327.8		324.2		288.2	
Organic growth (%)	+1.1%					
Op. profit on business activity	41.0	12.5%	35.4	10.9%	39.4	13.7%
Profit from recurring operations	39.9	12.2%	26.7	8.2%	36.6	12.7%
Operating profit	38.0	11.6%	1.4	0.4%	36.2	12.6%

Human Resources Solutions:
+3.6%

Property Management Solutions:
-1.7%

Operating margin on business activity: **12.5%**

- Excluding changes in scope (reallocation of business previously within the scope of SBS following its disposal), margin improved by 1.6 points

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Income statement

	2024		2023 Restated*		2023 Reported	
	(€m)	(% of Rev.)	(€m)	(% of Rev.)	(€m)	(% of Rev.)
Organic growth	5,776.8		5,469.0		5,805.3	
Operating profit on business activity	-0.5%					
Operating profit on business activity	**564.7**	**9.8%**	**526.0**	**9.6%**	**548.2**	**9.4%**
Share-based payment expenses	-17.3		-34.3		-43.0	
Amortisation of allocated intangible assets	-32.5		-28.9		-38.0	
Profit from recurring operations	**514.9**	**8.9%**	**462.8**	**8.5%**	**467.2**	**8.0%**
Other operating income and expenses	-54.7		-78.5		-137.4	
Operating profit	**460.3**	**8.0%**	**384.3**	**7.0%**	**329.9**	**5.7%**
Cost of net financial debt	-35.4		-19.5		-19.5	
Other financial income and expenses	-3.2		6.1		-16.3	
Tax expense	-96.8		-114.2		-111.7	
Net profit from associates	-6.7		6.7		6.7	
Net profit from continuing operations	**318.2**	**5.5%**	**263.5**	**4.8%**	**189.1**	**3.3%**
Net profit from discontinued operations	**-58.3**		**-74.4**			
Consolidated net profit	**259.9**	**4.5%**	**189.1**	**3.5%**	**189.1**	**3.3%**
of which attributable to Group	**251.0**	**4.3%**	**183.7**	**3.4%**	**183.7**	**3.2%**
of which non-controlling interests	*9.0*		*5.4*		*5.4*	

On a 2024 accounting standards basis (*IFRS* 5)

Simplified balance sheet

	31/12/2024 (€m)	31/12/2023 Restated* (€m)	31/12/2023 Reported (€m)
Goodwill	2,348.2	2,586.2	2,668.9
Allocated intangible assets	174.3	232.1	124.8
Other fixed assets	345.2	307.9	304.3
Right-of-use assets	384.4	457.1	457.1
Equity-accounted investments	1.0	185.9	185.9
Total fixed assets	**3,253.0**	**3,769.2**	**3,740.9**
Net deferred tax	73.1	70.0	98.3
Trade accounts receivable (net)	1,291.4	1,372.4	1 372.4
Other assets and liabilities	-1,562.5	-1 556.4	-1 556.4
Working capital requirement (WCR)	**-271.1**	**-184.0**	**-184.0**
Assets + WCR	**3,055.0**	**3,655.2**	**3,655.2**
Equity	1,984.5	1,925.1	1,925.1
Pensions – Post-employment benefits	135.9	167.8	167.8
Provisions for contingencies and losses	125.2	113.3	113.3
Lease liabilities	427.3	503.0	503.0
Net financial debt	382.2	946.0	946.0
Capital invested	**3,055.0**	**3,655.2**	**3,655.2**

 *On 2024 accounting standards basis (*IFRS 3*)

Alternative performance measures

Restated revenue:

Revenue for the prior year, expressed on the basis of the scope and exchange rates for the current year.

Organic revenue growth:

Increase in revenue between the period under review and restated revenue for the same period in the prior financial year..

EBITDA:

This measure, as defined in the Universal Registration Document, is equal to consolidated operating profit on business activity after adding back depreciation, amortisation and provisions included in operating profit on business activity.

Operating profit on business activity:

This measure, as defined in the Universal Registration Document, is equal to profit from recurring operations adjusted to exclude the share-based payment expense for stock options and free shares and charges to amortisation of allocated intangible assets.

Profit from recurring operations:

This measure is equal to operating profit before other operating income and expenses, which includes any particularly significant items of operating income and expense that are unusual, abnormal, infrequent or not foreseeable, presented separately in order to give a clearer picture of performance based on ordinary activities.

Basic recurring earnings per share:

This measure is equal to basic earnings per share before other operating income and expenses net of tax.

Return on capital employed (RoCE):

(Profit from recurring operations before tax + Profit from equity-accounted companies) / (Equity + Net financial debt)

Free cash flow:

Net cash from operating activities; less investments (net of disposals) in property, plant and equipment, and intangible assets; less lease payments; less net interest paid; and less additional contributions to address any deficits in defined-benefit pension plans.

Downtime:

Number of days between two contracts (excluding training, sick leave, other leave and pre-sales) divided by the total number of business days.

Outlook and targets

Cyril Malargé,
Chief Executive Officer

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Q1 2025 Revenue

	Q1 2025 (€m)	Q1 2024 Restated* (€m)	Q1 2024 Reported (€m)	Organic growth (%)	Total Organic (%)
	Revenue				
France	602.6	633.6	633.6	-4.9%	-4.9%
United Kingdom	219.3	245.9	240.0	-10.8%	-8.6%
Europe	512.1	529.5	531.9	-3.3%	-3.7%
Solutions	81.0	79.0	79.0	+2.5%	+2.5%
Total	**1,415.0**	**1,487.9**	**1,484.6**	**-4.9%**	**-4.7%**

Chiffre d'affaires à périmètre et taux de change 2024

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Full-year targets for 2025

Organic revenue growth

Between

-2.5% and +0.5%

with a low point in Q1:
-5% and -6%

Operating margin on business activity
(as % of revenue)

Between

9.3% and 9.8%

including a dilutive effect arising from higher social security contributions in the UK and France equating to
c. 30 pb

Free cash flow
(as % of revenue)

Between

5% and 7%

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Climate Strategy

Cyril Malargé,
Chief Executive Officer

Climate strategy

Three major objectives

Supporting the transition to a low-carbon economy by aiming for zero net emissions by 2040, an ambition that has been validated and a trajectory embarked upon since 2017 with a climate plan

Ensure adaptation to climate change by strengthening the resilience of operations, assets and the value chain to climate hazards

Developing low-carbon solutions for clients and other stakeholders under a dedicated Digital Responsibility roadmap

Market recognitions relating in 2024

"A List" 8 consecutive years

Implications beyond the value chain

In the ecosystem of influence

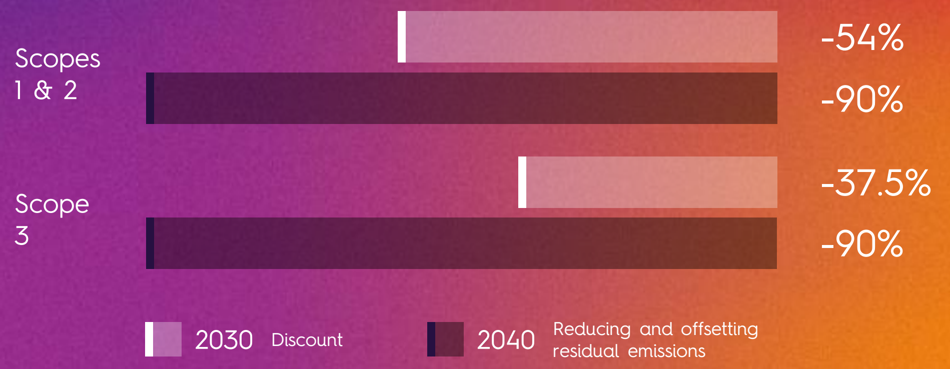
In financing Green Tech

In the contribution to mitigating climate change

project afforestation

Compliance with the decarbonisation trajectory based on the 2030 climate objectives

Reminder of validated SBTi objectives
(change compared with 2019)



In 2017

1st ESN to have certification

SCIENCE BASED TARGETS

2024 results

Scopes 1 & 2

-53% /year 2019

Scope 3

-24% /year 2019

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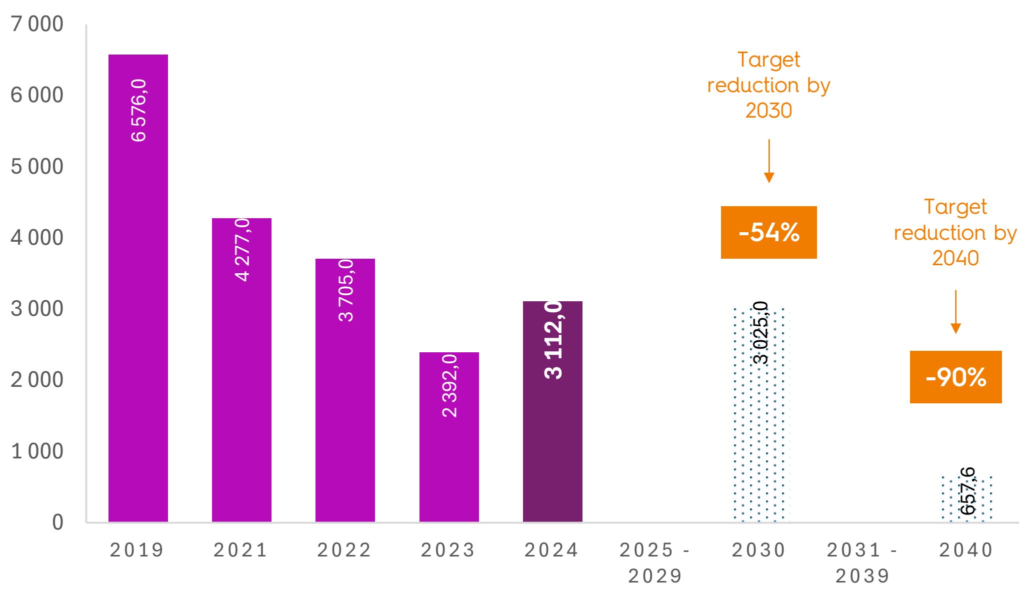
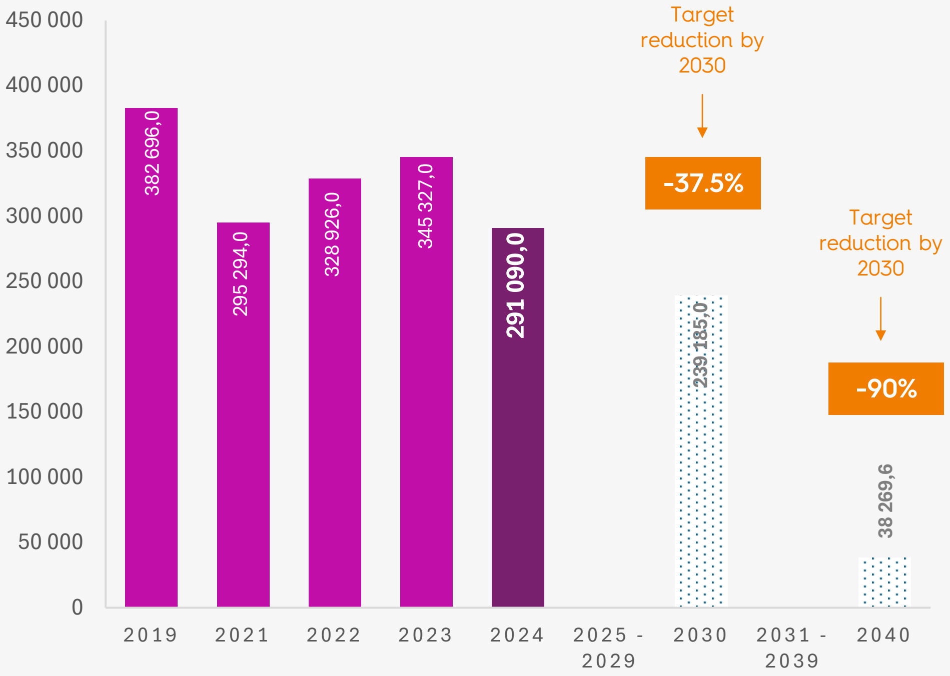
Change in the volume of GHG emissions emissions categorised by scopes since 2019

Total volume of GHG emissions
in TeqCO2 for **Scopes 1 and 2**



Total volume of **Scope 3**
GHG emissions in TeqCO2



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Focus on GHG emissions from scopes 1 and 2

Action plans on energy savings and building management

9 kteq CO2

In 2024, i.e. 3% of the balance sheet on scopes 1, 2 and 3

Sobriety and renewable energy

Objectives	Actions undertaken	2024 results
-20% energy consumption in in offices in 2030 compared to 2021 Maintain the share of renewable from renewable energy electricity consumption of offices and data centres to 100%	Energy efficiency plan Group : - Lighting - Temperatures - **IT** equipment - Data centres	-8% Energy consumption in offices in 2024/2021 100% of the electricity consumed in offices and data centres comes from renewable sources

iso 14001 certification of sites

Objectives	Actions undertaken	2024 results
70% of employees to sites certified or in the process of being certified by 2026 95% of employees to certified sites or sites in the process of being certified by 2030	Validation of the group action plan France Acceleration of individual certifications	50% of employees covered

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Focus on GHG emissions from scope 3

Action plans on mobility and sustainable purchasing

291 kteq CO2
In 2024, i.e. 97% of the balance sheet on scopes 1, 2 and 3

Sustainable mobility Group

26 kteq CO2
By 2024: 12% of the balance sheet for scopes 1, 2 and 3

Objective

-70%
Emissions in 2030 compared to 2019

-90%
emissions linked emissions in 2040 compared to 2019

Actions undertaken

Group mobility plan for business and home-work travel

Results

-65%
Emissions linked emissions in 2024 compared to 2019

Sustainable procurement programme for a better climate

255 kteq CO2
By 2024, i.e. 85% of the balance on scopes 1, 2 and 3

Objective

85%
Continue roll out Ecovadis assessments to cover 85% of expenditure on the main supplier accounts (eligibility criterion €150K)

Actions undertaken

Encourage the purchase products and services with a lower environmental impact

Measuring the real carbon impact of our suppliers and reinforcing responsible purchasing (by signing up to the Supplier Charter)

Digital sobriety plan for IT equipment, which represents
34%
of the Group's footprint by 2024

Results

77%
of expenditure on the main supplier accounts (836) evaluated via CSR assessments

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04

Reports of the Sustainability Auditors and the Statutory Auditors

Report of the Sustainability Auditors

ACA NEXIA & de SAINT FRONT

Report of the Sustainability Auditors

Assurance report on sustainability reporting and verification of disclosure requirements set out in Article 8 of Regulation (EU) 2020/852

Reports of the Statutory Auditors

ACA NEXIA & KPMG

Reports of the Statutory Auditors

Report on the individual and consolidated financial statements

Special report on regulated-party agreements

Others Statutory Auditors' reports

05

Information about proposed resolutions

Presentation and text of the resolutions in the 2025 meeting brochure from page 77

Christophe Bastelica,
Session secretary

Information on the proposed resolutions

Approval of the financial statements, granting of final discharge to the Board of Directors and appropriation of earnings

Resolutions 1 to 3

Approval of the Parent company and the consolidated financial statements for financial year 2024

Resolution 2

Granting of final discharge to the Board of Directors

Resolution 4

Appropriation of earnings

Proposed dividend: €4.65 per share (unchanged/2023)

- Ex-dividend date: Tuesday, 3 June 2025
- Dividend payment date: Thursday, 5 June 2025

Resolution submitted for approval at the **Ordinary** General Meeting

2024 URD

2024 Universal Registration Document

- 2024 Parent company financial statements: p. 329-364
- 2024 Consolidated financial statements: p. 261-327

Resolution submitted for approval at the **Ordinary** General Meeting

Information on the proposed resolutions

Approval of the agreements concluded during the financial year ended 31.12.2024 and of the Statutory Auditors' special report on said agreements

Resolution 5

Approval of the 3 agreements concluded during the financial year ended 31.12.2024 falling under Article L.225-38 of the French Commercial Code.

- Sale of Sopra Banking Software and Axway Software shares as part of Sopra Steria Group's strategic refocusing.
- Global operation corresponding to Sopra Steria Group's desire to strengthen its development in digital services and solutions.

Resolution submitted for approval at the

Ordinary

General Meeting

2024 URD

2024 Universal Registration Document

- Detailed description: p. 96
- Statutory Auditors' special report on related-party agreements: p. 362 to 364

Information on the proposed resolutions

Compensation of company officers

Resolution 6

Approval of the report on the compensation of company officers relating to the disclosures mentioned in Article L. 22-10-9 I of the French Commercial Code

Resolutions 7 to 8

Approval of the fixed and variable components of compensation paid or allotted in respect of financial year 2024 to the executive company officers Pierre Pasquier and Cyril Malargé

Resolution submitted for approval at the

Ordinary

General Meeting

2025 MB

2025 Meeting brochure

- Extract from the report on corporate governance p. 58 to 72

Resolution submitted for approval at the

Ordinary

General Meeting

2025 MB

2025 Meeting brochure

- Standardised presentation of compensation paid to company officers p. 62 to 63

Information on the proposed resolutions

Compensation of company officers

Resolutions 9 to 11

Compensation policy

- of the Chairman of the Board of Directors
    - unchanged
- of the Chief Executive Officer
    - introduction of the principle of reduction of performance share rights in the event of termination of mandate before the end of the plan
- for Directors for their service
    - unchanged

Resolution submitted for approval at the

Ordinary

General Meeting

2025 MB

2025 Meeting brochure

- Compensation policy
- of the Chairman: see table on p. 59
- of the Chief Executive Officer: see table on p. 60
- for Directors for their service: p. 61 to 64

Information on the proposed resolutions

Setting directors' remuneration

Résolution 12

Decision setting the amount of compensation awarded to Directors

- Proposed compensation for financial year 2025: unchanged (€700,000)

Resolution submitted for approval at the

Ordinary

General Meeting

2024 URD

2024 Universal Registration Document

- Section 1.3. Preparation and organisation of the work of the Board of Directors p. 89 to 98

Information on the proposed resolutions

Reappointment of Directors

Resolutions 13 to 15

Renewal of 3 mandates for 4 years (statutory term)

- Sonia Criseo, independent director
- Yves de Talhouët, independent director
- Rémy Weber, independent director

Resolution submitted for approval at the

Ordinary

General Meeting

2025 MB

2025 Meeting brochure

- Presentation of the directors whose term of office has been renewed, respectively p. 80, 81, 82
- Key areas of expertise and experience p. 85

Information on the proposed resolutions

Appointment of female directors

Resolutions 16 to 17

New appointments

- Charlotte Dennery, independent director (for 2 years, staggered terms of office)
- Astrid Anciaux, candidate appointed by employee shareholders (for 4 years)

Resolution submitted for approval at the

Ordinary

General Meeting

2025 MB

2025 Meeting brochure

- Biography p. 84, 83
- Key areas of expertise and experience p. 85
- Composition of the future Board of Directors p. 85

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Information on the proposed resolutions

Authorisation for the Company to buy back its own shares

Resolution 18

Buyback by the Company of its own shares

- Authorisation renewed under the same terms for a period of 18 months
- Limited to 10% of the share capital
- Maximum price: €300

Resolution submitted for approval at the

Ordinary

General Meeting

2024 URD

2024 Universal Registration Document

- Share buyback programme: p. 371 to 372

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Information on the proposed resolutions

Financial delegations aimed at giving employees and/or company officers a stake in the share capital

Resolution 19

Allotment of free shares to employees and company officers

- Authorisation granted for a period of 38 months
- Limited to 1.1% of the share capital

Resolution 20

Capital increase reserved for employees enrolled in a Group savings plan

- Authorisation granted for a period of 26 months
- Limited to 2% of the share capital

Resolution submitted for approval at the

Extraordinary

General Meeting

2025 MB

2025 Meeting brochure

- See table concerning use of existing delegations: P. 74

Information on the proposed resolutions

Amendments to the Articles of Association

Resolution 21

Amendment to Article 16 of the Articles of Association concerning the inclusion in the calculation of the quorum and majority of Directors participating in Board meetings by means of telecommunications

- Use of the new possibility offered by Law no. 2024-537 of 13 June 2024 aimed at increasing the financing of companies and the attractiveness of France (*dite « loi Attractivité »)*

Resolution submitted for approval at the

Extraordinary

General Meeting

2025 MB

2025 Meeting brochure

- Comparative Table: p. 88

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Information on the proposed resolutions

Powers for formalities

Resolution 21

Powers for formalities

Resolution submitted for approval at the

Ordinary

General Meeting

06

Discussion – Q&A session

07 Vote

08

Closing