

3.8.1. DELEGATIONS OF POWERS AND POWERS GRANTED TO THE EXECUTIVE BOARD BY THE GENERAL MEETING OF SHAREHOLDERS ON 11 MAY 2022 WITH REGARD TO CAPITAL INCREASES

DESCRIPTION OF AUTHORITY DELEGATED TO THE EXECUTIVE BOARD	MAXIMUM AMOUNT AUTHORISED	PERIOD OF VALIDITY	USE MADE OF THE DELEGATION BY THE EXECUTIVE BOARD
Share buyback programme (Resolution 17)	Up to a maximum of 10% of share capital	18 months	Used in 2022 as part of the liquidity contract
Capital reduction by cancellation of treasury shares (Resolution 18)	Up to a maximum of 10% of share capital	18 months	Not used during the 2022 and 2023 fiscal years
Allocation of bonus shares (Resolution 19)	1% of the share capital – subject to a limit of 0.16% applicable to executive corporate officers*	14 months	Not used during the 2022 and 2023 fiscal years
Capital increase with cancellation of pre-emptive subscription rights as part of an employee savings plan (Resolution 20)	Up to 5% of the share capital	14 months	Not used during the 2022 fiscal year and used during the 2023 fiscal year as part of the implementation of an employee shareholding plan
Capital increase with cancellation of pre-emptive subscription rights reserved for categories of beneficiaries as part of an employee shareholding transaction (Resolution 21)	Up to 5% of the share capital	18 months	Not used during the 2022 and 2023 fiscal years

*Overall ceiling

3.8.2. DELEGATIONS OF POWERS AND POWERS GRANTED TO THE EXECUTIVE BOARD BY THE GENERAL MEETING OF SHAREHOLDERS ON 16 MAY 2023 WITH REGARD TO CAPITAL INCREASES

DESCRIPTION OF AUTHORITY DELEGATED TO THE EXECUTIVE BOARD	MAXIMUM AMOUNT AUTHORISED	PERIOD OF VALIDITY	USE MADE OF THE DELEGATION BY THE EXECUTIVE BOARD
Share buyback programme (Resolution 19)	Up to a maximum of 10% of share capital	18 months	Used in 2023 as part of the liquidity contract
Capital reduction by cancellation of treasury shares (Resolution 20)	Up to a maximum of 10% of share capital	18 months	Not used during the 2023 fiscal year
Capital increase maintaining pre-emptive subscription rights (Resolution 21)	€2.3 million*	26 months	Not used during the 2023 fiscal year
Capital increase without pre-emptive subscription rights by public offering, excluding the offers referred to in paragraph 1 of Article L. 411-2 of the French Monetary and Financial Code (Resolution 22)	€2.3 million*	26 months	Not used during the 2023 fiscal year
Capital increase without pre-emptive subscription rights through an offer referred to in paragraph 1 of Article L. 411-2 of the French Monetary and Financial Code (Resolution 23)	€2.3 million*	26 months	Not used during the 2023 fiscal year
Authorisation granted to the Executive Board to set the issue price of capital increases without pre-emptive subscription rights (Resolution 24)	10% of the share capital per 12-month period	26 months	Not used during the 2023 fiscal year
Greenshoe option (Resolution 25)	Maximum threshold of 15% of the initial issue and within the limit of the ceiling set for the issue of equity securities or securities	26 months	Not used during the 2023 fiscal year
Capital increase to remunerate a contribution in kind (Resolution 26)	Within the limit of 10% of the share capital	26 months	Not used during the 2023 fiscal year
Capital increase by incorporation of reserves, profits and/or premiums (Resolution 27)	€2.3 million*	26 months	Not used during the 2023 fiscal year
Allocation of share subscription or purchase options (Resolution 28)	4% of the share capital – under a ceiling of 0.04% applicable to executive corporate officers (allocation price corresponding to the average of the last twenty share prices)	26 months	Not used during the 2023 fiscal year
Allocation of bonus shares (Resolution 29)	1% of the share capital – subject to a limit of 0.16% applicable to executive corporate officers*	26 months	Not used during the 2023 fiscal year
Capital increase with cancellation of pre-emptive subscription rights as part of an employee savings plan (Resolution 30)	Up to 5% of the share capital	26 months	Not used during the 2023 fiscal year
Capital increase with cancellation of pre-emptive subscription rights reserved for categories of beneficiaries as part of an employee shareholding transaction (Resolution 31)	Up to 5% of the share capital	18 months	Not used during the 2023 fiscal year