Compensation paid during or awarded in respect of financial year 2022 to GR Partenaires

As in previous years, no compensation of any kind was paid during or awarded in respect of financial year 2022 to GR Partenaires for its role as Managing Partner of Rubis SCA. Accordingly, the Company has decided not to reproduce the entire table required by the Afep-Medef Code handbook, or to submit a resolution concerning the compensation paid during or awarded in respect of financial year 2022 to GR Partenaires to the 2023 Shareholders' Meeting.

Compensation paid during or awarded in respect of financial year 2022 to the Supervisory Board

COMPENSATION PAID DURING OR AWARDED IN RESPECT OF FINANCIAL YEAR 2022 TO THE CHAIRMAN OF THE SUPERVISORY BOARD

At its meeting of 15 March 2023, the Compensation and Appointments Committee determined the components of compensation to be paid or awarded in respect of financial year 2022 to the Chairman of the Supervisory Board in accordance with the compensation policy approved by the Shareholders' Meeting of 9 June 2022. The Committee reported to the Supervisory Board on its work on 16 March 2023. The Supervisory Board confirmed that the components relating to the Chairman of the Supervisory Board complied with the compensation policy approved by the Shareholders' Meeting of 9 June 2022.

The compensation paid during or awarded in respect of financial year 2022 to Olivier Heckenroth, Chairman of the Supervisory Board, is presented in the table below. This compensation is related to his term of office as member of the Supervisory Board, his Chairmanship of the Supervisory Board and his participation in its Committees. No other compensation of any kind was paid during or awarded in respect of financial year 2022 to Olivier Heckenroth.

As a reminder, Olivier Heckenroth's attendance rate at Supervisory Board and Committee meetings was 100% in 2022 (as in 2021 and 2020).

	Amounts awarded in respect of financial year 2022 (in euros)	Amounts paid during financial year 2022 (in euros)
Olivier Heckenroth Chairman of the Supervisory Board		
portion as Chairmanship of the Supervisory Board	18,000	18,000
• fixed portion (40%)	4,800	4,800
variable portion based on attendance (60%)	7,200	7,200
Member of the Accounts and Risk Monitoring Committee		
• fixed portion (40%)	3,600	3,600
variable portion based on attendance (60%)	5,400	5,400
Member of the Compensation and Appointments Committee		
• fixed portion (40%)	2,400	2,400
variable portion based on attendance (60%)	3,600	3,600
TOTAL	45,000	45,000

COMPENSATION PAID DURING OR AWARDED IN RESPECT OF FINANCIAL YEAR 2022 TO THE SUPERVISORY BOARD MEMBERS

At its meeting of 16 March 2023, the Supervisory Board, upon the favourable opinion of the Compensation and Appointments Committee and in accordance with the remuneration policy approved by the 9 June 2022 Shareholders' Meeting, awarded the amount to be paid to its members in respect of financial year 2022.

The compensation awarded to the members of the Supervisory Board in respect of financial year 2022 is shown in the table below. For each member, the compensation is linked to his/her corporate office and attendance as well as whether he/she chairs a Committee, and his/her Committee membership. No other compensation of any kind was paid during or awarded in respect of financial year 2022 to the members of the Supervisory Board.



TABLE 3 (AFEP-MEDEF CODE AND AMF NOMENCLATURE) – TABLE OF COMPENSATION PAID TO NON-EXECUTIVE CORPORATE OFFICERS

Olivier Heckenroth In respect of the funncial year (in euros) fund purpose (in euros)		Financial year 2022		Financial year 2021	
Chairman of the Supervisory Board		in respect of the financial year	during the financial year	in respect of the financial year	Amounts paid during the financial year (in euros) ⁽¹⁾
• fixed portion (60%) 4,800 4,800 4,800 4,800 4,800 • variable portion based on attendance (60%) 7200 7200 7200 7200 7200 8 wariable portion based and Risk Monitoring Committee • fixed portion (60%) 3,600 3,600 5,400 5,400 5,400 8 wariable portion based on attendance (60%) 3,600 3,600 3,600 3,600 • variable portion based on attendance (60%) 3,600 3,600 3,600 3,600 • variable portion based on attendance (60%) 3,600 3,600 3,600 3,600 • variable portion based on attendance (60%) 3,600 3,600 3,600 • variable portion based on attendance (60%) 7,000 7					
* variable portion based on attendance (60%) 7200 7200 7200 Member of the Accounts and Risk Monitoring Committee **read portion (40%) 3,600 3,600 5,400 * variable portion based on attendance (60%) 5,400 5,400 5,400 * variable portion based on attendance (60%) 3,600 3,600 3,600 * variable portion based on attendance (60%) 3,600 3,600 3,600 3,600 * variable portion based on attendance (60%) 3,600 3,600 3,600 3,600 * variable portion based on attendance (60%) 4,800 4,800 4,800 4,800 * fixed portion (40%) 4,800 4,800 4,800 4,800 * fixed portion based on attendance (60%) 7,200 7,200 7,200 7,200 Member of the Accounts and Risk Monitoring Committee * fixed portion based on attendance (60%) 2,000 2,700 7,200 7,200 Member of the Supervisory Board * fixed portion for (40%) 4,800 4,800 1	portion as Chairmanship of the Supervisory Board	18,000	18,000	18,000	0
Member of the Accounts and Risk Monitoring Committee 3,600 3,600 3,600 • fixed portion (40%) 3,600 3,600 3,600 • wariable portion based an attendance (60%) 5,400 5,400 5,400 • fixed portion (40%) 2,400 2,400 2,400 • wariable portion based an attendance (60%) 3,600 3,600 3,600 Hervé Claquin ^{III} Member of the Supervisory Board ***<	• fixed portion (40%)	4,800	4,800	4,800	0
• fixed portion (40%) 3,600 3,600 3,600 • variable portion based on attendance (60%) 5,400 5,400 5,400 • fixed portion (40%) 2,400 2,400 2,400 • fixed portion (40%) 3,600 3,600 3,600 • variable portion based on attendance (60%) 3,600 3,600 • fixed portion (40%) 4,800 4,800 4,800 • fixed portion based on attendance (60%) 7,200 7,200 7,200 Member of the Accounts and Risk Monitoring Committee - 1,800 1,800 1,800 • fixed portion (40%) - 2,700 2,700 2,700 2,700 Nils Christian Bergeneria Member of the Supervisory Board - 1,800 1,800 2,400 • variable portion based on attendance (60%) 7,200 3,600 3,600 3,600 • Nils Christian Bergeneria Member of the Supervisory Board - 2,400 2,400 2,400 2,400 2,400 2,400 2,400 3,600 3,600 3,600 3,600 3,600<	• variable portion based on attendance (60%)	7,200	7,200	7,200	0
* variable portion based on attendance (60%)	Member of the Accounts and Risk Monitoring Committee				
Member of the Compensation and Appointments Committee £x400 2,400 3,600 3,600 3,600 3,600 3,600 3,600 3,600 3,600 3,600 3,600 3,600 4,800 4,800 4,800 4,800 4,800 4,800 4,800 4,800 7,200 <	• fixed portion (40%)	3,600	3,600	3,600	0
• fixed portion (40%) • variable portion based on attendance (60%) • variable portion based on attendance (60%) • variable portion based on attendance (60%) • fixed portion (40%) • fixed portion (40%) • fixed portion (40%) • fixed portion based on attendance (60%) • fixed portion based on attendance (60%) • variable portion based on attendance (60%) • fixed portion (40%) • fixed portion (40%) • variable portion based on attendance (60%) • fixed portion based on attendance (60%) • variable portion based on attendance (6	• variable portion based on attendance (60%)	5,400	5,400	5,400	0
* variable portion based on attendance (60%) 3,600 3,600 3,600 3,600 Hervé Claquina* ** fixed portion (40%) 4,800 4,800 4,800 4,800 ** ** fixed portion (40%) 4,800 4,800 4,800 7,200 7,200 7,200 ** ** fixed portion based on attendance (60%) 7,200 7,200 7,200 7,200 ** ** fixed portion (40%) - 1,800 1,800 1,800 ** ** variable portion based on attendance (60%) - 2,700 2,700 ** **Nils Christian Bergene* ** Member of the Supervisory Board ** ** fixed portion (40%) 4,800 2,400 2,400 ** ** fixed portion based on attendance (60%) 7,200 3,600 3,600 ** Chairman of the Accounts and Risk Monitoring Committee ** ** Chairman of the Accounts and Risk Monitoring Committee ** ** Chairman of the Accounts and Risk Monitoring Committee ** ** Fixed portion (40%) 3,600 1,800 1,800 1,800 ** ** variable portion based on attendance (60%) 5,400 2,700 2,700 ** Member of the Compensation and Appointments Committee ** ** fixed portion (40%) 1,800 0 - ** ** variable portion based on attendance (60%) 1,800 0 - ** ** Variable portion based on attendance (60%) 1,800 0 7,200 7,200 ** ** Marie-Heliken Desseilly** ** Member of the Supervisory Board ** ** fixed portion based on attendance (60%) 2,400 4,800 3,600 ** ** variable portion based on attendance (60%) 3,600 3,600 ** ** Variable portion based on attendance (60%) 3,600 3,600 ** ** Variable portion based on attendance (60%) 3,600 3,600 3,600 ** ** Variable portion based on attendance (60%) 3,600 3,600 3,600 ** ** Variable portion based on attendance (60%) 3,600 3,600 3,600 3,600 ** ** Variable portion based on attendance (60%) 3,600 3,6	Member of the Compensation and Appointments Committee				
Hervé Claquin Partie Member of the Supervisory Board A 800	• fixed portion (40%)	2,400	2,400	2,400	0
Hervé Claquin Partie Member of the Supervisory Board A 800	• variable portion based on attendance (60%)	3,600	3,600	3,600	0
** variable portion based on attendance (60%) 7,200 7,200 7,200 Member of the Accounts and Risk Monitoring Committee	Hervé Claquin ⁽²⁾				
Member of the Accounts and Risk Monitoring Committee - 1,800 1,800 • rixed portion (40%) - 2,700 2,700 Nils Christina Bergene® Nember of the Supervisory Board • fixed portion (40%) 4,800 2,400 2,400 • variable portion based on attendance (60%) 7,200 3,600 3,600 Chairman of the Accounts and Risk Monitoring Committee - 2,000 - 2,000 - 2,000 • fixed portion of the Accounts and Risk Monitoring Committee 3,000 0 - 2,000 • fixed portion (40%) 3,600 1,800 1,800 • variable portion based on attendance (60%) 5,400 2,700 2,700 Member of the Compensation and Appointments Committee 6,fixed portion based on attendance (60%) 1,800 0 - 2 • variable portion based on attendance (60%) 1,800 0 - 2 - 2 • variable portion based on attendance (60%) 2,400 4,800 4,800 - 4,800 • variable portion based on attendance (60%) 2,400 7,200 7,200 7,200 Member of the Accounts and Risk Monitoring Committee	• fixed portion (40%)	4,800	4,800	4,800	0
• fixed portion (40%)	• variable portion based on attendance (60%)	7,200	7,200	7,200	0
• variable portion based on attendance (60%) - 2,700 2,700 Nils Christian Bergene® Member of the Supervisory Board • fixed portion (40%) 4,800 2,400 2,400 • variable portion based on attendance (60%) 7,200 3,600 3,600 Chairman of the Accounts and Risk Monitoring Committee 3,000 0 - - • fixed portion (40%) 3,600 1,800 1,800 - - • fixed portion based on attendance (60%) 5,400 2,700 2,700 - • fixed portion based on attendance (60%) 1,200 0 - - • fixed portion (40%) 1,200 0 - - • fixed portion based on attendance (60%) 1,800 0 - - • fixed portion (40%) 2,400 4,800 4,800 4,800 • fixed portion based on attendance (60%) 2,400 7,200 7,200 Member of the Accounts and Risk Monitoring Committee • fixed portion based on attendance (60%) 3,600 5,400 5,400 • fixed portion base	Member of the Accounts and Risk Monitoring Committee				
Nils Christian Bergene ⁽¹⁾ Member of the Supervisory Board 4,800 2,400 2,400 4 (800) 2,400 2,400 2,400 • rixed portion (40%) 4,800 2,400 3,600 • Variable portion based an attendance (60%) 7,200 3,600 3,600 Chairman of the Accounts and Risk Monitoring Committee 3,000 0 - • fixed portion (40%) 3,600 1,800 1,800 • variable portion based on attendance (60%) 5,400 2,700 2,700 Member of the Compensation and Appointments Committee - <td< td=""><td>• fixed portion (40%)</td><td>-</td><td>1,800</td><td>1,800</td><td>0</td></td<>	• fixed portion (40%)	-	1,800	1,800	0
Nils Christian Bergene ⁽¹⁾ Member of the Supervisory Board 4,800 2,400 2,400 4 (800) 2,400 2,400 2,400 • rixed portion (40%) 4,800 2,400 3,600 • Variable portion based an attendance (60%) 7,200 3,600 3,600 Chairman of the Accounts and Risk Monitoring Committee 3,000 0 - • fixed portion (40%) 3,600 1,800 1,800 • variable portion based on attendance (60%) 5,400 2,700 2,700 Member of the Compensation and Appointments Committee - <td< td=""><td>• variable portion based on attendance (60%)</td><td>_</td><td>2,700</td><td>2,700</td><td>0</td></td<>	• variable portion based on attendance (60%)	_	2,700	2,700	0
variable portion based on attendance (60%)	Nils Christian Bergene ⁽³⁾				
Chairman of the Accounts and Risk Monitoring Committee	• fixed portion (40%)	4,800	2,400	2,400	0
• Chairman of the Accounts and Risk Monitoring Committee 3,000 0 - • fixed portion (40%) 3,600 1,800 1,800 • variable portion based on attendance (60%) 5,400 2,700 2,700 Member of the Compensation and Appointments Committee -	• variable portion based on attendance (60%)	7,200	3,600	3,600	0
• Chairman of the Accounts and Risk Monitoring Committee 3,000 0 - • fixed portion (40%) 3,600 1,800 1,800 • variable portion based on attendance (60%) 5,400 2,700 2,700 Member of the Compensation and Appointments Committee -	Chairman of the Accounts and Risk Monitoring Committee				
• variable portion based on attendance (60%) 5,400 2,700 2,700 Member of the Compensation and Appointments Committee • fixed portion (40%) 1,200 0 - • variable portion based on attendance (60%) 1,800 0 - • Marie-Hélène Dessailly ^(A) Member of the Supervisory Board - - • fixed portion (40%) 2,400 4,800 4,800 • variable portion based on attendance (60%) 2,400 7,200 7,200 Member of the Accounts and Risk Monitoring Committee -	Chairman of the Accounts and Risk Monitoring Committee	3,000	0	-	_
Member of the Compensation and Appointments Committee 1,200 0 - • variable portion based on attendance (60%) 1,800 0 - Marie-Hélène Dessailly ⁽⁴⁾ Member of the Supervisory Board - - • fixed portion (40%) 2,400 4,800 4,800 • variable portion based on attendance (60%) 2,400 7,200 7,200 Member of the Accounts and Risk Monitoring Committee - - - - • fixed portion (40%) 1,800 3,600 5,400 - - Carole Fiquemont ⁽⁵⁾ Member of the Supervisory Board -	• fixed portion (40%)	3,600	1,800	1,800	0
• fixed portion (40%)	variable portion based on attendance (60%)	5,400	2,700	2,700	0
• variable portion based on attendance (60%) Marie-Hélène Dessailly (**) Member of the Supervisory Board • fixed portion (40%) • variable portion based on attendance (60%) • variable portion (40%) • variable portion (40%) • variable portion (40%) • variable portion based on attendance (60%) • variable portion (40%) • variable portion (40%) • fixed portion (40%) • variable portion based on attendance (60%) • variable portion (40%) • variable portion based on attendance (60%) • variable portion (40%) • variable portion based on attendance (60%) • variable portion (40%) • vari	Member of the Compensation and Appointments Committee				
Marie-Hélène Dessailly (**) Member of the Supervisory Board 2,400 4,800 4,800 • fixed portion (40%) 2,400 7,200 7,200 Member of the Accounts and Risk Monitoring Committee	• fixed portion (40%)	1,200	0	-	_
Member of the Supervisory Board 2,400 4,800 4,800 • variable portion based on attendance (60%) 2,400 7,200 7,200 Member of the Accounts and Risk Monitoring Committee - - - • fixed portion (40%) 1,800 3,600 3,600 • variable portion based on attendance (60%) 3,600 5,400 Carole Fiquemont ^(S) - - Member of the Supervisory Board 4,800 4,800 4,800 • variable portion (40%) 4,800 4,800 4,800 • variable portion based on attendance (60%) 7,200 7,200 7,200 Member of the Accounts and Risk Monitoring Committee - - - - • fixed portion (40%) 1,800 0 - - • variable portion based on attendance (60%) 1,800 0 - • variable portion based on attendance (60%) 1,800 0 - • variable portion based on attendance (60%) 2,400 4,800 4,800	variable portion based on attendance (60%)	1,800	0	-	-
• variable portion based on attendance (60%) 2,400 7,200 7,200 Member of the Accounts and Risk Monitoring Committee • fixed portion (40%) 1,800 3,600 3,600 • variable portion based on attendance (60%) 3,600 5,400 5,400 Carole Fiquemont ¹⁹ Member of the Supervisory Board 4,800 4,800 4,800 • variable portion (40%) 4,800 7,200 7,200 7,200 Member of the Accounts and Risk Monitoring Committee • fixed portion (40%) 1,800 0 - • variable portion based on attendance (60%) 1,800 0 - • variable portion based on attendance (60%) 1,800 0 - • wariable portion based on attendance (60%) 2,400 4,800 4,800					
Member of the Accounts and Risk Monitoring Committee • fixed portion (40%)	• fixed portion (40%)	2,400	4,800	4,800	0
Member of the Accounts and Risk Monitoring Committee 1,800 3,600 3,600 • variable portion based on attendance (60%) 3,600 5,400 5,400 Carole Fiquemont ⁽⁵⁾ 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 9 8 9 9 9 9 9 9 7,200 8,200 8,200 8,200 8,200 8,200 8,200 8,200 8,200 8,200 8,200 8,200 8,800 8,800 8,800 8,800 4,800 4,800 4,800 4,800 8,800 8,800 8,800 <	• variable portion based on attendance (60%)	2,400	7,200	7,200	0
• fixed portion (40%) 1,800 3,600 3,600 • variable portion based on attendance (60%) 3,600 5,400 Carole Fiquemont ⁽⁵⁾ Member of the Supervisory Board • fixed portion (40%) 4,800 4,800 4,800 • variable portion based on attendance (60%) 7,200 7,200 7,200 Member of the Accounts and Risk Monitoring Committee • fixed portion (40%) 1,800 0 - • variable portion based on attendance (60%) 1,800 0 - Aurélie Goulart-Lechevalier ⁽⁶⁾ Member of the Supervisory Board • fixed portion (40%) 2,400 4,800 4,800					
e variable portion based on attendance (60%) 3,600 5,400 5,400 Carole Fiquemont ⁽⁵⁾ Member of the Supervisory Board		1,800	3,600	3,600	0
Carole Fiquemont ^(S) Member of the Supervisory Board 4,800 4,800 4,800 • fixed portion (40%) 7,200 7,200 7,200 • wariable portion based on attendance (60%) 7,200 7,200 Member of the Accounts and Risk Monitoring Committee - - • fixed portion (40%) 1,800 0 - • variable portion based on attendance (60%) 1,800 0 - Aurélie Goulart-Lechevalier ⁽⁶⁾ Member of the Supervisory Board 4,800 4,800 • fixed portion (40%) 2,400 4,800 4,800	·				0
• fixed portion (40%) 4,800 4,800 4,800 • variable portion based on attendance (60%) 7,200 7,200 7,200 Member of the Accounts and Risk Monitoring Committee - - • fixed portion (40%) 1,800 0 - • variable portion based on attendance (60%) 1,800 0 - Aurélie Goulart-Lechevalier® - - Member of the Supervisory Board 2,400 4,800 4,800	Carole Fiquemont ⁽⁵⁾	·	·		
Member of the Accounts and Risk Monitoring Committee • fixed portion (40%) 1,800 0 - • variable portion based on attendance (60%) 1,800 0 - Aurélie Goulart-Lechevalier ⁽⁶⁾ - - Member of the Supervisory Board - - • fixed portion (40%) 2,400 4,800 4,800		4,800	4,800	4,800	0
• fixed portion (40%) 1,800 0 - • variable portion based on attendance (60%) 1,800 0 - Aurélie Goulart-Lechevalier ⁽⁶⁾ Member of the Supervisory Board • fixed portion (40%) 2,400 4,800 4,800	• variable portion based on attendance (60%)	7,200	7,200	7,200	0
• fixed portion (40%) 1,800 0 - • variable portion based on attendance (60%) 1,800 0 - Aurélie Goulart-Lechevalier ⁽⁶⁾ Member of the Supervisory Board • fixed portion (40%) 2,400 4,800 4,800					
• variable portion based on attendance (60%) Aurélie Goulart-Lechevalier ⁽⁶⁾ Member of the Supervisory Board • fixed portion (40%) 2,400 4,800		1,800	0	-	-
Aurélie Goulart-Lechevalier ⁽⁶⁾ Member of the Supervisory Board • fixed portion (40%) 2,400 4,800 4,800	·	1,800	0	-	-
	Aurélie Goulart-Lechevalier ⁽⁶⁾				
		2,400	4,800	4,800	0
	• variable portion based on attendance (60%)	2,400	7,200	7,200	0

	Financial year 2022		Financial year 2021	
	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros)	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros) ⁽¹⁾
Laure Grimonpret-Tahon ⁽⁷⁾ Member of the Supervisory Board				
• fixed portion (40%)	4,800	4,800	4,800	0
variable portion based on attendance (60%)	7,200	7,200	7,200	0
Chairwoman of the Compensation and Appointments Committee				
 portion as Chairmanship of the Compensation and Appointments Committee 	2,250	0	-	-
• fixed portion (40%)	2,400	2,400	2,400	0
variable portion based on attendance (60%)	3,600	3,600	3,600	0
Marc-Olivier Laurent ⁽⁸⁾ Member of the Supervisory Board				
• fixed portion (40%)	4,800	4,800	4,800	0
 variable portion based on attendance (60%) 	4,800	7,200	7,200	300
Member of the Accounts and Risk Monitoring Committee				_
• fixed portion (40%)	1,800	3,600	3,600	0
variable portion based on attendance (60%)	3,600	5,400	5,400	0
Cécile Maisonneuve ⁽⁹⁾ Member of the Supervisory Board				
• fixed portion (40%)	2,400	0	-	_
 variable portion based on attendance (60%) 	4,800	0	-	-
Chantal Mazzacurati ⁽¹⁰⁾ Member of the Supervisory Board				
• fixed portion (40%)	4,800	4,800	4,800	0
 variable portion based on attendance (60%) 	7,200	6,200	5,200	0
Chairwoman of the Accounts and Risk Monitoring Committee				
Chairmanship of the Accounts and Risk Monitoring Committee	6,000	9,000	9,000	0
• fixed portion (40%)	3,600	3,600	3,600	0
• variable portion based on attendance (60%)	5,400	5,400	5,400	0
Chairwoman of the Compensation and Appointments Committee				
Chairmanship of the Compensation	0.050	, 500	/ 500	
and Appointments Committee	2,250	4,500	4,500	0
• fixed portion (40%)	1,200	2,400	2,400	
variable portion based on attendance (60%) Erik Pointillart Member of the Supervisory Board	1,800	3,600	3,600	0
• fixed portion (40%)	4,800	4,800	4,800	0
variable portion based on attendance (60%)	7,200	7,200	7,200	0
Member of the Compensation and Appointments Committee		,	,	
• fixed portion (40%)	2.400	2.400	2,400	0
variable portion based on attendance (60%)	3,600	3,600	3,600	0
Alberto Pedrosa ⁽⁵⁾⁽⁹⁾ Member of the Supervisory Board		<u> </u>		
• fixed portion (40%)	2,400	0	-	
variable portion based on attendance (60%)	4,800	0	-	
Member of the Accounts and Risk Monitoring Committee				
• fixed portion (40%)	1,800	0	-	-
variable portion based on attendance (60%)	1,800	0	-	-

	Financial y	Financial year 2022		Financial year 2021	
	Amounts awarded in respect of the financial year (in euros)	Amounts paid during the financial year (in euros)	financial year	Amounts paid during the financial year (in euros) ⁽¹⁾	
Carine Vinardi ⁽⁹⁾ Member of the Supervisory Board					
• fixed portion (40%)	2,400	0	-	-	
variable portion based on attendance (60%)	4,800	0	-	-	
TOTAL AMOUNT	225,300	214,500	214,500	300	

- (1) No amount was paid in financial year 2021 (with the exception of a balancing payment made to Marc-Olivier Laurent in March 2021), as, from that financial year, the amounts awarded in respect of a financial year are paid in the following financial year.
- (2) Member of the Accounts and Risk Monitoring Committee until the 10 June 2021 Shareholders' Meeting, 50% of the compensation related to this appointment was paid in 2022 in respect of financial year 2021.
- (3) Appointed as member of the Supervisory Board by the 10 June 2021 Shareholders' Meeting, 50% of the compensation related to this appointment was paid in 2022 in respect of financial year 2021. Member of the Accounts and Risk Monitoring Committee from the 10 June 2021 Shareholders' Meeting, 50% of the compensation related to this appointment was paid in 2022 in respect of financial year 2021. Chair of the Accounts and Risk Monitoring Committee from the 9 June 2022 Shareholders' Meeting, 1/3 of the compensation related to this Chairmanship was awarded in respect of financial year 2022. Member of the Compensation and Appointments Committee from the 9 June 2022 Shareholders' Meeting, 50% of the compensation related to this appointment was awarded to him in respect of financial year 2022.
- (4) Member of the Supervisory Board until the 9 June 2022 Shareholders' Meeting, 50% of the fixed compensation and 1/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022. Member of the Accounts and Risk Monitoring Committee until the 9 June 2022 Shareholders' Meeting, 50% of the amount of the fixed compensation and 2/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (5) Member of the Accounts and Risk Monitoring Committee from the 9 June 2022 Shareholders' Meeting, 50% of the amount of the fixed compensation and 1/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (6) Member of the Supervisory Board until the 9 June 2022 Shareholders' Meeting, 50% of the fixed compensation and 1/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (7) Chairwoman of the Compensation and Appointments Committee from the 9 June 2022 Shareholders' Meeting, 50% of the amount of the compensation related to this Chairmanship was awarded in respect of financial year 2022.
 (8) Absent from one of the meetings of the Supervisory Board held in 2022. Member of the Accounts and Risk Monitoring Committee until the 9 June 2022
- (8) Absent from one of the meetings of the Supervisory Board held in 2022. Member of the Accounts and Risk Monitoring Committee until the 9 June 202: Shareholders' Meeting, 50% of the amount of the fixed compensation and 2/3 of the amount of the variable compensation related to this office were awarded in respect of financial year 2022.
- (9) Appointed as member of the Supervisory Board by the 9 June 2022 Shareholders' Meeting, 50% of the amount of the fixed compensation and 2/3 of the variable compensation related to this office were awarded in respect of financial year 2022.
- (10) Chairwoman of the Accounts and Risk Monitoring Committee until the 9 June 2022 Shareholders' Meeting, 2/3 of the amount of the compensation related to this Chairmanship was awarded in respect of financial year 2022. Member and Chairwoman of the Compensation and Appointments Committee until the 9 June 2022 Shareholders' Meeting, 50% of the amount of the compensation related to this appointment and to this Chairmanship were awarded in respect of financial year 2022.