

Supplement to the Supervisory Board's report on corporate governance

The report on corporate governance in chapter 2 of the 2019 universal registration document describes the compensation policy for corporate officers for 2020 as set by the Supervisory Board, based on the advice of the Appointments, Compensation and Governance Committee on March 3, 2020.

Compensation policy for members of the Management Board

In light of the public health crisis related to Covid-19, the Supervisory Board, which met on April 27, 2020, as recommended by the Appointments, Compensation and Governance Committee, noted that Xavier Martiré, Chairman of the Management Board, and Louis Guyot and Matthieu Lecharny, members of the Management Board, had agreed to a temporary reduction in their fixed monthly compensation. Accordingly, in April, May and June, the fixed monthly compensation of Xavier Martiré was reduced by 25%, and that of Louis Guyot and Matthieu Lecharny was reduced by 10%.

Consequently, the Supervisory Board decided that for financial year 2020, the gross annual fixed compensation of the chairman and members of the Management Board would be as follows:

Full name	Role	Fixed compensation (in euros)
Xavier Martiré	Chairman of the Management Board	€750,000
Louis Guyot	Member of the Management Board Chief Financial Officer	€390,000
Matthieu Lecharny	Member of the Management Board Deputy Chief Operating Officer	€292,500

Details and elements of the compensation policy for members of the Supervisory Board

At the same meeting, the members of the Supervisory Board stated that they would forgo compensation in respect of their involvement in the work and meetings of the Supervisory Board and its committees throughout the lockdown period, i.e. between March 17, 2020 and May 11, 2020.

The Supervisory Board