



### Information related to the Performance Stock Options plans

As part of an ongoing commitment to improving its practices, the Company has decided to engage in a review of its Performance Stock Options (PSO) plans applicable to grants made as from January 1, 2020. This study, conducted under the supervision of the Remuneration Committee (RC), will focus on the exercise conditions at the end of the vesting period for the portion of the PSO subject to the TSR (Total Shareholder Return) performance condition in order to review any mechanism likely to be considered as a “re-testing” mechanism.

The review will be conducted with the assistance of an external independent advisor and will aim to (i) preserve the goals of incentivizing and creating long-term company loyalty of PSO, (ii) align the interests of the shareholders, the Company and the beneficiaries, (iii) ensure cost neutrality for the Company, (iv) limit any potential dilutive effect and (v) take into consideration the various expectations of shareholders and proxy advisors.

The Company will engage with shareholders to discuss the conclusions of this review.

Following this dialogue, the terms and conditions of future PSO plans will be presented in 2020, upon the recommendation of the RC and after the approval of the Supervisory Board.