



July 30th, 2020

INFORMATION RELATING TO THE COMPENSATION COMPONENTS OF THE CHAIRMAN & CHIEF EXECUTIVE OFFICER

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of the AFEF-MEDEF Code

In accordance with the compensation policy for the Chairman and Chief Executive Officer, approved by the Combined General Meeting of May 7th, 2020 (8th resolution), the targets for the annual variable compensation's criteria are clearly defined but are not disclosed for reasons of confidentiality in a highly competitive environment for all of the Group's product lines (see 2019 Universal Registration Document, page 158).

In view of the economic context due to the Covid-19 pandemic, the suspension of Group's targets for full-year 2020 (see press release of March 25th, 2020) and the setting of new Group targets for full-year 2020 (see press release of July 27th, 2020), the Board of Directors of July 24th, 2020, on the recommendation of the Compensation and Appointments Committee, decided to amend the targets for the annual variable compensation's criteria of the Chairman and Chief Executive Officer .