

Combined General Meeting

of Friday, December 15, 2023



Compensation policy for Directors and executive Officers

(Article R. 22-10-14-IV of the French commercial Code)

The Combined General Meeting of TERACT held on Friday, December 15, 2023, approved the resolutions related to the compensation policy applicable to the Directors, the Chairman of the Board, the Chief executive officer and the Deputy Chief executive officer, as presented in the 2022-2023 Universal Registration Document (URD), as follows:

Resolutions	Result of vote	Section in the 2022-2023 URD
15th Resolution Compensation policy applicable to Directors	Approved at 96,675%	Paragraph 3.2.1.5
16th Resolution Compensation policy applicable to the Chairman of the Board	Approved at 96,675%	Paragraph 3.2.1.2
17th Resolution Compensation policy applicable to the Chief executive officer	Approved at 96,675%	Paragraph 3.2.1.3
18th Resolution Compensation policy applicable to the Deputy Chief executive officer	Approved at 96,675%	Paragraph 3.2.1.4

TERACT

Public limited company (société anonyme) with a Board of Directors and share capital of €733,947.41.
Registered office : 83, avenue de la Grande Armée, 75016 Paris, France
Paris Trade and Companies Register number 889 017 018.