The annual objectives are set in advance, at the start of the year for that fiscal year, by the Board of Directors based on a recommendation by the Compensation Committee. The Board of Directors, with support from the Compensation Committee, is responsible for ensuring that the rules for setting the variable portion of compensation each year are consistent and in line with the evaluation of the F R P S D Q \ ¶ V S H U I R U P D Q F H Z L W K S U R J U H V V P D G H L Q L P S O H P H Q W L Q J strategy, general macroeconomic conditions, and in particular those of the geographic markets and market sectors in which the Company operates. After the close of each fiscal year, the Compensation

World Headquarters : 16- U X H &K D O J U L Q ‡ 3 D U L V ‡) U D Q F H
Phone : ‡ Z Z Z O H F W U D F R P
Public limited company (*société anonyme*) with a V K D U H F D S 2 5 1 6 5 1 F ‡ I 5 & 6 3 D U L V 7 0 2 6 5