



Press release,
Massy, 11 March 2026

Board of Directors' decisions on 11 March 2026

1. As announced on 24 July 2025, the Board of Directors has decided to submit to shareholders' approval at the next General Meeting, to be held on 22 May 2026, the renewal of Alexandre Bompard's term of office as director for a period of three years, i.e. until the Shareholders' Meeting called to approve the financial statements for the year ending 31 December 2028, and confirms, subject to the shareholders' approval of such renewal, his reappointment as Chairman and Chief Executive Officer.

2. In addition, the term of office of Marie-Laure Sauty de Chalon, Lead Independent Director and Chairwoman of the Audit committee, expiring at the end of the next General Meeting, the Board of Directors further decided today, upon the recommendation of its Governance Committee, to propose her reappointment for the same term, i.e. until the Shareholders' Meeting called to approve the financial statements for the year ending 31 December 2028.

3. The Board of Directors also decided, upon the recommendation of its Governance Committee, in order to improve the staggering of directors' terms of office and to align the terms of office of the chairpersons of the Board of Directors' committees with that of the Chief Executive Officer, to propose to the next General Meeting the early renewal of the terms of office of:

- Cláudia Almeida e Silva, Independent Director and Chairwoman of the CSR Committee;
- Aurore Domont, Independent Director and Chairwoman of the Governance Committee; and
- Stéphane Courbit, Independent Director and Chairman of the Remuneration Committee,

for a term of three years, i.e. until the Shareholders' Meeting called to approve the financial statements for the year ending 31 December 2028.

4. Finally, the Board of Directors decided to propose to the next General Meeting the appointment of Sylvia B. Coutinho as an independent director for a term of three years, i.e. until the Shareholders' Meeting called to approve the financial statements for the year ending 31 December 2028.

Sylvia B. Coutinho is currently a member of Edenred's Board of Directors and has served as Chief Executive Officer of the UBS Group in Brazil and Regional Director for Latin America until July 2024, positions she has held since joining UBS in 2013. Sylvia B. Coutinho is also a member of the boards of the World Resources Institute Brasil and the Coalition for Climate, Forests and Agriculture. She would bring to the Board of Directors her knowledge of the Brazilian market, her senior management experience, her financial expertise and her commitment to climate and resource preservation.