

**REPORT OF THE BOARD OF DIRECTORS ON THE RESOLUTIONS PROPOSED  
TO THE ORDINARY AND EXTRAORDINARY SHAREHOLDERS' MEETING  
OF MARCH 24, 2026**

Dear Shareholders,

We have convened you to an ordinary and extraordinary shareholders' meeting of Sartorius Stedim Biotech S.A. (hereinafter the "**Company**"), on March 24, 2026 at 1 pm, at its registered office, in order to deliberate on the following agenda:

**Ordinary Part:**

1. Approval of the financial statements for the financial year ended on 31 December 2025 and discharge to all Directors;
2. Approval of the consolidated financial statements for the financial year ended on 31 December 2025;
3. Allocation of the financial result for the financial year ended on 31 December 2025;
4. Approval of the remuneration policy and determination of the amount of the total maximum annual remuneration to be allocated to the Board of Directors for the 2026 financial year;
5. Approval of the information mentioned in Article L. 22-10-9 of the French Commercial Code concerning the remuneration paid or awarded to the corporate officers for the 2025 financial year;
6. Approval of the fixed, variable and extraordinary components of the remuneration and the benefits of all kinds paid or awarded to Mr. Joachim Kreuzburg, Chairman of the Board of Directors for the 2025 financial year from January 1, 2025 to June 30, 2025;
7. Approval of the fixed, variable and extraordinary components of the remuneration and the benefits of all kinds paid or awarded to Mr. Michael Grosse, Chairman of the Board of Directors for the 2025 financial year from July 1, 2025 to December 31, 2025;
8. Approval of the fixed, variable and extraordinary components of the remuneration and the benefits of all kinds paid or awarded to the Chief Executive Officer for the 2025 financial year;
9. Approval of the remuneration policy of the Chairman of the Board of Directors for the 2026 financial year;
10. Approval of the remuneration policy of the Chief Executive Officer for the 2026 financial year;
11. Ratification of the co-optation of Mr. Michael Grosse as Director;
12. Authorization granted to the Board of Directors to enable the Company to trade in its own shares;

**Extraordinary Part:**

13. Amendments to article 17 of the Company's articles of association;

14. Delegation of authority granted to the Board of Directors to issue shares without preferential subscription rights of the shareholders, to named beneficiaries;
15. Delegation of authority granted to the Board of Directors to reduce the capital in accordance with Article L. 22-10-62 of the French Commercial Code.

The purpose of this report is to present a general explanation of the draft resolutions proposed by the Board of Directors.

A description of the Company's operations is provided in the management report and the 2025 Universal Registration Document prepared by the Company. In order to complete your information, we invite you to read these documents as well as the statutory auditors' reports at the Shareholders' Meeting.

All documents related to the Shareholders' Meeting, in particular the draft resolutions proposed to the Shareholders' Meeting, the management report, the report of the Board of Directors on corporate governance, the 2025 Universal Registration Document and the statutory auditors' reports are made available to you in the manner and within the time limits provided for by law. These documents are available on the Company's website (<https://www.sartorius.com>).

## **Details of draft resolutions submitted by the Board of Directors**

### **I. Ordinary Part**

#### **Approval of the Company's financial statements and the consolidated financial statements for the financial year ended on 31 December 2025 and discharge to all Directors (1<sup>st</sup> and 2<sup>nd</sup> resolutions)**

In the first resolution, we propose that you take the following decisions:

- approval of the financial statements of the Company for the financial year ended on December 31, 2025, which show a profit of €57,326,608 and to grant discharge to the Directors,
- taking note of the absence of expenses referred to in Article 39.4° of the General Tax Code.

In the second resolution, we propose that you approve the consolidated financial statements for the financial year 2025, which show a profit of €265,953,000.

The annual and consolidated financial statements for the financial year ended on December 31, 2025 are reproduced in the management report and the 2025 Universal Registration Document relating to this financial year. These documents are available on the Company's website.

#### **Allocation of the financial result for the financial year ended on 31 December 2025 (3<sup>rd</sup> resolution)**

The annual accounts for the financial year ending 31 December 2025 show a net profit of €57,326,608 to which are added the previous retained earnings of €163,118,941, resulting in a distributable profit of €220,445,549.

We propose that you allocate this distributable profit, by distributing €67,134,529 as dividends and allocating the balance, i.e. €153,311,020 to the "Retained earnings" account.

The total amount of the proposed dividend has been calculated on the basis of the number of shares entitled to dividends (less the treasury shares) as of December 31, 2025, i.e. 97,296,419 shares. The total amount of dividends will be adjusted to take into account the number of shares held by the Company (i.e., treasury shares)

on the dividend payment date that are not entitled to dividends and, where applicable, any new shares entitled to dividends issued by the Company after 31 December 2025.

Thus, each share of the Company with a nominal value of €0.20 would give rise to the payment of a net dividend of €0.69.

The dividend would be paid as from April 2, 2026.

Prior to the payment of dividends, the Board of Directors or, by delegation, the Chief Executive Officer, will acknowledge the number of shares held by the Company (i.e., treasury shares) and the number of additional shares issued after 31 December 2025. The sums required to pay dividends attached to the shares issued during this period will be taken from the "Retained earnings" account.

The rules relating to the taxation of dividends are likely to be affected by possible legislative changes that could have retroactive effects or apply to the year or financial year in progress on the date of the contemplated distribution.

Pursuant to the provisions of Article 243 bis of the French Tax Code, we hereby inform you that the amounts distributed for the last three financial years were as follows:

Financial year	Total amount of dividends	Amount eligible for the 40% allowance	Amount not eligible for the 40% allowance	Dividend per share
Dec. 31, 2024	€67,136,877	€67,136,877	€0	€0.69
Dec. 31, 2023	€67,147,197	€67,147,197	€0	€0.69
Dec. 31, 2022	€132,721,775	€132,721,775	€0	€1.44

#### **Remuneration of the Directors and executive officers of the Company (4<sup>th</sup> to 10<sup>th</sup> resolutions)**

We invite you to take note of the Board of Directors' report on corporate governance, which will be read to you at the Shareholders' Meeting and which is made available to you in the manner and within the time limits provided for by law and regulations. It is available on the Company's website and contains all the information relating to the remunerations of the directors and officers.

#### **Approval of the remuneration policy and determination of the maximum amount of the total annual remuneration to be allocated to the Board of Directors for the 2026 financial year (4<sup>th</sup> resolution)**

We submit to your approval the remuneration policy applicable to the directors and the terms and conditions of the distribution of the amount allocated by the Shareholders' Meeting. This information is presented in the Board of Directors' report on corporate governance contained in the 2025 Universal Registration Document (please refer to section "Remuneration Policy of the Directors").

We invite you to set the total maximum annual amount of directors' remuneration at € 620,000, to be allocated among the directors in respect of the 2026 financial year in accordance with the terms and conditions of the remuneration policy of the directors.

**Approval of (i) the information mentioned in Article L. 22-10-9 of the French Commercial Code concerning the remuneration paid or awarded to the corporate officers for the 2025 financial year (5<sup>th</sup> resolution), (ii) the fixed, variable and extraordinary components of the remuneration and the benefits of all kinds paid or awarded to Mr. Joachim Kreuzburg, Chairman of the Board of Directors for the 2025 financial year from January 1, 2025 to June 30, 2025 (6<sup>th</sup> resolution) and to and to Mr. Michael Grosse, Chairman of the Board of Directors for the 2025 financial year from July 1, 2025 to December 31, 2025 (7<sup>th</sup> resolution) and to the Chief**

**Executive Officer for the 2025 financial year (8<sup>th</sup> resolution), and (iii) the remuneration policy of the Chairman of the Board of Directors and of the Chief Executive Officer for the 2026 financial year (9<sup>th</sup> resolution)**

In accordance with the applicable law, the Board of Directors has prepared its report on corporate governance which is integrated in the 2025 Universal Registration Document. The report on corporate governance contains in particular all the information required by Article L. 22-10-9 of the French Commercial Code, details of the elements comprising the compensation of the Chairman and of the Chief Executive Officer for the 2025 financial year, as well as the remuneration policy of the Chairman and of the Chief Executive Officer for the 2026 financial year.

The Board of Directors' report on corporate governance will be read to you at the Shareholders' Meeting and is made available to you in the manner and within the time limits provided for by law and regulations. It is available on the Company's website.

We also invite you to refer to the sections "Remuneration Policy of the Chairman" and "Remuneration Policy of the Chief Executive Officer" of the Board of Directors' report on corporate governance contained in the 2025 Universal Registration Document.

The Chairman, having a mandate at Sartorius group level, receives no remuneration from the Company, according to the remuneration policy of the directors for the 2025 financial year. The elements relating to the remunerations of the Chairman and of the Chief Executive Officer are summarized below:

*Remuneration of Mr. Joachim Kreuzburg, Chairman from January 1, 2025 to June 30, 2025*

**Joachim Kreuzburg  
(Chairman of the Board until July 1, 2025)**

€ in Thousands	Year 2025	Year 2024
Remuneration awarded	0	0
Valuation of multi-year variable remuneration awarded during the reporting period	0	0
Valuation of options granted during the reporting period	0	0
Valuation of performance shares granted during the reporting period	0	0
Valuation of other sections of long-term remuneration	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

*Remuneration of Mr. Michael Grosse, Chairman from July 1, 2025 to December 31, 2025*

**Michael Grosse  
(Chairman of the Board since July 1, 2025)**

€ in Thousands	Year 2025	Year 2024
Remuneration awarded	0	0
Valuation of multi-year variable remuneration awarded during the reporting period	0	0
Valuation of options granted during the reporting period	0	0
Valuation of performance shares granted during the reporting period	0	0
Valuation of other sections of long-term remuneration	0	0
<b>Total</b>	<b>0</b>	<b>0</b>

*Remuneration of Mr. René Fáber, Chief Executive Officer*

**René Fáber  
(Chief Executive Officer)**

€ in Thousands	Year 2025	Year 2024
Remuneration awarded	1,720	1,208
Valuation of multi-year variable remuneration awarded during the reporting period	0	0
Valuation of options granted during the reporting period	0	0
Valuation of performance shares granted during the reporting period	0	0
Valuation of other sections of long-term remuneration	0	0
<b>Total</b>	<b>1,720</b>	<b>1,208</b>

**René Fáber  
(Chief Executive Officer)**

**René Fáber  
(Chief Executive Officer)**

€ in Thousands	Year 2025		Year 2024	
	Amounts awarded	Amounts paid	Amounts awarded	Amounts paid
Fixed remuneration	850	850	750	750
Annual variable remuneration	620	258	258	0
Multi-year variable compensation	250	0	200	0
Exceptional remuneration	0	0	0	0
Remuneration awarded for the director's mandate	0	0	0	0
Benefits in kind	0	0	0	0
<b>Total</b>	<b>1,720</b>	<b>1,108</b>	<b>1,208</b>	<b>750</b>

Chief Executive Officer					
in €	Minimum	Maximum	Target remuneration	Target achievement	
<b>Variable 1 year</b>			<b>550,000</b>	<b>619,740</b>	<b>113%</b>
Order Intake  Sales	0%	150%	220,000	285,340	130%
Underlying EBITDA	0%	150%	220,000	238,700	109%
Net debt to underlying EBITDA ratio	0%	150%	55,000	45,650	83%
Employees' Satisfaction	0%	150%	55,000	50,050	91%
<b>Variable multi year</b>			<b>250,000</b>	<b>250,000</b>	<b>100%</b>
Net result	0%	150%	125,000	125,000	100%
CO <sub>2</sub> intensity reduction	0%	150%	125,000	125,000	100%
<b>Total</b>			<b>800,000</b>	<b>869,740</b>	

Consequently, we submit to your approval:

- in the 5<sup>th</sup> resolution, in accordance with the provisions of Article L. 22-10-34 of the French Commercial Code, the information mentioned in Article L. 22-10-9 of the French Commercial Code concerning the remuneration paid or awarded to corporate officers for the 2025 financial year,
- in the 6<sup>th</sup> resolution, in accordance with the provisions of Article L. 22-10-34 of the French Commercial Code, on the fixed, variable and exceptional components of the remuneration and benefits of any kind paid or awarded to Mr. Joachim Kreuzburg, Chairman of the Board of Directors, for the 2025 financial year from January 1, 2025 to June 30, 2025,
- in the 7<sup>th</sup> resolution, in accordance with the provisions of Article L. 22-10-34 of the French Commercial Code, on the fixed, variable and exceptional components of the remuneration and benefits of any kind paid or awarded to Mr. Michael Grosse, Chairman of the Board of Directors, for the 2025 financial year from July 1, 2025 to December 31, 2025,
- in the 8<sup>th</sup> resolution, in accordance with the provisions of Article L. 22-10-34 of the French Commercial Code, on the fixed, variable and exceptional components of the remuneration and benefits of any kind paid or awarded to Mr. René Fáber, Chief Executive Officer, for the 2025 financial year,
- in the 9<sup>th</sup> resolution, in accordance with the provisions of Article L. 22-10-8 of the French Commercial Code, on the remuneration policy of Mr. Michael Grosse, Chairman of the Board of Directors for the 2026 financial year, as described in the corporate governance report of the Board of Directors, and
- in the 10<sup>th</sup> resolution, in accordance with the provisions of Article L. 22-10-8 of the French Commercial Code, on the remuneration policy of Mr. René Fáber, Chief Executive Officer for the 2026 financial year, as described in the corporate governance report of the Board of Directors.

#### **Ratification of the co-optation of Mr. Michael Grosse as Director (11<sup>th</sup> resolution)**

In connection with the resignation of Mr. Joachim Kreuzburg from his mandate as Director of the Company with effect from July 1, 2025, we propose to ratify the co-optation of Mr. Michael Grosse as Director, decided at the Board of Directors' meeting on June 17, 2025, with effect from July 1, 2025, to replace Mr. Joachim Kreuzburg for the duration of his term of office, i.e. until the end of the shareholders' meeting to be held on 2027 and called to approve the financial statements for the financial year ending December 31, 2026.

As a reminder, Mr. Michael Grosse has also been appointed Chairman of the Board of Directors of the Company with effect from July 1, 2025, replacing Mr. Joachim Kreuzburg, who has resigned with effect from July 1, 2025.

For a comprehensive overview, we invite you to read the section “Board of Directors and its Committees” of the 2025 Universal Registration Document containing all the information relating to Mr. Michael Grosse, in particular his corporate offices held, as well as his biography and *curriculum vitae* provided in the Shareholders’ Convening Guide.

**Authorization granted to the Board of Directors to enable the Company to trade in its own shares (12<sup>th</sup> resolution)**

We remind you that the shareholders’ meeting of March 25, 2025 in its 18<sup>th</sup> resolution, set up a share buyback program for a period of 18 months. The purpose of this program was to promote liquidity and stimulate the market price of the Company’s shares under a liquidity contract, within the limit of 0.10% of the share capital and for a maximum buyback price of €445 per share.

We invite you to renew this share buyback program and therefore we submit to your approval the authorization granted to the Board of Directors to enable the Company to acquire, hold, or transfer, its own shares, during a period of 18 months starting from the date of this Shareholders’ Meeting, up to a limit of 0.10% of the share capital.

The purpose of the share buyback program would be to promote liquidity and stimulate the market price of the Company’s shares under a liquidity contract that complies with the code of ethics of the French Association of Financial Market (“*Association Française des Marchés Financiers* (“AMAFI”)) recognized by the French Financial Markets Authority (“*Autorité des Marchés Financiers* – (“AMF”)).

The share buyback program would have, in order of priority, the following objectives:

- to promote liquidity and stimulate the market price of the Company’s shares under a liquidity contract in accordance with the AMAFI Code of Ethics recognized by the AMF,
- the cancellation of all or part of the shares thus purchased, within the maximum legal limit of 10% of the total number of shares composing the capital, for a period of twenty-four (24) months, pursuant to the fifteenth (15<sup>th</sup>) resolution of this Shareholders’ Meeting and subject to the adoption of the fifteenth (15<sup>th</sup>) resolution,
- the delivery of shares (for exchange, payment or otherwise) in the context of external growth, merger, demerger or contributions,
- the delivery of shares upon the exercise of rights attached to securities giving access to the capital by redemption, conversion, exchange, exercise of a warrant or in any other manner,
- the delivery of shares to its corporate officers and employees as well as those of companies affiliated to it, under the conditions and in the terms provided for by law, particularly in the context of stock option plans, free granting plans of issued or to be issued shares or company or inter-companies saving plans,
- the conservation of the shares for purposes of patrimonial and financial management.

The terms and conditions of the share buyback program would be as follows:

- Duration of the program: a maximum of 18 months, starting from the date of this Shareholders’ Meeting and expiring on the date when any shareholders’ meeting of the Company adopts a new share buyback program or, alternatively, on September 24, 2027,
- Maximum percentage allowed: 0.10% of the share capital, i.e. 97,330 shares on the basis of 97,330,405 shares comprising the share capital as of 31 December 2025; it being specified that this limit applies to an

amount of the Company's share capital which will be adjusted, if necessary, by the Board of Directors to take into account transactions affecting the share capital subsequent to 31 December 2025, and that the acquisitions made by the Company may not, under any circumstances, result in the Company holding, directly or indirectly through its subsidiaries, more than 10% of its share capital, when the shares are acquired in order to promote the liquidity of the Company's shares under the conditions defined by the AMF's general regulations, the number of shares taken into account for the calculation of this limit shall correspond to the number of shares purchased less the number of shares resold during the term of the authorization,

- Maximum unit purchase price (excluding fees and commissions): €485, i.e. a maximum theoretical amount allocated to the share buyback program of €47,205,050 on the basis of the maximum percentage of 0.10%, excluding trading fees, the maximum theoretical amount will be adjusted, if necessary, by the Board of Directors to take into account transactions affecting the share capital subsequent to 31 December 2025.

The dividends from those shares would be allocated to the retained earnings account.

We also propose that you grant full powers to the Board of Directors, with the option of sub-delegation under the conditions provided for by law and regulations, to implement this authorization, and in particular to determine the terms and conditions of the share buyback program in accordance with the law and this resolution, and, in particular, make any adjustments related to capital transactions, place any stock market orders, enter into any agreements, in particular for the keeping of registers of purchases and sales of shares, make any declarations to the AMF and any other body, complete any formalities and, in general, do whatever is necessary.

This authorization would render ineffective for the future the authorization granted by the shareholders' meeting of March 25, 2025 in its eighteenth (18<sup>th</sup>) resolution.

## **II. Extraordinary Part**

### **Amendment of Article 17 of the Company's articles of association (13<sup>th</sup> resolution)**

Law 2024-537 of June 13, 2024, designed to increase business financing and the attractiveness of France, known as the "Attractiveness Law», introduced measures favoring consultations and remote meetings of companies' decision-making bodies. In this context, we are submitting to your approval the amendment of Article 17 of the Company's articles of association in order to provide for the possibility that decisions of the Board of Directors may be taken by means of written consultation of its members with the exception of decisions relating to the approval of the annual and half-yearly financial statements and the drafting of the annual report and the report on sustainability disclosures, and to vote by correspondence before Board meetings.

Article 17 of the Company's articles of association would be amended as follows:

<b>Current wording</b>	<b>Proposed wording</b>
<p><b><i>"Article 17: Meetings and decisions of the Board of Directors</i></b></p> <p>(...)</p> <p><b><i>17.3 – The board of directors shall deliberate validly only if at least half of the directors are present or represented.</i></b></p>	<p><b><i>"Article 17: Meetings and decisions of the Board of Directors</i></b></p> <p>(...)</p> <p><b><i>17.3 – The board of directors shall deliberate validly only if at least half of the directors are present or represented.</i></b></p>

*The decisions of the board are taken by a majority of the members present or represented.*

*The chairman of the board has the casting vote.*

*(...)*

**17.6** – *The board of directors' deliberations are recorded in minutes held in accordance with the applicable laws. The minutes are signed by the acting chairman and by one or two directors.*

*Copies or excerpts of the minutes of the board of directors' deliberations shall be validly certified by the chairman or by the CEO."*

*The decisions of the board are taken by a majority of the members present, deemed to be present or represented.*

*The chairman of the board has the casting vote.*

*(...)*

**17.6** – *On the initiative of the chairman of the board, the board of directors may take decisions by written consultation of its members, with the exception of decisions relating to the approval of the annual and half-yearly financial statements and the drafting of the annual report and the report on sustainability disclosures.*

*Any director may, within the period provided for in the notice of meeting, object to the use of a written consultation. In the event of any objection, the chairman of the board shall inform the directors without delay and convene a board of directors.*

*From the date of receipt of the written consultation, the directors may give their opinion by any written means, including electronically, within the time limit set out in the notice of meeting. If the directors fail to respond to the written consultation to the chairman of the board within the time limits and in accordance with the terms of the consultation, they will be deemed to be absent and not to have participated in the decisions.*

*Decisions may be adopted only if at least half of the directors have participated in the written consultation, and only by a majority of the members participating in this consultation.*

*The internal regulations of the board of directors shall specify the other procedures for the written consultation not defined by the legal and regulatory provisions in force or by these articles of association.*

**17.7** – *The directors may also vote by correspondence using a form under the conditions provided for by the legal and regulatory provisions in force and by the internal regulations of the board of directors.*

	<p><b>17.8</b> – <i>The board of directors’ deliberations are recorded in minutes held in accordance with the applicable laws. The minutes are signed by the acting chairman and by one or two directors.</i></p> <p><i>Copies or excerpts of the minutes of the board of directors’ deliberations shall be validly certified by the chairman or by the CEO. ”</i></p>
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The internal rules of the Board of Directors would also be amended accordingly.

**Delegation of authority granted to the Board of Directors to issue shares, without preferential subscription rights of the shareholders, to named beneficiaries (14<sup>th</sup> resolution)**

- Purpose: issuance of ordinary shares, without preferential subscription, rights to named beneficiaries.
- Beneficiaries:
  - Unicorn-Biotech Holding GmbH, a limited liability company (*Gesellschaft mit beschränkter Haftung*), duly incorporated and validly existing under the laws of Austria, with its corporate seat in Vienna, Austria and its business address at Czerninplatz 4, A- 1020 Vienna, Austria, registered with the commercial register of commercial court Vienna (*Handelsgericht Wien*) under registration number FN 492247 v;
  - META Ingenium, družba tveganege kapitala, d.o.o., a limited liability company, duly incorporated and validly existing under the laws of Slovenia, with its corporate seat in Ljubljana, Slovenia and its business address at Trdinova ulica 9, 1000 Ljubljana, Slovenia, registered with the Slovenian court/commercial register under no. 3719669000; and/or
  - any person affiliated with Unicorn-Biotech Holding GmbH and/or META Ingenium.
- Maximum nominal amount: €297,444.40.
- Duration: 18 months.

This delegation would enable the Board of Directors to issue shares of the Company in consideration for the third earn-out payment in the context of the acquisition by the Company of the Slovenian purification specialist BIA Separations (see the Company’s press release dated November 2, 2020).

Pursuant to Article L. 225-138 II. of the French Commercial Code, the issue price of shares issued pursuant to this delegation of authority would be at least equal to the volume weighted average of the prices of the Company share over the last three trading days on the Euronext Paris regulated market preceding the issuance of the shares issued pursuant to this delegation of authority.

**Delegation of authority granted to the Board of Directors to reduce the capital in accordance with Article L. 22-10-62 of the French Commercial Code (15<sup>th</sup> resolution)**

- Purpose: reduction of the share capital by cancellation of shares owned pursuant the implementation of its share buyback program, in one or several times.
- Maximum amount: 10% of the share capital of the Company within 24 months.
- Duration: 24 months.

We invite you to authorize the Board of Directors, pursuant to Article L. 22-10-62 of the French Commercial Code, with the right to sub-delegate in accordance with applicable law and regulations, to reduce the share capital, in one or several times and at any time as it deems appropriate, through the cancellation of shares that the Company owns or shall buy pursuant to the implementation of the share buyback program authorized in this Shareholders’ Meeting in its 12<sup>th</sup> resolution or any later resolution with the same object within the maximum limit of 10% of the capital of the Company and by periods of 24 months, and to proceed in the corresponding

proportions at a capital reduction, it being specified that this limit shall be adjusted, if necessary, in order to take into account the operations that would affect it after this Shareholders' Meeting.

The purpose of this delegation is to provide the Board of Directors with an additional option in the conduct of its financial strategy and would enable it to ensure the preservation of your rights, particularly in periods of high financial volatility.

We also propose that you grant the Board of Directors all powers, with the option to subdelegate such powers in accordance with the law, to set the terms and conditions for the cancellation of shares, to allocate the difference between the book value of the cancelled shares and their nominal value to any reserve or additional paid-in capital accounts, to make the amendments to the bylaws resulting from this authorization and to carry out all necessary formalities.

We thank you for your trust and ask you to adopt the resolutions that we submit to your vote.

Aubagne,  
February 4, 2026  
The Board of Directors