

Information on the Performance Shares granted to the Chairman and Chief Executive Officer– LTIP 2022

In accordance with article 26.1 of the AFEP-MEDEF Code

At its meeting of March 24, 2022, upon hearing the report from the Governance & remunerations Committee, the Board decided today to grant Jean-Pascal Tricoire 31,105 Performance Shares corresponding to €4,699,966 at face value of the market opening price as of the Grant date (vs. 37,903 shares corresponding to 4,699,972 at face value in 2021).

This grant was made within the framework of the Long-Term Incentive Plan 2022 (LTIP 2022) and is subject to various terms & conditions described in the compensation policy available in the 2021 Universal Registration Document (p. 329 and s.) including challenging Performance Conditions.

Access to the 2021 Universal Registration Document:

<https://www.se.com/ww/en/assets/564/document/319364/2021-universal-registration-document.pdf>