

Variable compensation in respect of 2020 of members of the Executive Board holding an employment contract with the Company

Persons concerned : Philippe Audouin (Chief Financial Officer and member of the Executive Board of Eurazeo) and Nicolas Huet (member of the Executive Board of Eurazeo).

Nature and terms : At its meeting of March 10, 2021, acting on the recommendation of the Compensation, Appointment and Governance Committee, the Supervisory Board set the variable compensation amount for each member of the Executive Board in respect of 2020 in accordance with the principles and criteria determined by the Supervisory Board at its meeting of March 11, 2020 and approved by the Shareholders' Meeting of April 30, 2020 (10th resolution). The variable compensation in respect of 2020 of the members of the Executive Board holding an employment contract with the Company is as follows:

- Philippe Audouin: Gross variable compensation of €509,074;
- Nicolas Huet: Gross variable compensation of €457,447.

The variable compensation will be paid after the Annual Shareholders' Meeting of April 28, 2021 called to approve the above-determined amounts in accordance with Articles L. 22-10-26 and L. 22-10-34 of the French Commercial Code.

Reasons : The variable compensation of the members of the Executive Board holding an employment contract is determined according to the principles and criteria pre-established each year by the Supervisory Board and rewards the year's performance on the basis of objective economic criteria and qualitative criteria which are presented in Chapter 5, Section 5.8 of the Universal Registration Document.