

«SAY ON PAY EX ANTE»: Information on the approval of the remuneration policy of the management and administration bodies, pursuant to Articles L. 22-10-8 and R.22-10-14 of the French Commercial Code

Pursuant to the provisions of Article L. 22-10-8 and Article R. 22-10-14 of the French Commercial Code, the General Shareholders' Meeting has approved on 27 May 2026:

- **resolution 8**, the 2026 remuneration policy applicable to the members of the Board of Directors, by 99.83% of vote cast;
- **resolution 9**, the 2026 remuneration policy applicable to Ms Christel Bories, Chair of the Board of Directors and Chief Executive Officer, for the period from 1st February until 31 December 2026, by 99.81% of vote cast;
- **resolution 10**, the 2026 remuneration policy applicable to Ms Christel Bories, Chair of the Board of Directors, for the period from 1st January until 31st January 2026, by 99.90% of vote cast;
- **resolution 11**, the 2026 remuneration policy applicable to Mr Paulo Castellari, Chief Executive Officer, for the period from 1st January until 1st February 2026, by 99.88% of vote cast;
- **resolution 12**, the 2026 remuneration policy applicable to the Chief Executive Officer as from his appointment, by 94.00% of vote cast.

This information is provided in Chapter 3 of the 2025 Universal Registration Document, "Report on corporate governance".

In accordance with the wording of Article L. 22-10-8, the approval of the General Shareholders' Meeting is required every year and upon each material change to the remuneration policy. If the General Shareholders' Meeting does not approve the resolution and if it has previously approved a compensation policy, the latter shall continue to apply and the Board of Directors shall submit a draft resolution presenting a revised remuneration policy to the next General Shareholders' Meeting for approval. In the absence of a previously approved compensation policy, if the General Shareholders' Meeting does not approve the draft resolution, remuneration shall be determined in accordance with the remuneration assigned in the previous year, or, in the absence of remuneration assigned in the previous year, in accordance with existing practices within the Company.

The text of relevant paragraphs of the 2025 Universal Registration Document follows below:

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Resolution 8

3.2.3.6 Compensation policy applicable to directors in 2026

3.2.3.6.1 Term of office of directors

Directors are appointed for a term of four years in office. The director can be dismissed at any time by resolution of the Shareholders' Meeting. The directors may be entrusted with specific duties giving rise to compensation, as decided by the Board of Directors, and subject to the regime regarding related-party agreements.

Christel Bories	Appointed on 23 May 2017	Expiry date: SM convened for 2028 financial statements
Émeric Burin des Roziers	Appointed on 23 May 2019	Expiry date: SM convened for 2026 financial statements
Christine Coignard	Appointed on 23 May 2017	Expiry date: SM convened for 2028 financial statements
François Corbin	Appointed on 23 May 2019	Expiry date: SM convened for 2026 financial statements
Sorame (Jérôme Duval)	Sorame appointed on 11 May 2011 - Mr Duval appointed on 23 May 2019	Expiry date: SM convened for 2026 financial statements
Héloïse Duval	Appointed on 23 May 2023	Expiry date: SM convened for the 2026 financial statements
Jean-Yves Gilet	Appointed on 23 September 2016	Expiry date: SM convened for the 2026 financial statements
CEIR (Nathalie de La Fournière)	CEIR appointed on 11 May 2011 - Ms de La Fournière appointed on 29 May 2015	Expiry date: SM convened for the 2026 financial statements
Solenne Lepage	Appointed on 22 March 2024	Expiry date: SM convened for the 2028 financial statements
Manoelle Lepoutre	Appointed on 11 May 2011	Expiry date: SM convened for the 2026 financial statements
Ghislain Lescuyer	Appointed on 23 May 2023	Expiry date: SM convened for the 2026 financial statements

Miriam Maes	Appointed on 27 May 2016	Expiry date: SM convened for the 2027 financial statements
Nicolas Noël	Director appointed to represent employees	Term of office effective from 23 June 2022 until 22 June 2026
Franck Pecqueux	Director appointed to represent employees	Term of office effective from 12 November 2022 until 11 November 2026
Arnaud Soirat	Appointed on 30 May 2024	Expiry date: SM convened for the 2027 financial statements
Romain Valenty	Appointed as Government representative on 18 October 2022, as per the Order of 20 August 2014	not appointed by the ASM
Jean-Philippe Vollmer	appointed on 15 October 2020	Expiry date: SM convened for the 2027 financial statements

3.2.3.6.2 Compensation of the directors for financial year 2026

The total sum allocated to the Board of Directors was set at €950,000 at the Shareholders' Meeting of 26 May 2025 (11th resolution). The Shareholders' Meeting is asked to renew this overall amount for the 2026 financial year. This amount is split among the members of the Board, excluding the Chair of the Board of Directors but including the two directors representing employees. These rules for distribution comply with the AFEP-MEDEF Code, which recommends that the variable component of directors' fees weigh more heavily.

Fixed compensation

Directors receive an annual fixed compensation of €10,000.

Depending on individual cases, directors receive the following compensation:

- annual compensation of €15,000 for the Lead Director;
- compensation of €2,500 for each meeting of the Board of Directors, the CSR and Strategy Committee and the Compensation and Governance Committee attended. This amount is increased to €5,000 for the Chair of each of these two Committees;
- compensation of €3,000 for each meeting of the Audit, Risks and Ethics Committee attended. This amount is increased to €6,000 for the Chair of the Committee;
- an annual payment of €5,000 for the first two meetings of the financial year, plus €2,000 for each meeting of the Appointments Committee attended as from the 3rd meeting of the financial year. This amount is increased to €4,000 for the Chair of the Committee as from the 3rd meeting of the financial year.

Travel allowance

Any director who is a non-European resident receives a travel allowance of €1,525 per each journey to attend a Board or Committee meeting.

Other compensation items

Directors do not receive variable compensation or share-based payments. They may be entrusted with specific missions giving rise to exceptional compensation, as decided by the Board.

The above compensation procedures apply to all Eramet directors.

Employment or service contracts

Directors do not, under any circumstances, have an employment contract nor a service contract with Eramet. In accordance with the Articles of Association and the Directors' Charter, each individual director must become the holder of one hundred shares within 18 months of joining the Board and retain them for the duration of their term of office. This report, provided for in the last paragraph of Article L. 225-37 of the French Commercial Code, covers the points provided for in Articles L. 225-37-4, L. 22-10-9, L. 22-10-10 and L. 22-10-11 of the French Commercial Code.

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Resolution 9

3.2.3.3 Compensation policy applicable to Christel Bories, Chair of the Board of Directors during the temporary performance of duties as Chief Executive Officer – *Period from 1 February to 31 December 2026*

a. Term of office of the Chair and Chief Executive Officer

Following the dismissal of Paulo Castellari from his position as Chief Executive Officer on 1 February 2026, the Board of Directors, at its meeting of the same day, decided to appoint Christel Bories, Chair of the Board of Directors, as interim Chief Executive Officer from 1 February 2026, pending the appointment of a new Chief Executive Officer.

In this context, Christel Bories will assume during this period the executive responsibilities associated with the Group's Senior Management, while continuing to serve as Chair of the Board of Directors.

In view of the temporary extension of her responsibilities, the Board of Directors, at its meeting of 19 March 2026 and on the recommendation of the Compensation and Governance Committee, decided to adapt the compensation terms applicable during this interim period.

The purpose of these provisions is to:

- ensure the continuity of the Group's executive management during the transition period;
- maintain a level of compensation consistent with the extent of the responsibilities assumed;
- maintain alignment with the Group's performance and strategic priorities.

The components of compensation applicable during this period are detailed below:

b. Total compensation and benefits of any kind

i. Fixed compensation

During her term as Interim Chair and Chief Executive Officer, the gross annual fixed compensation of Christel Bories is set at €800,000, applied *pro rata temporis* to the effective duration of her executive duties.

This level of compensation corresponds to the level of fixed compensation she received when she served as Chair and Chief Executive Officer of the Group, before the separation of the functions of Chair of the Board of Directors and Chief Executive Officer in 2025. This level of compensation is 87% of the median of the panel of SBF 80 companies.

In the event that a new Chief Executive Officer is appointed during the 2026 financial year, putting an end to the temporary exercise of executive duties by Christel Bories, she will continue to serve as Chair of the Board of Directors and the compensation policy applicable to this non-executive office, as described in section 3.2.3.2, would apply as of that date.

ii. Annual variable compensation

Christel Bories may be entitled to **annual variable compensation**, of which:

- the **target amount is set at 100% of the annual fixed compensation**;
- the **maximum ceiling is set at 150% of the fixed compensation**;
- the amount actually awarded may vary **from 0% to 150% of the fixed compensation**, depending on the level of achievement of the objectives.

This variable compensation will be calculated *pro rata temporis* to her effective term of office as **Chair and Chief Executive Officer**.

Structure of performance criteria and objectives

The annual variable compensation is based on:

- **collective objectives (75%)**, reflecting the Group's overall performance;
- **individual objectives (25%)**, as defined by the Board of Directors on the recommendation of the Compensation and Governance Committee.

The performance criteria for variable compensation are based on strategic and operational priorities, and are determined according to the following criteria:

Objectives	Criteria	Weighting
Collective objectives 75%	Accident frequency rate	5%
	Risk prevention indicator determined by initiatives relating to the causes and observations of serious or high-potential incidents across all Group sites.	5%
	Deployment of the CSR Roadmap.	15%
	Reducing CO ₂ emissions.	5%
	Group adjusted ⁽¹⁾ and restated ⁽²⁾ operating cash flow, excluding SLN and GCO	70%
		100%
Individual objectives 25%	Deliver the ReSolution plan on budget	20%
	Manage the Eramet situation in Gabon to gradually converge on the best solution under the mandate given by the Board	20%
	Ensure managerial commitment, retain talent and prepare the leaders of tomorrow	20%
	Manage the issues related to the Weda Bay permits	20%
	Implement the Lithium growth strategy	20%
		100%

(1) Operating cash flow is said to be adjusted because it measures our actual ability to generate cash from our operating activities. It is defined as follows: EBITDA + change in WCR - CAPEX + Weda Bay dividends.

(2) Operating cash flow is said to be restated because it is calculated at constant economic conditions in relation to the Budget, i.e. excluding the exogenous effects of the period on EBITDA (change in the prices of products sold, input costs, foreign currency exchange rates, the impact of uncontrollable events, changes in the Group's scope or accounting standards) as well as on WCR (change in input prices and costs) and effects related to exceptional events (exceptional and abnormal market movements, unforeseeable political situations) to eliminate effects out of the Group's control. This approach ensures that the calculation of variable compensation and selective plans is based directly on the actions and results of management in relation to the objectives set at the beginning of the year, whether positive or negative.

Assessment and payment methods

- Performance is assessed according to pre-defined thresholds, targets and caps for each criterion, guaranteeing transparency and objectivity in the awarding of the variable component(s).
- The final amount of the variable compensation will be determined after review and approval by the Board of Directors, based on a recommendation from the Compensation and Governance Committee.

In the event that a new Chief Executive Officer is appointed before the completion of the work associated with the objectives, an **interim assessment of results** will be carried out once the duties have been handed over from Christel Bories to the new Chief Executive Officer.

The variable portion owed in a given year is determined by the Board of Directors approving the financial statements for the same year. Thus, in accordance with Article L. 22-10-34 of the French Commercial Code, payment of the variable component due for 2026 will be subject to an *ex-post* vote by the Shareholders' Meeting called in 2027 to approve the financial statements for the 2026 financial year. It is paid within the month following the validation of this payment by the Shareholders' Meeting.

There is no other period of potential postponement.

Clawback mechanism:

The Board of Directors provides for the possibility of implementing a clawback mechanism applicable to the annual variable compensation of the Chair and Chief Executive Officer.

Thus, within five years of the payment of the annual variable compensation, the Board of Directors may decide to request the repayment of all or part of this compensation in exceptional circumstances, in particular if it is established that:

- the financial, accounting or quantitative data used to determine the variable compensation were intentionally inaccurate or misleading; or
- serious and deliberate misconduct was committed by the Chair and Chief Executive Officer in the exercise of her duties.

In such a case, the Board of Directors may decide to demand the repayment of all or part of the variable compensation paid in respect of the financial years in question. The amount that may be repaid will be determined on the basis of the gross amount of the variable compensation paid, subject to any mandatory deductions made by the Company.

The implementation of this mechanism will comply with the applicable legal and regulatory provisions.

The aim of this mechanism is to strengthen the alignment of the compensation of executive corporate officers with the Company's sustainable performance and to protect the interests of the Company and its shareholders.

iii. Exceptional compensation linked to the governance transition

In order to maintain an overall level of compensation consistent with the scope of responsibilities assumed during this exceptional period, the Board of Directors decided to provide for **exceptional compensation in cash**, the target amount of which is equivalent to **100% of the annual fixed compensation**, i.e. **€800,000**, calculated *pro rata temporis*, with an amount that may vary **from 0% to 100% of the fixed amount** depending on the level of achievement of the objectives.

This system takes into account **the temporary nature of the exercise of executive functions by Christel Bories and the specific context of this mission**, marked by the conduct of operations affecting the Group's financial and strategic position.

The payment of this exceptional compensation is intended to recognise the expected contribution to the success of these operations, in a context of governance transition.

Associated objectives

- This exceptional compensation is based on an objective relating to the success of the Group's financing plan, assessed with regard to the following criteria, presented with their corresponding weightings:
- the overall success of the financing plan (30%);
- the monetisation of assets (35%);
- the preparation of an equity strengthening transaction (35%), including the identification of suitable investors.

The objectives and assessment criteria will be evaluated by the **Board of Directors, on the recommendation of the Compensation and Governance Committee**, with regard to the conditions under which the transactions were carried out and their contribution to the Group's financial position.

Assessment and payment methods

This exceptional compensation will be **assessed when the transactions concerned have been finalised** and will be paid *pro rata temporis* to her effective period of service as Chief Executive Officer.

In the event that a new Chief Executive Officer is appointed before the completion of the relevant work, an **interim assessment of the results** will be carried out when the duties are handed over from Christel Bories to the new Chief Executive Officer.

In the event that a new Chief Executive Officer is appointed in the very near future, the Board of Directors may **re-examine the conditions for granting this exceptional compensation**, in order to take into account the actual period of performance of these executive responsibilities.

iv. Other components of compensation

The Chair and CEO is covered by the supplementary insurance scheme and healthcare plan in force within the Company under the same conditions as those applicable to other employees.

v. Absence of other components of compensation

Christel Bories, as Chair and Chief Executive Officer, does not receive the following components of compensation:

- long-term variable compensation,
- supplementary pension plan,

- indemnity for a non-competition commitment at the end of her term of office,
- compensation in respect of directorships held within the Group's other companies,
- benefits in kind,
- the benefit of an employment contract or service contract.

The decision-making process and information for shareholders relating to this compensation policy are described in section 3.2.3.1 of the 2025 Eramet Universal Registration Document - Common principles applicable to compensation policies for directors.

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Resolution 10

3.2.3.2 Compensation policy applicable to Christel Bories, Chair of the Board of Directors – *Period from 1 January to 31 January 2026*

a. General principles

Since the separation of the functions of Chair of the Board of Directors and Chief Executive Officer implemented at the end of the 2025 Shareholders' Meeting, the Chair of the Board of Directors holds a **non-executive** directorship, separate from the operational management duties performed by the Chief Executive Officer.

The compensation policy applicable to the Chair of the Board of Directors for the 2026 financial year is established in accordance with the applicable legal and regulatory provisions and the recommendations of the AFEP-MEDEF Code.

It aims to:

- guarantee the **independence of judgement** associated with the position of Chair of the Board of Directors;
- ensure compensation **commensurate** with the responsibilities assumed and the time spent;
- reflect the **non-executive** nature of the term of office, excluding any incentive mechanism indexed to the Group's financial or operating performance.

b. Compensation structure

In line with the oversight and governance responsibilities exercised by the Chair of the Board of Directors, the compensation policy applicable for the 2026 financial year includes:

- **annual fixed compensation;**
- ancillary elements strictly related to the exercise of the term of office.

In accordance with her non-executive role and with best market practices in France, the Chair of the Board of Directors does not receive any short-term or long-term variable compensation in cash or in the form of performance shares.

c. Total compensation and benefits of any kind

i. Fixed compensation

For 2026, the annual fixed compensation remains unchanged at €350,000 gross. It will be paid on a *prorata temporis* basis.

ii. Other components of compensation

The Chair of the Board of Directors may benefit, in compliance with the applicable internal rules, from the following items, strictly related to the exercise of her term of office:

Supplementary insurance scheme and healthcare plan

The Chair of the Board of Directors is covered by the supplementary insurance scheme and healthcare plan in force within the Company under the same conditions as those applicable to other employees.

Furthermore, the Board of Directors may unilaterally revisit whether these schemes shall apply to the Chair and CEO.

iii. Absence of other components of compensation

In accordance with the non-executive nature of the term of office, the Chair of the Board of Directors does not benefit from the following:

- annual variable compensation;
- long-term variable compensation;
- a supplementary pension plan;
- indemnity for a non-competition commitment at the end of her term of office,
- compensation in respect of directorships held within the Group's other companies,
- exceptional compensation,
- benefits in kind (having waived the option of a company car),
- the benefit of an employment contract or service contract.

The decision-making process and information for shareholders relating to this compensation policy are described in section 3.2.3.1 of the 2025 Eramet Universal Registration Document - Common principles applicable to compensation policies for directors.

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Resolution 11

3.2.3.5 Compensation policy applicable to the Chief Executive Officer – *Period from 1 January to 1 February 2026*

a. Term of office of the Chief Executive Officer

Paulo Castellari served as Group Chief Executive Officer from 27 May 2025.

At its meeting on 1 February 2026, the Board of Directors decided to **end the term of office** of Paulo Castellari as Chief Executive Officer, with effect from the same date, and, on the recommendation of its Compensation and Governance Committee, approved the financial conditions associated with his departure in accordance with the compensation policy approved by the Shareholders' Meeting on 26 May 2025. These conditions are detailed below.

b. Total compensation and benefits of any kind

i. Fixed compensation

The gross annual fixed compensation of Paulo Castellari was set at €800,000 for a full year.

For the 2026 financial year, fixed compensation is paid *pro rata temporis* to the effective duration of the performance of his duties, *i.e.* for the period from 1 January to 1 February 2026.

ii. Annual variable compensation

In view of the limited duration of his duties in the 2026 financial year and the decision of the Board of Directors, no annual variable compensation will be awarded in respect of this financial year.

iii. Long-term compensation

No new long-term variable compensation, notably in the form of performance shares, is planned for the 2026 financial year.

It should also be noted that the performance shares granted in 2025 were subject to a condition of presence during the vesting period. Following the termination of his term of office on 1 February 2026, this condition is no longer satisfied and the corresponding rights have been cancelled in accordance with the rules of this plan

iv. Other compensation items

Supplementary insurance scheme and healthcare plan

The Chief Executive Officer is covered by the supplementary insurance scheme and healthcare plan in force within the Company under the same conditions as those applicable to other employees.

Supplementary pension plan

The Chief Executive Officer benefits from a supplementary pension scheme financed by Eramet through an annual contribution equal to **5% of his gross annual fixed compensation**. This contribution, paid to an international pension fund, aims to guarantee a supplementary pension adapted to the specific needs of expatriate or impatriate employees. This system also applies to other expatriates in the Group in order to compensate for the loss of pension rights in their country of origin.

Benefits related to impatriation

The Chief Executive Officer receives temporary benefits related to his impatriation, in accordance with the international mobility policy applicable to all international executives and limited to the duration of his initial term of office, in particular:

- a housing allowance equivalent to €4,000 net per month;
- allowance for personal and family trips: €13,000 net per year, paid monthly.

v. Absence of other compensation components

The following provisions **are not included** in the terms for the Chief Executive Officer:

- compensation for the directorships held within the Group's companies,
- exceptional compensation,
- the benefit of an employment contract or service contract.

vi. Post-employment benefits

Non-competition indemnity

In the context of his directorship, the Chief Executive Officer may be subject to a non-competition obligation aimed at protecting the interests of the Eramet Group at the end of his term of office.

Under this clause, in the event of termination of his duties, regardless of the cause but with the exception of retirement, the Chief Executive Officer will be prohibited, for a period of one year renewable once, from carrying out any activity that competes with that of the Eramet Group.

Following the termination of the duties of Paulo Castellari on 1 February 2026, the Board of Directors decided not to implement this obligation. Consequently, no non-competition indemnity will be paid.

Severance package

In accordance with the applicable compensation policy, the Chief Executive Officer's directorship does not provide for any severance pay. Consequently, the termination of duties of Paulo Castellari on 1 February 2026 did not give rise to any payment of severance pay. The decision-making process and information for shareholders relating to this compensation policy are described in section 3.2.3.1 of the 2025 Eramet Universal Registration Document- Common principles applicable to compensation policies for directors.

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Resolution 12

3.2.3.4 Compensation policy applicable to the Chief Executive Officer, not yet appointed

At the date of preparation of this policy, the Chief Executive Officer has not yet been appointed.

In accordance with the applicable provisions related to **Say on Pay**, the compensation policy for the Chief Executive Officer must be defined ex-ante and submitted for approval at the Shareholders' Meeting.

In this context, the aim of this policy is to **define the principles and structure of the compensation applicable to the future Chief Executive Officer**, without prejudice to the definitive terms that will be approved at the time of his or her appointment.

The Board of Directors will determine, when appointing the future Chief Executive Officer, **on the recommendation of the Compensation and Governance Committee**, the components of his/her compensation in compliance with the principles defined by this policy.

a. General principles

The compensation of the Chief Executive Officer will be determined:

- in accordance with the **Company's corporate interest and its long-term value creation strategy**;
- taking into account the **Group's size, complexity and challenges**, particularly in an international and industrial environment;
- with regard to the **market practices observed within panels of comparable companies** including an international panel of mining players and a reference panel composed of French industrial companies of comparable capitalization and complexity from the SBF 80 index, as described in section 3.2.3.1.c of this document,
- taking into consideration **the experience, background and profile of the corporate officer recruited**, as well as the responsibilities assigned.

It will aim to maintain **an appropriate balance between external competitiveness, performance and alignment with shareholders' interests**, while integrating the Group's strategic priorities, particularly in terms of safety and social and environmental responsibility.

b. Compensation structure

Compensation levels will be determined in line with market practices applicable to corporate officers of comparable companies.

The Chief Executive Officer's compensation may include the following:

i. Annual fixed compensation

The annual fixed compensation of the Chief Executive Officer will be determined according to:

- the responsibilities entrusted to him/her,
- the experience and profile of the corporate officer,
- as well as the positioning in relation to market practices.

It will be set for the duration of the term of office, except in exceptional circumstances justifying a review by the Board of Directors.

ii. Annual variable compensation

The annual variable compensation will be based on financial and non-financial performance criteria to be defined in advance by the Board of Directors.

It will include:

- a target level expressed as a percentage of fixed compensation,
- a maximum ceiling (150% of the target level),
- **measurable and transparent criteria**, reflecting the Group's strategic priorities.

These criteria may include:

- **collective objectives**, aligned with the performance indicators applicable to the Group's senior managers;
- **individual objectives**, defined by the Board of Directors.

The weighting between financial and non-financial criteria will be determined by the Board of Directors upon appointment of the corporate officer.

Clawback mechanism

The Board of Directors provides for the possibility of implementing a clawback mechanism applicable to the annual variable compensation of the Chief Executive Officer.

Thus, within five years of the payment of the annual variable compensation, the Board of Directors may decide to request the repayment of all or part of this compensation in exceptional circumstances, in particular if it is established that:

- the financial, accounting or quantitative data used to determine the variable compensation were intentionally inaccurate or misleading; or
- serious and deliberate misconduct was committed by the Chair and Chief Executive Officer in the exercise of her duties.

In such a case, the Board of Directors may decide to demand the repayment of all or part of the variable compensation paid in respect of the financial years in question. The amount that may be repaid will be determined on the basis of the gross amount of the variable compensation paid, subject to any mandatory deductions made by the Company.

The implementation of this mechanism will comply with the applicable legal and regulatory provisions.

The aim of this mechanism is to strengthen the alignment of the compensation of executive corporate officers with the Company's sustainable performance and to protect the interests of the Company and its shareholders.

iii. Long-term variable compensation

The Chief Executive Officer may benefit from **long-term variable compensation** plans, in particular in the form of **performance shares**, subject to **performance conditions**, as well as a service condition.

The purpose of these schemes is to **strengthen alignment between the corporate officer's compensation and the creation of medium- and long-term value for shareholders**.

The level of award will be determined by the Board of Directors in compliance with:

- **market practices**, and
- **caps applicable to executive corporate officers**.

In accordance with the plans' rules, **any hedging of the risk related to these instruments is prohibited**.

In addition, the Chief Executive Officer must **keep, until the termination of his/her duties, a number of shares representing at least 20% of the performance shares vested** under these plans.

iv. Other components of compensation

The Chief Executive Officer may, where applicable, benefit from other components of compensation or benefits determined by the Board of Directors, on the recommendation of the Compensation and Governance Committee, and awarded under the conditions applicable within the Group.

These components may include:

- **benefits in kind**, such as a company car;
- the benefit of **social protection schemes (healthcare and insurance)** applicable to employees of the Group's French companies;
- where applicable, a **supplementary pension scheme**; and
- in the event of international recruitment, **benefits linked to international mobility**.

v. Specific commitments

The Board of Directors may provide, as the case may be:

- **a severance package**, applicable in the event of forced departure, which:
 - will be subject to **performance conditions** in line with the recommendations of the AFEP-MEDEF Code; and
 - will be **capped at two years of compensation** (fixed and annual variable).
- **A non-competition clause**, which:
 - may apply for a period of between **12 and 24 months**;
 - will give rise to the payment of a **capped indemnity**;
 - may be **waived by the Company**;
 - will not apply in the event of retirement or beyond the age of 65.

vi. Compensation related to taking up a post

The Board may award compensation to a new Chief Executive Officer taking up their post, depending on who is appointed. The terms and conditions of this compensation which will be determined by the Board, based on recommendations from the Compensation Committee, for the sole purpose of compensating for benefits lost during their previous term of office.

In accordance with the recommendations of the AFEP-MEDEF Code, any compensation of this kind will be **duly justified, made public and subject to the approval of the Shareholders' Meeting** in accordance with applicable legal provisions.

The decision-making process and information for shareholders relating to this compensation policy are described in section 3.2.3.1 of the 2025 Eramet Universal Registration Document- Common principles applicable to compensation policies for directors.