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Compensation for corporate officers

(Published in accordance with the AFEP-MEDEF corporate governance code)

During its meeting on December 11, 2025, and after consulting with the Appointments, Compensation and Governance Committee, Mercialys' Board of Directors set the amount and conditions for awarding directors' fees for 2025, with a total of Euro 46,000 for the Chairman of the Board and of Euro 32,000 for the Chief Executive Officer.

Paris, December 11, 2025



www.mercialys.com

Société Anonyme au capital de 93 886 501 € immatriculée au RCS de Paris sous le numéro 424 064 707. Code APE 6820B.