



Remuneration of Executive Corporate Officers

*Pursuant to recommendation 26-5-2 of the AFEP-MEDEF
Corporate Governance Code*

Meeting on Thursday, November 6, 2025 under the chairmanship of Laurent Burelle, the Board of Directors of OPmobility SE took the following decision regarding the remuneration to be paid to Mr. Laurent Favre, Chief Executive Officer, following his resignation:

- Payment of a gross amount of €63,773.50 corresponding to Laurent Favre's residual fixed compensation *pro rata temporis* for the 2025 fiscal year. Including this amount, the total fixed gross compensation paid to Laurent Favre for the 2025 fiscal year was €1,113,425;
- Payment of a gross lump sum of €1,270,000 corresponding to Laurent Favre's variable compensation for the 2025 fiscal year;
- Payment of a gross amount of €45,000 corresponding to directors' compensation due to Laurent Favre in respect of his office as a director of the company;
- Payment a gross amount of €775,000 corresponding to the estimated value on the date of Laurent Favre's departure of 55,215 shares of the company, allocated to Laurent Favre in 2023 and vesting in 2026. Laurent Favre's departure from the company results in the loss of the right to the final allocation of the performance shares allocated to him pursuant to the company's free share allocation plans in 2023, 2024 and 2025;
- Granting of a non-competition compensation of €520,000 per year, for a period of two years, from the date of Laurent Favre's effective departure from the company, subject to compliance with the terms and conditions of his non-competition obligation;
- Portability of the supplementary pension plan.

These elements were approved by the Board of Directors on November 6, 2025.



Pursuant to the provisions of Article L.22-10-34 II of the French Commercial Code, the payment of these elements (with the exception of the components making up the fixed compensation of Mr. Laurent Favre in respect of his mandate as Chief Executive Officer of the Company or as a director of the company) is subject to a favorable vote by the General Shareholders' Meeting to be held in April 2026 as part of the approval of the financial statements for the year ended December 31, 2025.

Levallois, November 7, 2025.