

2024 REMUNERATION POLICIES APPLICABLE TO EXECUTIVE CORPORATE OFFICERS APPROVED BY THE COMBINED ORDINARY AND EXTRAORDINARY GENERAL MEETING HELD ON 20 JUNE 2024

In accordance with Article R. 22-10-14 IV of the French Commercial Code, the remuneration policies applicable to executive corporate officers are set out below.

The results of the votes on the corresponding resolutions are presented below:

| | | |
|-----------------------------|---|---------------------|
| 9 th resolution | Remuneration policy 2024 for Directors | Approved at 99,70 % |
| 10 th resolution | Remuneration policy 2024 for the Chairman and Chief Executive Officer | Approved at 94,20 % |

About ALLEN

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As a European Leader in Engineering and Technology Consulting (ETC), ALLEN carries out design and research projects for Technical and IT divisions of major clients in industry, telecoms and services.
ALLEN's stock is listed in compartment A of the Euronext Paris market (ISIN FR000001946); it is part of the SBF 120, the IT CAC 50 index and MIDCAP100, and is eligible for the deferred Settlement Service (SRD).

REMUNERATION POLICY 2024 FOR THE CHAIRMAN AND CHIEF EXECUTIVE OFFICER (10TH RESOLUTION)

| Components of remuneration | Description | Significance |
|--|--|--|
| Fixed remuneration | <p>The Chairman and Chief Executive Officer has an annual fixed remuneration package whose amount is decided by taking account of the Group's results as well as the remuneration packages of Chairmen-Chief Executive Officers of a panel of comparable companies in the ICT sector.</p> <p>The Chairman and Chief Executive Officer may also receive Directors' fees paid by companies controlled by ALTEN SA, due to a position as Corporate Officer in one of these companies, either directly or through a company controlled by the Chairman and Chief Executive Officer.</p> | <p>The fixed remuneration is the only item of remuneration of the Chairman and Chief Executive Officer, along with benefits in kind (excluding the allocation of free shares and, where applicable, extraordinary remuneration).</p> <p>Mr AZOULAY may benefit in 2024 from fixed remuneration paid by ALTEN SA of a maximum of €400,000 and a maximum of €450,000 in respect of remuneration for directorships, which are non-executive directorships, paid by companies controlled by ALTEN SA <i>via</i> SGTI, itself controlled by Mr AZOULAY.</p> |
| Annual or multi-year variable remuneration | <p>The Chairman and Chief Executive Officer does not receive any annual or multi-year variable remuneration.</p> | None. |
| Extraordinary remuneration To reward an executive manager's completion of an exceptional project in line with the Group's strategy | <p>The Board of Directors can decide, on a proposal of the Remuneration and Nomination Committee, to award extraordinary remuneration to the Chairman and Chief Executive in very particular circumstances: it must be possible to justify the payment of this type of remuneration on the grounds of an event such as a major operation for ALTEN SA or the ALTEN Group (such as a structural acquisition).</p> <p>The amount of extraordinary remuneration thus decided may not exceed a maximum of 100% of the annual fixed remuneration.</p> <p>The payment of such remuneration would be subject to shareholder approval in accordance with Article L. 22-10-34 II of the French Commercial Code.</p> | None. |
| Benefits of any kind To recruit and retain a high calibre of executive management to implement the strategy by offering competitive benefits in kind | <p>The Chairman and Chief Executive Officer is provided with a company car.</p> | Mr AZOULAY will be able to benefit from the provision of a company vehicle up to a limit of €6,000 in 2024. |
| Commitments | <p>The Chairman and Chief Executive Officer does not receive any specific severance package, non-</p> | None. |

| Components of remuneration | Description | Significance |
|----------------------------|---|--------------|
| | competition payment, or defined benefit pension commitment. | |

REMUNERATION POLICY 2024 FOR DIRECTORS (9TH RESOLUTION)

In its seventh resolution the General Meeting of 18 June 2020 set the remuneration of board members at €200,000 per year, valid for the current financial year and until a further decision of the General Meeting. The amount of this envelope remains unchanged for 2024.

The criteria for distributing remuneration allocated by the General Meeting to Board members have been set by the Board of Directors, on the proposal of the Remuneration and Nomination Committee, and are:

- attendance by Board members at Board meetings;
- their membership of Board Committees;
- whether they are Independent Directors.

Accordingly:

- €1,500 per Board meeting attended is allocated to each Independent Director, and the amount is increased to €3,000 for each attendance by the Director beyond the threshold of 75% attendance;
- €1,000 per Board meeting attended is allocated to each non-Executive and non-Independent Director, and the amount is increased to €2,000 for each attendance by the Director beyond the threshold of 75% attendance;
- €1,500 per Director is allocated for each attendance at the Remuneration and Nomination Committee;
- €1,500 per Director is allocated for each attendance at the Audit Committee;
- €1,500 per Director is allocated for each attendance at the CSR Committee;
- in the event of the creation of new specialised committees, the Board, at the suggestion of the Remuneration and Nomination Committee, may add to these rules;
- an amount of €1,500 per assignment day is allocated in the event of the completion of a specific assignment entrusted by the Board of Directors;
- no remuneration is awarded to Executive Directors (linked to ALTEN SA by a corporate mandate and/or an employment contract);
- Directors' transport expenses will be reimbursed on presentation of receipts.