Information regarding the measures implemented to ensure compliance with the gender balance requirements applicable to the Board of Directors, pursuant to Article L. 22-10-10 2°bis of the French Commercial Code

Boulogne-Billancourt, 4th August 2026

ALTEN's 2025 Universal Registration Document sets out, on pages 100 and 101, information relating to the measures and arrangements implemented to ensure compliance with the requirements regarding balanced representation of women and men on the Board of Directors:

« *In the context of promoting the diversity of the profiles of Board members and in application of Article L. 22-10-10 of the French Commercial Code, the Board of Directors has paid particular attention to its composition and that of its committees.*

Based on the work of the Remuneration and Nomination Committee, the Board regularly reviews the staggering of terms of office and, where appropriate, proposes changes to the composition of the Board and its committees.

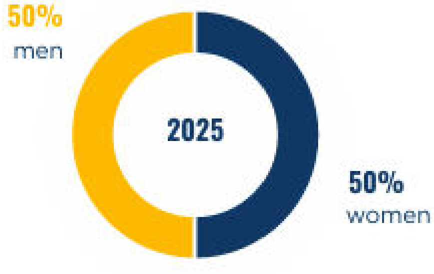
Board diversity, across independence, qualifications, expertise, age and gender, is therefore a key criterion in Director candidate selection. »

[…]

« *In accordance with the French Commercial Code, the proportion of Directors of each gender must not be less than 40%.*

The aim is to achieve a balance between men and women on the Board of Directors, in strict compliance with the legal provisions in force.

At 31 December 2025, the Board of Directors comprised four women and four men (excluding the Director representing employees), i.e:



[…]. »

At ALTEN's Combined General Meeting held on 18 June 2026, shareholders approved all resolutions relating to the composition of the Board of Directors.

The General Meeting renewed the terms of office of Mr Jean-Philippe COLLIN, Ms Jane SEROUSSI and Mr Marc EISENBERG as Directors, and ratified the provisional appointment, by co-optation, of Ms Danièle GUYOT-CAPARROS as Director.

As a result of these decisions, the composition of the Board of Directors remains unchanged and therefore continues to comply with the gender balance requirements set out in Article L. 225-18-1 of the French Commercial Code.

About ALTEN

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As a European Leader in Engineering and Technology Consulting (ETC), ALTEN carries out design and research projects for Technical and IT divisions of major clients in industry, telecoms and services.

ALTEN'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).