

Leadership Deal: Chief Executive Officer

2023 COLLECTIVE **NON-FINANCIAL FINANCIAL OBJECTIVES INDIVIDUAL OBJECTIVES OBJECTIVES** 65% 25% 10% EBIT, Free Cash Flow, Net Health & Safety: Frequency rate Individual objectives (it includes a climate Economic Debt, and Recurrent of accidents. Net Result Gender Diversity: Rate of target of at least 5%) recruitment of women managers 2024 COLLECTIVE **NON-FINANCIAL** FINANCIAL OBJECTIVES **INDIVIDUAL OBJECTIVES OBJECTIVES** 65% 25% 10% Group: EBIT, FCF, RNRgs, Climate, H&S and Gender Individual objectives Eco Net Debt Diversity based on perimeter



