Neuilly-sur-Seine, 30 March 2026

Executive corporate officers' remuneration

In accordance with the recommendations of the AFEP-MEDEF Corporate Governance Code, Peugeot Invest is publicly disclosing the decisions taken by its Board of Directors relating to the components of the remuneration of its executive corporate officers. Details of these remuneration components will also be provided in the 2025 Universal Registration Document.

ANNUAL VARIABLE REMUNERATION ALLOCATED FOR 2025 AND PAYABLE IN 2026

Robert Peugeot, Chairman of the Board of Directors between 1 January and 20 May 2025, and Edouard Peugeot, Chairman of the Board of Directors between 20 May and 31 December 2025, do not receive any variable remuneration.

At its meeting on 19 March 2025, the Board of Director set Jean-Charles Douin's annual variable remuneration for 2025 for his role as Chief Executive Officer at a target amount of €750,000 gross (representing 100% of his fixed remuneration for 2025), potentially increasing to a maximum of €1,068,750 gross (i.e. 142.5% of his 2025 fixed remuneration) in the event of outperformance.

At its meeting on 24 March 2026, the Board of Directors discussed Jean-Charles Douin's performance, referring to the recommendations of the Governance, Nominations and Remuneration Committee, and without Jean-Charles Douin being present. Based on these discussions, the Board placed on record the following achievement levels for the criteria underlying his variable remuneration for 2025:

Criterion	**Target amount**	**Performance in 2025**	**Achievement level**	**Amount allocated**
Work on share performance, the portfolio and interaction between stakeholders	€262,500 (up to €393,750 for outperformance)	The Board of Directors considered that the achievement level for this qualitative criterion was 130%, as a result of the completion of a number of major projects, the details of which cannot be disclosed for reasons of confidentiality and protection of the Company's strategic information.	130%	€341,250
Absolute Investment NAV return	€250,000 (up to €375,000 for outperformance)	NAV return of 14.1% at constant exchange rates	150%	€375,000
Relative Investment NAV return	€125,000 (up to €187,000 for outperformance)	Not achieved	0%	€0
Adaptation of Peugeot Invest's ESG roadmap to the new investment strategy	€56,250 (no outperformance possible)	Achieved: new ESG strategy finalised and approved by the Board	100%	€56,250
Employee training	€56,250 (no outperformance possible)	Achieved: 40 training courses in 2025, with a 100% attendance rate of the employees enrolled.	100%	€56,250
TOTAL VARIABLE REMUNERATION ALLOCATED FOR 2025			**110.5%**	**€828,750**

The €828,750 in variable remuneration allocated to Jean-Charles Douin for 2025, payable in 2026, represents 110.5% of his 2025 fixed remuneration. In accordance with Article L. 22-10-34 II of the

French Commercial Code, the payment of this variable remuneration is contingent on the approval of the Company's shareholders at the Annual General Meeting on 20 May 2026.

In addition, Jean-Charles Douin will receive a €500,000 sign-on bonus for 2025 to compensate for the loss of variable remuneration that he would have been awarded in his previous position, therefore offsetting the financial impact of him taking up office with Peugeot Invest in France. Payment of this bonus will be subject to the shareholders' approval on an *ex post* basis at the Annual General Meeting on 20 May 2026.

2026 REMUNERATION POLICIES

Based on the recommendation of the Governance, Nominations and Remuneration Committee, at its meeting on 24 March 2026, the Board of Directors set the remuneration policies for Peugeot Invest's executive corporate officers for 2026, which will be put to the shareholders for their approval at the 20 May 2026 Annual General Meeting[1].

Remuneration of Edouard Peugeot for his role as Chairman of the Board

The Board of Directors has set Edouard Peugeot's annual fixed remuneration for 2026 for his role as Chairman of the Board at €200,000 gross (unchanged from 2025), subject to the approval of the shareholders at the 20 May 2026 Annual General Meeting.

Edouard Peugeot will also receive the directors' remuneration to be paid to the members of the Board of Directors for 2026, the principles of which will be detailed in the 2025 Universal Registration Document.

Lastly, Edouard Peugeot will have the use of a company car and will continue to be a member of (i) the incentive plan of which all the Company's employees are members and (ii) the defined contribution supplementary pension plans in place within the Company.

Remuneration of Jean-Charles Douin for his role as Chief Executive Officer

The Board of Directors has set Jean-Charles Douin's remuneration policy for 2026 for his role as Chief Executive Officer as follows, subject to the approval of the shareholders at the 20 May 2026 Annual General Meeting:

- Fixed remuneration corresponding to an annual amount of €750,000 gross (unchanged from 2025).

- Variable remuneration corresponding to an annual amount of €750,000 gross (representing 100% of his fixed remuneration), which could increase to a maximum of €1,068,750 gross (i.e. 142.5% of his fixed remuneration). This variable remuneration would be paid in 2027, subject to the shareholders' approval at the 2027 Annual General Meeting and contingent on the achievement of the following qualitative and quantifiable criteria:

    - €262,500 (35% of the target variable remuneration) contingent on the achievement of qualitative criteria, which could increase to €393,750 (150% of the target amount): these criteria relate to (i)

[1]In accordance with Article L. 22-10-8 III of the French Commercial Code, the Board of Directors may, on the recommendation of the Governance, Nominations and Remuneration Committee, depart temporarily from the remuneration policies for the executive corporate officers in exceptional circumstances, provided the changes made are in the best interests of the Company and necessary to ensure its longevity or viability, and subject to a number of restrictions, which are specified in the 2025 Universal Registration Document.

active management of the portfolio, (ii) enhanced investment oversight, (iii) a strengthened performance culture, and (iv) establishment of strategic proposals for medium-term investments, the details of which cannot be disclosed for reasons of confidentiality and protection of the Company's strategic information.

- €375,000 (50% of the target variable remuneration) contingent on the achievement of quantifiable financial criteria, which could increase to €562,500 in the event of outperformance (150% of the target amount), breaking down as follows:
  - €250,000 contingent on the absolute NAV return of Peugeot Invest's Investments, which could increase to €375,000 (150% of the target amount contingent on this objective) in the event of outperformance. This portion will be triggered on a straight-line basis if the Investments NAV return is positive, with the target amount of €250,000 reached for a return of 5% for the year, and the additional outperformance amount of up to €125,000 allocated on a straight-line basis for a return of between 5% and 10% for the year.
  - €125,000 contingent on the NAV return of Peugeot Invest's Investments compared with that of the Stoxx Europe Small 200 index on a reinvested dividends basis, which could increase to €187,500 (150% of the target amount contingent on this objective) in the event of outperformance. This portion will be triggered on a straight-line basis if Peugeot Invest's Investment NAV return is higher than that of the Stoxx Europe Small 200 index on a reinvested dividends basis, with (i) the target amount of €125,000 reached if Peugeot Invest's Investment NAV return is 100 basis points higher than that of the index, and (ii) the additional outperformance amount of up to €62,500 triggered on a straight-line basis if Peugeot Invest's Investment NAV return is between 100 and 300 basis points higher than that of the index.

- €112,500 (15% of the target variable remuneration) contingent on the achievement of quantifiable ESG criteria, with no outperformance allocation. This amount breaks down as:
  - €37,500 contingent on an environmental criterion: completion of a carbon footprint measurement covering Peugeot Invest's Scope 1, 2 and 3 emissions (not including companies in the investment portfolio), with a medium-term carbon emissions reduction objective validated by the Sustainability Committee.
  - €37,500 contingent on a social criterion: establishment and roll-out of a training plan for the members of the Board of Directors and for the investment teams, with this plan covering ESG issues relevant to Peugeot Invest and the companies in its investment portfolio.
  - €37,500 contingent on a governance criterion, whereby the companies in Peugeot Invest's direct portfolio of shareholdings in which Peugeot Invest has held a stake for at least two years, representing an investment amount of at least €100 million, and in which Peugeot Invest has a seat on the board, must:
    - hold at least four Board meetings a year, including at least one that addresses strategic matters;
    - have at least one independent member on the Board;
    - have an audit committee, or otherwise hold a specific Board meeting on topics that fall within the remit of an audit committee;
    - have an up-to-date succession plan for senior executives;
    - have transparent disclosure to the Board about the remuneration of their senior executives, based on ambitious and quantifiable performance objectives.

Jean-Charles Douin will also receive performance shares, with an accounting value representing 150% of his fixed remuneration for 2025.

In addition, Jean-Charles Douin would be eligible for severance pay if he is removed from office by the Board of Directors, except if (i) he is dismissed due to acts deemed as gross or wilful misconduct, or (ii) he would be able to claim his statutory pension rights within six months of his departure. This severance pay would be capped at two years' worth of his remuneration (with the maximum amount corresponding to his annual fixed remuneration and his target annual variable remuneration for the previous year multiplied by two), and would be subject to performance conditions. The amount of the severance pay would therefore be calculated by multiplying this maximum amount by the average of the achievement rates for the qualitative and quantitative criteria applicable to his annual variable remuneration for the past three years (except if his departure occurs within three years of his arrival, in which case the amount would be calculated based on the average of the achievement rates for these criteria for the period from when he first took up office to his departure date).

Lastly, Jean-Charles Douin will have the use of a company car and will continue to be a member of the incentive plan of which all the Company's employees are members. He will also be covered by an executive unemployment insurance policy (GSC), whose contributions are paid by the Company, and will still be a member of the Company's defined contribution supplementary pension plans.

ABOUT PEUGEOT INVEST

Peugeot Invest is an investment company listed on Euronext, and is majority owned by Établissements Peugeot Frères. It executes a sustainable value creation strategy, underpinned by active portfolio management and close involvement in the governance of its investee companies.

Peugeot Invest is one of the main shareholders of Stellantis and Forvia, and has built up and manages a diversified portfolio of minority interests in listed and unlisted companies, as well as in private equity funds, mainly in Europe and North America. Its investments are focused on four core sectors: healthcare, technology, financial services and business services, based on a selective and conviction-driven approach.

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