



Information on the compensation of corporate officers

(in application of articles L. 22-10-8, L. 22-10-9, R. 22-10-14 and R. 22-10-15 of the French Commercial Code)

The combined general meeting of Balyo (the “**Company**”) which was held on June 19, 2025 at 10:00 a.m. at the registered office of the Company, approved the resolutions relating to the compensation policy for corporate officers in respect of the 2025 financial year (Say on Pay ex-ante), as well as the resolution relating to the information mentioned in I. of article L. 22-10-9 of the French Commercial Code (*Code de commerce*) relating to the compensation paid and/or granted to corporate officers in respect of the financial year ending December 31, 2024 (so-called "global" Say on Pay ex-post).

Pursuant to the provisions of articles L. 22-10-8, L. 22-10-9, R. 22-10-14 and R. 22-10-15 of the French Commercial Code, this information is presented below, supplemented for information purposes by the results of the votes on the resolutions relating to the individual compensation paid and/or allocated to the Company’s corporate officers in respect of the financial year ending December 31, 2024 (so-called "individual" Say on Pay ex-post).

Resolution	Description	Results of the votes	Corresponding section in the 2024 Universal Registration Document (URD)
TENTH RESOLUTION	Approval of the information relating to the remuneration of corporate officers for the year 2024 mentioned in Article L. 22-10-9 I of the French Commercial Code	Approved by 100% of votes cast	Universal Registration Document (section 22.14) <i>(Corporate officers Compensation)</i>
ELEVENTH RESOLUTION	Approval of adjustments to the compensation policy for the Chairman and Chief Executive Officer for 2024	Approved by 100% of votes cast	Universal Registration Document (section 22.14.2 et 22.15.2) <i>(Corporate officers Compensation - Chairman and CEO)</i>
TWELFTH RESOLUTION	Approval of the elements of compensation paid during or allocated by way of the financial year 2024 to the Chairman and Chief Executive Officer	Approved by 100% of votes cast	Universal Registration Document (section 22.15.2) <i>(Corporate officers Compensation - Chairman and CEO)</i>

Resolution	Description	Results of the votes	Corresponding section in the 2024 Universal Registration Document (URD)
THIRTEENTH RESOLUTION	Approval of the remuneration policy applicable for 2025 to the Chairman and Chief Executive Officer	Approved by 100% of votes cast	Universal Registration Document (sections 22.14.2 et 22.14.3) <i>(Corporate officers Compensation - Chairman and CEO)</i>
FOURTEENTH RESOLUTION	Approval of the remuneration policy applicable for 2025 to the directors	Approved by 100% of votes cast	Universal Registration Document (section 22.14.4) <i>(Directors' compensation)</i>

Details of voting results on all other resolutions will be available on the Company's website.