

# Lagardère SA

Société anonyme

4, rue de Presbourg

75116 Paris

---

## **Statutory Auditors' attestation on the information communicated in accordance with the requirements of article L. 225-115 4° of the French Commercial Code (Code de commerce) relating to the total amount of remuneration paid to the highest-paid employees for the year ended December 31, 2023**

Annual General Meeting held to approve the financial statements for the year ended December 31, 2023

This is a free translation into English of an attestation issued in French and it is provided solely for the convenience of English-speaking users. This attestation should be read in conjunction with, and construed in accordance with French law and professional standards applicable in France.

## Mazars

Tour Exaltis  
61, rue Henri Regnault  
92075 Paris-La Défense cedex

S.A. à directoire et conseil de surveillance au capital de 8 320 000 €  
784 824 153 RCS Nanterre

Société de Commissariat aux Comptes inscrite  
à la Compagnie Régionale de Versailles et du Centre

## Deloitte & Associés

6, place de la Pyramide  
92908 Paris-La Défense Cedex

S.A.S. au capital de 2 188 160 €  
572 028 041 RCS Nanterre

Société de Commissariat aux Comptes inscrite  
à la Compagnie Régionale de Versailles et du Centre

# Lagardère SA

Société anonyme

4, rue de Presbourg  
75116 Paris

---

## **Statutory Auditors' attestation on the information communicated in accordance with the requirements of article L. 225-115 4° of the French Commercial Code (Code de commerce) relating to the total amount of remuneration paid to the highest-paid employees for the year ended December 31, 2023**

Annual General Meeting held to approve the financial statements for the year ended December 31, 2023

---

To the General Meeting of Lagardère SA,

In our capacity as Statutory Auditors of your Company and in accordance with the requirements of article L. 225-115 4° of the French Commercial Code, we have prepared this attestation on the information relating to the total amount of remuneration paid to the highest-paid employees for the year ended December 31, 2023, contained in the attached document.

This information was prepared under the Deputy Chief Executive Officer's responsibility. Our role is to attest this information.

In the context of our role as Statutory Auditors, we have audited the annual financial statements of your Company for the year ended December 31, 2023. Our audit was conducted in accordance with

professional standards applicable in France, and was planned and performed for the purpose of forming an opinion on the annual financial statements taken as a whole and not on any individual component of the accounts used to determine the total amount of remuneration paid to the highest-paid employees. Accordingly, our audit tests and samples were not carried out with this objective and we do not express any opinion on any components of the accounts taken individually.

We performed those procedures which we considered necessary to comply with professional guidance issued by the French Institute of Statutory Auditors (Compagnie Nationale des Commissaires aux Comptes) relating to this type of engagement.

These procedures, which constitute neither an audit nor a review, consisted in performing the necessary reconciliations between the total amount of remuneration paid to the highest-paid employees and the accounting records and verifying that it is consistent with the data used to prepare the annual financial statements for the year ended December 31, 2023.

On the basis of our work, we have no matters to report on the reconciliation of the total amount of remuneration paid to the highest-paid employees contained in the attached document and set forth as € 836,899.54 with the accounting records used to prepare the annual financial statements for the year ended December 31, 2023.

This attestation shall constitute certification as accurate of the total amount of remuneration paid to the highest-paid employees within the meaning of article L. 225-115 4° of the French Commercial Code. This attestation has been prepared solely for your attention within the context described above and may not be used, distributed or referred to for any other purpose.

Paris-La Défense, March 29, 2024

The Statutory Auditors

*French original signed by*

Mazars

Deloitte & Associés

Simon BEILLEVAIRE

Romain MAUDRY

Ariane BUCAILLE