



June, 19, 2026

INFORMATION ON THE CHIEF EXECUTIVE OFFICER'S 2026 LONG-TERM VARIABLE COMPENSATION

In accordance with the recommendations of the AFEP-MEDEF Code, GTT hereby discloses the information relating to the long-term variable compensation awarded to the Chief Executive Officer of the Company during the 2026 financial year.

This information was determined by the Board of Directors on June 16, 2026, upon the recommendation of the Nominations and Compensation Committee and in accordance with the compensation policy for the 2026 financial year approved by the Shareholders' Meeting on June 16, 2026.

▪ **AGA Plan No. 17 - Grant of 4,467 performance shares to François Michel, Chief Executive Officer of the Company**

In accordance with the Chief Executive Officer's compensation policy approved by the Shareholders' Meeting of June 16, 2026 under its 12th resolution, and with the authorisation granted by the Shareholders' Meeting of June 11, 2025 under its 27th resolution, the Board of Directors, upon the recommendation of the Nominations and Compensation Committee, decided to grant François Michel, Chief Executive Officer of the Company, 4,467 free performance shares under the new AGA Plan No. 17, representing an IFRS valuation of EUR 154.96 per share and 0.01% of the Company's share capital.

This free grant of performance shares is subject to a three-year vesting period, to the satisfaction of a continued presence condition, and to the achievement of performance conditions as set out in GTT's 2025 Universal Registration Document and recalled below.



The performance criteria proposed for the variable compensation of the Chief Executive Officer for the 2026 financial year are the following:

Description	Target (as a % of fixed compensatory)	Maximum (as a % of fixed compensatory)	Target (as a % of base 700)	Maximum (as a % of base 700)	Explanation of the appropriateness of indicators and procedures for use
QUANTITATIVE CRITERIA					
Financial quantitative criteria					
IFRS consolidated EBITDA target (at constant scope and exchange rates and excluding non-recurring elements)	25.5%	31.2%	30%	39.9%	<p>This indicator aims to express the performance of the Group. The EBITDA is one of the main indicators upon which GTT communicates to the market half-yearly. The objective measures the performance of the Group with regard to the EBITDA achieved in December of the year in question in relation to the forecasts in the business plan.</p> <p>The formula adopted by the Board of Directors enables calculation of the amount of the variable share due (within the limit of a maximum), taking into account the level of EBITDA in relation to the set target. The target objective is demanding as it is preestablished based on the 2026-2028 business plan of the Group and set in accordance with the objective announced by GTT to the market. As a reminder, GTT's EBITDA objective for 2026 is located within a range between 490 and 530 million euros, taking into account the level of the order book for 2026 but also the efforts made by the Group to sustain growth and prepare for the future.</p> <p>A floor is set at of the lower boundary of the range. The achievement of the objective corresponds to 104% of the lower boundary of the range communicated to the market. Achievement of the maximum corresponds to the higher boundary of the range communicated to the market. The amount is calculated on a straight-line basis between these thresholds.</p>
Objective of the market share in the segments LNGC, FSRU, FLNG	20.4%	24.4%	24%	31.2%	<p>This indicator is intended to reflect the strategic objective of the development of the Group in its core business activities. The formula adopted by the Board of Directors enables calculation of the amount of the variable share due (within the limit of a maximum), taking into account the value achieved in the criterion in relation to the set target. The target objective is demanding as it is preestablished based on the 2026-2028 business plan of the Group and was set taking into account the market share obtained by the Company in the segments in 2025, as well as growth forecasts (by volume) in these market segments on existing applications for the transport of LNG (LNGCs).</p> <p>A floor is set if more than 90% of the target is achieved, reflecting the demanding nature of this criterion. The target amount of the variable compensation in respect of this condition is paid if the objective is achieved. The maximum amount of the variable compensation in respect of this condition is paid if the objective is 100% achieved. The amount is calculated on a straight-line basis between these thresholds.</p>
Quantitative CSR criterion: Revenue target for the Digital division (Danelec and Ascenz-Marorka, including VPS)	7.7%	10.5%	9%	13.5%	<p>This indicator is intended to measure the development of the digital services activities, one of the strategic development and diversification policies of the Group.</p> <p>The formula adopted by the Board of Directors enables calculation of the amount of the variable share due, taking into account the value achieved in the criterion in relation to the set target. The target objective is demanding as it was preestablished based on the plans for the various entities concerned.</p> <p>A floor is set if 90% of the target is achieved, reflecting the demanding nature of this criterion. The target amount of the variable compensation in respect of this condition is paid if the objective is achieved. The maximum amount of the variable compensation in respect of this condition is paid if the objective is reached at 110%. The amount is calculated on a straight-line basis between these thresholds.</p>

Description	Target (as a % of fixed compensation)	Maximum (as a % of fixed compensation)	Target (as a % of base 700)	Maximum (as a % of base 700)	Explanation of the appropriateness of indicators and procedures for use
Quantitative CSR criterion: EBITDA target for the Digital division (Danelec and Ascerz- Marorka, including VPS)	4.2%	5.9%	5%	7.5%	<p>This indicator is intended to measure the development of the digital services activities, one of the strategic development policies of the Group.</p> <p>The formula adopted by the Board of Directors enables calculation of the amount of the variable share due, taking into account the value achieved in the criterion in relation to the set target. The target objective is demanding as it was preestablished based on the plans for the various entities concerned.</p> <p>A floor is set if 90% of the target is achieved, reflecting the demanding nature of this criterion. The target amount of the variable compensation in respect of this condition is paid if the objective is achieved. The maximum amount of the variable compensation in respect of this condition is paid if the objective is reached at 110%. The amount is calculated on a straight-line basis between these thresholds.</p>
Diversification/orders from other applications (GST, ethane carriers, LFS (including cruise ships))	6.8%	9.4%	8%	12%	<p>This indicator is intended to reflect the strategic goal of developing the Group's non-core businesses.</p> <p>The formula adopted by the Board of Directors enables calculation of the amount of the variable share due, taking into account the value achieved in the criterion in relation to the set target. The target objective is demanding as it was preestablished based on the plans for the various entities concerned.</p> <p>A floor is applied if an objective relating to the finalisation and implementation of a technical-commercial offering in the LFS segment is achieved, and/or if an objective relating to orders for other applications is achieved. The target amount of the variable compensation in respect of this criterion is paid if both objectives are achieved. The maximum amount shall be paid in the event of outperformance of the objective relating to the finalisation and implementation of a technical-commercial offering in the LFS segment, up to three times the aforementioned target and with linear interpolation between the two thresholds.</p>
Total quantitative criteria	64.6%	81.2%*	76%	104%*	
QUALITATIVE CRITERIA					
CSR strategy	5.9%	5.5%	7%	7%	This indicator aims to measure compliance with the steps laid out by the Board of Directors for the deployment of the Group's CSR strategy in 2026, as defined in the CSR roadmap. The roadmap's overall performance rate is applied to the target compensation.
Human Resources/ Cohesion	5.1%	4.7%	6%	6%	<p>This indicator aims to measure the Company's ability to adapt its organisational structure for more effective implementation of its strategy:</p> <ul style="list-style-type: none"> development of a new HR strategy incorporating a redesigned compensation policy at Group level, in line with the expansion of activities.
Innovation	5.1%	4.7%	6%	6%	<p>This indicator measures the Company's ability to adapt its organisational structure for more effective implementation of its strategy:</p> <ul style="list-style-type: none"> launch of "One Digital Agnostic Platform"; Elogen: development of a commercial, technical and strategic repositioning roadmap; definition and launch of a range of digital solutions for LNG that reinforces the business model of GTT's core business.
Personalised criteria	4.3%	3.9%	5%	5%	Successfully taking up office and taking ownership of the Group's strategy.
Total qualitative criteria	20.4%	18.8%*	24%	24%	
TOTAL QUANTITATIVE + QUALITATIVE CRITERIA	85%*	100%*	100%	128%*	

* The differences between the total/sub-total amounts and the sum of the various lines are due to rounding.