

Saint-Rémy-lès-Chevreuse, January 5, 2026

## Information relating to the compensation of Mr. François Michel, Chief Executive Officer as of January 5, 2026

*(information disclosed in accordance with the recommendations of the Afep-Medef Code)*

At its meeting on December 13, 2025, the Board of Directors of GTT decided both to separate again the roles of Chairman of the Board of Directors and Chief Executive Officer as of January 5, 2026 and to appoint Mr. François Michel as Chief Executive Officer of GTT, effective January 5, 2026.

With regard to Mr. François Michel's compensation, the Board of Directors also decided to propose to the Shareholders' Meeting called to approve the financial statements for the fiscal year ending December 31, 2025, currently scheduled for June 16, 2026, a 2026 compensation policy for the Chief Executive Officer that includes the following components:

- **Fixed compensation** (paid on a *pro rata* basis from the date of taking up the position)  
€700,000 gross per annum.
- **Short-term variable compensation** (paid on a *pro rata* basis from the date of taking up the position)  
Target amount of €595,000 gross, or 85% of fixed compensation, which may reach 100% of fixed compensation (i.e., €700,000) in the event of outperformance.  
  
The criteria and objectives for this short-term variable compensation will be determined by the Board of Directors at its meeting in the first quarter of 2026.
- **Long-term variable compensation**  
  
Free allocation of performance shares (calculated on a *pro rata* basis taking into account the date of taking up the position), representing a target value of €700,000 at the time of allocation.  
  
The criteria, objectives, and weightings of the shares allocated as part of the long-term variable compensation will be determined by the Board of Directors during its meeting in the first quarter of 2026.

The compensation components referred to above will be submitted for approval by the Shareholders' Meeting called to approve the financial statements for the year ended December 31, 2025 as part of the approval of the 2026 compensation policy for the Chief Executive Officer (*say on pay ex ante*).

Until that date, the fixed compensation paid monthly to Mr. François Michel will be that provided for in the 2025 compensation policy for the Chief Executive Officer (i.e., €425,000 gross per annum) and the portion of fixed compensation exceeding that provided for in the 2025 compensation policy that could not be paid for the period from January 5, 2026, to the date of the Shareholders' Meeting will be paid upon, and subject to, shareholders' approval of the 2026 compensation policy.

The variable compensation components referred to above will be paid in 2027, subject to approval by the Shareholders' Meeting called to approve the financial statements for the fiscal year ending December 31, 2026 (*say on pay ex post*).

All of the above items were decided by the Board of Directors based on the recommendations of the *ad hoc* Committee set up by the Board to oversee the search for a new Chief Executive Officer, as well as the recommendations of the Nominating and Compensation Committee.

Mr. Philippe Berterottière continues to serve as Chairman of the Company's Board of Directors under the same terms and conditions that applied to him until February 9, 2025, when the positions of Chairman of the Board of Directors and Chief Executive Officer were temporarily combined following the resignation of Mr. Jean-Baptiste Choimet and entrusted to Mr. Berterottière pending the recruitment of a new Chief Executive Officer.