

January 30, 2023

## ***Information relating to the financial conditions of the departure of Laurent Rousseau and the compensation of François de Varenne, as Interim Chief Executive Officer***

In a press release dated January 26, 2023, the Board of Directors of SCOR SE announced that Laurent Rousseau had stepped down as Chief Executive Officer and Director of SCOR SE.

The Board of Directors of SCOR SE also announced that it had, on the recommendation of the Nomination Committee, appointed Thierry Léger as Chief Executive Officer with a deferred start date of May 1, 2023, and appointed François de Varenne Interim Chief Executive Officer with immediate effect.

The Board of Directors of SCOR SE, on the recommendation of the Compensation Committee, has decided on the financial conditions of the termination of Laurent Rousseau's duties as Chief Executive Officer of SCOR SE, and on the compensation elements applicable to the new executive management.

### **Laurent Rousseau**

#### **Fixed compensation**

Laurent Rousseau will receive, *pro rata temporis* for the period from January 1 to January 25, 2023, the fixed portion of his annual remuneration, which amounts to EUR 800,000 i.e., EUR 54,795.

#### **Variable compensation**

##### ***Variable compensation for 2022***

The variable portion of Mr. Laurent Rousseau's annual compensation for the year 2022 will be determined after the closing of the 2022 financial statements and will be paid in 2023, subject to approval by the 2023 General Meeting.

##### ***Variable compensation for 2023***

The variable portion of Laurent Rousseau's annual compensation for the month of January 2023 will be determined after the closing of the 2023 financial statements and will be paid in 2024, subject to approval by the 2024 General Meeting.

#### **Long-term variable compensation**

##### ***Long-term variable compensation as Chief Executive Officer***

The rights to performance shares and stock-options granted as Chief Executive Officer are maintained, and will be prorated in accordance with the compensation policy in force. These performance shares and stock options will remain subject to the performance conditions of the plans to which they are attached.

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### **Long-term variable compensation as an employee**

The rights to performance shares and stock options previously granted as an employee are maintained until December 31, 2023, subject to the performance conditions of the plans to which these shares and stock options are attached.

### **Severance pay**

The granting of a severance payment will be determined after the closing of the 2022 financial statements, in order to determine whether the performance condition of the remuneration policy has been met.

### **Supplementary pension scheme/non-competition clause**

Laurent Rousseau does not benefit from any supplementary pension plan set up by the Group and there is no non-compete clause in the event of the termination of his duties as Chief Executive Officer.

### **François de Varenne, Interim Chief Executive Officer**

In accordance with the compensation policy in force, this policy will apply *pro rata temporis* to the Interim Chief Executive officer until the end of his term of office on May 1, 2023.

### **Thierry Léger, Chief Executive Officer who will take up his post on May 1, 2023**

The Board of Directors will determine at a further meeting, and on the recommendation of the Compensation Committee, the 2023 compensation policy applicable to Thierry Léger as Chief Executive Officer, which will be submitted to the 2023 General Meeting.

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The Art & Science of Risk

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