

Combined general meeting of May 17, 2024

Compensation policy for the Chief Executive Officer

The 2024 compensation policy for the Chief Executive Officer, presented in SCOR's 2023 Universal Registration Document (URD) filed on March 20, 2024 with the French *Autorité des marchés financiers*, provides that the Long-Term Incentives (performance shares and stock-options) granted to the Chief Executive Officer are subject to several performance conditions, including a Total Shareholder Return (TSR) objective.

As mentioned in the URD, the scale applied to this TSR objective in 2024 will be revised next year.

Following discussions with certain investors and proxy advisors, SCOR's directors wish to specify that, as of the 2025 compensation policy of the CEO, the vesting threshold will be raised to the median of the peers' group (i.e., the vesting rate will be zero for the last three positions among the seven peers).

In addition, in order to best align his interests with those of SCOR's shareholders, the Chief Executive Officer has wished to already apply this new vesting threshold to his 2024 Long-Term Incentives.

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