

EMPLOYEE SHAREHOLDING PLAN **2025** 



FROM **APRIL 22** TO **MAY 9**, 2025

https://epargne-salariale.pierre-fabre.fr

EMPLOYEE SAVINGS ALLOCATION INCENTIVE PROFIT SHARING





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## ALLOCATION OF YOUR EMPLOYEE SAVINGS



# Deadline for employee savings allocation and RUSCUS registration 2025

From April 22 to May 9, 2025

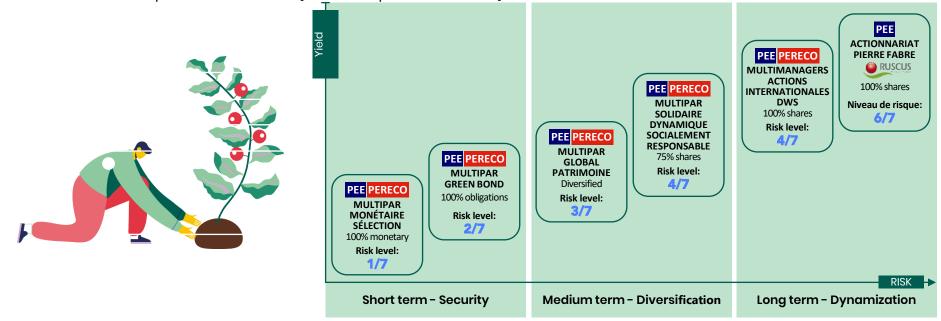
https://epargne-salariale.pierre-fabre.fr

- A single period and a single site to choose the allocation of your profit-sharing and incentive schemes but also to register for your employee shareholding scheme RUSCUS 2025.
- If you are eligible for the 2025 profit-sharing scheme you must decide to allocate these incentives before May 9, 2025.



## Several possibilities

- 1. Investment of all or part in one or more PEE (Plan Epargne Entreprise, Company Savings Plan) funds
  - You can invest all or part of your profit-sharing and incentives in any of the investment vehicles in the **Pierre Fabre PEE**. These products present a risk of capital loss. Your assets will benefit from the PEE tax regime and will be unavailable until **June 1, 2030** (except in cases of early release provided for by law).



High risk.
Potentially higher yield.

RECOMMENDED INVESTMENT DURATION

Low risk.
Potentially lower yield.

Classification: internal

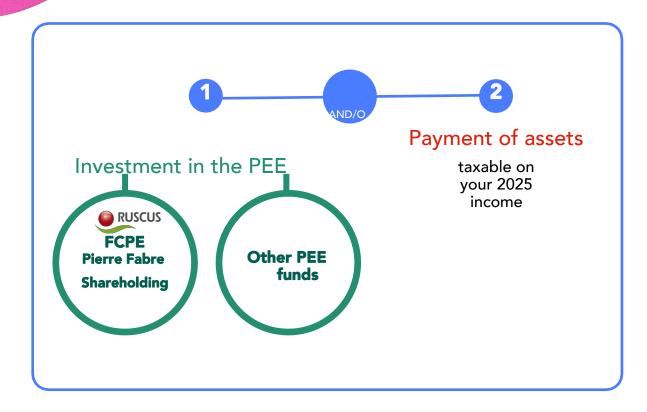


## 2.Payment of all or a part of your profit-sharing and incentive schemes

- You also have the option of having all or part of your profit-sharing and incentives paid to you directly.
- The amounts you receive will be taxable on your
   2025 income.
- Payment of your profit-sharing and incentive schemes will be initiated based on net asset value as of 27/05/2025.

3. You can also choose a mix of both solutions (savings and payment).

## Summary



Without an allocation decision on your part

Profit-sharing

By default, your investment will be invested as follows:

- 50% in the FCPE Multipar Monétaire Sélection of the PEE (FCPE classified as a money market fund with a standard variable net asset value)
- 50% in the PERECO managed plan. These funds will be locked in until you retire.
- Incentives

By default, your incentives will be invested:

• 100% in the FCPE Multipar Monétaire Sélection of the PEE (FCPE classified as a money-market fund with a standard variable net asset value).

https://epargne-salariale.pierre-fabre.fr

## BE INFORMED BEFORE YOU SUBSCRIBE TO RUSCUS 2025



## **Membership Conditions**

- The conditions for joining the RUSCUS Plan are the same as those for a company savings plan. You must:
  - Have worked at one of the UES\* Laboratoires Pierre Fabre companies for at least three months as of the last day of the registration period, i.e., before May 9, 2025. The employment contract must have started no later than February 9, 2025.
  - Be an employee of these companies under a French employment contract, for at least 1 day during the registration period or retired with assets in the PEE.
    - Have read the **key information document** (DIC\*\*) available on your online account.







\*UES: Unité économique et sociale, Economic and Social Unit, a group of distinct companies closely linked and considered a single entity.

\*\*DIC : Document d'Informations Clés i.e. key information document regarding the plan

### Join RUSCUS

- When you choose to join RUSCUS 2025 you register for shares in the
  "Actionnariat Pierre Fabre France" section of the Corporate Mutual Fund (FCPE)\*
  "Actionnariat Pierre Fabre" whose management objective is to track the performance of Pierre Fabre shares, both upwards and downwards. This sub-fund presents a risk of concentration in Pierre Fabre SA securities not listed on a regulated market.
  - Investing in the securities of a single company and in money-market products exposes you to a risk of capital loss.
  - The sub-fund will receive the sums paid in by investors for the RUSCUS 2025 operation (profit-sharing, incentive schemes, transfer of available and unavailable assets, and voluntary contributions), which may be matched by the company as part of the employee shareholding operation.

<sup>\*</sup> FCPE: Fonds Commun de Placement d'Entreprise, Company Mutual Fund (co-ownership of securities held by a company's employees).



9.80%

 Each subscriber must assess the need to <u>diversify</u> their available investments within the <u>Company Savings Plan (PEE)</u>. To this end, the Pierre Fabre's PEE offers other investment options; full information on these options is available on <u>The Place intranet and on the BNP website</u>:

https://personeo.epargne-retraiteentreprises.bnpparibas.com/portal/salarie-bnp/

Through an FCPE\*, you participate in increasing the percentage of the company's capital held by employees, i.e., 9.80% to date. Therefore, you are helping to create a stable Pierre Fabre shareholder base by placing its shareholding in the hands of the Pierre Fabre Foundation on the one hand and its employees on the other.

<sup>\*</sup> FCPE: Fonds Commun de Placement d'Entreprise, Company Mutual Fund (co-ownership of securities held by employees of a company).

## You want to invest in the RUSCUS 2025 plan



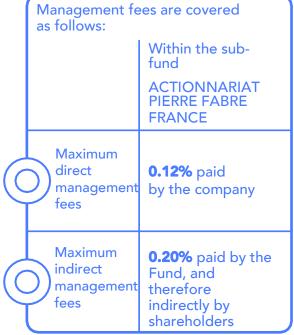
It's also a way of building up medium- or long-term savings with certain advantages (taxes, contribution matching, etc.)
In return for your assets being unavailable for a period of 5-years:

- You benefit from matching contributions set up by the company. Up to €1,000 per year.
- You benefit from a special tax regime:
  - Your investments and the company's contribution are exempt from tax and social security contributions (excluding social security deductions of 9.7% on the employer's contribution).
  - The capital gain realized is **exempt from income tax.** On the other hand, it is subject to compulsory social security contributions applicable upon withdrawal. These provisions apply to the maturity of the investment as well as in the event of early release. For information, the rate of social security contributions in force on **January 1**, **2025**, is **17.2%**. This applies to the entire capital gain.

## You want to invest in the RUSCUS 2025 plan

• A single **matching** rule applies, regardless of the source of the investment





of the origin of the

payment

# Investments in RUSCUS can come from 5 sources of financing:

1

Profitsharing 2024 2

Incentives 2024

3

Available assets

from the Actionnariat Pierre Fabre FCPE and other PEE FCPEs 4

Voluntary contribution

5

PEE FCPE unavailable assets

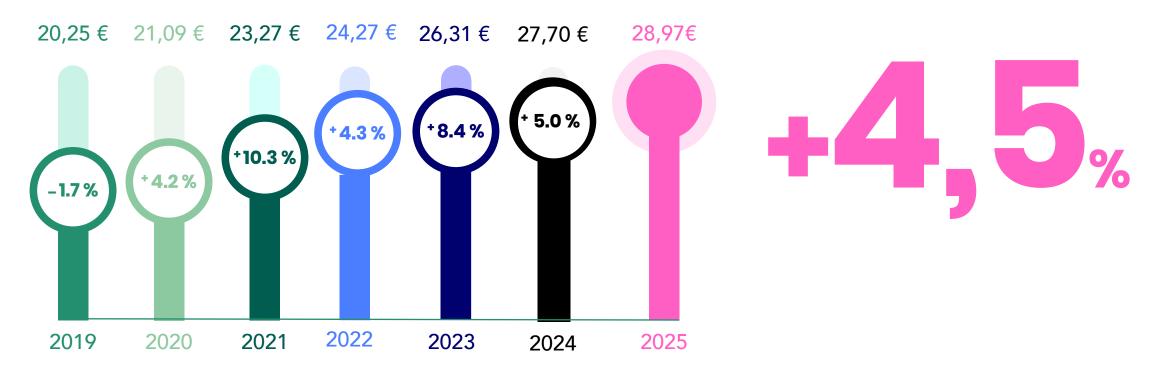
(except Actionnariat Pierre Fabre FCPE)

### **Matching**

• This investment is €12 minimum and a maximum of 25% of your gross annual salary (the 25% limit applies only to voluntary contributions).

## Changes in the value of FCPE shares Actionnariat Pierre Fabre

By participating in the RUSCUS PLAN your investment follows the rise and fall of the Pierre Fabre SA share price. As our Group is an unlisted company, your investments in the "Actionnariat Pierre Fabre France" subfund of the "Actionnariat Pierre Fabre" FCPE change only once a year. This year, the revaluation of Pierre Fabre SA shares, and therefore of your investments, will take place as of April 17th, 2025.



Please note: Past performances are not indicative of future performances.



### Register online

Online registration will be open from April 22 to May 9, 2025.

- Simple registration from any computer connected to the Internet.
- Registration for RUSCUS is done on a dedicated website:

https://epargne-salariale.pierre-fabre.fr

• The Pierre Fabre SA share price at which the registration is made will be known after share revaluation which will take place based on the net asset value as of April 11, 2025.



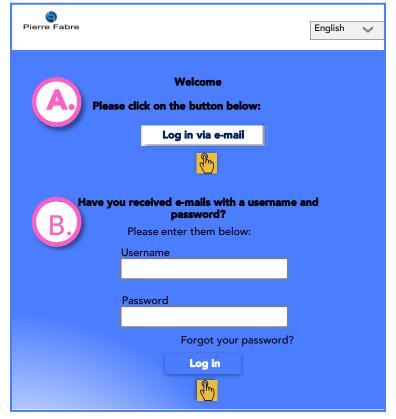
### Personal access codes

To log in to the allocation and registration site, two options are available:



### Login with your e-mail address

- If you have received an e-mail to your personal and/or professional e-mail address known to BNP Paribas Epargne and Retraite Entreprises services, please click on the "Log in via e-mail" button.
- Enter your personal or professional e-mail address, then confirm.
- You will receive an e-mail containing a log in link. Click on this link to create your personal password.
- To log in later, simply enter your e-mail address in the "Username" field and the password you've created.





### Login with username and password

- If BNP Paribas Epargne & Retraite Entreprises did not have your e-mail address, a letter containing your username and a letter containing your password were sent to your home address in April.
- On the login page, enter your username and password, then click on the "Log in" button.
- For security reasons, we ask you to personalize your password when you log on for the 1st time.

**You are now connected** to the Operation 2025 website: allocation of your incentives and registration and **you can enter your choices.** 

## How to register for RUSCUS 2025

### 1. With your profitsharing and incentives

- This year, you can take part in RUSCUS 2025 by allocating your profit-sharing and/or incentive payments to the "Actionnariat Pierre Fabre France" subfund of the FCPE during the registration period from April 22 to May 9, 2025.
- You can change your allocation during the entire registration period.
- After May 9, 2025 your choices will be final, and there will be no subsequent withdrawal period.

## 2. With transfers of PEE fund assets

- the registration site now displays the details of your available and unavailable assets, as well as the total amount of your assets held in each of the PEE funds (except for the Actionnariat Pierre Fabre fund, which only displays available assets).
- You can allocate a % to each of the types of available or unavailable assets you wish to transfer to take part in operation RUSCUS 2025. The estimated amount is displayed in euros.
- We would like to draw your attention to the fact that transfers of unavailable assets will not generate a matching contribution.

## 3. With voluntary contributions

Payment is made via banking direct debit from your account. Remember to sign your SEPA Direct Debit Authorization electronically.

Withdrawal date for voluntary contributions: June 4, 2025
Make sure that your bank account has to allow for direct debit. the adequate funds

Confirm your registration by clicking on "confirm".



**Tip:** Use the matching contribution simulator at any time to optimize your investment.



Please note: If, during the registration period, you indicate a % of reallocation of assets, and you request a refund or a payment on the fund concerned, invested before May 9, 2025; the desired % will be applied to the number of shares remaining as of May 9, 2025 (this will have an impact on the amount reallocated as well as on the corresponding employer contribution).



## How to make your investments

Your registration can be modified until May 9, 2025 the last day of the registration period.

- After registering for the **RUSCUS 2025** operation and in order to ensure the smooth processing of transactions, requests for reimbursements, investments and arbitrages will be blocked **from May 12 to May 27, 2025** on all funds.
- Reopening of functionalities on the Mon Épargne Entreprise site will be operational from May 28, 2025.
- From June 2 to June 18 the possibility of submitting voluntary contributions will be deactivated, again to ensure the smooth processing of operations.
- You will receive a transaction statement as of July 16, 2025 confirming your choice of registration or payment, available on your Mon
  Epargne Entreprise's personal account, or it will be sent to your home address.



## The fight against money laundering and counter-terrorist financing

As part of respecting BNP Paribas Épargne & Retraite Entreprises' regulatory obligations to provide investors with up-to-date information, you must send a duly completed, dated and signed anti-money laundering certificate\* with the supporting documents listed below, before the closing date of the registration period and at the latest 2 days thereafter, to the following address: <a href="mailto:control.bnpparibas@S2E-net.com">control.bnpparibas@S2E-net.com</a>

### I agree to provide:





A photocopy of both sides of my currently valid National Identity Card/or a photocopy of my currently valid
passport (pages with photo and signature)/or a photocopy of both sides of my residence permit with
currently valid expiry date.



### • If my voluntary contribution exceeds €60,000:

- In addition to my identity document, proof of the origin of the funds such as the latest tax assessment, a notarized deed for the sale of a property or inheritance, proof of a gambling gains, etc.
- If these documents are not received on time or if the declaration provided is not relevant to the amounts invested, my registration by voluntary contribution will not be taken into account.
- BNP Paribas E&RE reserves the right to request additional proof if necessary.



<sup>\*</sup>Certificate available in the documentation section of the website dedicated to the operation.

## If you invest, what happens to your savings over 5 years?

- In return for the various benefits offered under this shareholding plan, your assets will be blocked for 5 years; and the value of your investment will be essentially linked primarily to trends in the value of Pierre Fabre SA shares, both upwards and downwards
- At the end of this period, from June 1, 2030, your assets
- will be available and you will be free to request a reimbursement on the BNP PARIBAS website or let them appreciate within the Actionnariat Pierre Fabre FCPE. You will receive an annual account statement showing the evolution of your assets by postal mail and/or via the Mon Epargne Entreprise website.
- Detailed information on early release can be consulted directly on Mon Epargne Entreprise and on The Place:

https://pfabre.sharepoint.com/sites/ThePLACE



Termination of work contract



Divorce



Starting up or taking over a business



Purchase/ construction/ extension Primary residence



Disability



**Domestic** violence



Birth or adoption of 3<sup>rd</sup> child



Death



Marriage or civil union



Over-indebtedness



Caregiver activity



Energy renovation of the main residence





# SUPERVISORY BOARD SHAREHOLDERS' CHARTER





## FCPE Actionnariat Pierre Fabre Supervisory Board

Pierre Fabre employee shareholding evolves in a regulated environment and the Supervisory Board is its representative body. Elected for a five-year term, its role is to ensure that the rules and regulations of the FCPE Actionnariat Pierre Fabre are properly applied, and to audit the annual financial statements and management.

- It also defends the interests of shareholders and exercises the voting rights attached to shares held by the FCPE Actionnariat Pierre Fabre.
- The FCPE Actionnariat Pierre Fabre Supervisory Board is, first and foremost, there to represent and listen to employee shareholders.
- With this in mind, its president, Jean-François Couret, elected from among shareholders, represents employee shareholders on the Group's Board of Directors.





### Shareholder's Charter



### Rights

- The right to information. Each shareholder, being an indirect shareholder via the FCPE, is informed of the results of
  the company, thanks to internal communication on **Blue Voice** and at **RUSCUS** meetings with videos from
  management.
- The right to economic training. Training courses in business economics have been offered since the start of shareholding (the most recent are available on **Myelin**).
- The right to vote. Each shareholder votes to elect the members of the FCPE actionnariat Pierre Fabre Supervisory Board. The weight of their votes depends on the number of shares held in the FCPE Actionnariat Pierre Fabre.

### Responsibilities

- **Investing, not speculating.** Pierre Fabre's shareholding philosophy is to invest in a **sustainable savings system** that fluctuates, year after year, as the company evolves.
- Taking a risk. The shareholder formula implies voluntarism and the notion of risk. Entrepreneurship is always a risk. It's the effort of investing savings and taking risks that justifies the added value.
- Being involved in the company. Employee shareholders will be keen to retain their stake in the company over the long term. The confidence of each shareholder is the mark of their commitment to the company in which they grow their career and receive their income.

## YOUR QUESTIONS AND TOOLS





## All your questions

#### Can I register after May 9, 2025?

 No, but you will still be able to make voluntary contributions without registering for RUSCUS by logging in to the Mon Epargne Entreprise website:

https://www.epargne-retraite-entreprises.bnpparibas.com/

### Can I change my mind once I've registered?

- Yes, until the registration closing date, i.e, May 9, 2025
- No, after the registration closing date, May 9, 2025, your choices are final.

### What proof can I have of my allocation choices?

 You can download a PDF summary of your choices after validating them on the site.

### Can I register if I'm on a fixed-term (*CDD*) or part-time work-study internship (*alternance*) contract?

• Yes, if you have been with the company for at least 3 months as of the last day of the registration period and are present at work for at least one day during the registration period. However, temporary interns (stagiaires) under an internship agreement (convention de stage) cannot register.

### Can I register if I'm off work due to illness or an accident?

Yes, if you have been with the company for the required amount
of time. You will receive the necessary information either by
postal mail or via e-mail to the e-mail address indicated on Mon
Epargne Entreprise.

### Where can I find my login?

**For the OAK site** you will receive an e-mail with a link to click on at the time of the operation or a letter by postal mail. **For the** 

**Mon Epargne entreprise web site** your login is shown on your account statements. BNPP sent you your login details when you opened your account.

### Can spouses who are both employees of the Pierre Fabre Group each contribute to RUSCUS?

• Yes, proposed benefits and payment limits apply to each employee individually.

### Am I a co-owner of FCPE shares or of Pierre Fabre shares?

 With the amount of your registration contribution, you purchase shares of the "Actionnariat Pierre Fabre France" sub-fund of the FCPE "Actionnariat Pierre Fabre". In other words, you own units in the FCPE, which is itself invested in Pierre Fabre shares.

#### How does the FCPE work?

 The FCPE is managed by a management company. The Supervisory Board, made up of equal numbers of employee and company representatives, examines the FCPE financial and administrative management reports.

#### Who pays the management fees?

 The company covers these costs as long as you are an employee or retiree of the Pierre Fabre Group.

### How do I change my bank account details (RIB) on the registration site?

You can check your bank account details and update them directly on the registration site:

https://epargne-salariale.pierre-fabre.fr

#### What happens if I leave the company?

• If your savings are unavailable, this is a case of early release provided for by law. For further details, please visit **The Place:** 

https://pfabre.sharepoint.com/sites/ThePLACE

### How will I be informed about the evolution of my savings?

You will receive at least one statement per year from **BNP PARIBAS,** your account host:

- If you are registered for e-services, you will receive a notification via email or text message informing you that your annual account statement is available on your account on the site
- If you are not registered for e-services, you will receive your account statement by postal mail.

You can also access your account at any time on the site **BNP PARIBAS** site:

https://personeo.epargne-retraiteentreprises.bnpparibas.com/

### If I make a voluntary contribution during the registration period, when will I be debited?

On June 4, 2025 invested based on the net asset value as of June 26, 2025. You must check that your bank account details (*RIB*) are correct at the time of registration and **ensure that this bank account is credited** at least with the amount of your voluntary contribution.

### Tools

- From April 22, 2025, a dedicated website will be available.
   During the operation, you can choose:
  - To allocate your incentives and/or profit-sharing,
    - To request payment of your incentives and/or profit sharing,
  - To register for RUSCUS.

### Log in at:

https://epargne-salariale.pierre-fabre.fr/

- During this registration period, information meetings will be organized by your RUSCUS coordinator.
  - They will help you understand the mechanisms of the operation and answer any questions you may have.
  - In addition, from **early April**, information will be posted on the Group's **internal communication platform** (**Blue Voice**) to help you fully understand **RUSCUS**. Your **RUSCUS** coordinator or your Human Resources Manager will be happy to provide you with further information.



 You will also find all the information you need about the employee shareholding operation and your PEE on the Pierre Fabre intranet, The Place, which can be accessed from any Pierre Fabre workstation:

https://pfabre.sharepoint.com/sites/ThePLACE



- the BNP PARIBAS telephone platform dedicated to Pierre Fabre Group employees at 0 969 324 323 (open Monday to Friday, local call charges apply)
- By postal mail:
   BNP PARIBAS Épargne & Retraite Entreprises
   TSA 80007 93736 Bobigny Cedex 09
- **During the operation,** on the **OAK** site dedicated to allocation/payment/registration:

https://epargne-salariale.pierre-fabre.fr

• All year round on the PERSONEO site BNP PARIBAS Épargne & Retraite Entreprises

https://www.epargne-retraiteentreprises.bnpparibas.com/eparg nants





