

Information relating to the addition of an ordinary resolution to the Combined General Meeting of May 27, 2026

We wish to provide our shareholders with additional information regarding the Board of Directors' decision to propose to the Combined General Meeting of May 27, 2026 the addition of a resolution aimed at appointing a new independent director.

Selection process for a new profile

The Board of Directors, with the support of the Nominating Committee, continuously monitors its independence as well as the balance of its composition in terms of nationalities and expertise.

With this in mind, work was initiated as early as the end of fiscal year 2024 to identify internationally prominent profiles with recognized expertise in artificial intelligence and technology, which are priority areas for the Groupe.

Given the level of qualification expected and the competition observed for these profiles, the recruitment process, despite the efforts made, did not make it possible to reach a satisfactory outcome before completion of the formalities for convening the General Meeting of May 27, 2026.

In addition, due to the announced loss of independence of Marie-José Kravis following that same Meeting, the proportion of independent directors on the Board would have decreased slightly, calling for prompt action in order to preserve the highest standards of governance.

The Board then undertook to appoint a new independent director before the end of 2026.

In this context, the recent work of the Nominating Committee led to the selection of a highly qualified candidate fully meeting the criteria that had been set.

Recognized expertise in technology and artificial intelligence

Jaime Teevan serves as Chief Scientist and Technical Fellow at Microsoft; as a top-tier profile, she will bring in particular the following skills to your Board of Directors:

- expertise in artificial intelligence and digital technologies, which are strategic areas for the evolution of Publicis Groupe's businesses;
- operational experience within one of the world's largest technology groups, giving her a keen understanding of innovation, digital transformation and data use issues;
- an international and forward-looking perspective, aligned with the Group's priorities; and
- a contribution to gender balance on the Board.

Following review by the Nominating Committee, the Board confirmed that all independence criteria provided for under the AFEP-MEDEF Code are satisfied, which would, if the appointment is approved, increase the proportion of independent directors in line with the highest standards of governance.

A proposal submitted in the interests of the Groupe and its shareholders

In this context, and in addition to the resolutions relating respectively to the renewal of Mr. Tidjane Thiam's term of office and to the appointment of Mr. Benjamin Badinter, the Board is proposing to the General Meeting of May 27, 2026, on the recommendation of the Nominating Committee, the appointment of Ms. Jaime Teevan as an independent director.

The Board wished to submit this appointment to the General Meeting without delay in order to benefit as soon as possible from the identified expertise, in a context of particularly dynamic transformation of the Group's activities, to strengthen its independence and to achieve full gender balance. This approach reflects the Board's intention to maintain a high level of governance standards and to anticipate the technological developments that will shape the Group's future.

Biography of Ms. Jaime Teevan

Jaime Teevan is Chief Scientist and Technical Fellow at Microsoft, where she is responsible for driving research-backed innovation for the company's products. A leader in the development of AI for productivity, she was named one of TIME's 100 most influential people in AI. She led the creation of M365 Copilot by integrating AI into Microsoft products, invented the first personalized search algorithm used by Bing, and coordinated the company's hybrid work research during the pandemic.

Previously, she served as Technical Advisor to Microsoft CEO Satya Nadella. She sits on the Yale Corporation as well as on the Board of Directors of Shutterstock. Jaime Teevan is an ACM Fellow and a member of the SIGIR and CHI Academies. She holds a PhD in artificial intelligence from MIT and a Bachelor's degree from Yale, and is an Affiliate Professor at the University of Washington.