

**Information relating to the compensation of the Chief Executive Officer  
Board of Directors of May 22, 2025**

Pursuant to the authorization of the Shareholders' General Meeting held on May 22, 2025, the Board of Directors of Dassault Systèmes SE, during its meeting held the same day, decided, based on recommendation from the Compensation and Nomination Committee, to grant 450,000 performance shares to Mr. Pascal Daloz, Chief Executive Officer.

These shares will be acquired on May 22, 2028, subject, in accordance with the AFEP-MEDEF Code, to the fulfillment of a presence condition and a performance condition.

Such performance condition relies on two criteria:

- the non-IFRS EPS' growth achieved in 2027 compared to the non-IFRS EPS achieved in 2024, neutralized from currency effects. This criteria represents 80% of the criteria total weight;
- an ESG multi-criteria indicator, described in page 369 of the 2024 Universal registration document, filed at the *Autorités des marchés financiers* on March 18, 2025 ("**2024 URD**"), representing 20% of the criteria total weight.

No performance share shall be acquired by the Chief Executive Officer if the level of achievement of the objectives for each of these criteria is below the minimum levels set by the Board. These minimum levels and the corresponding payout levels are described page 369 of the 2024 URD. In case of outperformance, the number of shares acquired is capped at 100%.

These presence and performance conditions are identical to those applicable to the employees who are beneficiaries, notably in France.

In accordance with the AFEP-MEDEF Code and AMF recommendations, the Board held on May 22, 2025 has decided that Mr. Pascal Daloz shall keep at least 15% of the granted shares, this percentage being calculated after deduction of the number of shares which would be necessary to sell to pay taxes, social charges and expenses related to the sale of the total number of vested performance shares.

\* \* \*