

IMPLEMENTATION OF THE AFEP-MEDEF CORPORATE GOVERNANCE CODE BY WORLDLINE

Objective: Analysis of the implementation by Worldline of the provisions of the Afep-MEDEF code as revised in December 2022 (the “**Code**”).
The term "Universal Registration Document" refers to the 2025 Universal Registration Document of the Company.
The term “Chairman” refers to Wilfried Verstraete , and the term “Chief Executive Officer” refers to Pierre-Antoine Vacheron.

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1	The tasks of the Board of Directors		
	1.1	Considering social and environmental stakes The Board endeavours to promote long-term value creation by the company by considering the social and environmental aspects of its activities.	Yes. Social and environmental stakes are an important component of the Company’s ambitions. Worldline's strategy is determined by the Board of Directors, upon proposal of the Chief Executive Officer, and includes a demanding corporate social responsibility program aiming at supporting customers with their digital transformation on the long-term, while helping them reinvent their respective growth models in a responsible manner. To mirror its Sense of Purpose (<i>raison d’être</i>), Worldline adopts a long term and holistic vision, develops a sustainable business model and acts responsibly towards all its stakeholders and the wider society. Since 2015, Worldline has rolled out an ambitious environmental, social and governance roadmap through Trust 2020, Trust 2025 and, most recently, Trust 2030, a new five-year CSR transformation plan designed to ensure responsible practices across the entire company. This program includes ambitious commitments covering all areas of activity: employees, ethics, the supply chain, the environment and local communities. The KPIs of the TRUST 2030 program were selected to ensure full alignment with the new double materiality matrix. TRUST 2030 KPIs therefore combine historical TRUST 2025 KPIs with new indicators, making it possible to take emerging issues into account.

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			A full description of the Company's measures and initiatives on corporate social responsibility are included in Sections A and B of the 2025 Universal Registration Document.
	1.2	Strategic orientation The principal task of the Board is to define the strategic orientation. It examines and decides on important operations, possibly after review by an ad hoc committee.	Yes. Yes. In accordance with the bylaws, the Board of Directors determines the strategic directions of the Company's business and oversees their implementation. It is supported by five specialised committees (the Audit and Risk Committee, the Nominations Committee, the Remuneration Committee, the Investment Committee and the Social and Environmental Responsibility Committee) and makes decisions based on the recommendations issued by these committees. As from May 2026, while the number of committees will remain unchanged, their structure will evolve in line with best market practices and the Group's strategic priorities. The Audit and Risks Committee will be split into two separate committees. The Nominations Committee and the Remuneration Committee will be combined into a single committee. A Technology and Transformation Committee will be created. The CSR Committee will be maintained. The Board of Directors met 21 times in 2025, including during the annual two-day strategic seminar held in July 2025, dedicated to the members of the Board of Directors and certain members of senior management. This seminar was devoted in particular to the Group's strategy and transformation, its development, risks and activities, as well as market trends and artificial intelligence. A description of the Board's works, in particular regarding the Company's strategy is included in Section E.1.5.2. of the Universal Registration Document.
	1.3	Principal task	Yes. In accordance with the Bylaws and the Internal rules of the Board of Directors, the Board carries out all of those missions.

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		The Board appoints and dismisses the company officers, set their compensation, selects the form of organization and governance, monitors the management as well as the quality of the information provided to shareholders and to the markets.	Description of the works completed by the Board and its Committees in 2025 is included in Section E of the Universal Registration Document.
	1.4	Information of the Board The Board is informed about market developments, the competitive environment and the most important aspects facing the company, including in the area of social and environmental responsibility.	Yes. Directors are regularly informed of the market developments and the evolution of the competitive environment and important aspects facing the Company, including in the area of social and environmental responsibility, during the Board of Directors and the Committees' regular meetings. Directors are also largely informed in the context of trainings and workshops which allow them to better understand and constantly be updated on Worldline's activities and environment. In 2025, the Directors' training program included sessions on the following key areas: payment services, strategy, risk management, business strategy and market trends, corporate social and environmental responsibility (CSR), compliance (anti-corruption, personal data), security, IT and Technology (in particular artificial intelligence and cybersecurity). In addition, a Strategic Seminar, organised under the supervision of the Chair of the Board and the Investment Committee and bringing together most of the Group's senior executives, is held each year. In 2025, this seminar focused on the Group's strategy and transformation, its development, risks and activities, as well as market trends and artificial intelligence. Finally, directors are also made aware of the obligations arising from securities market regulations applicable to directors of listed companies. They regularly receive documentation and information regarding the Company, its business and its operating environment. They may interact directly with executive management whenever they deem it appropriate.

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	1.5	Risk review The Board reviews, in relation to the strategy it has defined, the opportunities and risks, such as financial, legal, operational, social and environmental risks, as well as the measures taken accordingly. To this end, the Board receives all of the information needed to carry out its task, notably from the executive officers.	Yes. Reports are regularly delivered to the Board of Directors and to the Audit and Risks Committee in particular on high-risk contracts, major pending litigations activities related to Quality, Security, Risk, Regulatory and Compliance and internal audit activities as well as the measures taken accordingly. Thus, the Board of Directors and the Audit and Risks Committee examines the risk mapping and main risks, and notably social and environmental in alignment with the Social and Environmental Responsibility Committee. The Audit and Risks Committee also report to the Board of Directors its works in these matters. Moreover, each year, the Chairman of the Committee presents to the Board a review of the Company's performances in corporate social and environmental responsibility. Besides, the Social and Environmental Responsibility Committee takes charge of the evaluation of the risks and opportunities with regard to social and environmental performance. Following press allegations in June 2025, the Board of Directors, at its meeting held on 26 June 2025, established an Ad Hoc Committee tasked with overseeing the selection process of the external auditors and proposing their appointment; supervising, in coordination with the Chief Executive Officer, the work of the external auditors and ensuring that they have access to all information necessary to carry out the external audits and perform their due diligence; maintaining regular communication with the external auditors in the course of their assignment; and reviewing the external auditors' reports, as well as the proposed measures and action plans. A full description of the risk factors is included in Section D.3 of the Universal Registration Document which also comprises the risk management activities (Section D.2.3) and the mitigation measures. Description of the works completed by the Board and its Committees in 2025 is included in Section E.1 of the Universal Registration Document.

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	1.6	Anti-corruption and influence peddling measures If applicable, the Board ensures the implementation of a mechanism to prevent and detect corruption and influence peddling.	Yes. Worldline has a zero tolerance for bribery and corruption, in all its forms. As part of this commitment to high ethical standards, the company insists on the importance of tone from the top. The Board participates in supporting and overseeing the good application of the principles stated in our Code of Ethics, with the support of Worldline's Senior Management and the Executive Committee. Moreover, to ensure full involvement, the Board and the relevant Committees receive regular reporting on anti-bribery and anti-corruption topics as well as compliance alerts and policies update. Also, Board members receive trainings related to anti-corruption topics to continuously raise awareness about our compliance culture and commitments. Finally, Board members are aware of the content of Worldline Code of Ethics where our ethical standards and commitments toward integrity are stated. Embedding our values and commitment to anti bribery and corruption is fundamental in maintaining the trust of Worldline customers, business partners, and stakeholders, and in ensuring the sustainability of the company's business activities. A detailed description of the Code of Ethics is included in Section B of the Universal Registration Document.
	1.7	Non-discrimination and diversity policies The Board ensures that the executive officers implement a policy of non-discrimination and diversity, notably with regard to the balanced representation of men and women on the governing bodies.	Yes. Worldline has deployed a worldwide Diversity Program to take into consideration and apply the best international practices regarding gender equality, disability, seniority, and other diversity indicators. Although the fields of IT and engineering mostly appeal to men, Worldline employs up to 36% of female employees worldwide as of December 31, 2025 and constantly strives to improve this proportion. Worldline has identified new actions that will strengthen women representation at all levels.

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			Lastly, some progresses on Worldline inclusive mindset were made in all areas in 2025, in particular: • 27% of female managers (vs. 26% in 2024) • +24% of employees with disabilities (vs. 18% in 2024) • 56% of women have an ExCom position (vs.30% in 2024) The “Empow’HER’ment” program, launched in 2023 to support women in their career development and aimed at strengthening leadership posture and self-confidence among non-managerial women, was further expanded in 2025. The program engaged 80 female employees through Empow’HER’ment, 18 women as part of the pilot MentHERship program, and 90 participants in the I Am Remarkable initiative. A Diversity and Inclusion program has been set up. It relates to the message the Company conveys, nurturing an inclusive mind-set toward all employees. Numerous initiatives have been launched at Global and local level to this end, such as the creation of a Network devoted to diversity and inclusion, Worldline’s new employee network that looks at equity, diversity and inclusion (EDI) in Worldline. The objective is empowering all talented, ambitious and motivated Worldliners to have an equal chance at becoming leaders – if this is their professional ambition – whilst creating an inclusive workplace for us all and a culture of equality. This matter is regularly followed at each level of the Worldline organization, notably the Board of Directors and its Committees (in particular the Social and Environmental Responsibility Committee and the Nomination Committee).

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			A five-year target has been set to reach 33% women in leadership positions, compared with 27% today. This objective forms part of a broader, ongoing diversity and inclusion program, which aims to extend monitoring to other minority groups and demographic categories, and to publish annually both the progress achieved and the measures implemented to accelerate advancement. A more detailed description of the relevant policies and indicators is provided in Chapter B of this Universal Registration Document. As of December 31, 2025, the Board is composed of women for 42% (i.e. 5 out of 12 Directors to be taken into account) and the Board's objective is to maintain this ratio not under the 40% threshold set forth by law. Moreover, all of the Boards' Committees comprise one or several women Director(s) including chairmanships positions. On November 6, 2025, the Board of Directors acknowledged the resignation of Giulia Fitzpatrick from her position as a director, effective 31 December 2025, in the context of SIX Group's announcement of its decision not to participate in the capital increase contemplated by the Company. As a result, following Giulia Fitzpatrick's departure effective 31 December 2025, the Board of Directors temporarily comprises 36.4% women, but is expected to reach at least 40% women by the 2026 Annual General Meeting.
2	The Board of Directors: A collegial body		
	2.2	Composition, organization and operation of the Board	Yes. As of December 31, 2025, The Board of Directors comprises 8 foreign Directors (out of 12 Directors to be taken into account), representing, 67% of its composition. This level of diversity is in line with the geographical footprint of Worldline and reflects the European leadership of Worldline. The Board therefore considered that the current ratio is satisfactory and aims at upholding it in line with the Group's identity and its strategy.

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		The organization of the Board's work, and likewise its membership, must be suited to the shareholder make-up, to the size and nature of each firm's business, and to the particular circumstances facing it. The foremost responsibility of the Board is to adopt the mode of organization and operation that enables it to carry out its tasks in the best possible manner. Its organization and operation are described in the internal rules that it has drawn up, which are published in part or in full on the company's website or in the report on corporate governance.	The composition of the Board of Directors reflects its shareholding structure and the agreements entered into with the shareholders. The portion of independent Directors progressively increases to reflect the free float increase. Upon recommendation of the Nomination Committee, the Board of Directors decided in 2021 to progressively reduce its size in order to return to a size more consistent with the usual size of the Boards of comparable companies and ensure an efficient functioning of the Board and to best serve the Company and shareholder's interests. This resizing exercise was finalised at the end of the 2024 Shareholders' Meeting. Within this process, the Board and the Nomination Committee were committed to achieve a balanced composition of the Board, aiming at an adequate representation of the main shareholders and strategic partners while preserving a proper rate of independent directors. This balance also takes account the level of independence, gender, diversity and skills necessary for the Board to ensure strong and complementary profiles. Yes. The Board has adopted Internal Rules that present the organization and the operation of the Board. They have been reviewed and amended by the Board to reflect the latest changes in the responsibilities and the functioning of the Committees as well as the Directors' share ownership requirement. The Internal Rules are summarized in the Universal Registration Document and regularly published in its entirety on the Company's website. Description of the works completed by the Board and its Committees in 2025 is included in Section E.1 of the Universal Registration Document.
	2.3	Limitation on the representation of special interests within the Board Since the Board acts in the corporate interest, having large numbers of special interests represented within it should be avoided, except in cases provided for by law.	Yes. The Director's charter, that is appended to the Internal Rules and summarized in the Universal Registration Document, reminds that each Director represents all shareholders and must act in all circumstances in the best interest of the Company.

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	2.4	Specific responsibility of the majority shareholder When a corporation is controlled by a majority shareholder, the latter assumes a specific responsibility with regard to the other shareholders, which is direct and separate from that of the Board of Directors. They take particular care to prevent conflicts of interest and to take account of all interests.	N/A. Worldline's teams maintain a regular dialogue with investors, particularly in the context of preparing the Annual General Meetings, monitoring the voting of resolutions and holding discussions with the main shareholders in order to discuss the performance and trajectory to receive their opinion on the resolutions presented to the Annual General Meetings. Worldline is not controlled. Particular attention is being taken into account to prevent any kind of conflict of interest with in particular regular reviews of business relationships between the Group and the companies in which the Directors hold mandates.
3	The diversity of forms of organization of governance		
	3.1 3.2	Option between separation of offices and single office Corporations with Boards of directors can choose between separation of the offices of Chairman and Chief Executive Officer and the combination of such offices. The law does not favor either formula and allows the Board of Directors to choose between the two forms of exercise of executive management. It is up to the Board to decide and to explain its decision. The Board may appoint a Lead Director from among the independent directors, particularly when it has been decided to combine such offices. In the event of the separation of the offices of Chairman and Chief Executive Officer, any tasks entrusted to the Chairman of the Board in addition to those conferred upon him or her by law must be described. The chosen formula and the reasons for this decision must be communicated to the shareholders and third parties.	Yes. Since October 25, 2021, the Board of Directors, upon recommendation of the Nomination Committee, has decided the separation of the functions of Chairman of the Board of Directors and Chief Executive Officer as agreed in the context of the acquisition of Ingenico Group. Following the appointment in March 2025 of Pierre-Antoine Vacheron as Chief Executive Officer, it was decided to maintain both functions dissociated with Wilfried Verstraete still acting as Chairman of the Board of Directors as decided by the Board of Directors in June 2024 (for further information, see Section E.1.3.1. of the Universal Registration Document). The Board has judged that the balance of corporate governance is guaranteed by the separation of the functions of Chairman of the Board and Chief Executive Officer, the particularly high proportion of independent directors on the Board, and the limitations imposed on the Chief Executive Officer. This governance structure, governed by the Board's Internal Rules, thus provides the necessary guarantees of compliance with best governance practices.

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	3.3	The Lead Director If the Board decides to confer upon a director, and in particular a Lead Director, special tasks that relate to governance or shareholder relations, these tasks and the resources and prerogatives available to him or her must be described in the internal rules.	N/A. The Board of Directors had designated on March 19, 2020 a Lead independent Director. Following the death of Bernard Bourigeaud on December 14, 2023, the Board of Directors decided, during its meeting of December 15, 2023, upon recommendation of the Nomination Committee and in accordance with the succession plan, to entrust Georges Pauget, Lead Director at that time, with the interim chairmanship of the Board of Directors until the appointment of a new Chairman of the Board of Directors. Following the appointment of Wilfried Verstraete as Chairman of the Board of Directors and the departure of Georges Pauget at the end of the 2024 Shareholders' Meeting, the Company has not appointed a new Lead Director, as of this date. The rules governing the appointment and the missions of the Lead Director are defined in the Board Internal Rules. The Lead Director functions shall in particular include: • ensure that directors receive the information necessary to perform their duties; • organise at least two meetings per year held without the presence of executive corporate officers; • review the agenda of Board meetings, in consultation with the Chair of the Board of Directors and/or the Corporate Secretary; the Lead Director may request the inclusion of additional items on the agenda; • be consulted, in particular by the Chair of the Nominations Committee, ahead of director appointment and mandate renewal processes; • request that the Chair of the Board of Directors convene a meeting of the Board on a specified agenda;

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			- oversee the annual evaluation of the work of the Board of Directors and its Committees and report on such evaluation to the Board together with the Corporate Secretary; and - bring to the attention of the Board of Directors any conflicts of interest identified or reported.
4	The Board and communication with shareholders and the markets		
	4.1 4.2	Communication with the market Each corporation should have a very rigorous policy for communication with the market and analysts. All communications activities must allow everyone to access the same information at the same time.	Yes. Press releases are published on the Company's website and provided to broadcasters (through a professional broadcaster), making them available to all investors at the same time. Presentations used for meetings or conference calls with investors and semestrial reports are also available on the Company's website and conference calls are available in replay on the website.
	4.3	Shareholders and investors' information The Board should ensure that the shareholders and investors receive a relevant balanced and instructive information about the strategy, development model, the consideration of non-financial issues that are of significance to the corporation and its long-term outlook.	Yes. Since the initial public offering of the Company in 2014, Worldline has communicated its strategy through three-year plans. The Company and the Chairman maintain ongoing discussions with proxy advisors and main investors through the year, including <i>via</i> governance roadshows. Since December 2023, the Company has made itself fully available to respond to shareholders' requests on governance matters and to engage in constructive dialogue. Following the recent challenging context, the Company and the Chairman have been actively engaged in discussions with investors. On November 6, 2025, Worldline held its Capital Markets Day in Paris. On this occasion, Group management presented its current positioning, its transformation roadmap and its strategic priorities, outlining how Worldline intends to address its challenges and create long-term value for its shareholders and partners.

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			The Universal Registration Document of the Company also provides instructive information in that respect.
	4.4	Shareholder relations with the Board of Directors Shareholders' relations with the Board of Directors, particularly with regard to corporate governance aspects, may be entrusted to the Chairman of the Board of Directors or, if applicable, to the Lead Director. He or she shall report on this task to the Board of Directors.	Yes. The Chairman, within his functions, manages shareholder relations. He regularly meets with institutional investors, main shareholders as well as strategic partners to ensure transparent communication regarding the Group's governance, performance and strategy. By fostering these relationships, the Chairman plays a crucial role in understanding shareholders' concerns and expectations, which helps to align the Company's goals with shareholder interests. Furthermore, he orchestrates the Annual General Meeting where shareholders can voice their opinions, ask questions, and receive updates on Company initiatives.
	4.5 4.6	Identifying, monitoring and assessing the commitments and risks All listed companies must be equipped with reliable procedures for the identification, monitoring and assessment of its commitments and risks, and provide shareholders and investors with relevant information in this area. The annual report specifies the internal procedures set up to identify and monitor off-balance-sheet commitments, as well as to evaluate the corporation's material risks. The ratings given to the firm by financial rating agencies are published along with any changes that have occurred during the financial year.	Yes. Information on off-balance sheet commitments are included in the Universal Registration Document under Note 19 to the consolidated accounts. The risks and the risk management systems are described in Section D of the Universal Registration Document. The Board of Directors reviews off balance sheet commitments, risks and procedures which are preliminarily reviewed by the Audit and Risks Committee (see Section E.1 of the Universal Registration Document). On August 22, 2025, Standard & Poor's Global Ratings updated Worldline's credit ratings. Worldline's long-term credit rating is now BB with a negative outlook (compared with BBB-, negative outlook previously), and its short-term credit rating is B (compared with A-3 previously).

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5	The Board of Directors and the Social and Environmental Responsibility		
	5.1	Multi-year strategic orientations for social and environmental responsibility On the proposal of the Executive Management, the Board of Directors determines the multi-year strategic guidelines for social and environmental responsibility.	As the TRUST 2025 program reached its conclusion, the Group defined new CSR objectives during the year, which will be monitored under the new TRUST 2030 program. This ambitious five-year roadmap aims to maintain Worldline's sector leadership and to generate a positive impact on its ecosystem, society and the planet. Building on the success of Worldline's previous TRUST 2025 program, TRUST 2030 is fully aligned with Worldline's overall strategy and addresses seven key CSR challenges: customer satisfaction and quality, payment integrity, talent attraction and retention, training and skills development, inclusion and diversity, information security, supplier relations, and climate change mitigation. The Internal rules of the Board of Directors also clearly includes the definition of multi-annual strategic guidelines for sustainable development, notably in the area of climate, within the role of the Board.
	5.2	Achievement of an action plan by the General management and information to the Board The Executive Management presents to the Board of Directors the methods for implementing this strategy with an action plan and the time frames in which these actions will be carried out. The Executive Management informs the Board annually of the results achieved.	Yes. The Executive Management annually submits the main items relating to Trust 2025 results during the previous year to the Social and Environmental Responsibility Committee and compare some of the figures of the previous year with the targets of the current year. The Chairwoman of the Social and Environmental Responsibility Committee then submits it at Board level with the related documentation.

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	5.3	Annual Exam by the Board In the case of climate change, this strategy is accompanied by precise objectives defined for different time horizons. The Board shall review annually the results achieved and the appropriateness, if any, of adapting the action plan or modifying the targets in the light of, inter alia, changes in the company's strategy, technologies, shareholders' expectations and the economic capacity to implement them.	Yes. As part of the Trust 2025 program, Worldline has deployed an ambitious environmental strategy led at Group's level and based on three strategic axes: lowering Group's energy consumption, reducing Group's carbon footprint and Offsetting all Group's remaining emissions. In 2025, the Social and Environmental Responsibility Committee reviewed the results of the TRUST 2025 program and defined the objectives of the new TRUST 2030 program. The Chairwoman of the Social and Environmental Responsibility Committee subsequently presented these elements to the Board of Directors, together with the related supporting documentation.
	5.4	Communication with shareholders The climate strategy mentioned in § 5.3 as well as the main actions undertaken to this effect shall be presented to the ordinary general meeting at least every three years or in the event of a significant change in the strategy.	Yes. During the Annual General Meeting, a significant time is devoted to the summary presentation of the TRUST program in force, which covers multiple dimensions of CSR topics. The presentation includes a precise statement of the Company's results during the past year and the Company's future targets for significantly reducing its carbon emissions. Such presentation is then made available to the shareholders on the Company's website. The presentation is followed by a productive dialogue with shareholders where any questions raised on these items are answered by the top management.
6	The Board of Directors and the Shareholders' meeting		
	6.2	Communication with shareholders	Yes. Worldline is keen on ensuring open discussions with its shareholders and shareholders' meeting in a privileged moment of communication for the Company with its shareholders.

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		The shareholders' meeting is a decision-making body for the areas stipulated by law as well as a privileged moment of communication for the company with its shareholders. It is not only the occasion when the managing bodies report on the corporation's activities and on the operation of the Board of Directors and its specialized committees, but also an opportunity for a dialogue with the shareholders.	During the Annual General Meeting, a significant time is devoted to the summary presentation of the activity of the Board and its Committees in order to prepare an open discussion on these topics. The presentation is followed by a fruitful dialogue with shareholders where any questions raised either before the shareholders meeting or during the shareholders meeting are answered by the top management. Additionally, regular discussions are maintained with the investors, in particular, in the context of the preparation of the Annual General Meeting, the monitoring of their recommendations of vote of the resolutions and discussions are organized, in particular with the main shareholders in order to discuss the trajectory and the performance and to receive their opinion on the proposed resolutions submitted to their vote. Finally, the Chairman takes part in the preparation of the Annual General Meeting notably through communication and participation to regular investors' meetings and governance roadshows.
	6.3 6.4	Disposal exceeding more than half of the assets of the Company If a disposal is contemplated, whether in one or more transactions, concerning at least half of the company's assets over the past two financial years, the Board of Directors and the executive management must assess the strategic merits of the transaction and ensure that the process takes place in accordance with the corporate interest, in particular by putting in place resources and procedures permitting the identification and management of any conflicts of interest. To this end, they may seek external opinions, in particular concerning the merits of the transaction, its valuation and the contemplated arrangements. It is also recommended that the Board set up an ad hoc committee, at least two-thirds of which is made up of independent directors and from which executive officers are excluded.	N/A. To date, the Company has never been in such a situation, but if such a situation were to occur, the Company would apply these rules

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		Before carrying out this disposal, the Board must present the shareholders' meeting with a report about the context and the progress of the transactions. This presentation shall be followed by an advisory vote by the shareholders subject to the same quorum and majority conditions as for ordinary shareholders' meetings. If the meeting issues a negative opinion, the Board shall meet as soon as possible and immediately publish on the company's website a notice detailing how it intends to proceed with the transaction.	
7	Membership of the Board of Directors: Guiding Principles		
	7.1	Directors' essential qualities All directors are expected to act in the corporate interest and to possess the following essential qualities: - ability to judge in particular, situations, strategies and people, based primarily on his or her own experience; - a capacity to anticipate that enables him or her to identify risks and strategic issues; - integrity, regularity of attendance, active participation and involvement.	Yes. The Board acknowledged that (i) Directors have extensive professional experience in various industries on high profile positions and are serving or have served as Directors or Corporate Officers in other French or non-French companies, some of which are listed on the stock exchange, and that (ii) the diversity of skills is well reflected in the variety of profiles of Board members who have different backgrounds, skills and experiences notably as CEO, Chairman, Director and/or key managers in other French or non-French listed, private or public companies in various relevant sectors: payment services, banking, finance, audit, risk, governance, CSR, HR, management skills, engineering, IT services, technology, Digital, transformation, as well as governance (competencies reinforced in the context of the evolution of the Board composition under the leadership of the Nomination Committee and the Board since 2021 and completed at the end of the 2024 AGM). Consequently, the Board considered that the current diversity of skills is satisfactory and aims at upholding a complementarity. The involvement of the Directors is reflected in the strong attendance rate to Board meetings in 2025 (94%) despite a challenging context and an exceptionally high number of meetings.

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			The Internal rules of the Board of Directors also describes the appointment process of Directors (Article 1.2.). The Nomination Committee, in consultation with the Chairman and the Lead Director (if applicable) and with the support of the Board's Secretary, regularly reviews the composition of the Board and its diversity policy at least once a year. In particular, it assesses the complementarity of skills, experience, expertise and diversity of the Board and determines whether adjustments or additional elements of competence or diversity would be useful or necessary to improve the composition of the Board in order to increase its capacity or effectiveness. The Nomination Committee shall take into consideration in particular the balance between independent members and the adequate representation of shareholders and strategic partners, the respect of the diversity policy as well as the expectations that may have been expressed by the Board, notably during the evaluation of its functioning.
8	Gender Diversity Policy on the Governing Bodies		
	8.1 8.2	Gender Diversity on the Governing Bodies objectives and results The Board shall determine gender diversity objectives for governing bodies. The executive management shall present measures for implementing the objectives to the Board, with an action plan and the time horizon within which these actions will be carried out. The executive management shall inform the Board each year of the results achieved.	Yes. Worldline has deployed a worldwide Diversity Program to take into consideration and apply the best international practices regarding gender equality. Although the fields of IT and engineering mostly appeal to men, Worldline employs up to 36% of female employees worldwide and constantly pushes to improve this proportion. Out of this proportion of female employees, 27% females belong to the total management workforce and 56% to the Executive Committee. Worldline is deeply attached to gender equality and has implemented actions that will strengthen women representation at all levels, in particular the set-up of programs to identify female talents for management positions. Gender diversity within the Board, governing bodies, managerial positions and more generally within the Group is regularly reviewed by the Board of Directors and its Committees.

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9	Representation of employee shareholders and employees		
	9.1 9.2 9.3	Rights and duties of directors representing the employees and employee shareholders Within a group, the directors representing employees elected or appointed in accordance with the legal requirements sit on the Board of the company that declares that it refers to the provisions of this code in its report on corporate governance. When several group companies apply these provisions, the Boards shall determine the corporation(s) eligible for this recommendation. Directors representing employee shareholders and directors representing employees are entitled to vote at meetings of the Board of Directors, and may also be selected by the Board to participate in committees. They have the same rights, are subject to the same obligations, in particular in relation to confidentiality, and take on the same responsibilities as the other members of the Board.	Yes. In accordance with the Bylaws, the Employee Directors are designated by the Company Social and Economic committee, except for the second Employee Director which is designated by the European Works Council. The term of office of the Directors representing the employees is 3 years (aligned with the term of office of the other Directors). For additional information, please refer to Section E.1.3.3 of the Universal Registration Document. Marie-Christine Lebert has been appointed as Employee Director on May 17, 2019 in accordance with article L.22-10-7 and article L.225-27-1 of the French Code de Commerce and the Bylaws. Her term of office has been renewed by the UES Worldline Social and Economic Committee on May 30, 2023. Marie-Christine Lebert's term of office will not be renewed at the close of the 2026 Annual General Meeting. The Social and Economic Committee has been working on the process to appoint her successor since early 2026. Following the establishment of the European Works Council in 2023, Stephan Van Hellemont was appointed as an Employee Director on May 10, 2023. His mandate was renewed on November 28, 2025. As such, Marie-Christine Lebert and Stephan Van Hellemont participate in the meetings of the Board of Directors and are entitled to vote at these meetings. The Employee Directors have the same rights, are subject to the same obligations (with the exception of the obligation to hold a minimum of shares in the Company), in particular with regard to confidentiality, and assume the same responsibilities as the other members of the Board.

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10	Independent directors		
	10.3 10.4 10.5	Independence of the directors The independent directors should account for half the members of the Board in widely held corporations without controlling shareholders. In controlled companies, independent directors should account for at least a third of Board members. Qualification as an independent director should be discussed by the appointments committee in the light of the criteria set out in § 10.5 and decided on by the Board: - on the occasion of the appointment of a director; - and annually for all directors. The shareholders must be made aware of the conclusions of this review. The Board of Directors may consider that, although a director meets the criteria set out in § 10.5, he or she cannot be held to be independent owing to the specific circumstances of the person or the company, due to its ownership structure or for any other reason. Conversely, the Board may consider that a director who does not meet these criteria is nevertheless independent.	Yes. The qualification of independent Director is reviewed annually by the Board of Directors, on the basis of the preliminary works of the Nomination Committee, in accordance with the recommendations of the Code. The key aspects of the analysis (notably criteria) and the conclusions of the Board of Directors in that respect notably during its meeting of December 17, 2025 are set forth in the Universal Registration Document (Section E.1.4.5.). As of December 31, 2025, 8 out of the members of the Board of Directors to be taken into account (including the Chairman) are qualified as being independent(i.e. 67%). In the context of the contemplated capital increase, Giulia Fitzpatrick (a non-independent director) resigned from her mandate, effective December 31, 2025. Following the execution of the capital increases, the independence of the directors will be reassessed by the Nomination Committee and the Board of Directors.

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	10.5.3	Independence criteria based on the significant nature of the relationship with the Company. To be considered as independent, a director must, inter alia, not to be a customer, supplier, commercial banker, investment banker or consultant: - that is material to the corporation or its group; - or for a significant part of whose business the corporation or its group accounts. The evaluation of the significant or non-significant relationship with the company or its group must be debated by the Board and the quantitative criteria that lead to the evaluation (continuity, economic dependence, exclusivity, etc.) must be explicitly stated in the report on corporate governance	Yes. As described in the Universal Registration Document (Sections E.1.4.5.1 and E.1.4.5.2), as part of the assessment of how significant the relationship with the Company or its group is, the Board of Directors, notably during its meeting held on December 17, 2025, on the recommendation of the Nomination Committee, retained the same criteria as those used the previous year, i.e.: (i) a quantitative criterion, in this case the consolidated revenue of 1% achieved by the Company with a group within which a Director exercises a function and/or mandate; (ii) qualitative criteria: the duration and continuity of the business relationship (duration of the relationship or impact of possible contract renewals...), the importance or intensity of the relationship (possible economic dependence), and the organization of the relationship (Director's freedom of interest...).
11	Evaluation of the Board of Directors		
	11.1 11.2 11.3	Assessment of the Board's work The Board of Directors evaluates its ability to meet the expectations of the shareholders that have entrusted authority to it to direct the corporation, by periodically reviewing its membership, organization and operation (this involves a corresponding review of the Board's committees). The evaluation has three objectives: to assess the way in which the Board operates; to check that the important issues are suitably prepared and discussed; to measure the actual contribution of each director to the Board's work. The evaluation is performed in the following manner: - Once a year, the Board debates its operation;	Yes. Every year Worldline carries out a formal evaluation of the work of the Board of Directors, under the supervision of the Chairman with the support of the Board's Secretary. The Chairman reports the outcome of the evaluation to the Board of Directors and discussions takes place between Board members in that respect. It also regularly gives rise to new initiatives in order to further improve the way of working within the Board of Directors and remain in line with best practices. The main conclusions (including the follow-ups) are published as part of the report on corporate governance within the Universal Registration Document. Key take-aways are also included in the Board constant improvement plan, which is regularly reviewed and updated. The assessment may be conducted externally at least once every three years.

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		- There is a formal evaluation at least once every three years. This can be undertaken under the leadership of the appointments or nominations committee or an independent director assisted by an external consultant. - The shareholders are informed each year in the report on corporate governance of the evaluations carried out and, if applicable, of any steps taken as a result.	In 2025, the evaluation was conducted by an external firm in a context of profound changes to the Group's governance. It was carried out through detailed questionnaires sent to each director, individual interviews conducted with the directors, and discussions with members of the Executive Committee, the Chief Executive Officer and the Secretary Counsel. The results of such evaluation were presented at the Board during its meeting of March 26, 2026. The result of this assessment is included in the Universal Registration Document (Section E.1.7).
12	Meetings of the Board and of the Committees		
	12.1	Number of Board and committees meetings and attendance The number of meetings of the Board of Directors and of the Board committees held during the past financial year is mentioned in the report on corporate governance, which also provides the shareholders with any relevant information relating to the directors' individual attendance at such meetings.	Yes. The Universal Registration Document indicates the number of meetings and the attendance rates during the financial year 2025 as well as their works in 2025 (Sections E.1.4 and E.1.5): (i) The Board of Directors held 21 meetings. The attendance rate of all Directors at these meetings amounted to an average of 94%; (ii) The Audit and Risks Committee held 11 meetings. The attendance rate of all its members at these meetings amounted to an average of 95%; (iii) The Nomination Committee held 8 meetings. The attendance rate of all its members at these meetings amounted to 96%; (iv) The Remuneration Committee held 6 meetings. The attendance rate of all its members at these meetings amounted to 96%; (v) The Investment Committee held 5 meetings. The attendance rate of all its members at these meetings amounted to 73%; (vi) The Social and Environmental Responsibility Committee held 4 meetings, with an attendance rate of 100%.

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			The Universal Registration Document specifies the individual attendance rate to the meetings of the Board and the Committees.
	12.2	Frequency The frequency and duration of meetings of the Board of Directors should be such that they allow in-depth review and discussion of the matters that are subject to the Board's authority. The same applies to meetings of the Board's committees (audit, compensation, appointments, nominations committee, etc.).	Yes. In 2025, the Board met 21 times, an exceptionally high rate of meetings due to the current context of the Company, which implied a very regular review of the Company's affairs. Meetings are not limited in time and items on the agenda are reviewed and discussed in-depth on the basis of a complete documentation, prepared as the case may be by the Committees, which quality is praised by the Directors (as evidenced on the occasion of the assessment of the Board's works).
	12.3	Meeting attended by non-executive directors It is recommended that at least one meeting not attended by the executive officers should be organized each year.	Yes. At least twice a year (article 2 of the Board of Directors' Internal Rules), the Directors hold informal meetings, in the absence of the Chief Executive Officer, during which they discuss the Company's affairs and succession plan of Company Executive Officers. Additionally, the Remuneration Committee and the Nomination Committee meet, outside of the Chief Executive Officer presence, to assess notably his/their performance on the occasion of the award of his/their variable compensation. The Remuneration Committee communicates to the Board of Directors the assessment on the Chief Executive Officer's performance.
	12.4	Minutes of meetings The minutes of the meeting should summarize the discussions and the questions raised and indicate the decisions made and any reservations expressed.	Yes. These measures are specified in the Internal Rules and applied in the context of the drafting of all minutes.

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13	Directors' access to information		
	13.1	Right to disclosure and confidentiality duty The manner in which the right to disclosure provided for by law is exercised and the related duties of confidentiality should be set out in the internal rules of the Board of Directors.	Yes. Board of Directors' Internal Rules provides the terms and conditions of the Directors' information right and their confidentiality duty.
	13.2	Permanent information Corporations must also provide their directors with appropriate information between meetings of the Board throughout the life of the corporation, if the importance or urgency of the information so requires. Ongoing disclosure should also include any relevant information, including criticism, relating to the corporation, such as articles in the press and financial analysts' reports.	Yes. This right to permanent information is mentioned in the Board of Directors' Internal Rules. Directors are regularly informed as appropriate, during the meetings but also between meetings, if the importance or urgency of the information so requires or if deemed useful or appropriate by the management, in particular through communication sent by the Chairman, the CEO or Board's Secretary, on such subjects as market developments, update on major projects or developments, risks, competitors' situation, media coverage, or analysts' reports. Information is also provided via ad hoc meetings or dedicated trainings for all Board members or for Committee members.
	13.4	Meetings with executive managers Directors must have the opportunity to meet with the corporation's principal executive managers, including in the absence of the company officers. In the latter case, these should be given prior notice.	Yes. As per the Internal Rules of the Board of Directors, Committees' members may contact the Company's main executives after informing the Board of Directors or the Chairman. In practice, Board and Committee meetings are attended by the Company's main executive managers as guests, allowing Directors to easily discuss the Company's affairs with them during the meeting or aside the meeting. More generally, the Directors have the opportunity to contact and discuss as needed with the Company's principal executive managers.

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14	Directors' training		
	14.1	Directors' training Each director should be provided, if he or she considers it to be necessary, with supplementary training relating to the corporation's specific features, its businesses, its business sector and its social and environmental responsibility aspects, in particular on climate issues.	Yes. Upon the appointment of a new Director, various training sessions are offered as well as discussions with internal key managers, in particular on the group's business lines, market trends, organization, governance, IT, risks and compliance and HR. Each new Director is provided with a proper pack of documents and information regarding the Group and specific sessions are organized as needed or as requested by Directors. More generally, training sessions are regularly offered to Board members with Group managers, individually or collectively, with the main group executives. Training sessions on social and environmental responsibility aspects, which can focus on climate issues, are also provided. Since 2021, a detailed program is established in the beginning of the year in order to take into account the Director's requests as well as potential relevant topics. In 2025, the directors' training programme included sessions covering the following key areas: payment services; strategy; risk management; business strategy and market trends; corporate social and environmental responsibility (CSR); compliance (anti-corruption and personal data protection); security; and IT and Technology (in particular artificial intelligence and cybersecurity). Social and environmental matters are regularly included in the directors' training program.

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	14.2	Training of members of the Audit Committee The Audit Committee members should be provided, at the time of appointment, with information relating to the company's specific accounting, financial and operational features.	Yes. Aldo Cardoso (Chairman), Mette Kamsvåg, Rodolfo Savitzky, Daniel Schmucki, Nazan Somer Özelgin and Sylvia Steinmann have the required expertise by virtue of their education and professional experience. A specific training on the Company's specific accounting, financial or operational features and the Company's governance is proposed to any newly appointed Audit and Risks Committee member. Each new member is provided with a proper pack of documents and information regarding to the Group and specific sessions are organized as needed.
	14.3	Training of directors representing employees or employee shareholders Directors representing employees or directors representing employee shareholders should be provided with suitable training enabling them to perform their duties	Yes. Following their appointment as Employee Director, Marie-Christine Lebert and Stephan Van Hellemont have received specific training in corporate governance and finance. In addition, they were provided with the Company's corporate documentation (such as Bylaws, Internal Rules of the Board of Directors, Director's Charter, Afep-MEDEF Code, guide to the prevention of insider trading, Code of Ethics) and were made aware of their obligations arising from stock market regulations which apply to Directors of listed companies. Furthermore, they benefit as any other Director from the Board training and workshops program established each year. They also benefited from additional trainings. Finally, Marie-Christine Lebert and Stephan Van Hellemont were informed of the training possibilities provided by law.
15	Duration of Directors' terms of office		
	15.1	Duration and staggering of Directors' terms The duration of each director's terms should not exceed four years. These terms should be staggered in order to avoid the replacement of the entire body.	Yes. Pursuant to the recommendations of the Code, and in compliance with the Bylaws, the term of office of Directors is three years and the Board is partially renewed annually by rotation with a view to staggered renewal. Given the significant recent changes in the composition of the Board of Directors since 2021, the Board of Directors, in consultation with the Nomination Committee, have worked on the renewal sequence of the mandate and the staggered renewal.
	15.2		

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			It is recalled that the 2024 Annual General Meeting approved an amendment to Article 14 of the Company's bylaws to give the Board greater flexibility to ensure the implementation of this principle, without referring to a specific annual rotation percentage that was no longer appropriate given the Board's continuously evolving size. The Board may thus propose to the Annual General Meeting to reduce the term of a current director's mandate or to appoint a director for a term of less than three years. To avoid a wholesale renewal in 2027, the Board of Directors, upon recommendation of the Nomination Committee, will propose to the 2026 Annual General Meeting that the terms of 3 directors be renewed (including two having anticipated their renewal).
	15.3 15.4	Information on the Directors The report on corporate governance should detail the dates of the beginning and expiry of each director's term of office to make the existing staggering clear. For each director, it should also indicate, in addition to the list of offices and positions held in other corporations, the director's nationality, age and principal position, and provide a named list of the members of each Board committee. When the general meeting of shareholders is asked to appoint or reappoint a director, the booklet or the notice calling the meeting of shareholders should, in addition to the items required by statute, contain biographical information outlining his or her curriculum vitae as well as the reasons for proposing his or her appointment to the shareholders' meeting.	Yes. The information can be found in the biographies and in the presentation of the members of the Board of Directors included in the report on corporate governance included in the Universal Registration Document. Likewise, biographical information on candidates for appointment or renewal are included in the Annual General Meeting brochure. The report to the Annual General Meeting will indicate the rationale for the proposed renewals, appointments and ratification of a co-optation of a Director. A presentation will also be made to the shareholders at the Annual General Meeting.

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16	Committees of the Board: General principles		
	16	General Provisions The general principles apply to all committees established by the Board. The number and structure of committees depends on each board. However, in addition to the tasks assigned by law to the audit committee, it is recommended that compensation, the appointment of directors and executive directors, and matters relating to social and environmental responsibility be the subject of preparatory work by a specialized committee of the Board of Directors.	Yes. The Board of Directors is assisted in its missions by five specialized committees, namely, an Audit and Risks Committee, a Nomination Committee, a Remuneration Committee, an Investment Committee and a Social and Environmental Responsibility Committee. As from May 2026, while the number of Committees will remain unchanged, their structure will evolve in line with best market practices and the Group's challenges. The Audit and Risks Committee will be split into two separate committees. The Nominations Committee and the Remuneration Committee will be combined into a single committee. A Technology and Transformation Committee will be created. The CSR Committee will be maintained. The Investment Committee will be removed. These Committees are in charge of examining the questions that the Board of Directors or its Chairman refers to them and issuing proposals and recommendations, as applicable, in their area of expertise.
	16.1	Membership of the Committees The existence of cross-directorships in the committees should be avoided.	Yes. There is no cross-directorship in the Committees.
	16.2	Appointment of the Committees It is necessary to emphasize the importance of the quality of the activity reports drawn up by the Board Committees and of the rules which must keep the latter fully informed in order to facilitate its deliberations, as well as the importance of including a description of the Committees' activities in the past financial year in the report on corporate governance.	Yes. The Universal Registration Document contains a detailed description of the activity of the Committees. In advance of Board meetings, Directors are provided with detailed presentations and reports drawn up by the Committees to ground and facilitate the Board's decisions.

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	16.3	Methods of operation of the Committees The Committees of the Board may request external technical studies relating to matters within their competence. Each committee must have internal rules setting out its duties and mode of operation. The Committees' internal rules, which must be approved by the Board, may be integrated into the internal rules of the Board or be set out in separate provisions.	Yes. The Internal Rules of the Board of Directors include each Committees' operating procedures. As per the Internal Rules, Board, Committees are indeed allowed to request external technical studies, subject to prior information to the Chairman of the Board.
17	The Audit and Risks Committee		
	17	Existence Each Board should appoint an audit committee, the duties of which are inseparable from those of the Board of Directors, which is legally bound to approve the annual corporate financial statements and to prepare the annual consolidated accounts.	Yes. The Board of Directors has an Audit Committee, which has been renamed as "Audit and Risks Committee" following the 2024 AGM in order to better reflect the oversight of the Committee on risks topics. As from May 2026, the Audit and Risks Committee will be divided into two distinct committees.
	17.1	Membership The audit committee members should be competent in finance or accounting. The proportion of independent directors on the audit committee should be at least equal to two-thirds and the committee should not include any executive officer. The appointment or extension of the term of office of the audit committee's Chairman is proposed by the nominations committee and should be the subject of a specific review by the Board.	Yes. Aldo Cardoso (Chairman), Mette Kamsvåg, Rodolfo Savitzky, Daniel Schmucki, Nazan Somer Özelgin and Sylvia Steinmann have the required expertise by virtue of their education and professional experience. The financial and accounting skills as well of the backgrounds of the Audit and Risks Committee members are detailed in the Universal Registration Document (Section E.1.3.1). As of December 31, 2025, the Audit and Risks Committee is composed of six members. The proportion of independent equals to 5/6 (i.e. 83%) and it does not include any Company Executive Officer. Moreover, the Committee is chaired by an independent Director.

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			The appointment or extension of the term of office of the Audit and Risks Committee's Chairman is proposed by the Nomination Committee and is the subject of a specific review by the Board.
	17.2	Duties In addition to the duties conferred on it by law, the audit committee must, when preparing the financial information, make sure that the accounting methods employed are relevant and applied consistently, in particular when dealing with major transactions. It is also desirable that when reviewing the accounts, the committee focus on major transactions which could have given rise to conflicts of interest. When monitoring the effectiveness of the internal control and risk management systems and, where applicable, the internal audit of the procedures relating to the preparation and processing of financial and extra-financial accounting information, the committee should hear the persons responsible for the internal audit and risk control and issue an opinion on the organization of their services. It should be informed of the internal audit schedule and receive internal audit reports or a periodical summary of these reports. The committee reviews the major risks and off-balance-sheet commitments, assesses the significance of any deficiencies or weaknesses of which it has been notified and informs the Board if necessary. The review of the accounts must be accompanied by a management presentation describing the company's exposure to risks, including those of a social and environmental nature, and significant off-balance-sheet commitments as well as the chosen accounting methods.	Yes. As reported in Section E.1 of the Universal Registration Document, the Internal Rules of the Board of Directors include the scope set by the Code as to the duties of the Audit and Risks Committee, including its social and environmental duties. The Audit and Risks Committee annually reviews the risk mapping exercise (ERM) including financial and non-financial risks (in particular cyber, social and environmental risks). The Chairman of the Audit and Risks Committee then presents it in Board meeting with the related documentation.

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		Finally, it should review the scope of consolidation and, if necessary, the reasons why any companies should not be included in it.	
	17.3	Operating methods Sufficient time must be available for the provision of the accounts and their review. The committee hears the statutory auditors, in particular on the occasion of meetings held to review the process used for preparing the financial information and reviewing the accounts. It also hears the directors responsible for financial affairs, accounting, cash flow and internal audits.	Yes. Audit and Risks Committee members receive the documentation regarding Committee meetings, notably the accounts, several days before they take place, allowing them sufficient time to review the documents. Furthermore, the members of the Audit and Risks Committee keep close contacts with the Company on subjects concerning the Committee. The working methods of the Audit and Risks Committee and the intervention of the Chief Financial Officer together with the Head of Internal Audit and the statutory auditors are set out in the Internal Rules of the Board of Directors and summarized in the Universal Registration Document (Section E.1).
18	The Nomination Committee		
	18	Existence Each Board should appoint, from its members, a committee for the nomination of directors and company officers which may or may not be separate from the compensation committee.	Yes. The Board of Directors has a Nomination Committee. As from May 2026, the Nominations Committee and the Remuneration Committee will be combined into a single committee.
	18.1	Membership It must not include any executive officer and must mostly consist of independent directors.	Yes. The membership requirements relating to the proportion of independent Directors are fully complied with (as of December 31, 2025, three out of four members are independent, i.e. 75%). The Nomination Committee does not include any Company Executive Officer.
	18.2	Duties	Yes. The duties of the Nomination Committee are reported in Section E.1.5.2 of the Universal Registration Document reporting notably the main terms of the Internal Rules of the Board of Directors in that respect.

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		This committee is responsible for submitting proposals to the Board after reviewing in detail all of the factors that it is to take into account in its proceedings, in particular with regard to the make-up and changes in the corporation's ownership structure, in order to arrive at a desirable balance in the membership of the Board: gender representation, nationality, international experience, etc. In particular, it should organize a procedure for the nomination of future independent directors and perform its own review of potential candidates before the latter are approached in any way. The nominations committee (or an <i>ad hoc</i> committee) should design a plan for replacement of company officers.	The Nomination Committee's general field of competence shall be to research and examine any candidate for the appointment or renewal to the position of member of the Board of Directors or to a position of executive Director and to formulate an opinion on these candidates and/or a recommendation to the Board of Directors. For that purpose, it considers the desirable balance in the Board membership in terms of diversity. The Nomination Committee also reviews each year the succession plan of the Company Officers.
	18.3	Operating methods The Chief Executive Officer contributes to the work of the nominations committee.	Yes. The Chief Executive Officer is associated to the works of the Nomination Committee. However, he doesn't attend the Committee's deliberations relating to his personal case.
19	The Remuneration Committee		
	19.1	Membership It must not include any executive officer and must mostly consist of independent directors. It is recommended that the Chairman of the committee be independent and that one of its members be an employee director.	Yes. The membership requirements relating to the proportion of independent Directors are fully complied with (as of December 31, 2025, three out of four members to be taken into account are independent, i.e. 75%). The Committee does not include the Chief Executive Officer. Yes. Only Company non-Executive Officers are members of the Remuneration Committee and its composition includes a majority of independent Directors, one of whom is Chair of the Committee.

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			Yes. Since October 28, 2020, Marie-Christine Lebert (Employee Director) is member of the Remuneration Committee. Marie-Christine Lebert's term of office will not be renewed at the close of the 2026 Annual General Meeting. The Social and Economic Committee has been working on the process to appoint her successor since early 2026. In addition, all the works of the Remuneration Committee are presented and discussed during Board meetings that the Employee Director attend and take part to the votes related thereto.

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	19.2	Duties The compensation committee is responsible for proposing to the Board of Directors all the elements determining the compensation and benefits accruing to the company officers. It also issues recommendations concerning the global amount of and methods used for the distribution of the compensation awarded to directors. Furthermore, the committee must be informed of the compensation policy applicable to the principal non-executive senior officers. To this end, the executive senior officers attend meetings of the compensation committee.	Yes. The duties of the Remuneration Committee are reported in Section E.1.5.3 of the Universal Registration Document reporting notably the main terms of the Internal Rules of the Board of Directors in that respect. The Remuneration Committee's general field of competence shall be to formulate proposals regarding the compensation of the Company officers and the grants of long-term incentives to Company Executive Officers and the principal Company non-Executive Officers. It also reviews and makes recommendation on the global amount of the compensation awarded to Directors and the methods used for the allocation thereof.
	19.3	Operating methods When the report on the work of the compensation committee is presented, the Board should deliberate on issues relating to the compensation of the company officers in the absence of the latter.	Yes. At meetings of the Board of Directors, the Chairman and the Chief Executive Officer do not participate in discussions of matters relating to their respective compensation, which are conducted under the authority of the Chair of the Remuneration Committee or the Vice-Chair or another independent member (in the context of the debates for the Chairman's compensation as Wilfried Verstraete holds both functions) and abstain from voting.
20	Number of terms of office for company officers and directors		
	20.1 to 20.5	Other directorships An executive officer should not hold more than two other directorships in listed corporations, including foreign corporations, not affiliated with his or her group. He or she must also seek the opinion of the Board before accepting a new directorship in a listed corporation.	Yes. The Chief Executive Officer does not hold any mandate as Director in listed companies outside the Worldline Group, as of December 31, 2025.

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		A director should not hold more than four other directorships in listed corporations, including foreign corporations, not affiliated with his or her group. This recommendation will apply at the time of appointment or on the next renewal of the director's term of office. The director should keep the Board informed of directorships held in other companies, including his or her participation on Committees of the Boards of these companies, both in France and abroad.	Yes. All mandates held by each Director as of December 31, 2025 are specified in the Universal Registration Document. The Universal Registration Document indicates all mandates held in particular in listed companies, including foreign ones. As at 31 December 2025, no director held more than four other directorships in listed companies outside his or her group. Yes. The Internal Rules of the Board of Directors provide that the Director requests the Board of Directors' opinion before accepting a new corporate mandate in a listed company, whether French or foreign, external to the Worldline Group.
21	Ethical rules for Directors		
	21	Any director of a listed corporation should consider himself or herself as being bound by the following obligations: - Before accepting office, the director ensures that he or she is familiar with the general or specific obligations connected with that office. In particular, he or she should familiarize himself/herself with the relevant laws and regulations, the company by-laws, these recommendations as supplemented by the Board and internal rules adopted by the Board; - The director should personally be a shareholder and, by virtue of the provisions in the by-laws or the internal regulations, hold a minimum number of shares that is significant in relation to the compensation awarded. The director will notify the corporation of this information, which will publish it in its report on corporate governance; - The director is mandated by all the shareholders and should act in all circumstances in the best interests of the corporation; - The director is bound to report to the Board any conflict of interest, whether actual or potential, and abstain from attending the debate and taking part in voting on the related resolution;	Yes. All Directors abide by the ethical rules provided under art. 21 of the Code which are mentioned in the Internal Rules of the Board of Directors. Each Director (with the exception of Employees Directors) must own a minimum number of shares of the Company as per the Internal Rules of the Board of Directors. It is also recommended to the Board members to hold shares representing at least one year of the annual fixed compensation.

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		- The director is regular in his or her attendance and take part in all meetings of the Board and any Committees of which he or she is a member. He or she must also be present at the general meeting of shareholders; - The director has a duty to remain informed. - With regard to any non-public information obtained in the discharge of his or her duties, the director should consider that he or she is bound by a strict duty of confidentiality that goes beyond the mere duty of discretion provided for by law; - The director will respect the applicable legal and regulatory provisions relating to the declaration of transactions and the requirement to abstain from dealing in the securities of the corporation.	
22	Directors' Compensation		
	22.1 to 22.4	It should be recalled that the method of allocation of directors' compensation, the total amount of which is determined by the meeting of shareholders, is set by the Board of Directors. The Board should take account, in such ways as it shall determine, of the directors' actual attendance at meetings of the Board and Committees, and the amount shall therefore consist primarily of a variable portion. Directors' participation in specialized Committees, their chairmanship or even the exercise of special tasks, such as those of Vice President or Lead director, may give rise to the award of additional compensation. The exercise of one-off tasks entrusted to a director may give rise to the payment of compensation subject to the application of the procedure for related parties agreements. The rules for allocating this compensation and the individual amounts of payments thereof made to the directors should be set out in the report on corporate governance.	Yes. All information is included in the corporate governance report as well as in the "Directors' fees" section of the Universal Registration Document (Section E.2.2.3.). Allocation rules are defined by the Board, upon recommendation of the Remuneration Committee, and specified in the Universal Registration Document. Allocation rules of the global amount of the Directors' fees (Board of Directors dated December 10, 2024 and approved by the shareholders at the 2025 AGM): (i) For the Board of Directors: a fixed compensation of 25,000 euros per Director and a variable compensation of 3,000 euros per attended meeting; (ii) For the Audit and Risks Committee: a fixed compensation of 8,000 euros, and a variable compensation of 4,000 euros per attended meeting for the Chairman; and a fixed compensation of 4,000 euros, and a variable compensation of 2,000 euros per attended meeting for each member;

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			(iii) For the other Committees: a fixed compensation of 5,000 euros and a variable compensation of 3,000 euros per attended meeting for the Chairman of the Committee; and a fixed compensation of 3,000 euros and a variable compensation of 2,000 euros per attended meeting for each member of the Committees. In light of the planned changes to the Committee structure as from May 2026, these allocation arrangements will apply at the level of each committee resulting from the split of the Audit and Risks Committee. These allocation arrangements will apply at the level of the single committee following the merger of the Nomination Committee and the Remuneration Committee.
23	Termination of employment contract in case of appointment as Company Officer		
	23.1	When an employee is appointed as company Officer it is recommended to terminate his or her employment contract with the company or with a company affiliated to the group, whether through contractual termination or resignation.	Yes. The Chief Executive Officer has no labour contract in place with Worldline.
24	Requirement for company officers to hold shares		
	24	The Board of Directors defines a minimum number of registered shares that the company officers must retain through the end of their term of office. This decision is reviewed at least on each extension of their term of office. Until this objective regarding the holding of shares has been achieved, the company officers will devote a proportion of exercised options or awarded performance shares to this end as determined by the Board. This information must be presented in the corporation's report on corporate governance.	Yes. All the share retaining obligations on the part of the company officers appear in the Universal Registration Document. Regarding performance shares in particular, a specific minimum holding threshold is defined by each award plan. On the occasion of the award of performance shares by the Board of Directors in the context of these plans, the Chief Executive Officer is subject to an obligation to retain, throughout his term of office, this minimum threshold defined by each award. The Board also set a general rule for the holding of Worldline shares applicable to the Chief Executive Officer of 15% of the shares awarded to him since the respective beginning of their mandate, until the end of his term of office.

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			This requirement was reaffirmed by the Board of Directors of February 25, 2026, upon recommendation of the Remuneration Committee, in line with past decision. Aside, in each case, from the specific rules usually set at the time of each award. In addition, as for all Directors, the Chairman of the Board of Directors must own a minimum of shares of the Company as per the Internal Rules of the Board of Directors.
25	Conclusion of a non-competition agreement with a Company Officer		
	25.2 25.3 25.4 25.5	Conclusion of a non-competition agreement In accordance with the procedure governing related parties agreements, the Board must authorize the conclusion of the non-competition agreement, the length of the requirement for non-competition and the amount of benefits, taking into account the actual and effective scope of the non-competition requirement. The decision of the Board must be made public. The Board must incorporate a provision that authorizes it to waive the application of this agreement when the Officer leaves. The Board must also make provision for no non-competition benefit to be paid once the officer claims his or her pension rights. In any event, no benefit can be paid over the age of 65. There must be no possibility of concluding a non-competition agreement at the time when the company Officer leaves the company in cases where no such clause had previously been stipulated.	Yes. The Chief Executive Officer do not receive non-competition benefits. This is stated in the Universal Registration Document (See Section E.2).
	25.6	Cap on financial compensation The benefit paid in respect of the non-competition agreement must not exceed the cap of two years of (annual fixed and variable) compensation. When a termination benefit is also paid, the aggregate of these two benefits must not exceed this cap. The non-competition benefit must be paid in instalments during its term.	N/A. The Chief Executive Officer isn't entitled to any compensation for non-compete clause in the event of termination of his mandate.

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26	Compensation of Company Officers		
	26.1	Principles for the determination of the compensation of executive officers and role of the Board of Directors	
	26.1.1 26.1.2	The Board must debate the performances of the executive Officers in the absence of the interested parties. The compensation of these directors must be competitive, adapted to the company's strategy and context and must aim, in particular, to improve its performance and competitiveness over the medium and long term, notably by incorporating several criteria related to social and environmental responsibility, including at least one criterion related to the company's climate objectives. These criteria, defined in a precise manner, must reflect the most important social and environmental issues for the company. Quantifiable criteria should be preferred. The Board of directors is responsible for determining the compensation of executive officers, on the basis of proposals made by the compensation committee, taking into account the following principles: (i) Comprehensiveness (ii) Balance between the compensation components (iii) Comparability (iv) Consistency (v) Understandability of the rules (vi) Proportionality The Board provides reasons for its decision.	Yes. The general compensation policy applicable to the Chief Executive Officer is debated within the Remuneration Committee in his absence, before being submitted to the Board of Directors. It is also regularly reviewed in light of the positioning of the Company regarding its competitors and SBF 120 listed companies and market practices. At Board meetings, the Chief Executive Officer does not participate to debates on topics relating to his compensation which are led under the authority of the Chairman of the Remuneration Committee and abstains from voting if he is also a director, where applicable (which is not the case). The Board, supported by the Remuneration Committee, provides reasons for its decision regarding the compensation of Company Executive Officers. The compensation policy is described in the Universal Registration Document, (in section E.2) which shows in particular how the principles of balance, competitiveness, relation to performance and CSR undertaking are implemented within Worldline. The annual and multi-annual variable equity-based compensation is indeed partly based on a social and environmental responsibility criterion in line with TRUST 2030.

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	26.2	Principles for the determination of the compensation of non-executive officer (<i>dirigeant mandataire social non exécutif</i>)	
		The Board of Directors, which appoints non-executive officers, is responsible for determining their compensation on the basis of proposals made by the compensation committee. The Board provides reasons for its decision in such matters. It is not desirable to award variable compensation, stock options or performance shares.	N/A. The principles applicable, as the case may be, to the Company non-Executive Officer are described in Section E.2 of the Universal Registration Document.
	26.3	Components of the compensation of Senior Executive Officers	
	26.3.1	Fixed part of Senior Executive Officers' compensation In principle, fixed compensation may only be reviewed at relatively long intervals. If, however, the company opts for annual increase of the fixed compensation, this increase must be modest and must respect the principle of consistency set out in § 26.1.2. In the event of any significant increase in compensation, the reasons for this increase must be clearly indicated.	Yes. As indicated in the compensation policy described in Section E.2.1.1 of the Universal Registration Document, in case of potential annual evolutions of the fixed compensation of the Chief Executive Officer, the Board of Directors will make sure that this evolution remains moderated and fulfil the coherence principle exposed in the paragraph.2.1.1.1 of the Universal Registration Document and will explain the underlying reasons. Since the appointment of Pierre-Antoine Vacheron as Chief Executive Officer, effective on March 1, 2025, the amount of his fixed compensation has remained unchanged. All the details and explanations regarding the components of compensation are provided in section E.2 of the Universal Registration Document.
	26.3.2	Variable part of executive Officers' compensation The Board may decide to award annual variable compensation, the payment of which may be deferred if appropriate. The rules for fixing this compensation must be consistent with the annual review of the performances of the executive officers and the corporate strategy. They depend on the director's performance and the progress made by the company.	Yes. The structure of the Chief Executive Officer compensation, including a preponderant variable part, is presented in Section E.2.1.1.2 of the Universal Registration Document. The Board of Directors predefines the objectives for the next calendar year. The variable part of the Chief Executive Officer compensation is expressed in percentage of the fixed remuneration.

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		The terms of the annual variable compensation must be understandable to shareholders. Clear and complete information must be provided each year in the report on corporate governance. The Board defines the criteria that make it possible to determine the annual variable compensation as well as the objectives to be achieved. These must be precise and, of course, predetermined. These criteria must be reviewed regularly, while avoiding overly frequent revisions. The quantifiable criteria are not necessarily financial and must be simple, relevant and suited to the corporate strategy. They must account for the largest share of this compensation. If used, the stock exchange price must not constitute the only quantifiable criterion and it may be assessed on a relative basis (comparison with similar companies or indexes). The qualitative criteria must be defined precisely. When qualitative criteria are used for the annual variable compensation, a limit must be set for the qualitative part. The maximum amount of annual variable compensation must be defined as a percentage of the fixed compensation and must be of a magnitude that is proportionate in the light of this fixed part. Except in justified cases, the award of annual variable compensation may not be restricted solely to executive Officers.	It is uniquely based on precisely measurable and demanding quantitative criteria related to financial and non-financial objectives. Information on the rate of achievement of these criteria for the year 2025 is inserted in the report on corporate governance included in the Universal Registration Document (Section E.2). In order to align with market practices of SBF 120 companies as well as to ensure more readable targets aligned with the full year objectives communicated to the market, the setting of the objectives, definition of the elasticity curve that enables a faster increase or decrease in the amount of variable compensation due according to the level of achievement of these objectives, and the resulting review, are defined on an annual basis. The Universal Registration Document also includes the achievement rates with respect to each criterion underlying the bonuses owed to the Company Executive Officers.
	26.3.3	Long term compensation of executive officers General principles Long-term compensation mechanisms may consist in the award of instruments such as stock options or performance shares or may take the form of the award of securities or cash payments within the framework of multi-annual variable compensation plans. Such plans are not restricted solely to executive officers and all or a part of the company's employees may benefit from them. They must be simple and comprehensible, both for the interested parties themselves and for the shareholders.	Yes. Serious and demanding performance requirements were set for the exercise of stock options and for the final acquisition of performance shares, as aligned in particular with best market practice and proxies' recommendations. These conditions are detailed in Section E.2 of the Universal Registration Document.

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		When awarding them, the Board may include a provision authorizing it to rule on the continuation of long-term compensation plans that have not yet been acquired, options that have not yet been exercised or shares not yet vested at the time of departure of the beneficiary. These plans, the award of which must be proportionate to the annual fixed and variable compensation components must provide for demanding performance conditions to be fulfilled over a period of several consecutive years. These conditions may be performance conditions that are internal to the company or relative conditions, that is to say linked to the performances of other corporations, a reference sector, etc. If chosen as a criterion, the stock exchange price may be assessed on a relative basis (comparison with similar companies or indexes). Whenever possible and relevant, these internal and relative performance conditions should be combined. Only under exceptional circumstances (substantial change to scope, unexpected change in the competitive context, loss of relevance of a reference index or a comparison group, etc.) is it permissible to modify the performance conditions during the period in question. In this case, these changes are made public following the Board meeting at which they were decided on. In the event of a change to the performance conditions, the alignment of the interests of the shareholders with those of the beneficiaries must be maintained.	
		Provisions specific to stock options and performance shares The Board must ensure that awards are made at the same calendar periods, e.g. after the disclosure of the financial statements for the previous financial year, and should preferably do so each year.	Yes. The Company favors the award of performance shares, as applicable, during the first half of the calendar year.

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		It is necessary to specify periods preceding the disclosure of the annual and interim financial statements, during which the exercise of the stock options is not possible. The Board of Directors must specify these periods and where applicable specify the procedure to be followed by the beneficiaries prior to any exercise of the stock options in order to ensure that they do not hold any information likely to prevent them from exercising these options. With regard to executive senior officers, it is necessary: - to ensure that the awarded stock options and performance shares valued in accordance with the method chosen for the consolidated financial statements represent a proportionate percentage of the aggregate of all compensation, options and shares awarded to them. The Board must specify the percentage of the compensation not to be exceeded by such awards; - to avoid awards from being overly concentrated on executive directors. According to the situation of each company (size, industry, broad or narrow scope of the award, number of Officers, etc.), the Board must define the maximum percentage of options and performance shares that may be awarded to company officers, as compared with the aggregate award approved by the shareholders. The resolution for authorizing the award plan submitted to a vote at the meeting of shareholders must mention this maximum percentage in the form of an award sub-ceiling for company officers; - to remain consistent with the corporation's prior practices for the valuation of the awarded options and performance shares. No discount should be applied upon the award of stock options to company officers.	As per legal provisions on insider trading and recommendations of the Financial Market Authority ("AMF") and the Code, Worldline has set, in the Board's Internal Rules, closed periods during which any person having regular or occasional access to inside information (i.e. leading executives, and some employees who are likely to access to financial information or accounts before its public disclosure) must abstain from dealing in Worldline securities (including the exercise of stock-options, the acquisition or sale of securities). These periods are as follows: - 6 weeks preceding the public disclosure of annual financial results; - 30 days preceding the public disclosure of half-yearly financial results; - 3 weeks preceding the public disclosure of financial information for the 1st and 3rd quarters. As far as the Chief Executive Officer is concerned, the Universal Registration Document specifies the fraction (of the overall number of allocated performance shares) allocated to the Chief Executive Officer during the financial year and prior financial years. Additionally, in line with the recommendations of the Code, the resolution submitted to the Annual General Meeting, concerning the authorization to the Board of Directors to grant performance shares, included an award cap and a sub-cap of the share capital applicable to grants to the Chief Executive Officer. Performance share plan rules and stock option plan rules provide that the beneficiaries cannot engage in hedging transactions over Worldline shares which are being allocated throughout the duration of their employment contract or social mandate. In that context, each Company Executive Officer, on the occasion of the award of performance shares and stock options, took note of the Company's prohibition toward them to engage in any hedging transactions over the shares which are the subject of the award throughout the duration of their social mandate, and formally committed to abide by it.

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		Company officers who are beneficiaries of stock options and/or performance shares must make a formal commitment not to engage in any hedging transactions in respect of their own risks with regard to options, to shares resulting from the exercise of options or to performance shares and to respect this commitment until the end of the share retention period determined by the Board of Directors.	
	26.3.4	Extraordinary compensation of executive officers Only highly specific circumstances may warrant the award of an extraordinary compensation. Justified reasons for the payment of this compensation must be given and the realization of the event that gave rise to the payment must be disclosed.	Yes. At its meeting of February 25, 2025, the Board of Directors, upon the recommendation of the Remuneration Committee, decided to grant exceptional compensation to Pierre-Antoine Vacheron, Chief Executive Officer, in order to take into account the loss of the protections and benefits attached to employee status from which he had benefited in his previous roles (in particular performance share plans, pension schemes and employee status), while at the same time strengthening his alignment with the performance of the Worldline share over a four-year period, in line with the Group's 2026–2029 strategic plan. No multi-year share-based compensation was otherwise granted to him in 2025.
	26.4	Taking up of positions by executive officers	
		Benefits for taking up a position may only be granted to a new executive officer who has come from a company outside the group. The payment of this benefit, which may take a number of different forms, is intended to compensate the director for the loss of the entitlements from which he or she previously benefited. It must be explicitly indicated and the amount must be made public at the time it is determined, including in the event of periodic or deferred payment.	Yes. Pierre-Antoine Vacheron, appointed Chief Executive Officer as of 1 March 2025, did not benefit from any benefits related to his assumption of office.

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	26.5	Departure of company officers	
	26.5.1	General provisions The law gives a major role to shareholders by making these predefined benefits, paid on termination of office as company Officer, subject to their approval. It demands total transparency and makes termination payments conditional upon performance requirements. The performance requirements set out by the Board for these benefits must be assessed over at least two financial years. They must be demanding and may not allow for the indemnification of a director, unless his or her departure is imposed, regardless of the form of this departure. The payment of any termination benefits to a company Officer must be excluded if he or she elects to leave the company in order to hold another position or is assigned to another position within the same group or is entitled to benefit from his or her pension rights The termination payment must not exceed, where applicable, the cap of two years of compensation (fixed and annual variable).	Yes. Marc-Henri Desportes, who served as Chief Executive Officer on an interim basis until February 28, 2025, did not receive any severance payment in connection with the termination of his mandate. Pierre-Antoine Vacheron, Chief Executive Officer since March 1, 2025, is not eligible for this arrangement.
	26.5.2	Rules governing information When a company Officer leaves the company, the financial conditions relating to his or her departure must be set out in detail.	Yes. The details of the financial severance arrangements applicable to Marc-Henri Desportes, who served as Chief Executive Officer on an interim basis until 28 February 2025, are presented in Section E.2 of the 2024 Universal Registration Document. The components of the total remuneration and benefits of any kind paid during the 2025 financial year or granted in respect of the same financial year to Marc-Henri Desportes were approved by the Annual General Meeting held on 5 June 2025.
	26.6	Supplementary pension schemes for company officers	
	26.6.1	General principles	Yes. The defined-contribution pension scheme, based on Article 82 of the French General Tax Code, applicable to the Chief Executive Officer, complies with these principles.

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		The award of a supplementary pension scheme to a company Officer must comply with the principles used to determine compensation as set out in §26.1.2. Except where its purpose is to offset the loss of potential entitlements in respect of which the benefit has already been subject to performance conditions, the award of entitlements or compensation intended to constitute a supplementary pension scheme is subject to such conditions.	
27	Information on company officers' compensation and the policy for awarding stock options and performance shares		
	27	Companies must disclose in their report on corporate governance or, if applicable, in a specific section of their management report, the aggregate compensation and entitlements of all types paid during the financial year to each company officer, as well as the amount of the compensation and entitlements of any type that each of these officers has received during the financial year from group companies. Comprehensive information must be provided to shareholders so that they can have a clear view, not only of the individual compensation paid to company officers, but also of the policy applied by the company in order to determine the compensation.	Yes. Section E.2 of the Universal Registration Document on the compensation of the Company officers, which the report on corporate governance refers to, give a clear view of the compensation policy applicable to the Chairman and to the Chief Executive Officer as well as the compensation received for the past financial year.
	27.1	Ongoing information All of the company officers' compensation components, whether potential or vested, must be publicly disclosed, immediately after the meeting of the Board approving the relevant decisions.	Yes. The Company complies with this recommendation of the Code.
	27.2	Annual information The report on corporate governance must include a chapter, drawn up with the support of the compensation committee, informing shareholders of the compensation received by company officers.	Yes. Section E.2 of the Universal Registration Document on the compensation of the Company officers details the compensation policy applicable to the Chairman and to the Chief Executive Officer as well as the compensation received for the past financial year.

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		This chapter must contain a detailed presentation of the policy used to determine the compensation of the company officers. It is recommended that this should follow the standard presentation (shown in Annex 4) of all the compensation components received by the directors, and include the items listed below:	The Universal Registration Document contains the summary tables recommended by the Code.
		Variable compensation The rules governing the award of the annual variable part. This presentation must indicate the breakdown of the qualitative or quantitative criteria on the basis of which this variable part is determined, their relative importance, the manner in which these criteria have been applied during the financial year and whether the individual targets have been attained. It must also, where necessary, specify if the payment of this variable part is partly deferred and indicate the conditions and methods of this deferred payment.	Yes. The criteria on the basis of which the variable part is determined and the information on the application of the criteria are specified in the section of the Universal Registration Document dedicated to the Company Officers' compensation (Section E.2.2). The overall variable compensation of the Chief Executive Officer depends on the achievement of strictly quantitative criteria.
		Multi-annual variable compensation The rules governing the award of multi-annual variable compensation. It must indicate the qualitative or quantitative criteria on the basis of which this compensation is determined and their respective importance and, when the payment of the multi-annual variable part is made, the manner in which these criteria have been applied.	N/A. The Chief Executive Officer do not receive any variable multiannual compensation other than the multi-annual equity-based variable compensation mentioned in Section E.2 of the Universal Registration Document.
		Policy for awarding stock options A description of the policy for awarding stock options to company officers. In particular, it is necessary to specify the nature of the options (purchase or subscription options), the frequency of the plans, the conditions decided on by the Board for the exercise of the options. A summary table showing all the data relating to current option plans as set out in the report on corporate governance.	Yes. The description of the ongoing plans and the impact of grants of stock-options in terms of dilution are mentioned in the Universal Registration Document (Section A.1). The allocation policy in favour of the previous Company Executive Officers and the standardized tables for stock-options granted during the financial year to the Company Executive Officers appear in Section E.2.3 of the Universal Registration Document.

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		Award of share policy A description of the policy for awarding shares to company officers, the conditions and, if applicable, the criteria defined by the Board of Directors. In the same way as for stock options, a summary table must show all this data and, in particular, the number of performance shares awarded to each company Officer.	Yes. The description of share performance plans, the achievement of performance conditions, the number of performance shares awarded to the Chief Executive Officer and the impact of shares performance awards in terms of dilution are mentioned in Sections E.2 and B.1 of the Universal Registration Document.
		The valuation of stock options and performance shares The valuation of stock options and performance shares awarded to company officers, at the time of the award and in accordance with the method used for consolidated financial statements, and the fraction of the capital awarded to each company Officer must also be indicated.	Yes. The valuation of stock-options and performance shares awarded to the Company officers, in accordance with the method used for the consolidated accounts, is mentioned in the tables of stock-option and performance share plans granted to the Company Executive Officers in Section E.2 of the Universal Registration Document.
		Presentation of compensation compared with preceding financial year A detailed presentation of each company Officer's individual compensation, compared with that of the preceding financial year, and broken down between fixed components and variable components.	Yes. The Universal Registration Document contains the summary charts of the Company officers' compensation, allocations of shares and stock-options (Section E.2) for the current and previous year.
		Directors' compensation The aggregate and individual amount of compensation paid to directors and the rules for allocating this, as well as the rules governing the payment of the compensation awarded, where applicable, to the general management team in respect of corporate offices held in affiliates of the group.	Yes. The Universal Registration Document sets out the amounts paid to each Director in total and individually, as well as the rules for distribution, being specified that the Chairman does not receive Directors' fees. This information is provided in Section E.2 of the Universal Registration Document.
		Pension scheme Information on the pension system. Given the considerable variety of pension schemes, it is necessary to indicate whether company officers benefit from the same pension scheme as the group's senior executives or whether they benefit from a specific pension scheme and to describe the main features of these schemes and in particular their calculation methods.	Yes. This information is presented in the Universal Registration Document (Section E.2).

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		Equity ratio Information on the ratios for measuring the gaps between the compensation of company officers and that of employees of the corporation. Corporations which have no or not many employees in relation to the global workforce in France must take into account a more significant perimeter in relation to the wage bill or the workforce in France of the corporations over which they have exclusive control within the meaning of Article L.233-16 II of the Commercial Code.	Yes. This information is presented in the Universal Registration Document (Section E.2).
28		Implementation of the recommendations	
	28.1	Implementation of the “Comply or Explain” rule Listed corporations referring to this Corporate Governance Code should report in detail in their report on corporate governance, on the implementation of these recommendations and, if applicable, provide an explanation of the reasons why they have deviated from any of them.	Yes. This table on the implementation of the Code is posted on the Company’s website and thus available to all investors. The Company also included in Section E.1 of its Universal Registration Document, which the report on corporate governance refers to, the “Comply or Explain” table stating the recommendation of the Code which are not applied by the Company and the related justifications.