

**ACCOR**

French limited company with a share capital of €789,095,382

Registered office: 82, rue Henri Farman – 92130 Issy-les-Moulineaux

602 036 444 Nanterre Trade and Companies Register

**COMBINED ORDINARY AND EXTRAORDINARY SHAREHOLDERS' MEETING  
OF MAY 20, 2023**

**INFORMATION CONCERNING THE DIRECTORS  
PROPOSED FOR APPOINTMENT OR RENEWAL**

## Renewals of the terms of office of Directors proposed at the Shareholders' Meeting

Upon recommendation of the Appointments & Compensation and CSR Committee<sup>1</sup>, the **fourth to the seventh resolutions** submit for your approval the renewal of Ms. Iris Knobloch, Mr. Sébastien Bazin and Mr. Bruno Pavlovsky as Directors of the Company and the appointment of Ms. Anne-Laure Kiechel as Director of the Company for a statutory period of three years, expiring at the end of the Shareholders' Meeting called to approve the financial statements of fiscal year 2025.

### Renewal of Mr. Sébastien Bazin as Director of the Company (fourth resolution)

Mr. Sébastien Bazin was born in 1961 and is a French national.

After five years holding multiple financial positions in New York, San Francisco and London, he was appointed CEO of Hottinguer Rivaud Finances, an investment bank, in 1990, then CEO of L'Immobilière Hôtelière, a hotel developer in France, in 1992.

In 1997, he joined Colony Capital, a private real estate investment company, to head up its European subsidiary and spearhead several acquisitions, mainly in the hotel sector (Générale des Eaux, Club Méditerranée, Lucien Barrière, Fairmont & Raffles, Buffalo Grill, Château Lascombes, Stadia Consulting and others). He joined Accor's Board of Directors in 2005 and became a shareholder of Paris Saint-Germain in 2006 through Colony Capital and eventually Chairman of the football club in 2009.

In August 2013, he resigned from his position at Colony Capital and was appointed Chairman and Chief Executive Officer of Accor. He is also Vice-Chairman of the Supervisory Board of the Gustave Roussy Foundation. Mr. Sébastien Bazin has a Master's degree in Business Management from Paris-Sorbonne University.

Mr. Sébastien Bazin has been a Company Director since January 9, 2006 (and was previously a member of the Supervisory Board from May 3, 2005) and Chairman and Chief Executive Officer since August 27, 2013. He holds 377,024 Company shares.

Mr. Sébastien Bazin holds the following positions:

POSITIONS HELD
<b>Within Accor Group</b> <ul style="list-style-type: none"><li>• <b>In France</b><ul style="list-style-type: none"><li>• Chairman of Orient Express SAS</li></ul></li><li>• <b>Outside France</b><ul style="list-style-type: none"><li>• Chairman of the Board of Directors of Ennismore Holdings LTD (United Kingdom)</li><li>• Director of Ennismore Lifestyle Group LTD (United Kingdom)</li><li>• Director of AAPC India Hotel Management Private LTD (India)</li></ul></li></ul>
<b>Other positions</b> <ul style="list-style-type: none"><li>• <b>In France</b><ul style="list-style-type: none"><li>• Chairman of the Board of Directors of Accor Acquisition Company (SPAC sponsored by Accor) – listed company</li><li>• Chairman of Bazeo Europe SAS</li><li>• Legal Manager of Bazeo Invest SNC</li><li>• Legal Manager of SARL Rohan</li><li>• Legal Manager of SCI Nina</li><li>• Legal Manager of SCI Haute Roche</li><li>• Legal Manager of SCI Moulin Tuilerie</li></ul></li><li>• <b>Outside France</b><ul style="list-style-type: none"><li>• Director of General Electric (United States) – listed company</li><li>• Director of Sisters Soparfi (Luxembourg)</li></ul></li></ul>
FORMER POSITIONS HELD IN THE PAST FIVE FISCAL YEARS
<b>Within Accor Group</b> <ul style="list-style-type: none"><li>• <b>In France</b><ul style="list-style-type: none"><li>• Director of Adagio SAS</li></ul></li><li>• <b>Outside France</b></li></ul> <p>None</p>

<sup>1</sup> Now, the Appointments & Compensation Committee

**Other positions****• In France**

- Legal Manager of CC Europe Invest
- Chairman of Théâtre du Chatelet

**• Outside France**

- Director of Banyan Tree Holdings Ltd (Singapore)
- Director of H World Group Ltd (ex-Huazhu et exChina Lodging Group) (China) – listed company
- Managing director of Sisters Soparfi (Luxembourg)

Considering his position as an executive officer of Accor, Mr. Sébastien Bazin is not an independent Director in the light of AFEP-MEDEF criteria applied by the Company.

## *Renewal of Ms. Iris Knobloch as Director of the Company (fifth resolution)*

Ms. Iris Knobloch was born in 1963 and is a German national.

Ms. Iris Knobloch is President of the Cannes Film Festival and Chair of the Board of Directors of Deezer. She is also a member of the Board of Directors of Banque Lazard Ltd and Governor of the American Hospital in Paris.

Ms. Iris Knobloch was previously Chair and Chief Executive Officer and a member of the Board of Directors of I2PO, an SPAC (Special Acquisition Purpose Company) dedicated to the entertainment and leisure industry and the first SPAC in Europe to be cofounded and led by a woman. In July 2022, I2PO merged with Deezer, a musical streaming platform, and was renamed Deezer S.A.

Until June 2021, Ms. Iris Knobloch was President of WarnerMedia France, Germany, Benelux, Austria and Switzerland, responsible for developing and implementing WarnerMedia's strategy and coordinating all of the Group's sales and marketing activities in the region. She previously held several managerial positions at Warner Bros and Time Warner in New York, Los Angeles and London.

Before joining WarnerMedia in 1996, Ms. Iris Knobloch began her career as a lawyer at firms specialized in the media in Munich, New York and Los Angeles.

Ms. Iris Knobloch is trilingual in French, German and English. She earned a J.D. degree from Ludwig-Maximilians-Universität Munich in 1987 and an LL.M. degree from New York University in 1992.

She was previously member of the Board of Directors of Axel Springer and LVMH and well as CME Central European Media Enterprises.

In 2008, she was awarded the title of *Chevalier de la Légion d'Honneur*.

Iris Knobloch has been a Company Director since April 25, 2013 and holds 1,009 Company shares.

As Vice-Chair and Senior Independent Director, Ms. Iris Knobloch is a member of all the Board Committees.

Ms. Iris Knobloch holds the following positions:

**POSITIONS HELD****• In France**

- Chairwoman of the Board of Directors of Deezer (ex-I2PO) – listed company

**• Outside France**

- Member of the Board of Directors of Lazard Ltd (Bermuda)

**FORMER POSITIONS HELD IN THE PAST FIVE FISCAL YEARS****Other positions****• In France**

- President of Warner Bros. Entertainment France SAS
- Member of the Board of Directors of LVMH – listed company

**• Outside France**

- Member of the Board of Directors of Axel Springer (Germany)
- Member of the Board of Directors of Central European Media Enterprises (Bermuda)

Ms. Iris Knobloch is an independent Director based on the independence criteria set out in the AFEP-MEDEF Code which the Company applies.

## *Renewal of Mr. Bruno Pavlovsky as Director of the Company (sixth resolution)*

Mr. Bruno Pavlovsky was born in 1962 and is a French national.

Mr. Bruno Pavlovsky is a graduate of the Bordeaux *École supérieure de commerce* and holds an MBA from Harvard Business School. Mr. Bruno Pavlovsky began his career with Deloitte before joining Chanel in 1990. He is currently Chairman of Chanel SAS and Chanel's President of Global Fashion. He is also Chairman of Chanel's Métiers d'Art unit, Chairman of Eres, Chairman of Fédération de la Haute Couture et de la Mode, Chairman of the Comité Colbert's Advocacy and Public Policy Commission, and a Director of Fondation de l'Institut Français de la Mode.

Mr. Bruno Pavlovsky is a *Chevalier de la Légion d'Honneur*.

Mr. Bruno Pavlovsky has been a Company Director since June 30, 2020. He holds 1,500 Company shares.

Mr. Bruno Pavlovsky is Chairman of the Appointments & Compensation Committee and sits on the Audit, Compliance & Risks Committee.

Mr. Pavlovsky holds the following positions:

### POSITIONS HELD

#### **Within the Chanel Group**

##### **• In France**

- Chairman of 19M
- Chairman of ATELIER DE MAY
- Chairman of A.C.T 3
- Chairman of BARRIE France
- Chairman of CHANEL COORDINATION
- Chairman of DEFILUXE
- Chairman of DESRUES
- Chairman of ERES
- Chairman of ÉTABLISSEMENTS BODIN JOYEUX
- Chairman of FILATURES DU PARC
- Chairman of FYMA PRODUCTION
- Chairman of GANT CAUSSE
- Chairman of GOOSSENS PARIS
- Chairman of HUGOTAG ENNOBLISSEMENT
- Chairman of LA FORME
- Chairman of LE CREUSET D'ART
- Chairman of LEMARIE
- Chairman of LES ATELIERS DE VERNEUIL-EN-HALATTE
- Chairman of LES MOULINAGES DE RIOTORD
- Chairman of LESAGES INTÉRIEURS
- Chairman of LESAGE PARIS
- Chairman of MAISON MASSARO
- Chairman of MAISON MICHEL
- Chairman of MANUFACTURES DE MODE
- Chairman of MÉGISSERIE RICHARD
- Chairman of MONTEX
- Chairman of PALOMA
- Chairman of PARAFFECTION
- Chairman of PARTROIS
- Chairman of READY TO CARE
- Legal Manager of SCI JOLIMOY
- Legal Manager of SCI ODACE
- Legal Manager of SCI ONURB
- Legal Manager of SCI PEAU LUXE
- Legal Manager of SCI SAROULEAGAIN
- Legal Manager of SCI SURDESOI
- Chairman of SETTELILLE
- Chairman of TANNERIES HAAS

<ul style="list-style-type: none"> <li>• Chairman of ORLEBAR BROWN France</li> <li>• Chairman of L'ATELIER DES MATIERES</li> <li>• <b>Outside France</b> <ul style="list-style-type: none"> <li>• Director of CHANEL Limited (United Kingdom)</li> <li>• Director of VASTRAKALA EXPORTS PRIVATE LIMITED (India)</li> <li>• <i>Presidente of Consiglio Amministrazione</i> CONCERIA SAMANTA S.p.A. (Italy)</li> <li>• <i>Consigliere delegato</i> of CHANEL COORDINATION S.r.l (Italy)</li> <li>• <i>Consigliere delegato</i> of ROVEDA S.r.l (Italy)</li> <li>• <i>Consigliere delegato</i> of IMMOBILI ROSMINI S.r.l. (Italy)</li> <li>• <i>Presidente Consiglio Amministrazione</i> of MANUFACTURES DE MODE ITALIA S.r.l. (Italy)</li> <li>• Director of BARRIE KNITWEAR LIMITED (United Kingdom)</li> <li>• Director of MAISON MICHEL UK LIMITED (United Kingdom)</li> <li>• <i>Presidente of Consiglio Amministrazione</i> CALZATURIFICIO GENSI GROUP S.R.L. (Italy)</li> <li>• Manager of ERES BELGIQUE SPRL (Belgium)</li> <li>• Director of ERES FASHION UK LIMITED (United Kingdom)</li> <li>• Managing of Director ERES GMBH (Germany)</li> <li>• Director of ERES PARIS S.L. (Spain)</li> <li>• Chairman of ERES U.S INC. (United States)</li> <li>• <i>Presidente Consiglio Amministrazione</i> of CONCERIA GAIERA GIOVANNI S.p.a. (Italy)</li> <li>• <i>Presidente Consiglio Amministrazione</i> of FASHIONART S.p.a. (Italy)</li> <li>• <i>Presidente Consiglio Amministrazione</i> of CELLINI 04 R.E. S.r.l. (Italy)</li> <li>• <i>Presidente Consiglio Amministrazione</i> of NILLAB MANIFATTURE ITALIANE S.p.A (Italy)</li> <li>• <i>Presidente Consiglio Amministrazione</i> of VIMAR 1991 S.r.l. (ex-BIELLA FILATURA S.R.L.) (Italy)</li> <li>• <i>President, Consejero</i> of COLOMER LEATHER GROUP SL (Spain)</li> <li>• <i>Presidente Consiglio Amministrazione</i> of FCL S.R.L. (Italy)</li> <li>• <i>Presidente Consiglio Amministrazione</i> of PAIMA S.r.l. (Italy)</li> <li>• Director of INTERNATIONAL METAL AND JEWELRY Co., Ltd. (Thailand)</li> <li>• Director of GOOSSENS UK Limited (United Kingdom)</li> <li>• Director of ORLEBAR BROWN LIMITED (United Kingdom)</li> <li>• Director of ULTIMATE YARNS &amp; FIBRES Limited (United Kingdom)</li> <li>• Director of ULTIMATE YARNS &amp; FIBRES MONGOLIA LLC (Mongolia)</li> <li>• Director of TSAGAAN YAMAAT CASHMERE LLC (Mongolia)</li> </ul> </li> </ul> <p><b>Outside companies controlled by the Chanel group</b></p> <ul style="list-style-type: none"> <li>• <b>In France</b> <ul style="list-style-type: none"> <li>• Director of RÉMY COINTREAU (listed company)</li> <li>• Legal Manager of N&amp;B SOCIÉTÉ CIVILE</li> <li>• Legal Manager of SCI N&amp;B TERRASSE</li> <li>• Legal Manager of SCI N&amp;B SAINT GEORGES</li> <li>• Legal Manager of SCI N&amp;B BASSUSSARY</li> <li>• Legal Manager of SCI N&amp;B PENTHIEVRE</li> <li>• Legal Manager of SCI N&amp;B JARDIN PUBLIC</li> <li>• Legal Manager of SCI BRUNIC</li> <li>• Legal Manager of SCI N&amp;B Duphot</li> <li>• Legal Manager of SCI MANASO</li> </ul> </li> <li>• <b>Outside France</b></li> </ul> <p>None</p>
<p align="center"><b>FORMER POSITIONS HELD IN THE PAST FIVE FISCAL YEARS</b></p>
<ul style="list-style-type: none"> <li>• <b>In France</b> <ul style="list-style-type: none"> <li>• Chairman of MANUFACTURE DE CUIR GUSTAVE DEGERMANN</li> <li>• Chairman of LMG</li> <li>• Chairman of IDAFA</li> <li>• Legal Manager of Établissements Legeron Clerjeau Tissot</li> </ul> </li> <li>• <b>Outside France</b> <ul style="list-style-type: none"> <li>• Manager of ERES MODA (Turkey)</li> </ul> </li> </ul>

Bruno Pavlovsky is an independent Director based on the independence criteria set out in the AFEP-MEDEF Code which the Company applies.

All information relative to Directors in office at December 31, 2022 can be found in chapter 4 “Corporate Governance Report” of the Company’s 2022 Universal Registration Document.

## *Appointment of Ms. Anne-Laure Kiechel as Director of the Company (seventh resolution)*

Ms. Anne-Laure Kiechel was born in 1975 and is a French national.

Ms. Anne-Laure Kiechel is a graduate of HEC and the University of St. Gallen (Switzerland) and also holds a degree in mathematics. She started her career in 1999 at Lehman Brothers, initially working in capital markets. In 2007, she became Senior Banker in Paris for French companies, advising them on M&A and financing transactions. Then, she joined the investment bank Rothschild & Cie in the financing advisory team, advising companies in France and internationally on capital structure, rating and financing issues. She was appointed as managing partner of Rothschild & Cie in 2014, at which time she dedicated herself to the government advisory business. At the beginning of 2019, Ms. Anne-Laure Kiechel leaves Rothschild to create her independent structure: Global Sovereign Advisory. Ms. Anne-Laure Kiechel was Chairwoman of the Campaign Committee of the Sorbonne University Foundation from 2020 to 2022. She has been a member of the United Nations Committee for Development Policy since 1<sup>st</sup> January 2022.

As of today, Ms. Anne-Laure Kiechel does not own any Company share.

Ms. Anne-Laure Kiechel holds the following positions:

<b>POSITIONS HELD</b>
<ul style="list-style-type: none"><li>• <b>In France</b><ul style="list-style-type: none"><li>• Manager of KIECHEL<sup>2</sup></li><li>• Membre du conseil d’administration de l’association Institut de Relations Internationales et Stratégiques (IRIS)</li></ul></li></ul> <p><b>Outside France</b></p> <p>None</p>
<b>FORMER POSITIONS HELD IN THE PAST FIVE FISCAL YEARS</b>
<p><b>Other positions</b></p> <ul style="list-style-type: none"><li>• <b>In France</b><ul style="list-style-type: none"><li>• Manager of Rotschild &amp; Cie</li><li>• Manager of RCB Partenaires</li></ul></li><li>• <b>Outside France</b></li></ul> <p>None</p>

Ms. Anne-Laure Kiechel is an independent Director based on the independence criteria set out in the AFEP-MEDEF Code which the Company applies.

Therefore, at the end of the General Meeting and subject to approval of the **fourth to seventh resolutions**, the Board of Directors shall include 13 members, of which:

- 11 Directors appointed by the Shareholders’ Meeting, of which 64% are independent, 55% are women and 6 nationalities are represented; and
- 2 Directors representing employees,

in compliance with the legal provisions and recommendations of the AFEP-MEDEF Code.

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<sup>2</sup> Company (whose share capital is fully owned by Ms. Anne-Laure Kiechel) itself chairman of GSA & Co