

ADMINISTRATIVE AND MANAGEMENT BODIES

Composition of the Company's Executive and Supervisory Boards

As of the date of the Universal Registration Document, the Executive Board and supervisory board of the company (the "Supervisory Board") consist of:

Executive Board composition

As of the date of the Universal Registration Document, the Executive Board's composition is as follows:

Name	Corporate office	Main role in the Company	Main role outside the Company	Date of first appointment	End date of corporate office
Laurent LEVY	Chairman, Executive Board	Company Officer	None	05/27/04	Reappointed by the Supervisory Board on March 13, 2020, for a four-year term starting on April 28, 2020 and expiring at the end of the shareholders' meeting called to approve the financial statements for the financial year ending December 31, 2023.
Bart VAN RHIJN	Member of Executive Board	Financial & Administrative Officer	None	05/31/21	Appointed by the Supervisory Board on May 31, 2021, for the duration of the Executive Board's term of office, i.e. until the end of the shareholders' meeting called to approve the financial statements for the financial year ending December 31, 2023.
Anne-Juliette HERMANT	Member of Executive Board	Human Resources Officer	None	07/01/19	Reappointed by the Supervisory Board on March 13, 2020, for a four-year term starting on April 28, 2020 and expiring at the end of the shareholders' meeting called to approve the financial statements for the financial year ending December 31, 2023.

The professional address of Laurent Levy and Anne-Juliette Hermant is the registered office of the Company and Bart Van Rhijn's is the registered office of Nanobiotix Corp.

Supervisory Board composition

As of the date of the Universal Registration Document, the Supervisory Board comprises four members and one observer (*censeur*).

Name	Corporate office	Main role in the Company	Main role outside the Company	Date of first appointment	End date of corporate office
Gary PHILLIPS	Chairman (Independent Member*)	None	Chief Business Officer of Anaveon AG	Nominated by the Supervisory Board held 05/25/2021, ratified by the ordinary shareholders' meeting held 06/23/2022	At the end of the shareholders' meeting held to approve the financial statements of the financial year ended on December 31, 2022
Anne-Marie GRAFFIN	Vice-Chairwoman (Independent Member*)	None	Expert consultant for the pharmaceutical industry	Nominated by the Supervisory Board held 12/18/2013, ratified by the shareholders' meeting held 06/18/2014	At the end of the shareholders' meeting held to approve the financial statements of the financial year ended on December 31, 2023
Alain HERRERA	Independent Member	None	Managing Director of AOC	Nominated by the Supervisory Board held 12/18/2013, ratified by the shareholders' meeting held 06/23/2013	At the end of the shareholders' meeting held to approve the financial statements of the financial year ended on December 31, 2023
Enno SPILLNER	Independent Member*	None	Chief Financial Officer at Formycon AG	06/18/2014	At the end of the shareholders' meeting held to approve the financial statements of the financial year ended on December 31, 2025
Christophe DOUAT	Observer	None	Chief Executive Officer at Medincell	06/14/2017	At the end of the shareholders' meeting held to approve the financial statements of the financial year ended on December 31, 2022

* Within the meaning of the Middledex Code of corporate governance as amended in September 2021.

The addresses of Supervisory Board members and of the observer are as follows:

- Gary PHILLIPS, OrphoMed Inc., 50 Francisco Street, Suite 245, San Francisco, CA 94133, USA;
- Anne-Marie GRAFFIN: registered office of the Company;
- Alain HERRERA, Alain Oncology Consulting (AOC), 77 rue de Vaugirard 75006 Paris, France;
- Enno SPILLNER, registered office of the Company; and
- Christophe DOUAT, Medincell SA, 1 rue Charles Cros, 34830 Jacou, France.

The expertise and management experience of the members of the Executive and Supervisory Boards stems from the various salaried and management positions they previously held.

Observers to the Supervisory Board

The shareholders' meeting may appoint observers or censors ("Observers") to the Supervisory Board. The Supervisory Board may also appoint observers directly, subject to the ratification of the appointment by the next shareholders' meeting.

Observers are appointed for a term of 6 years, ending at the end of the shareholders' meeting called to approve the financial statements for the past financial year and held in the year during which the appointment expires. Observers may be reelected.

The Observers review any questions the Supervisory Board, its Chairman, or the Executive Board may submit to them. They attend the Supervisory Board meetings and take part in the deliberations in a strictly advisory capacity. Their absence does not impact the validity of the Supervisory Board's decisions.

The Observers are convened to Supervisory Board meetings under the same conditions as the Supervisory Board members.

Observers are bound by the same duties and obligations as the members of the Supervisory Board, including a duty of loyalty.

The Supervisory Board may compensate the Observers by deducting their compensation from the global amount of compensation allocated to the Supervisory Board members by the shareholders' meeting.

Other corporate offices

Other current corporate offices outside the Group

As of the date of the Universal Registration Document, the members of the Executive Board exercise the following corporate offices outside the Group:

	Other existing corporate offices	
	Nature of corporate office	Company or Public Institution
Laurent LEVY	Chairman of the Supervisory Board	VALBIOTIS*
Bart VAN RHIJN	Treasurer and Secretary Venture Partner	Slice of Media, Inc. 1414 Ventures
Anne-Juliette HERMANT	Member of the Board of Directors Member of the Scientific Council Member of the Board of Directors	Mines-Telecom Institute Ecole des Ponts Paris Tech ISEP - Ecole d'ingénieurs du numérique

*Listed Company

Members of the Supervisory Board

As of the date of the Universal Registration Document, the Supervisory Board members exercise the following corporate offices outside the Group:

	Other existing corporate offices	
	Nature of corporate office	Company
Gary PHILLIPS (Independent member)*	Chief Business Officer and member of the Executive Committee Member of the Board of Directors Member of the Board of Directors Member of the Board of Directors	Anaveon AG Aldeyra Therapeutics Rheon Medical SA Zyla Life Sciences
Anne-Marie GRAFFIN (Independent Member)*	Member of the Supervisory Board Member of the Board of Directors Managing Director	VALNEVA SE** SARTORIUS STEDIM BIOTECH SA** SMAG CONSULTING

	Member of the Board of Directors	VETOQUINOL SA**
Alain HERRERA (Independent Member)*	Member of the Board of Directors Member of the Board of Directors Member of the Board of Directors Member of the Board of Directors Managing Director Chief Medical Officer & Member of the Board of Directors President Member of the Board of Directors Independent Member of the Board of Directors Managing Director Member of the Board of Directors	IDDI (Belgium) FONDATION ARCAD ISOVOL** PDC' LINE PHARMA AB BIO CONSULTING ONWARD Therapeutics SA Onward Therapeutics France SAS EMERCell ERVACCINE Technologies ALAIN ONCOLOGIE CONSULTING Gustave Roussy Transfert
Enno SPILLNER (Independent Member)**	Chief Financial Officer and member of the Executive Board Member of the Supervisory Board	Formycon AG ** Leon Nanodrugs
Christophe DOUAT (Observer)	Chairman of the Executive Board Member of the Board of Directors	Medincell SA ** CM Biomaterials BV

*Within the meaning of the Middledex Code of corporate governance as amended in September 2021 (see Section 2.1.6.1 of the Universal Registration Document).

**Listed Company.

Corporate offices exercised in the past five years, but which have ceased to date

Members of the Executive Board

Name	Nature of corporate office	Company
Laurent LEVY	None	
Bart VAN RHIJN	Member of Board of Directors Member of Board of Advisors	Stynt, Inc. BlocHealth, Inc.
Anne-Juliette HERMANT	None	

Members of the Supervisory Board

Name	Nature of corporate office	Company
Gary PHILLIPS (Independent Member*)	President, CEO & Member of the Board of Directors Executive Vice President & Chief Strategy Officer Member of the Board of Directors Member of the Board of Directors	OrphoMed, Inc. Mallinckrodt Pharmaceuticals Inotek Pharmaceuticals Envisia Therapeutics
Anne-Marie GRAFFIN (Independent Member*)	Member of the Board of Directors	M2 Care
Alain HERRERA (Independent Member*)	Managing Director	PharmaEngine Europe SARL (in liquidation proceedings)
Enno SPILLNER (Independent Member*)	Financial Officer Member of the Management Board	EVOTEC**
Christophe DOUAT (Observer)	None	

* Within the meaning of the Code of corporate governance as amended by MiddleNext in September 2017 (see section 2.1.6.1 of the Universal Registration Document).

**Listed Company.

Biographies of members of the Supervisory Board

The biographies of the members of the Supervisory Board are as follows:



GARY PHILLIPS – Chairman of the Supervisory Board (independent member)

Nationality: American

Age: 57

Corporate office term: At the end of the general meeting held to approve the financial statements for the financial year ended on December 31, 2022

Committee Member: Member of the audit committee and the appointments and

BIOGRAPHY

Dr. Gary Phillips has served as Chairman of our supervisory board since May 2021. Dr. Phillips has over 30 years of experience in the pharmaceutical and healthcare industries, leading commercial operations, clinical medicine, business strategy and development functions. Dr. Phillips serves as the Chief Business Officer of the Swiss oncology biotech company Anaveon AG. Before joining Anaveon in 2022, he was president and chief executive officer of OrphoMed, Inc. in the United States. Dr. Phillips previously worked with Mallinckrodt Pharmaceuticals, where he had served as Executive Vice President and Chief Strategy Officer and President of their Autoimmune and Rare Diseases business. Prior to that role, he was Head of Global Health & Healthcare Industries at the World Economic Forum, served as President of Reckitt Benckiser Pharmaceuticals North America (now Indivior), and held dual roles as President, U.S. Surgical and Pharmaceuticals and Global Head of Pharmaceuticals at Bausch & Lomb. In addition, Dr. Phillips has served in executive roles at Merck Serono, Novartis, and Wyeth. Dr. Phillips earned a B.A. in Biochemistry *summa cum laude* from the College of Arts and Sciences at the University of Pennsylvania, an MBA from the Wharton School at the University of Pennsylvania, and an M.D. with *Alpha Omega Alpha* distinction from the School of Medicine at the University of Pennsylvania. Dr. Phillips maintains an active medical license and practiced as a general medicine clinician/officer in the U.S. Navy, from which he was honorably discharged as a lieutenant commander.



ANNE-MARIE GRAFFIN – Vice President of the Supervisory Board (independent member)

Nationality: French

Age: 61

Corporate office term: At the end of the general meeting held to approve the financial statements for the financial year ended on December 31, 2023

Committee Member: Chairwoman of the appointments and compensation committee

BIOGRAPHY

Ms. Anne-Marie Graffin has served as a supervisory board member since 2013, as chairwoman of the appointments and compensation committee since 2017 and as Vice Chairwoman of the supervisory board since July 2017. She has over 20 years of experience in life sciences and pharmaceutical companies. She has served as a non-executive board member of Valneva SE (Nantes, FR – Vienna, AT) since 2013 of Sartorius Stedim Biotech SA (Aubagne, FR – Goettingen, Ger) since 2015 and of Vetoquinol SA since September 2022. Ms. Graffin has expertise in both developing market access strategies and driving biotechnology companies' growth. She has been a consultant to the pharmaceutical industry since 2011, developing many initiatives within the innovation and startups fields, connecting biotech and medtech startups with major EU venture capital firms and investors. Previously, she was an executive vice president at Sanofi Pasteur MSD, a European leader in the vaccine field, and acted as a member of the Executive Committee. Prior to working at Sanofi Pasteur MSD, she worked for five years at ROC as international group manager and at URGO Laboratories as brand manager for 3 years. Ms. Graffin graduated from ESSEC Business School Paris.



ALAIN HERRERA – Supervisory Board Member

Nationality: French

Age: 72

Corporate office term: At the end of the general meeting held to approve the financial statements for the financial year ended on December 31, 2023

Committee Member: Member of the appointments and compensation committee

BIOGRAPHY

Dr. Alain Herrera, M.D. has served as a supervisory board member since 2013. Dr. Herrera has more than 25 years of experience in the pharmaceutical industry with a strong focus in oncology drug development and marketing. Dr. Herrera currently works at Alain Oncologie Consulting, an oncology consultancy company he started and at Onward Therapeutics SA as co-founder and CMO. Previously, Dr. Herrera has served as Head of Corporate Development PharmaEngine and Managing Director of PharmaEngine Europe Sarl, as well as the head of the Oncology business at Sanofi-Aventis for 10 years. He also served as Vice President for the Global Oncology Business Strategy and Development from 2007-2008 and Head of the Global Oncology Franchise from 1998-2007. While at Sanofi-Aventis, he contributed to the worldwide registration of Oxaliplatin (Eloxatin®) and Rasburicase (Fasturtec®/Elitek®), as well as the Gastric and Head & Neck indications for Docetaxel (Taxotere®). Prior to Sanofi-Aventis, he served as Chairman of Chiron Therapeutics Europe, Managing Director at Pierre Fabre Oncology Laboratories and Head of the Oncology Platform at Roger Bellon (Rhône Poulenc). He serves as a non-executive board member of Emercell SAS (Montpellier, Fr), ErVaccine SA (Lyon, Fr), Onward Therapeutics SA (Lausanne, Sw), IDDI (Ottignies, Belg), PDC'Line (Liège, Belg). Dr. Herrera has also served as a Hematologist Consultant at Antoine Beclere Hospital until 2019.



ENNO SPILLNER – Member of the Supervisory Board (independent member)

Nationality: German

Age: 53

Corporate office term: At the end of the general meeting held to approve the financial statements for the financial year ended on December 31, 2025

Committee Member: Chairman of the audit committee

BIOGRAPHY

Enno Spillner has served as a Supervisory Board member and chairman of the audit committee since 2014. He has 24 years of experience in the life science industry and currently serves as Chief Financial Officer and Member of the Executive Board at Formycon AG. From July 2016 to March 2023, he served as Chief Financial Officer and Member of the Management Board at German biotech company Evotec SE. From March 2013 until June 2016, he served as Chairman of the Management Board, Chief Executive Officer and Chief Financial Officer of 4SC AG. From September 2005 to March 2013 he acted as Chief Financial Officer of 4SC AG. Enno Spillner started his life science industry career as Head of Finance and Managing Partner of the Munich-based biotech venture fund, BioM AG. He was also Managing Director of two portfolio companies, ACTIPAC Biosystems GmbH and Munich innovative Biomaterials GmbH. Currently he also serves as Member of the Supervisory Board of Leon Nanodrugs GmbH and supports Fox Corporate Finance in his role as Member of the Life Science Advisory Board. Prior to moving into the life science field, he was engaged in the media and marketing industry. Enno Spillner earned his Dipl.-Kaufmann degree (Masters in Business) at the University of Bamberg, Germany.

**CHRISTOPHE DOUAT - Observer****Nationality:** French**Age:** 60**Corporate office term:** At the end of the general meeting held to approve the financial statements for the financial year ended on December 31, 2022**Committee Member:** Member of the audit committee (as an observer)**BIOGRAPHY**

Mr. Christophe Douat serves as a supervisory board observer and is entitled, in this capacity, to attend all meetings of the supervisory board in a non-voting capacity. Mr. Douat previously served as member of the supervisory board from 2011 until 2017 and from 2006 to 2009 when he was the lead investor. He is currently CEO of Medincell (MEDCL, Euronext), a pharmaceutical company that specializes in drug delivery technologies. Mr. Douat worked at the venture capital company Maignon Investissement & Gestion from 2001 to 2009. Mr. Douat is also an alumnus of the Boston Consulting Group. He graduated from École des Mines de Paris, an engineering French “Grande Ecole”, and holds a master’s of science in engineering (U.S.A.) and an MBA (Canada).