A RECURRING REVENUE BASE TO SECURE OUR GROWTH STRATEGY

**EUROPEAN FOOTPRINT**

Recurring activities in 2019: 63%

- Average annual growth since 2007: +30%

**In €m**

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<tbody>
<tr>
<td>Value</td>
<td>30,1</td>
<td>36,2</td>
<td>44,9</td>
<td>54,7</td>
<td>63,3</td>
<td>77,2</td>
<td>95,0</td>
<td>111,5</td>
<td>125,1</td>
<td>191,6</td>
<td>274,5</td>
<td>451,8</td>
<td>€682.2m</td>
</tr>
</tbody>
</table>

2003 Creation Date

- 11,000 personnel
- 6,800 direct employees
- 60,000 call-outs per day

- 13.5% 2019 EBITDA margin
- €1.2m raised at IPO
- +50% CAGR since 2015

*In €m* 2007-2019:

- 30,1
- 36,2
- 44,9
- 54,7
- 63,3
- 77,2
- 95,0
- 111,5
- 125,1
- 191,6
- 274,5
- 451,8
- €682.2m

*In €m* 2003:

- €1.2m raised at IPO

*Since 2003:

- 13.5% Growth
- +50% CAGR

*Creation Date 2003:*

- 11,000 Personnel
- 6,800 Direct Employees

United Kingdom

- Benelux: 18%
- Germany: 64%
- Poland: 9%
- Italy: 5%
- Iberia: 4%
**1 Core Business, 6 Growing Verticals**

We provide one-stop-shop solutions to end-clients, both individuals and enterprises, on behalf of large technology companies.

We accelerate the transition to digital by delivering “last mile” solutions, including connected equipment deployment and assistance.

**6 Verticals**

- **Telecom**
  - 68% of revenue
  - Installation and maintenance of DSL, COAX and FTTx connections

- **Energy**
  - 16% of revenue
  - Installation and maintenance of smart meters, EV chargers and electrical grid connections

- **IoT**
  - 1% of revenue
  - Installation and maintenance of connected devices “ideas incubator”

- **Retail**
  - 2% of revenue
  - Installation and maintenance of point of sales devices

- **Security**
  - 2% of revenue
  - Installation and maintenance of security systems

- **IT**
  - 11% of revenue
  - Installation and maintenance of IT hardware and infrastructure

85% of our business is linked to providing better infrastructure and helping energy transition, as well as energy savings.
THREE LONG-TERM TRENDS FOR SUSTAINABLE GROWTH

ENERGY TRANSITION
- Deployment of smart meters to better predict and control energy consumption
- Installation of EV charging stations to support the development of e-Mobility
- Adaptation of electrical grids to multiple sources of energy, including renewable energy

DIGITAL ECONOMY
- Increasing demand for high speed Internet due to the digital transformation of our working and everyday lives
- Multiplication of screens and simultaneous connections, enriched contents, multiplication of data, social media, remote working...
- Smart city, Industry 4.0, Smart building, autonomous vehicles, IoT...

SEARCH FOR PRODUCTIVITY GAINS
- Increased outsourcing of non-core activities in order to lower cost base
- Consolidation in a fragmented market due to the rationalisation in the number of suppliers (economy of scale / easier to manage) and economic fragility of some players

INCREASING FIELD SERVICES IS REQUIRED TO HELP DEVELOP SUSTAINABLE, RESILIENT AND INCLUSIVE INFRASTRUCTURE
SOLUTIONS 30 is the leading installer of smart meters in Europe. The European Union estimates that energy consumption is reduced by 3% after the installation of a smart meter.

SOLUTIONS 30 provides installation and maintenance services for electric vehicle charging stations. By taking up a strong position in this market, SOLUTIONS 30 will become a key part of electric mobility.

More connected cities will require the roll-out of 5G, a market segment in which SOLUTIONS 30 is well positioned. Better traffic and electricity network management in smart cities could generate $160 billion in savings and help to lower energy bills.
ESG COMMITMENT
A DEDICATED ESG TEAM THAT REPORTS DIRECTLY TO THE BOARD

Solutions30
Group Management Board
Executive Committee

Giovanni Ragusa
Executive Committee Member

Diego Gottardi
Sabrina Citterio

Investor relations

COMPLIANCE TEAM

France
Benelux
Iberia
Germany
Poland

Local ESG focal points
We are consolidating Solution 30’s materiality analysis to prioritize the issues that have the most impact on the economy, society and the environment and that most influence the decision making of our Stakeholders.
PRELIMINARY STAKEHOLDER MAP

- Clients and end customers
- Partners
- Community
- Governance, Regulatory, State
- Employees
- Shareholders
- Suppliers and Subcontractors

Solutions30
Solutions for New Technologies
OUR COMMITMENT TO ESG AlIGNED TO 4 OF THE SUSTAINABLE DEVELOPMENT GOALS

**Sustainable Development Goals**

9. **Industry, Innovation and Infrastructure**
   - **Our Mission:** By making the technological innovations that are changing our everyday lives more accessible to everyone at home and at the office, we are contributing to a more sustainable economy.

8. **Decent Work and Economic Growth**
   - **Our Commitment to Youth Employment:** The strong growth dynamic enables SOLUTIONS 30 to make significant commitments to job creation. The men and women who make up the group drive its success with their everyday work.

4. **Quality Education**
   - **Our Commitment to Training:** To support its growth and constantly incorporate new skills, the group has created a vast training program that allows to hire young people without degrees or undergoing professional retraining, significantly improving employability.

3. **Good Health and Well-being**
   - **Our Commitment to Good Health and Wellbeing:** Solutions 30 always strives for excellence in the safety and security of people and property and has obtained the ISO 45001:2018 (occupational health and safety management systems) certification.

- **11,000** expert technicians
  - European coverage with the largest network of technicians in Europe

- **60,000** daily appointments to help customers install and integrate technologies that reduce their environmental footprint

- **65%** of new employees are under 35 years old

- **1,223** jobs created in 2019 (including replacements)

- **82%** of new employees have learned a new job related to new technology

- **172,029** hours of training provided in 2019

- **90%** of employees trained each year

- **4 days** of training per employee

- **ISO 45001:2018** (health and safety management systems) granted to the group’s French, Italian and Luxembourgish sites

- **ISO 27001:2013** (information security management systems) granted to the group’s head office and its subsidiaries
ISO CERTIFICATIONS:
- 9001
- 45001
- 14001
- 27001

RATINGS:
- ECOVADIS
- GAIA

2018

GLOBAL REPORTING INITIATIVE

RENEWAL OF ALL CERTIFICATIONS AND RATINGS

POLICIES UPDATE / IMPLEMENTATION
- Code of Conduct
- Supplier Code of Conduct
- Human Rights

GOVERNANCE, IDENTIFIED AS A PRIORITY
- Strengthening of the governance structures: adoption of new charters & creation of 3 committees attached to the Supervisory Board.
- Full governance report now available

2019

GRI

2020

FORMAL LAUNCH OF A DEDICATED ESG GLOBAL TEAM
- ESG new targets and plan definition
- Work on “E” and “S” as we did on “G” in 2019
- Engaging with our shareholders ESG teams

DISCLOSURE OF NON-FINANCIAL INFORMATION IN THE 2019 ANNUAL REPORT

POLICIES UPDATE AND DISCLOSURES:
- Environmental
- Data Security
- Human Resources
- Health and Safety

IMPROVEMENTS IN RATINGS
- ISS, MSCI, ECOVADIS, SUSTAINALYTICS, GAIA, VIEGO

2021

RELEASE OF THE FIRST EXTRA-FINANCIAL REPORT AT GROUP LEVEL

- ISS, MSCI, ECOVADIS, SUSTAINALYTICS, GAIA, VIEGO
GOVERNANCE STRUCTURE

SUPERVISORY BOARD
100% independent members

Alexander Sator
Chairman of the Supervisory Board since September 2018

Caroline Tissot
Member of the Supervisory Board since May 2017

Francesco Serafini
Member of the Supervisory Board since May 2017

Paul Raguin
Member of the Supervisory Board since April 2018

Jean-Paul Cottet
Member of the Supervisory Board since April 2018

Yves Kerveillant
Member of the Supervisory Board since April 2019

Strategy Committee
President: J. P. Cottet

Remuneration & Nomination Committee
President: A. Sator

Audit Committee
President: Y. Kerveillant

GROUP MANAGEMENT BOARD

Gianbeppi Fortis,
Chief Executive Officer

Amaury Boilot
Chief Financial Officer

Luc Brusselaers
Chief Revenue Officer

Franck D’Aloia
Chief Operations Officer in charge of transformation

João Martinho
Chief Operations Officer in charge of performance

All charters are available on the web site: www.solutions30.com / Corporate Governance
SHAREHOLDING STRUCTURE

Management 23.6%
Institutions 67.2%
Retail 9.1%

France 54.5%
Continental Europe 31.8%
North America 11.5%
UK & Ireland 1.8%
Rest of World 0.4%

Listed on Euronext Paris - Compartment A
Free float >76%
Total number of shares & voting rights: 107,127,984
Contacts

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diego.gottardi@solutions30.com

Governance & Investors Relations:
nathalie.boumendil@solutions30.com