

ANNUAL GENERAL MEETING

BROCHURE & ADDITIONAL INFORMATION

16

JUNE

2022

10:00 A.M.



Solutions30

Solutions for New Technologies

HEALTH SITUATION

Due to the COVID-19 pandemic, the 2020 and 2021 General Meetings were held without the physical presence of shareholders. Considering that the pandemic appears to be subsiding at the moment, the Solutions 30 Management Board has decided that this year's General Meeting will be held in person.

For shareholders who are unable to attend in person, the Management Board has decided that the General Meeting will be broadcast live by videoconference, and be accessible to all shareholders registered as such on the record date (i.e. June 2, 2022).

Only shareholders present in person will have the opportunity to ask questions live. All other shareholders are asked to submit questions in advance as soon as possible, but no later than June 10, 2022, as indicated below.

NOTICE

This document is intended to provide additional useful information to shareholders prior to the annual General Meeting of Solutions 30 SE (the "Company") on June 16, 2022.

This document must be read in conjunction with other documents made available to shareholders for General Meeting, in particular the notice convening the General Meeting (the "notice of meeting"), which is available on the Company's website.

This document is for informational purposes only and therefore does not constitute a legal document and is not intended to give any opinion or legal advice to readers on how to participate in General Meeting or more generally concerning the Company.

This document does not replace any other relevant documentation.



MESSAGE FROM GIANBEPPI FORTIS

Dear Shareholder,

I am pleased to invite you to the General Meeting of Solutions 30 shareholders which will be held on Thursday, June 16th at 10:00 a.m. at the Hotel le Royal, 12 boulevard Royal in Luxembourg.

After two years of virtual meetings, this General Meeting will be held in person. For shareholders who cannot join us in Luxembourg, the meeting will be broadcast live in two languages (French and English).

This General Meeting is an important opportunity for Solutions 30 shareholders to get information, meet with management, and exchange views, especially when it comes to our Company's earnings, outlook, and achievements.

This brochure presents the resolutions that are submitted for your approval and explains how you can participate and vote. Every vote counts, so I invite you to cast yours. To do so, we have listened to your feedback and set up a digital voting process to facilitate your participation.

At the end of a difficult 2021 due to both the stock market situation and health situation, Solutions 30 is ready to write a new page in its history. All the Solutions 30's teams are ready to deliver on the growth and profitability we expect, and to ensure that the market recognizes the full potential of Solutions 30.

Your support is invaluable to us and, on behalf of all the teams, I want to thank you for it.

Gianbepi Fortis
Chairman of the Management Board and Co-founder

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HOW TO PARTICIPATE IN THE GENERAL MEETING?



1.1. The conditions to be met to participate

Only shareholders who can prove that their shares are registered in their name or in the name of the intermediary registered on their behalf on **2 June 2022**, shall be entitled to attend the General Meeting:

- in the registered share accounts held by the Company,
- or in the bearer share accounts held by the authorised intermediary.

The registration of bearer shares is evidenced by a certificate of participation issued by the authorized intermediary. In order to participate in the General Meeting, this certificate of participation must be sent to Société Générale Securities Services - Service Assemblée Générale - 32 rue du Champ de Tir-CS 30812 - 44312 NANTES Cedex 3 in order to obtain an admission card or be presented on the day of the General Meeting by the shareholder who has not received his/her admission card.

1.2. Possible ways to participate in the General Meeting

Shareholders may participate in the General Meeting by:

- Attending it,
- Voting by post, by mail, or by Internet via the VOTACCESS platform,
- Being represented (proxy vote).

1.3. To attend the General Meeting in person

1.3.1. Request for admission card with the paper form

- If **you hold registered shares**, request your admission card by returning the completed and signed voting form using the prepaid reply envelope enclosed with the convening notice received by post.
- If **you hold bearer shares**, ask your financial institution, which keeps your account to send you an admission card. However, any bearer shareholder who has not received his/her admission card two days before the General Meeting must ask his/her financial intermediary to issue him/her a certificate of participation enabling him/her to prove his status as a shareholder on the fourteenth day at midnight (00:00 a.m.) Luxembourg time before the date of the General Meeting, i.e. on 2 June 2022 (the record date).

1.3.2. Application for admission card by Internet

- If **you hold registered shares** (pure or administered), request your admission card on VOTACCESS via the Sharinbox website: www.sharinbox.societegenerale.com. Once connected, follow the instructions on the screen to access VOTACCESS and request your admission card.
- If **your shares are bearer shares**, contact your account-holding institution to find out whether it is a VOTACCESS member and, if so, whether its access is subject to special conditions of use. If your account-holding institution is a VOTACCESS member, log on to your institution's Internet portal with your usual access codes and follow the instructions on the screen to access VOTACCESS and request your admission card.

1.4. To vote by mail, give a proxy to the Chairman of the General Meeting or be represented at the General Meeting

1.4.1. With the paper form

- If **you hold registered shares**, return the completed and signed voting form using the prepaid reply envelope enclosed with the convening received by post.
- If **you hold bearer shares**, please request the voting form from your account-keeping institution. Once completed, this voting form should be returned to your account-keeping institution, which will send it to Société Générale Securities Services - Service Assemblée Générale - 32 rue du Champ de Tir - CS 30812 - 44308 NANTES Cedex 3.

In order for your duly completed and signed voting form to be validly taken into account, it must be received by Société Générale no later than three days before the General Meeting, i.e. no later than 11:59 p.m. (Luxembourg and Paris time) on 13 June 2022.

Bearer shareholders may request in writing that Société Générale Securities Services - Service Assemblée Générale - 32 rue du Champ de Tir-CS 30812 - 44312 NANTES Cedex 3 send them the said form. Requests received no later than six days before the date of the General Meeting will be granted.

This form must be returned, along with the certificate of participation for bearer shareholders. The postal voting form must be received by Société Générale Securities Services - General Meeting Department - 32 rue du Champ de Tir-CS 30812 - 44312 NANTES Cedex 3 no later than three days before the General Meeting.

1.4.2. By Internet

- If **your shares are registered** (pure or administered), access VOTACCESS directly via the Sharinbox website: www.sharinbox.societegenerale.com. Once connected, follow the instructions on the screen to access VOTACCESS. You can then vote, appoint or revoke a proxy by following the instructions on the screen.
- If **your shares are bearer shares**, contact your account-keeping institution to find out whether it is a VOTACCESS member and, if so, whether this access is subject to special conditions of use.
- If your account-keeping institution is a **VOTACCESS member**, log on to your institution's Internet portal with your usual access codes and follow the instructions on the screen to access VOTACCESS and vote or appoint or revoke a proxy.
- If your account-keeping institution is **not a VOTACCESS member**, notification of the appointment and revocation of a proxy can be made by sending the signed and scanned form electronically, together with a photocopy of both sides of the proxy's identity card and, if applicable, the proxy's certificate of participation, to the following address: investor.relations@solutions30.com. The proxy thus given may be revoked in the same way.

In order for electronically expressed appointments or revocations of mandate to be validly taken into account, confirmations must be received by 3 p.m. (Luxembourg and Paris time) on 13 June 2022 at the latest.

Any shareholder who has already cast a postal vote, sent a proxy or requested an admission card may no longer choose another method of participation in the General Meeting, but may nevertheless sell all or part of his/her shares.

However, if the transfer of ownership occurs before midnight (00:00 a.m.) Luxembourg time on the fourteenth day prior to the date of the General Meeting, on 2 June 2022 (the record date), the Company will invalidate or amend, as the case may be, the vote expressed by correspondence, the proxy, the admission card or the certificate of participation. No transfer of ownership made after the fourteenth day at midnight (00:00 a.m.) Luxembourg time, regardless of the means used, will be notified by the intermediary mentioned in Article L. 211-3 of the French Monetary and Financial Code or taken into consideration by the Company, notwithstanding any agreement to the contrary.

1.5. How to ask questions ahead of the General Meeting?

Shareholders have the right to ask questions regarding items on the agenda of the General Meeting before the General Meeting. To this end, the Company undertakes, as far as possible, on a best efforts basis, to answer these questions on the Company's website (www.solutions30.com).

Questions must be received by the Company before 6:00 p.m. (Luxembourg time) on 10 June 2022.

Questions must be sent in writing by e-mail to investor.relations@solutions30.com with evidence in the form of a clear and precise official confirmation certificate issued by a financial intermediary that the requestor, that must be fully identified with full name and address, is a shareholder of the Company on 2 June 2022 and the aggregate amount of the shareholding entitling such request. As mentioned above, it will not be possible to ask questions live during the General Meeting.

1.6. Addition of agenda items or tabling of alternative resolutions

One or more shareholders holding together at least five (5) percent of the issued share capital of the Company have the right to request that one or more additional items be put on the agenda of the General Meeting and/or table draft resolutions regarding existing or new agenda items. Any such request must be received by the Company no later than the twenty-second (22) day preceding the date of the General Meeting i.e. before 6:00 p.m. (Luxembourg time) on 25 May 2022. The request must be made in writing by e-mail (to investor.relations@solutions30.com) and must include either (a) the text of the new agenda item and a draft corresponding resolution, as well as a background explanation or (b) an alternative resolution for an existing agenda item, with a clear identification of the agenda item concerned, the text of the proposed alternative resolution, and a background explanation. The request must include the name of a contact person and a contact address (e-mail) to enable the Company to confirm receipt within 48 hours. Finally, evidence must be provided in the form of a clear and precise official confirmation certificate issued by a financial intermediary that the requestor(s), that must be fully identified with full name and address, is/are (a) shareholder(s) of the Company on 2 June 2022 (the record date) and the aggregate amount of the shareholding entitling such request.

HOW TO INFORM YOURSELF?

- You will find on our website (www.solutions30.com) the convening notice to this General Meeting, the number of voting rights existing on the date of its publication, all the documents to be presented at the General Meeting, the 2021 Annual Report, the form for voting by post or by proxy, and, if applicable, the items whose inclusion in the agenda is requested by shareholders and the text of the draft resolutions submitted by them.
- For any information concerning the exercise of your shareholder rights for this General Meeting which will not be open to the public, please ask your bank for advice, or send an e-mail to actionnaires@solutions30.com (individual shareholders) or investor.relations@solutions30.com (institutional shareholders).

RESOLUTIONS SUBMITTED FOR APPROVAL AT THE GENERAL MEETING ON JUNE 16, 2022

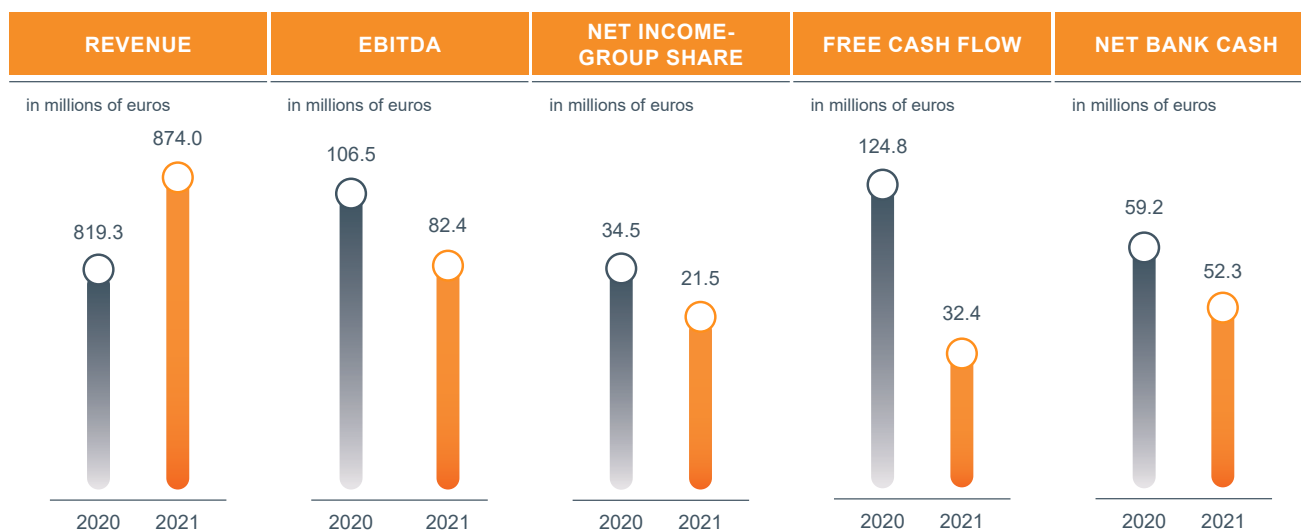
QUORUM AND MAJORITY

The General Meeting will validly deliberate on all resolutions on the agenda regardless of the number of shareholders present and the number of shares represented, and resolutions relating to these agenda items will be adopted by a simple majority of the votes validly cast by shareholders present or represented. Each share carries one voting right.

First resolution The General Meeting, after having reviewed the management report of the Management Board, the report of the approved statutory auditor and the observations of the Supervisory Board, approves the annual accounts for the financial year ended on 31 December 2021, in their entirety, showing a net profit of EURO 13,542,102.39.

Second resolution The General Meeting, after having reviewed the management report of the Management Board, the report of the approved statutory auditor and the observations of the Supervisory Board, approves the consolidated financial statements for the financial year ended on 31 December 2021, in their entirety, showing a consolidated net profit of EURO 22,491,237.00.

These resolutions concerning the approval of the Company and consolidated financial statements are standard resolutions on the agenda of an annual General Meeting and are intended to submit the company's financial statements to shareholders for a vote. The consolidated financial statements and the Company accounts are available on the Company's website.



Comment from the Management Board:

After the disruptions in 2020 caused by the pandemic and successive lockdowns that benefited the telecoms business, particularly in France, 2021 presented a whole different dynamic, with certain activities maturing in France while others were booming in every other country we operate in. All this was compounded by lingering consequences of the COVID-19 pandemic including supply chain disruptions and employees who contracted COVID or were in contact with infected people and could not come to work. As result, in addition to the €13.2 million in non-recurring expenses in 2021, this situation temporarily

impacted our margins, since we had to finance (1) in France, a transition phase and the ramp-up of new high-potential activities, and (2) elsewhere in Europe, the ramp-up of new contracts which involve high costs in the start-up phases but which are absorbed as soon as our processes are stabilized and automated. It is important to understand that we operate in markets that are often new at the national level. In Belgium, for example, the market for deploying ultra-fast Internet is just beginning. The experience gained in other countries, particularly in France, or in related markets such as broadband Internet, helps accelerate the learning

curve, without, however, completely flattening it since each market has its own specificities and rules. Solutions 30 is preparing for a new phase of development in markets that, no matter their maturity, have significant potential for growth and are supported by unprecedented stimulus plans that are channeling public investment into key areas of our business - the digital transformation and energy transition. Over the coming months, the most important challenge will be to seize these growth opportunities throughout Europe and to put the tools, processes, and teams in place to ensure that this growth takes place in the right con-

ditions, just as we did in France between 2015 and 2020. Our teams are ready and confident as we head into this new growth phase, thanks our proven know-how and to the work we've done to improve governance, compliance, and risk management.

Learn more:

- [2021 Annual Financial Report](#)
- [2021 Annual Earnings Press Release](#)
- [2021 Annual Earnings Presentation](#)

Third resolution The General Meeting acknowledges the net profit of EURO 13,542,102.39.

Profit for the year (A)	EURO 13.542.102,39
Results brought forward (B)	EURO 86.192.106,10
Other available reserves (C)	-
Available distributable reserves (D=A+B+C)	EURO 99.734.208,49
Results to be allocated and distributed (A)	EURO 13.542.102,39
Transfer to reserve for treasury shares (G)	-
Allocation to the legal reserve (H)	-
Distribution of a dividend (E)	-
Profit carried forward (F=A-E)	EURO 13.542.102,39
Available distributable reserve after distribution and allocation of result (D-G-H-E)	EURO 99.734.208,49
Basic fixed remuneration of the Supervisory Board members	EURO 121.726,00

This resolution concerns the allocation of the Company's earnings. In accordance with corporate law, Solutions 30 asks its shareholders to vote on the allocation earnings after approval of the annual and consolidated financial statements.

Comment from the Management Board:

Solutions 30 pursues a prudent financial policy that has resulted in a solid balance sheet with low debt levels while interest rates are on the rise. While the market outlook is very favorable in most of the countries where the company operates, Solutions 30 plans to funnel its cash flow to financing its business and growth. Earnings are being reinvested in the company's development, while the replication of our French success is underway throughout Europe.

Fourth resolution The General Meeting decides to grant discharge to the members of the Management Board and the members of the Supervisory Board for the performance of their mandates for the financial year ended on 31 December 2021.

Corporate laws stipulate that after the vote on the Company's annual financial statements, shareholders must be asked to vote on discharging members of the Supervisory Board and the Management Board for the performance of their duties during the past financial year.

Fifth resolution The General Meeting decides to ratify the co-optation of Mrs. Pascale MOURVILLIER, as new member of the Supervisory Board of the Company further to the retirement of Mr. Paul RAGUIN, with her mandate to terminate at the annual general meeting called to approve the annual accounts for the financial year ending on 31 December 2024.

Sixth resolution The General Meeting decides to appoint Mr. Thomas KREMER, as new member of the Supervisory Board of the Company for a period of four years ending at the date of the annual general meeting called to approve the annual accounts for the financial year ending on 31 December 2025.

These two resolutions aim to strengthen the Company's governance (i) by ratifying the cooptation of a new independent member to the Supervisory Board and (ii) by approving the nomination of a new independent member to the Supervisory Board.

Pascale Mourvillier was nominated as a member of the Supervisory Board at the Supervisory Board meeting of December 10, 2021, replacing Paul Raguin, 80 years old, who has chosen to retire. Subject to her nomination being ratified at this General Meeting, her term of office will expire at the General Meeting called to approve the financial statements for the year ending on December 31, 2024.

Pascale Mourvillier, 62 years old, began her career in auditing at Arthur Andersen. She then specialized in IFRS at the Compagnie Nationale des Commissaires aux Comptes (CNCC) and worked as a technical advisor at Acteo. In 2005, she joined Suez as head of the IFRS expertise division and for 10 years she helped the group carry out numerous strategic transactions. Since 2014, she has been working as an independent financial reporting consultant for numerous mid-caps and large corporations. She has been a member of

the accounting commission at SFAF since 2004.

It is proposed that the shareholders of Solutions 30 nominate Thomas Kremer as a member of the Supervisory Board.

Thomas Kremer, 64 years old, graduated from the University of Bonn in 1994 with a doctorate in law. At the beginning of his career, Thomas Kramer joined the legal department of ThyssenKrupp AG before becoming its general counsel in 2003 and being put in charge of implementing their compliance program. He was named Chief Compliance Officer in 2007. In 2009, he took over the management of the company's legal & compliance expertise center. In 2012, he joined Deutsche Telekom AG as a member of the executive board and was responsible for data privacy, legal affairs, compliance, internal auditing, and risk management. Between January 2014 and March 2015, he served as interim human resources director in parallel with his duties. From May 2015 until his retirement in March 2020, he was also a member of the supervisory board of T-Systems International GmbH, and sat on the safety and human resources subcommittees. In addition to his operational duties, Thomas Kremer was a member of the German government's commission on corporate governance (Deutscher Corporate Governance Kodex, or DCGK). He was also president of the association for network security called "Deutschland sicher im Netz." Dr. Thomas Kramer is currently a lecturer at the University of Bonn in business law and corporate governance. He also continues to practice law.

Comment from the Supervisory Board:

For several years now, Solutions 30 has been engaged in a process to improve its organization, notably by strengthening its governance. The Supervisory Board, on the proposal of the Nominations and Remunerations Committee, selected Pascale Mourvillier and Thomas Kremer in accordance with the commitments made to shareholders to strengthen the diversity and skills of the Supervisory Board, in particular with regard to auditing, compliance, and corporate social responsibility.

Supervisory Board Competence Matrix:

Member of the Supervisory Board	Experience				Expertise				
	Business Sectors	International	Cus-tomers	General Manage-ment	Audit & Finance	Organization & HR	ESG	Legal & Compliance	Marketing & Sales
Alexander Sator	✓	✓	✓	✓					✓
Francesco Serafini	✓	✓	✓	✓		✓			✓
Caroline Tissot	✓	✓	✓	✓	✓	✓	✓		
Jean Paul Cottet	✓	✓	✓	✓		✓		✓	✓
Yves Kerveillant	✓	✓			✓			✓	
Pascale Mourvillier	✓	✓			✓		✓	✓	
Thomas Kremer	✓	✓	✓	✓	✓	✓	✓	✓	

Definitions :

Business Sectors: experience with the business sectors the group operates in, i.e. energy, telecoms, IT, retail, and security.

International: experience with international groups or outside their country of origin.

Customers: experience working for or with the group's major customers.

General Management: experience with executive management in an international or high-growth setting, or in relation to starting and growing companies.

Audit & Finance: expertise or experience in corporate finance, audit and oversight procedures, risk management and insurance, accounting, mergers and acquisitions, or the banking sector.

Organization and HR: expertise in the human resources sector, in structuring high-growth companies, or in transforming high-growth companies.

ESG: expertise or experience in the social, environmental, and corporate governance sectors.

Legal & Compliance: experience or expertise in law and compliance.

Marketing & Sales: expertise or experience in marketing and sales.

Assessment of the independence of Supervisory Board members:

During its meeting on April 27, 2021, the Supervisory Board, having analyzed the assessment made by the Nominations and Remunerations Committee, confirmed that the six current members of the Supervisory

Board and Thomas Kremer are independent with regard to the criteria listed in the AFEP-MEDEF Code that Solutions 30 adheres to.

Review for fiscal year 2021	Alexander Sator	Caroline Tissot	Francesco Serafini	Jean Paul Cottet	Yves Kerveillant	Pascale Mourvillier	Thomas Kremer
Criterion 1: Employee or executive officer within the previous 5 years	✓	✓	✓	✓	✓	✓	✓
Criterion 2: Cross-directorships	✓	✓	✓	✓	✓	✓	✓
Criterion 3: Significant business relationships	✓	✓	✓	✓	✓	✓	✓
Criterion 4: Family ties	✓	✓	✓	✓	✓	✓	✓
Criterion 5: Auditor	✓	✓	✓	✓	✓	✓	✓
Criterion 6: Term of office exceeding 12 years	✓	✓	✓	✓	✓	✓	✓
Criterion 7: Status of non-executive officer	✓	✓	✓	✓	✓	✓	✓
Criterion 8: Status of major shareholder	✓	✓	✓	✓	✓	✓	✓

Seventh resolution Further to the end of the term of the mandate of the current approved statutory auditor, the General Meeting decides to re-appoint PKF Audit & Conseil S.à r.l., with registered address situated at 37, rue d'Anvers, L-1130 Luxembourg and registered with the Luxembourg Register of Commerce and Companies under identification number B 222.994 as approved statutory auditor of the Company until the annual general meeting resolving on the approval of the annual accounts for the financial year ending on 31 December 2022

The purpose of this resolution is to renew the mandate of Solutions 30's statutory auditor. The statutory auditor is appointed for a period of one year and such appointment is subject to a vote by the shareholders.

Eight resolution Considering the material amendments of the remuneration policy, as approved by the annual general meeting of shareholders held on 26 June 2020, the General Meeting decides by an advisory vote to approve the amended remuneration policy of the Company for a period of four (4) years in compliance with the Shareholders Rights Law (as defined below).

The purpose of this resolution is to submit to a advisory vote of the shareholders the company's revised remuneration policy. The revised policy includes a new method for remunerating Supervisory Board members that is more aligned with market standards and practices. The revised remuneration policy is

available on the Solutions 30 website, under Investor Relations > General Meeting.

Comment from the Supervisory Board:

In line with the recommendations of the AFEP-MEDEF Code and its charter, the Supervisory Board reviews its operations and the operations of its committees. In this context, we commissioned a study to evaluate the remuneration of Supervisory Board members compared to market standards. This study revealed that the current remuneration of Supervisory Board members is significantly lower than that of comparable companies.

As a result, the Supervisory Board wants to reassess the remuneration structure of its members. The amounts of members' remuneration were defined on the basis of benchmarking done by a third party, a summary of which is available below. The purpose of the revised remuneration policy is to:

1. Attract new skills to contribute to the missions and work of the Supervisory Board. In particular, the Supervisory Board wants to continue to strengthen its expertise in compliance, risk management, and corporate responsibility, and to open up even further to members of various nationalities with international experience in markets where Solutions 30 has strong potential for growth.
2. Consider the responsibilities of each person with a differentiated remuneration for the chairs and members of the Supervisory Board and its Committees.

- Reward members for attending Supervisory Board and Committee meetings by proposing a remuneration structure based on effective attendance at meetings.
- Set a maximum remuneration envelope of €407,000.

The conclusion of the benchmarking is shown in the four graphs below. They show how Solutions 30

compares to a sample of companies in terms of revenue, number of employees, and supervisory board remuneration. The calculation of Supervisory Board remuneration is based on the composition of the Supervisory Board as of January 22, 2022, and on six Supervisory Board meetings, four Audit Committee meetings, two Nominations and Remunerations Committee meetings, and three Strategy Committee meetings.



Solutions 30 is ahead of its peers in terms of revenue and employees. In light of these factors, the

remuneration proposal we are submitting to the shareholders' advisory vote appears reasonable.

Sample (defined in accordance with the Company's characteristics, particularly in terms of business sectors, size, and geographical footprint):

Name	GICS	Source	Country listing	Country HQ
Quadient SA	45202030	S30LTI	France	France
Instalco AB	20103010	S30LTI	Sweden	Sweden
Global Dominion SA	45102010	S30LTI	Spain	Spain
Aubay	45102010	ICS Peer	France	France
Groupe Open	45102010	ICS Peer	France	France
SII SA	45102010	ICS Peer	France	France
ESI Group	45103010	IHS Peer	France	France
Cegedim	35103010	IHS Peer	France	France
NCC Group	45102010	IHS Peer	UK	UK
BATM Advanced Communications	45201020	IHS Peer	UK	Israel
GFT Technologies	45102010	IHS Peer	Germany	Germany
Q.Beyond AG	50101010	IHS Peer	Germany	Germany

Ninth resolution The General Meeting decides by an advisory vote to approve the Remuneration Report of the Company for the financial year 2021.

The Company's remuneration report is available in section 3.4 of Solutions 30's 2021 Annual Report. It is put to advisory vote by shareholders for approval. The remuneration of Supervisory Board and Management Board members is in accordance with the poli-

cy on remuneration for members of the Supervisory Board and the Management Board adopted by the Supervisory Board on 27 April 2020, as proposed by the Nominations and Remunerations Committee.

Tenth resolution Based on the third resolution, allocating a total amount of remuneration for the Supervisory Board in relation to the financial year 2021 of EURO 121,726.00, the General Meeting approves the following annual fees per member of the Supervisory Board in relation to the financial year 2021:

Remuneration (fees in en Euro)

Alexander SATOR, Chairman of the Supervisory Board	40,000.00
Caroline TISSOT, Member of the Supervisory Board	15,000.00
Francesco SERAFINI, Member of the Supervisory Board	20,000.00
Paul RAGUIN, Member of the Supervisory Board	14,178.00
Jean Paul COTTET, Member of the Supervisory Board	16,000.00
Yves KERVEILLANT, Member of the Supervisory Board	16,000.00
Pascale MOURVILLIER, Member of the Supervisory Board	548.00
Total	121,726.00

The 2021 remuneration of Supervisory Board and Management Board members, as submitted to shareholders for a vote, is in accordance with the policy on remuneration for members of the Supervisory Board and the Management Board adopted by the Supervisory Board on April 27, 2020, as proposed by the Nominations and Remunerations Committee. Changes

in the remuneration of Supervisory Board members between 2020 and 2021 are linked to the seniority of its members (see section 3.4.2 of the 2021 Annual Report). It should be noted that the remuneration of Paul Raguin and Pascale Mourvillier was prorated for the duration of their respective terms of office in 2021.

Eleventh resolution Based on the third resolution, allocating a total amount of remuneration for the Supervisory Board in relation to the financial year 2021 of EURO 121,726.00, the General Meeting approves an additional extraordinary remuneration in an aggregate amount of EURO 250,000.00 to be allocated to the Supervisory Board members pursuant to the exceptional additional workload performed due to, and in the context of, the stock exchange attacks the Company went through.

The purpose of this resolution is to submit to a vote of the shareholders the allocation of additional remuneration for Supervisory Board members, to compensate them for the workload and the exceptional implication of its members in countering the stock market attacks suffered by the Company.

Comment from the Supervisory Board:

The Supervisory Board reminds that it initiated an independent investigation to carry out an audit of the

group in response to allegations made against the Company by an anonymous report and certain hedge funds. These independent experts were tasked with undertaking an investigation into the group's compliance and reputation in regard to the accusations made against the Company and to enable it to take action if necessary. To supervise this mission, and monitor and control the consequences of the smear campaign, the Supervisory Board set up an "ad hoc Committee" and a "Joint Review Committee" composed of members of the Ad Hoc Committee and

three representatives of the management team. These committees met in addition to other needed working meetings on an almost daily basis to respond to requests from experts. The Joint Review Committee met 23 times in addition to the 17 Supervisory Board meetings, the three Nominations and Remunerations Committee meetings, and the six Audit Com-

mittee meetings, for a total of 49 meetings in 2021, compared to 17 meetings in 2020. It is in the context of this exceptional workload and considering the fact that their remuneration is below market standards, that the Supervisory Board requests the allocation of an exceptional envelope of €250,000, which will be distributed equitably among its members.

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