



# 2022 GENERAL MEETING

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16 June 2022

**Solutions30**

Solutions for New Technologies

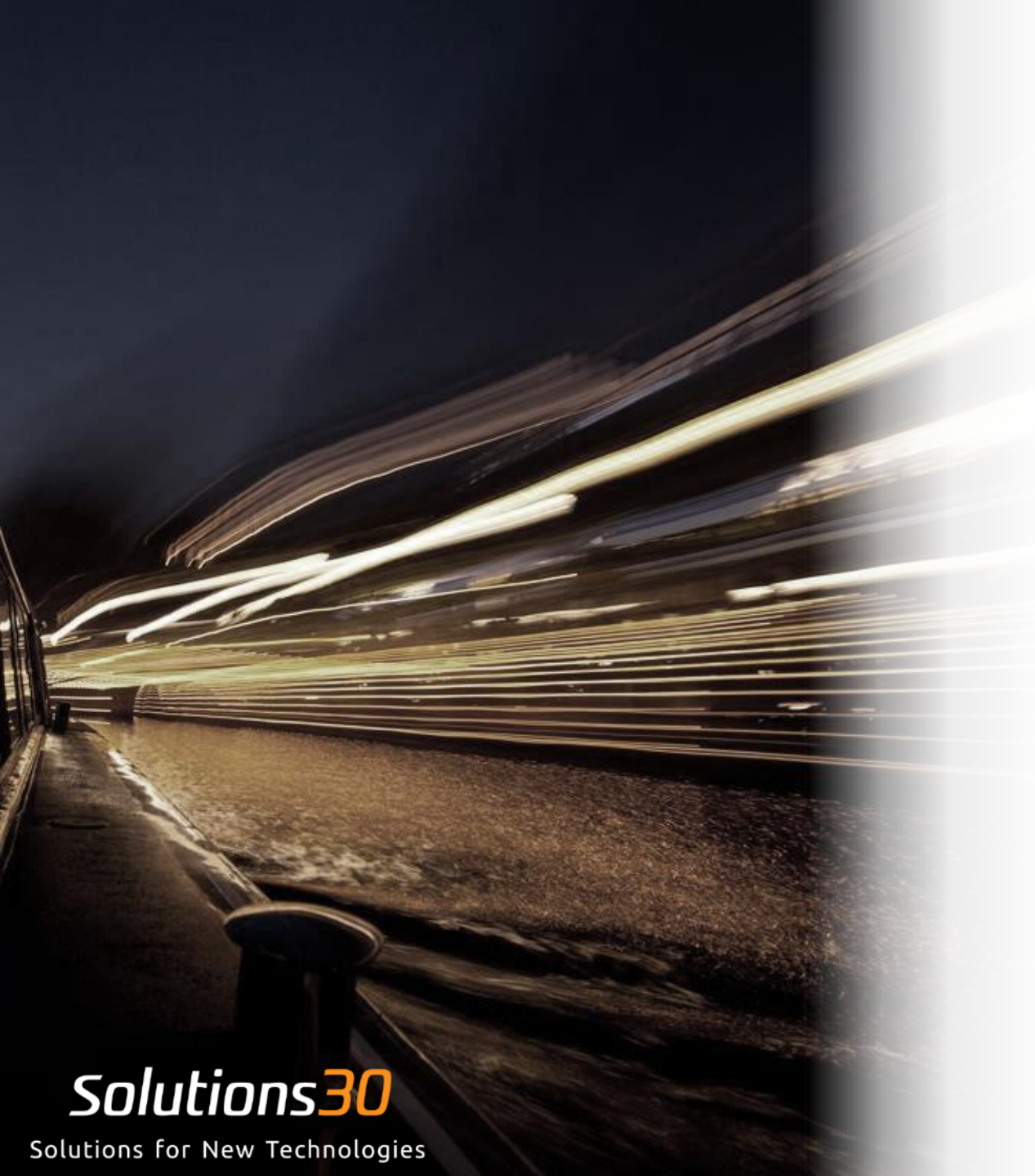
# DISCLAIMER



This presentation, the presentation materials and discussion may contain certain forecasts, projections and forward-looking statements – that is statements related to future, not past, events – in relation to, or in respect of, the financial condition, operations or businesses of Solutions 30 SE.

Any such statements involve risk and uncertainty because they relate to future events and circumstances. There are many factors that could cause actual results or developments to differ materially from those expressed or implied by any such forward looking statements, including, but not limited to, matters of a political, economic, business, competitive or reputational nature. Nothing in this presentation, the presentation materials and discussion should be construed as a profit estimate or profit forecast.

Solutions 30 SE does not undertake any obligation to update or revise any forward-looking statement to reflect any change in circumstances or expectations.



# FORMALITIES

Pierre-Alexandre Degehet, Attorney at law

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# COVID 19 + FORMALITIES



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 General Meeting is broadcast live by videoconference.

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

# QUORUM AND MAJORITY



In accordance with the law on commercial companies and the articles of association of Solutions 30:  
no quorum is required for an annual general meeting.

The resolutions on the agenda of this General Meeting shall be adopted by a simple majority of the votes validly cast.

Each share gives the right to one vote.



# FORMALITIES AND PUBLICATIONS



The documents relating to the regularity of the convening of the shareholders have been filed with the office of the General Meeting.

The documents and the information provided for by law and the articles of association of the Company were made available to the shareholders under the conditions and within the time limits provided for by the articles of association of the Company and by the regulations in force.

In this respect, the convening notice to the General Meeting was published as follows:

- Electronic Gazette (RESA) and Tageblatt: 17 May 2022
- Website of the Company: 17 May 2022

The notice to the General Meeting was sent to the shareholders by registered letters on 17 May 2022.

The publications required by law as well as a copy of the letter addressed to the shareholders on behalf of the Company have been filed with the office of the General Meeting.

The certificates of ownership as at the record date, the proxies and the voting forms are filed with the office of the General Meeting..

# AGENDA



1. Presentation of (i) the management report and consolidated management report of the management board of the Company (the Management Board), (ii) the report of the approved statutory auditor on the annual accounts and on the consolidated financial statements of the Company for the financial year ended on 31 December 2021, (iii) and the observations of the supervisory board of the Company (the Supervisory Board)
2. Approval of the annual accounts of the Company for the financial year ended on 31 December 2021
3. Approval of the consolidated financial statements for the financial year ended on 31 December 2021
4. Allocation of result
5. Discharge to the members of the Management Board and Supervisory Board
6. Ratification of the co-optation of Mrs. Pascale MOURVILLIER as new member of the Supervisory Board
7. Appointment of the new member of the Supervisory Board
8. Approval of the re-appointment of PKF Audit & Conseil S.à r.l. as approved statutory auditor until the annual general meeting resolving on the approval of the annual accounts for the financial year ending on 31 December 2022
9. Submission of the revised remuneration policy for advisory
10. Submission of the remuneration report for advisory
11. Approval of 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.



# 2021 SNAPSHOT

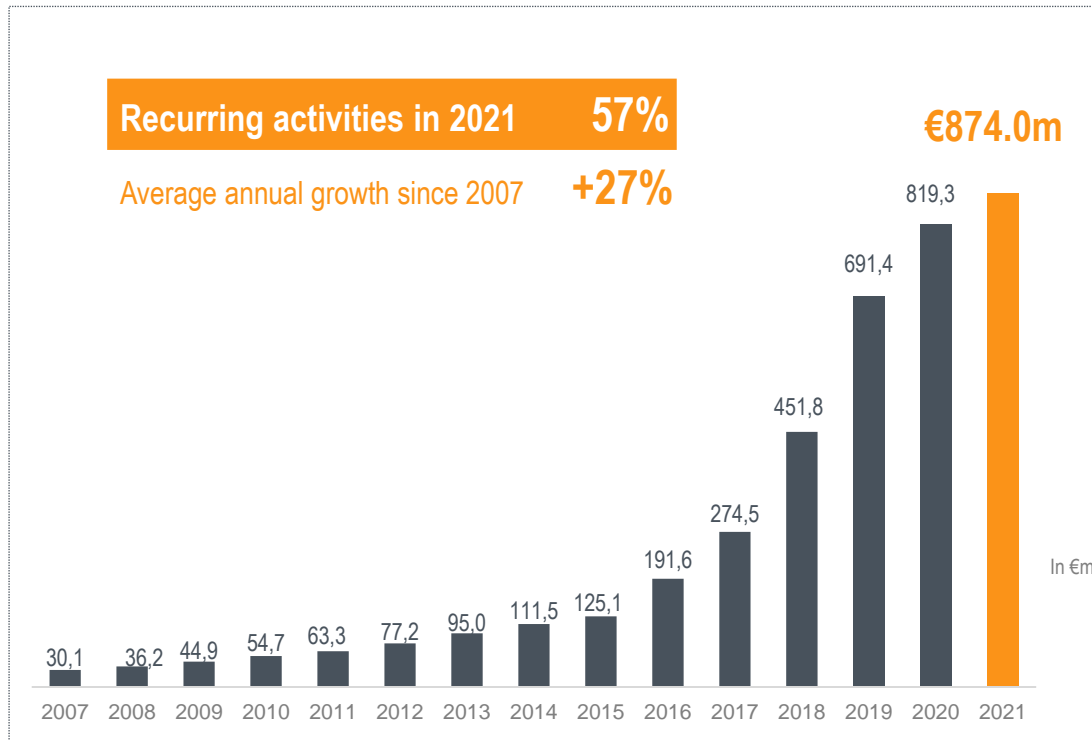
Gianbeppi Fortis  
Chief Executive Officer

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# A HISTORY OF HIGH GROWTH



15,000 personnel



75,000  
call-outs per day



**+40%**  
CAGR since 2015



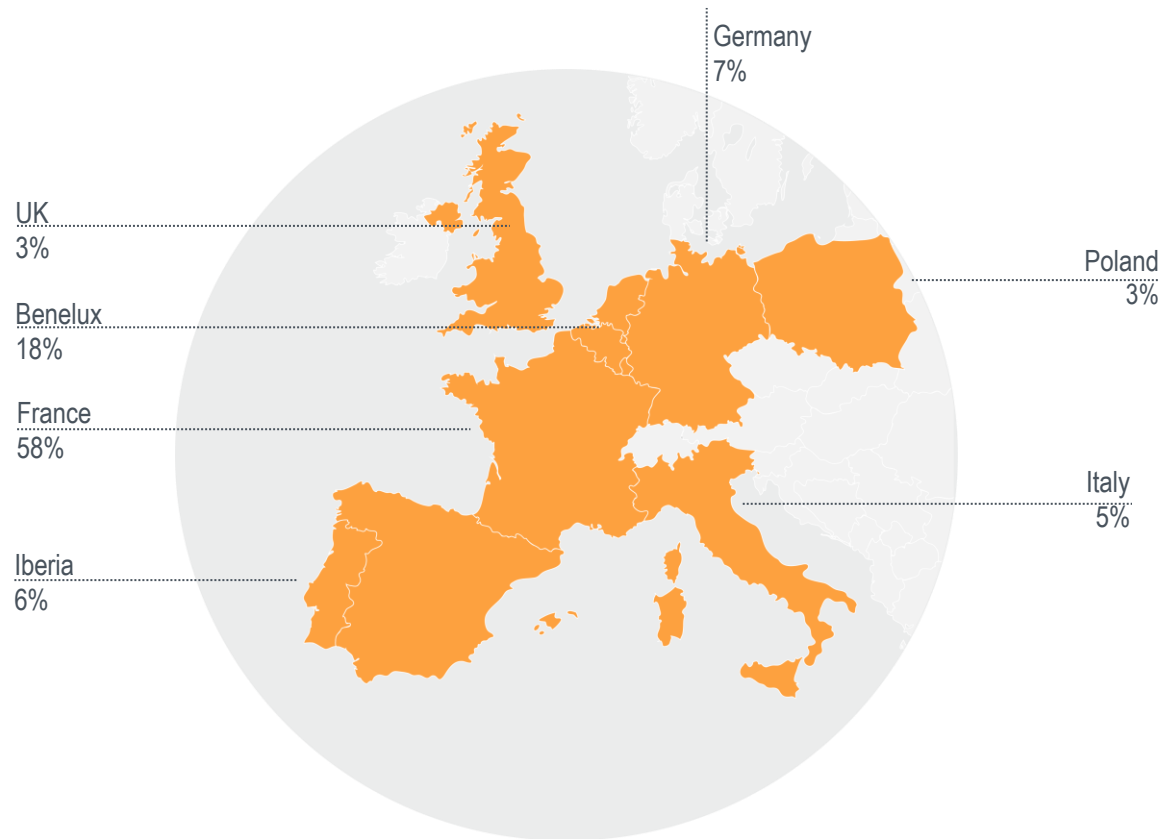
**9.4%**  
2021 EBITDA  
margin



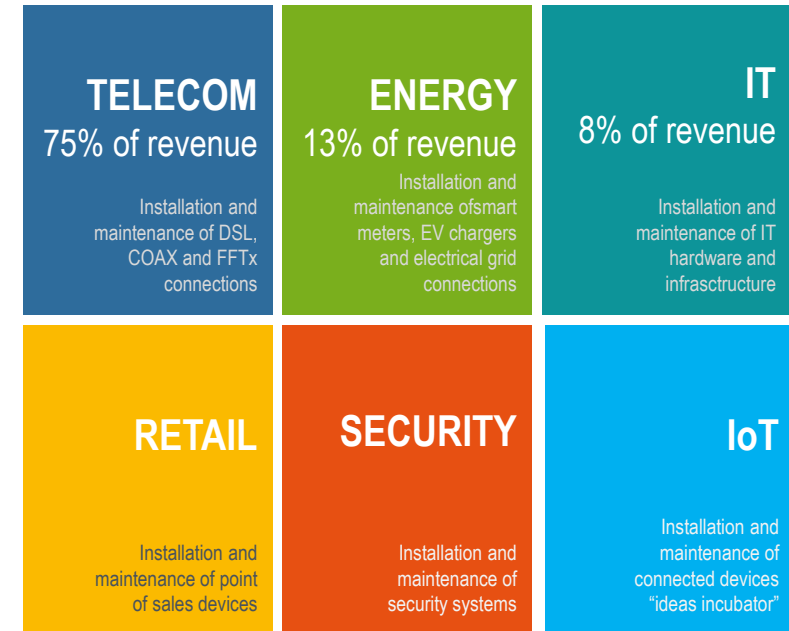
**2003**  
Creation Date

# THE EUROPEAN LEADER IN LAST DIGITAL MILE SERVICES

## A EUROPEAN FOOTPRINT



## 6 VERTICALS



# 2021 AT A GLANCE

## FRANCE

- Driver of the group's historic growth: strong commercial and financial foundations, recognized expertise
- Maturity of the French fixed telecoms market:
  - Construction of the FTTH network is nearing completion (8% of 2021 consolidated revenue)
  - Subscriber connections are stabilizing at high levels
  - Maintenance of installations is increasing
- Growth in new markets is slowing:
  - Supply chain issues
  - Fifth wave of COVID
- ➔ **Temporary impact on revenue and margins**
- ➔ **Operational transition to new markets underway**

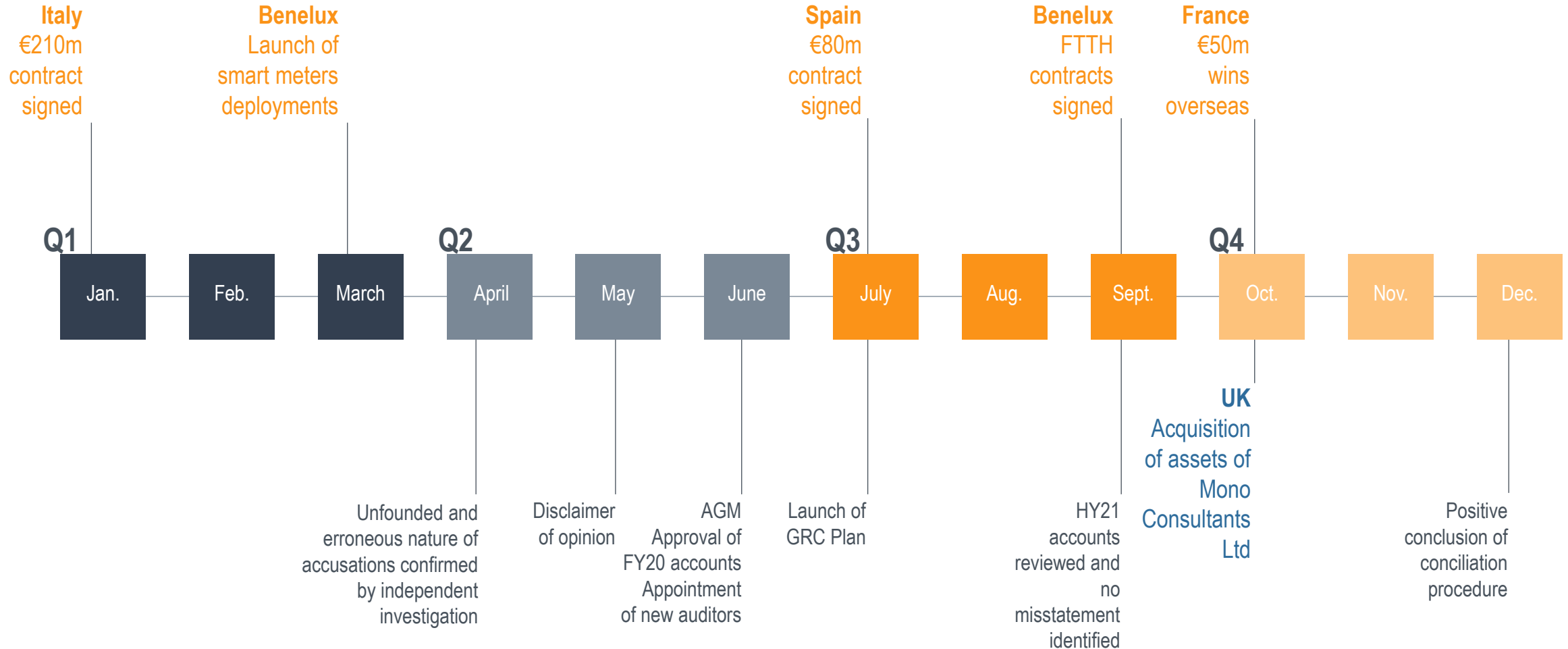
## BENELUX

- The company's 2nd market to have reached €100 million in revenue
- Booming markets are offsetting the impact of the pandemic
- Ramp-up of new contracts in the energy and telecommunications sectors
- Revenue is growing strongly, although ramp-ups are having a temporary impact on margins
- ➔ **Capture and execute growth while maintaining double-digit margins**

## OTHER COUNTRIES

- High-potential, fast-growing markets
- Focus on the Telecoms and Energy portfolios
- The ramp-up of new contracts in countries where critical size has not yet been reached is impacting margins
- Adapting organizations to cope with anticipated growth
- ➔ **Focus on growth to consolidate the group's positioning before improving margins**

# 2021 KEY FACTS





# 2021, A YEAR OF TRANSITION

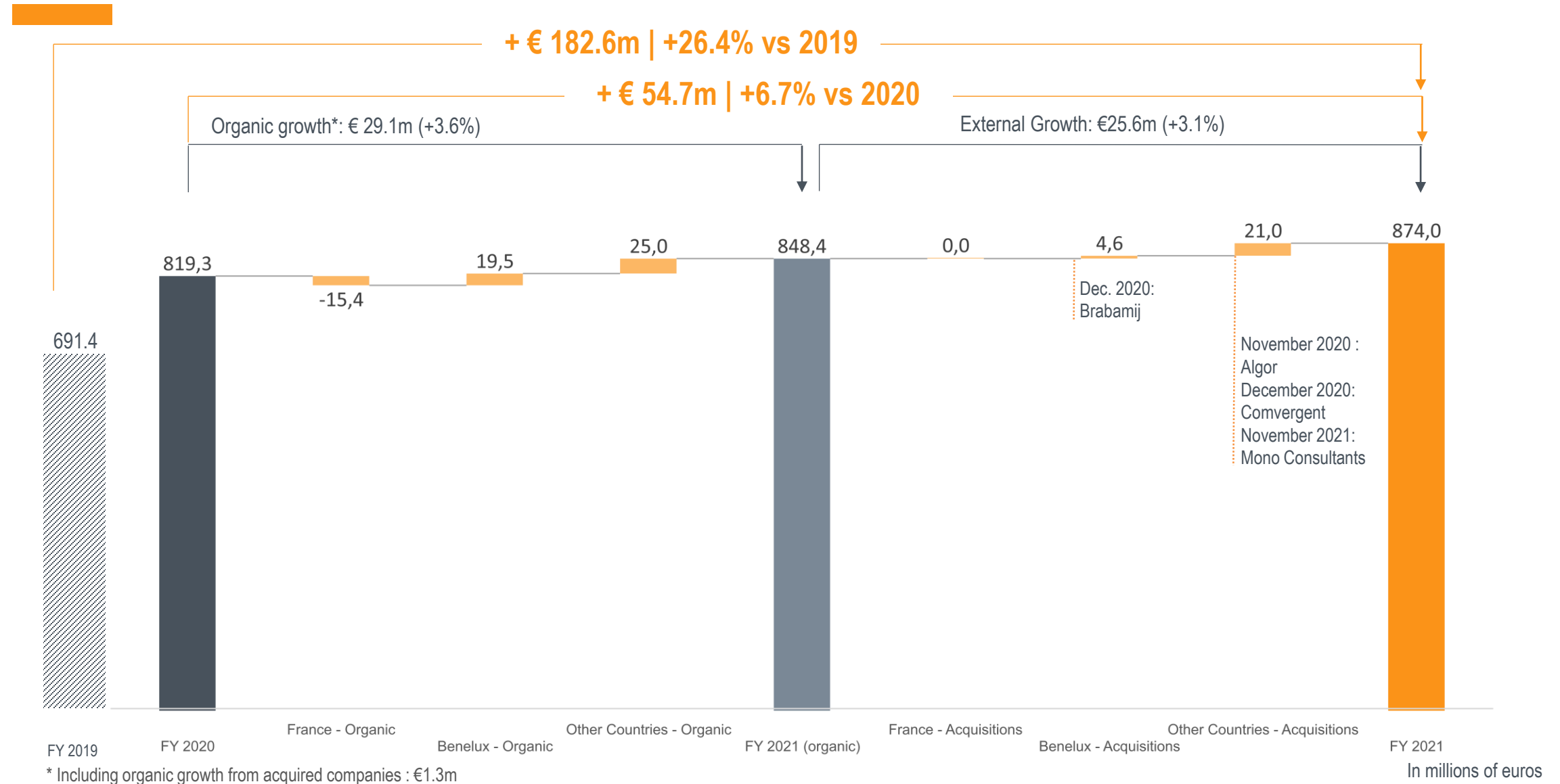
Amaury Boilot  
Chief Financial Officer

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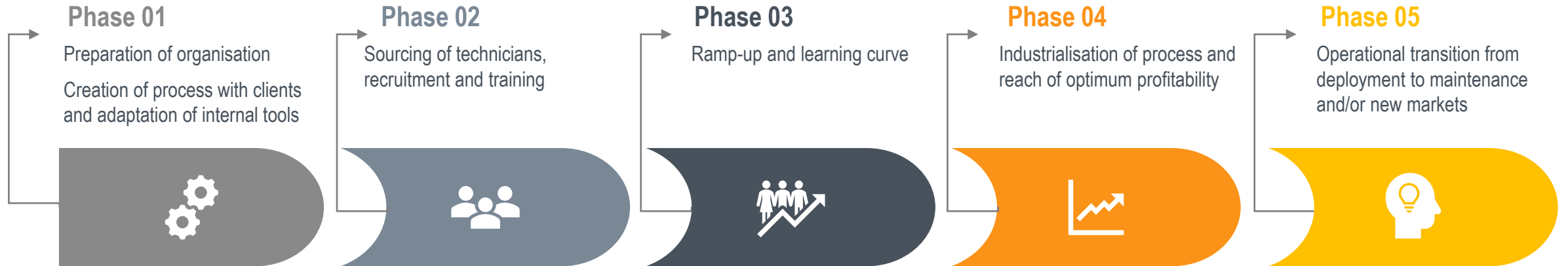
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# FY2021 REVENUE: +6.7% (+3.6% organic)



# RAMP-UPS OF NEW CONTRACTS



FTTH					
Mobile - 5G					
Smart-Meters					
EVC & Solar					

Experience in France accelerates the shift to industrialization of process

# ADJUSTED EBITDA MARGIN OF 9.4%

€ millions	FY 2021	FY 2020	Change
Revenue	874.0	819.3	+6.7%
Operational costs	710.3	632.3	+12.3%
As % of turnover	81.3%	77.2%	5.3%
Central org. costs	81.3	80.4	+1.1%
As % of turnover	9.3%	9.8%	
Adjusted EBITDA <sup>(1)</sup>	82.4	106.5	-22.7%
As % of revenue	9.4%	13.0%	
Operational depreciation	-41.5	-45.7	-9.0%
As % of revenue	-4.8%	-5.6%	
Adjusted EBIT <sup>(1)</sup>	40.8	60.9	-32.9%
As % of revenue	4.7%	7.4%	

## Pressure on margins and decline in EBITDA due to:

- Lower absorption of fixed costs by lower revenue in France
- Change in the geographical mix

## And additional temporary items:

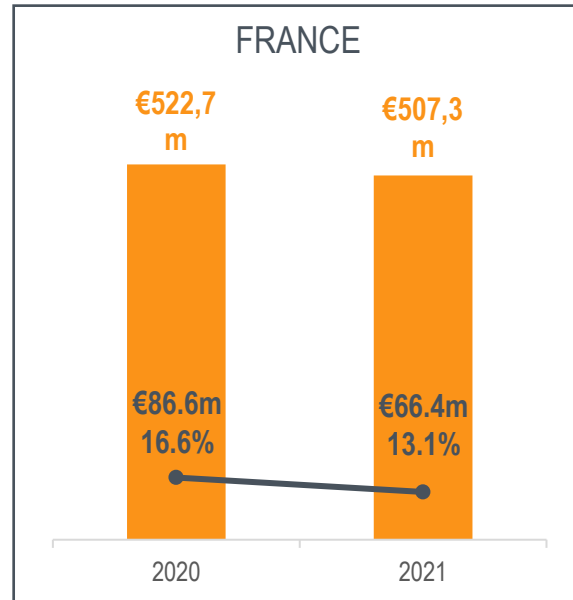
- Covid-19 pandemic and disruptions in the supply chain : €4m
- Evolution of the activities and operational transition in France : €6.7m
- Ramp-up, underway or in preparation, particularly in new activities and countries that have not yet reached critical size: €9.8m
- Excluding these items, the EBITDA margin would be 11.8%, down 120 bp.

## Better absorption of central costs

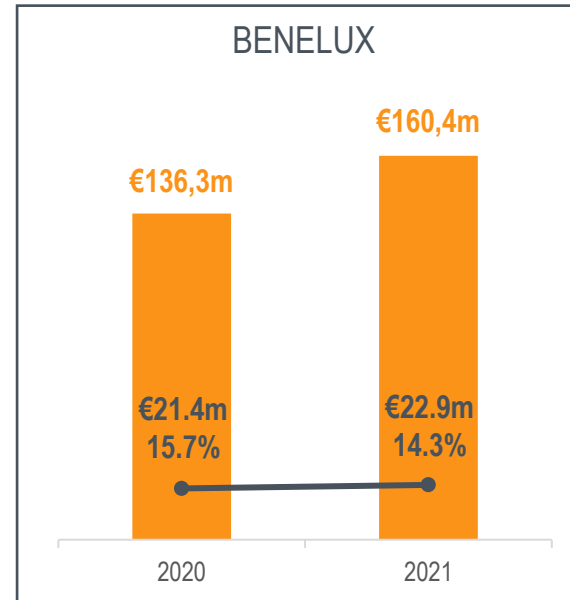
(1) Correction of elements considered by the company as being exceptional or non-recurring to provide a better reading of operational performance  
Adjusted EBITDA: Earnings before interest, taxes, depreciation, and amortization, as well as non-recurring income and expenses  
Adjusted EBIT: Operating income before amortization of customer relationships, and non-recurring income and expenses.

In millions of euros

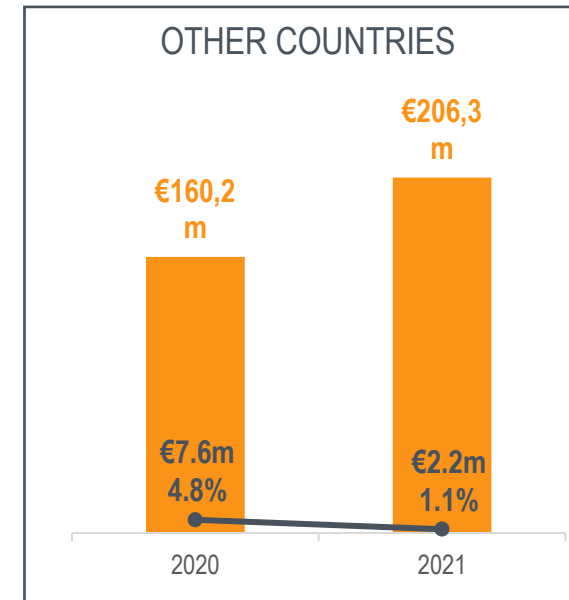
# ADJUSTED EBITDA PER GEOGRAPHY



Combined adverse effects of (i) telecom market maturity, (ii) shift from smart meters to new activities related to energy transition and (iii) Covid-19 consequences.



Fast ramp-up of smart-meters deployment in H1 2021 combined with the ramp-up of FTTH deployment launch in Q4 2021.



Ramp-up of new contracts in Italy and Spain, combined with the preparation of expected new growth phase in other countries.

● Adj. EBITDA  
■ Revenue

# NET INCOME (GROUP SHARE) OF 2.5%

€ millions	FY 2021	FY 2020	Change
Adjusted EBIT	40.8	60.9	-32.9%
Amortisation of intangibles	-14.7	-13.0	
Financial result	4.2	-4.1	
Non-recurring items	-13.2	0.4	
Corporate taxes	5.4	-8.4	
Consolidated net income	22.5	35.8	-37.3%
As % of revenue	2.6%	4.4%	
Net income (group share)	21.5	34.5	-37.7%
As % of revenue	2.5%	4.2%	

## Increase in non-recurring items

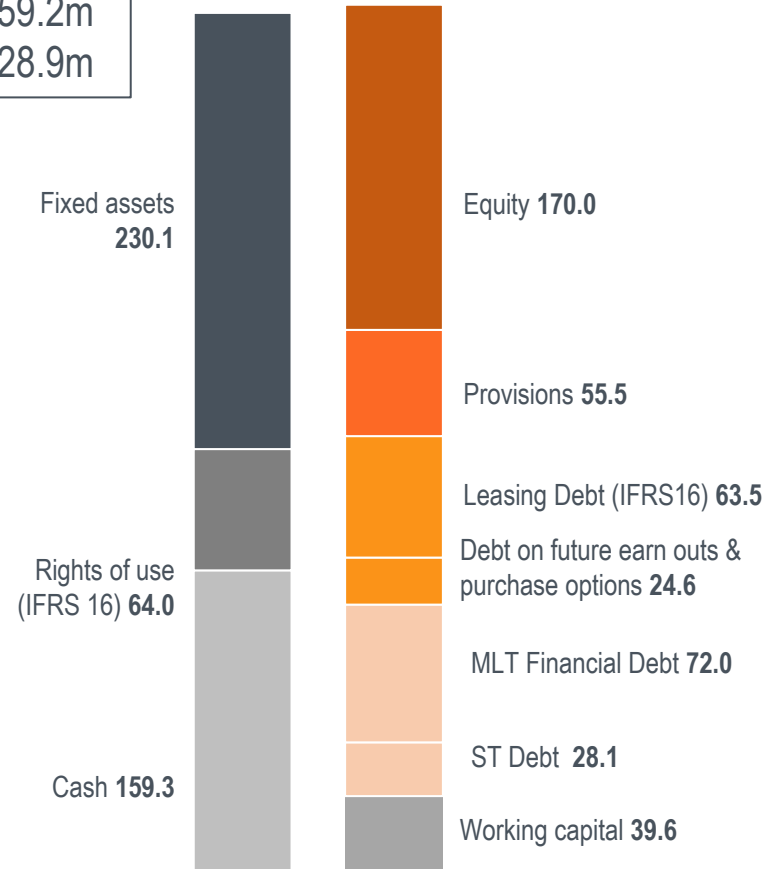
- €7.1m of exceptional expenses linked to the defamation campaign against the Group
- €5.8m of restructuring costs

In millions of euros



# SOLID FINANCIAL STRUCTURE

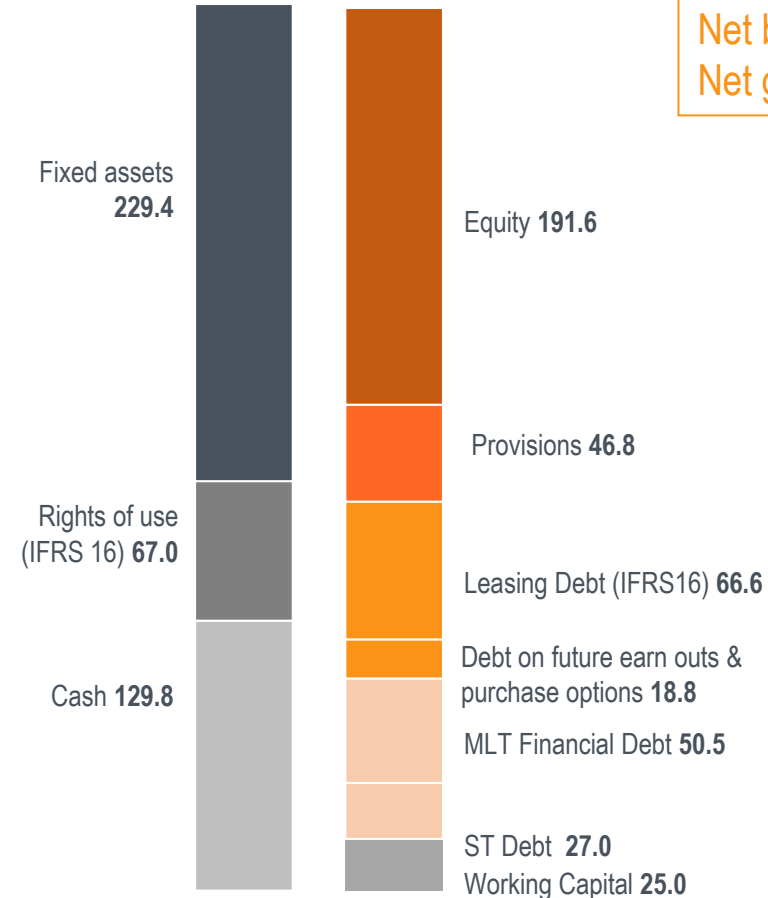
Net bank cash €59.2m  
Net gross debt €28.9m



31/12/2020

Outstanding position of receivables sold to the factor: €94.0m

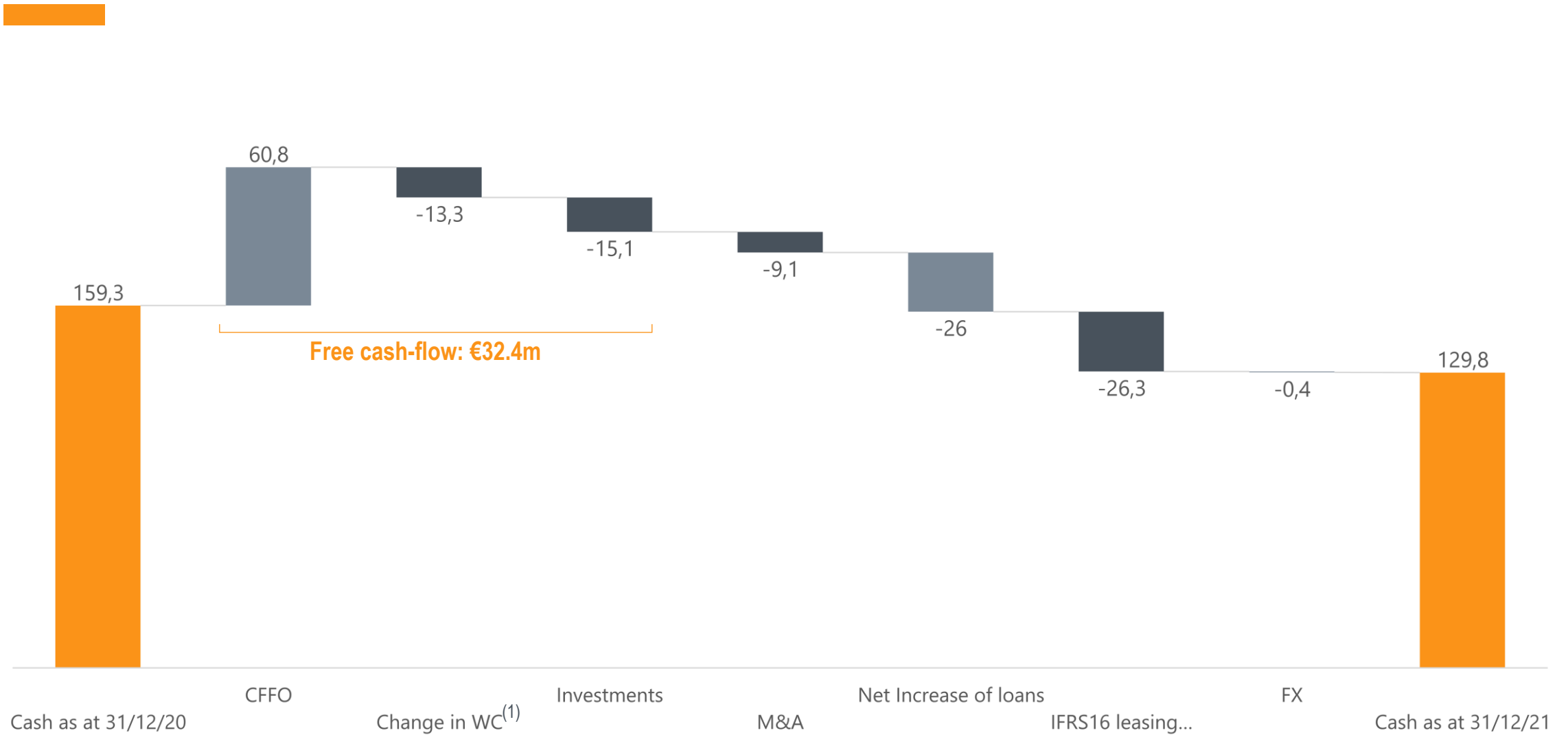
Net bank cash €52.3m  
Net gross debt €33.1m



31/12/2021

Outstanding position of receivables sold to the factor: €92.0m

# FY2021 CASH GENERATION



# 2021 KEY ACHIEVEMENTS

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**Normalisation**  
of the situation with auditors

**Financial flexibility confirmed**  
allowing operational transition where  
needed and absorption of ramp-ups in  
all countries

**A solid financial structure**  
in adequation with the start of the new  
growth phase expected in H2 2022





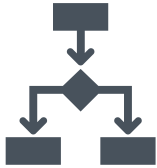
# STATUTORY AUDITOR'S REPORT

Amaury Boilot  
Chief Financial Officer

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# 2021 ACCOUNTS PRESENT FAIRLY THE GROUP'S FINANCIAL PERFORMANCE



## In-depth due diligence on the opening balance sheet

- Review and analysis of the results of the independent investigations carried out by Deloitte and Didier Kling Expertises & Conseil in the first half of 2021.
- Transition with the previous auditor.
- Review of the different items of the opening balance sheet and the realization of additional diligences.
- Review of the measures taken by the company in 2021.



**No misstatement**



## Opinion

- Application of IAS 710: mandatory qualification due to previous auditors' disclaimer of opinion



**No observation on the  
2021 FY statements**

**PKF's full annual audit report is available on Solutions 30 website**





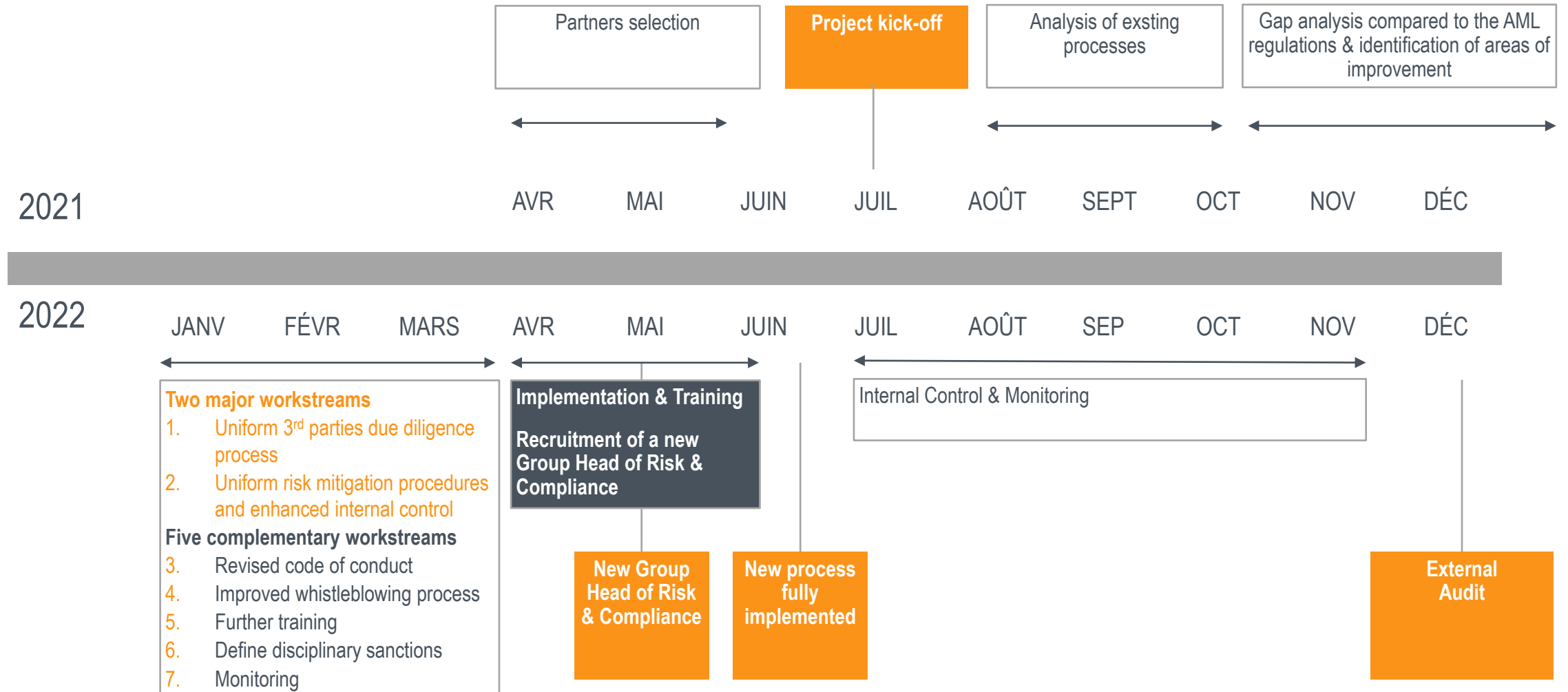
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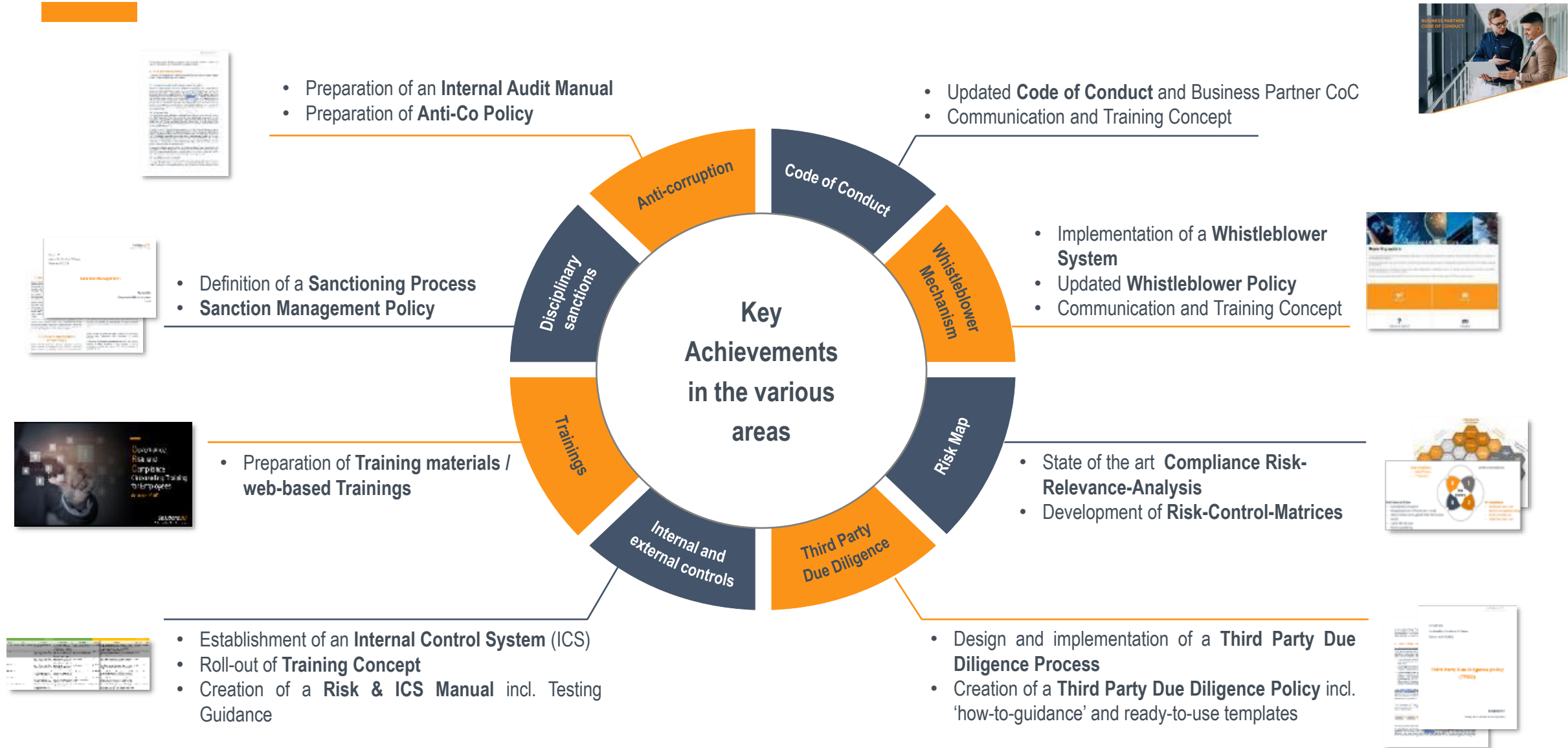
# STRENGTHENED FUNDAMENTALS

Gianbeppe Fortis  
Chief Executive Officer

# STRENGTHENING GOVERNANCE, RISK & COMPLIANCE (GRC)



# HARMONISED GRC SYSTEM



# CORPORATE SOCIAL RESPONSIBILITY

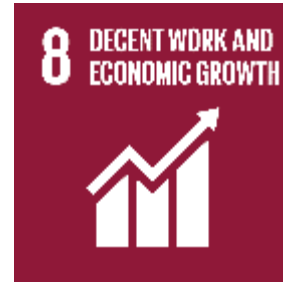


## OUR MISSION

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.

**15,000**  
expert technicians

Average emissions of new cars  
purchased < 100 GCO2/km



## 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.

**41%** of new employees are  
under 30 years old

**21%** of employees are under  
30 years old



## 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.

**168 338** hours of training  
provided in 2021

**23** hours of training per  
person



## 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.



**3.6 / 5** Employees satisfaction  
survey score

**67%** of employees covered by  
ISO45001



# SOLID GROWTH OUTLOOK

Gianbeppe Fortis  
Chief Executive Officer

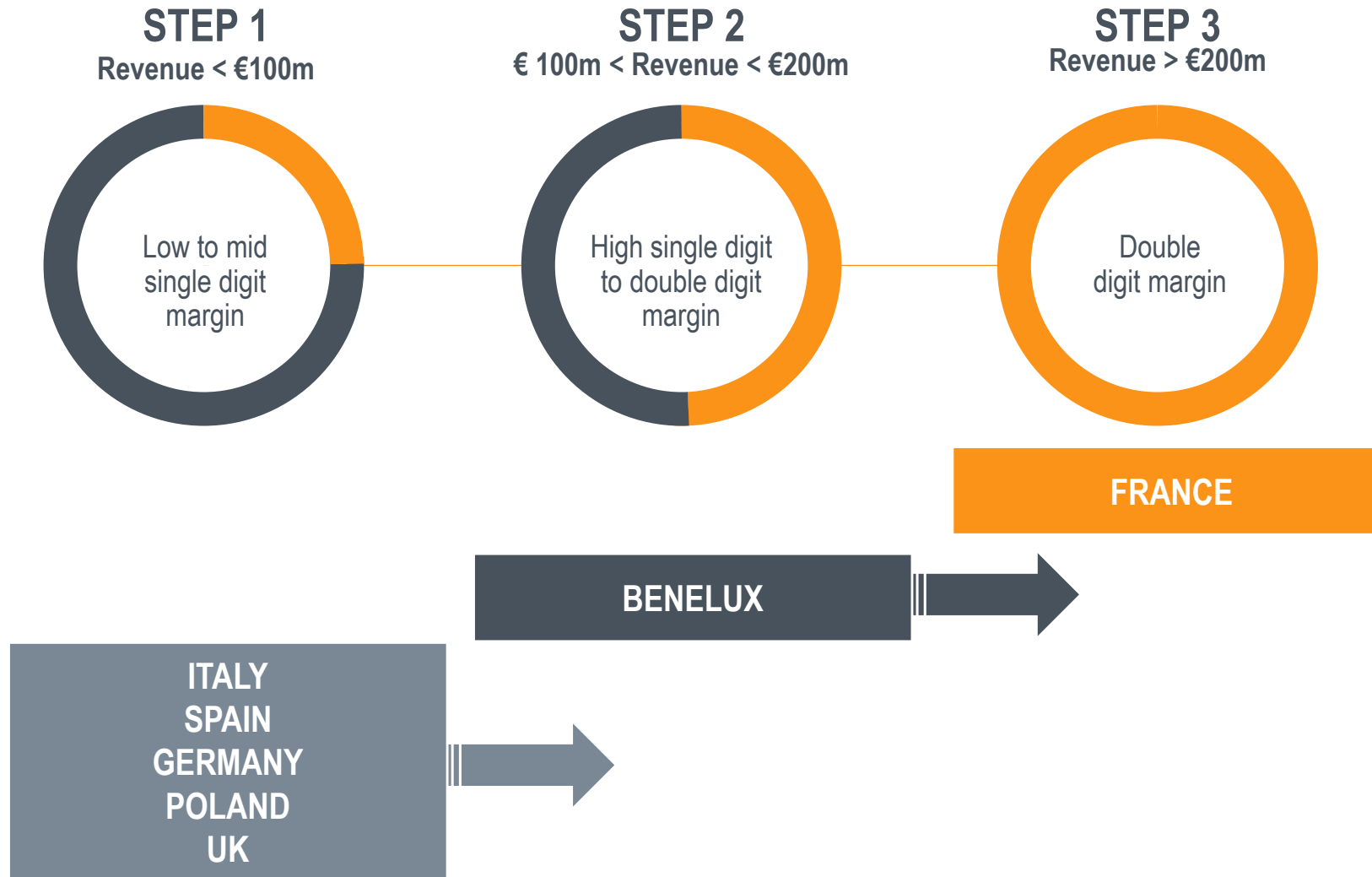
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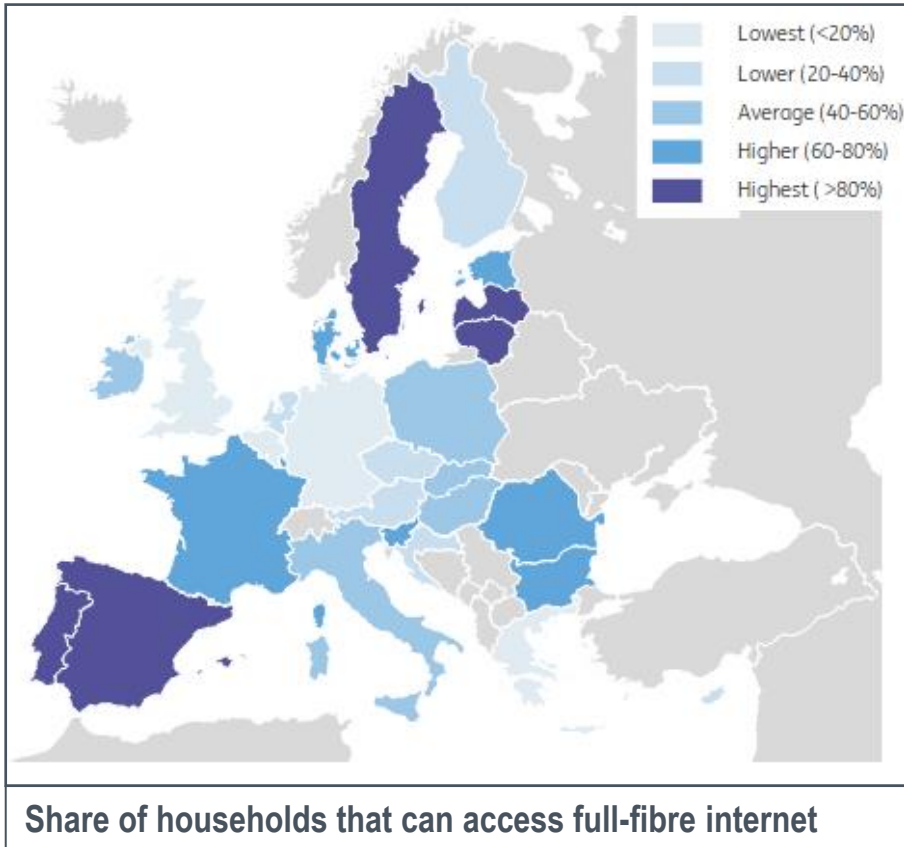


# 2022-26 KEY CHALLENGE

## REACHING THE CRITICAL SIZE IN ALL COUNTRIES



# MARKET KEY DRIVERS - FTTH



Source : FTTH Council Europe

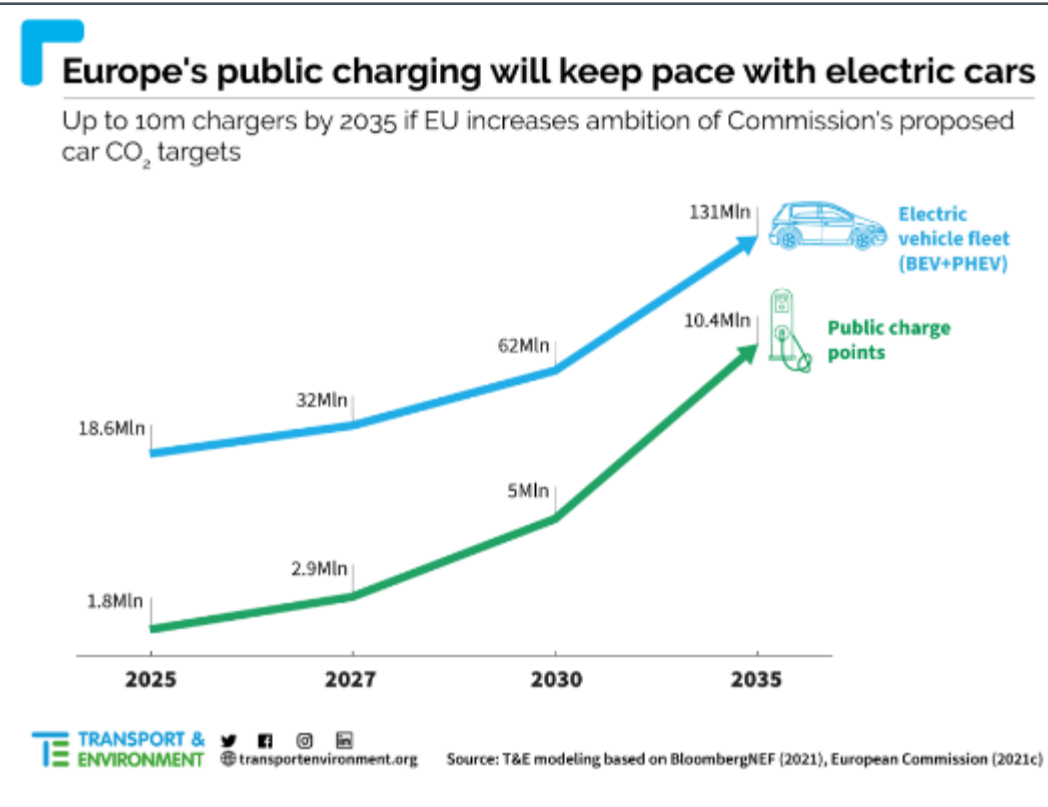
- 44% of all European households can connect to fibre but the state of FTTH rollout differs widely from country to country.
- Germany, Belgium, the Netherlands, the UK lag in rolling out FTTH
- Market is boosted by the need for companies and institutions to access the cloud and the need for individuals to work from home and increasingly use video.

**A minimum of 20% of the €672.5bn EU Recovery and Resilience Facility (RRF) used to foster the digital transition**

## KEY SELLING POINTS

- Experience in France
- Proven ability to achieve fast ramp-ups
- Ability to source new technicians
- Longlasting relationships with major telcos in Europe

# MARKET KEY DRIVERS – EV CHARGING STATIONS



- Public chargers represent 8% of the total number of chargers, while work and home chargers represent 90% of the network.
- By 2035, 110+ millions of chargers are expected to be installed
- Estimated addressable market for Solutions 30: €20-44bn from 2022 to 2035

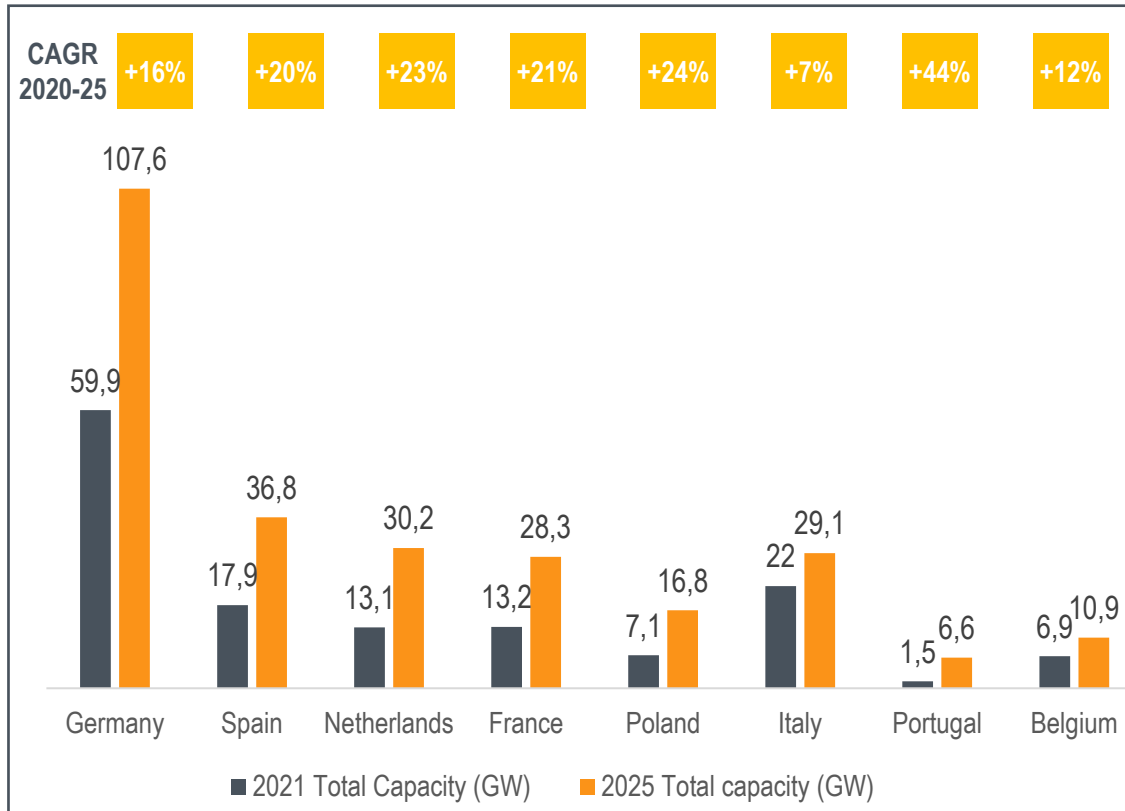
**A minimum of 37% of the €672.5bn EU Recovery and Resilience Facility (RRF) used for climate related investments & reforms.**

Source : Based on BloombergNEF (2021) & Enedis Forecasts

## KEY SELLING POINTS

- Availability of a fully trained workforce
- High density network of technicians
- Proven ability to deliver standardised services throughout Europe
- Longlasting relationships with major utilities in Europe

# MARKET KEY DRIVERS – SOLAR PANELS



- Currently 90% of European rooftops are unused.
- Fitting this space with solar offers the potential to save up to 7 million tons of CO2 each year, producing at least 680 TWh of clean electricity supply.
- Solar, as the lowest-cost and most easily deployed clean energy, should play a leading role in delivering the European Green Deal.
- Estimated addressable market for Solutions 30: €4bn from 2022 to 2025

**A minimum of 37% of the €672.5bn EU Recovery and Resilience Facility (RRF) used for climate investments & reforms.**

## KEY SELLING POINTS

- Proven ability to deliver standardised services throughout Europe
- 15+ years of experience in the installation of solar panels (Sotranasa)
- Longlasting relationships with major utilities in Europe

Source : EU Market Outlook 2021-25 - SolarPowerEurope

# 2022 OUTLOOK



Return to double digit growth in H2 2022 after H1 2022 in line with H2 2021



EBITDA margin stabilisation in France and priority to growth and ramp-ups defending margins as best as possible elsewhere



Negotiate price increases with customers



Continue bolt-on M&A



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# GOVERNANCE

Jean-Paul Cottet

Independent member and spokesperson  
of the Supervisory Board



# GOVERNANCE

## SUPERVISORY BOARD

100% of board members are independent

Alexander Sator  
Chairman of the Board  
since September 2018

Jean-Paul Cottet  
Member  
since April 2018

Strategy Committee  
President: J. P. Cottet

Caroline Tissot  
Member  
since May 2017

Pascale Mourvillier  
Member  
since December 2021

Nominations & Remunerations  
Committee  
President: A. Sator

Francesco Serafini  
Member  
since May 2017

Yves Kerveillant  
Member  
since April 2019

Audit Committee  
President: Y. Kerveillant

Attendance rate for  
2021: 91%

Number of meetings in  
2021: 49

Creation of a weekly  
ad hoc crisis steering  
committee

## MANAGEMENT BOARD



Gianbeppi Fortis  
Chief Executive Officer



Amaury Boilot  
Chief Financial Officer



Luc Brusselsaers  
Chief Revenue Officer



Franck D'Aloia  
Chief Operations Officer  
in charge of Integrations



João Martinho  
Chief Operations Officer  
in charge of  
Performance

## RATIFICATION OF THE NOMINATION OF PASCALE MOURVILLIER

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- Pascale Mourvillier, 62 years old
- Expert in audit and finance (auditor at Arthur Andersen, head of IFRS expertise center at Suez)
- Independent member of the Supervisory Board
- Member of the Audit Committee
- Co-opted on December 10, 2021
- Term expires: 2025



# NOMINATION OF THOMAS KREMER

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- Thomas Kremer, 64 years old
- Expert in compliance, governance, internal audit and risk management (17 years at ThyssenKrupp and Deutsche Telecom, member of the Executive Committee)
- Independent member of the Supervisory Board
- Nominated for a 4-year term



# A DIVERSIFIED SUPERVISORY BOARD WITH COMPLEMENTARY SKILLS

29%

are women  
(compared to 16% previously)

100%

independent directors

3

nationalities represented

## ■ Complementary and reinforced competences

- ✓ Markets & Business Sectors
- ✓ International
- ✓ General Management
- ✓ Audit & Finance
- ✓ Organization & Human Resources
- ✓ ESG
- ✓ Legal, Compliance, Risk, and Internal Control
- ✓ Marketing & Sales

# BOARD WORK



**17 Supervisory Board meetings and 23 meetings of the Joint Ad Hoc Crisis Steering Committee, a total of 40 meetings (9 in 2020)**

Attendance rate: 91%

- Review of the composition of management bodies
- Review of Solutions 30's accounts and consolidated financial statements
- Review of quarterly financial statements
- Discussion about the majority shareholder and the 5-year roadmap
- Handling of allegations against the group: appointment of independent experts to conduct an audit of the group and creation of an Ad Hoc Committee
- Monitoring the stock market crisis
- Launch of the "Governance, Risk, and Compliance" project

**9 specialized committee meetings (8 in 2020)**

Attendance rate 95%

- Nominations & Remunerations
  - Review of remuneration for Supervisory Board and Management Board members
  - Verification that the remuneration policy is appropriate and is aligned with the goals of the current year and the new market environment
  - Discussion of a management succession plan
- Audit
  - Review of annual and interim revenue and earnings reports
  - Monitoring the company's internal investigations, in response to the stock market attacks
  - Monitoring the transition process between the old and new auditor
  - Review and monitoring the work of the authorized auditor

# 2021 REMUNERATION POLICY



## Principles & Philosophy

- Ability to attract and retain talent
- Alignment with stakeholders' interests

## Implementation

- Performance criteria and objectives for members of the Management Board set at the beginning of the year by the Nominations and Remunerations Committee
- The Nominations and Remunerations Committee evaluates if objectives set for the members of the Management Board are achieved at the end of the year
- All members of the Nominations and Remunerations Committee are independent

## Decisions implemented by the Supervisory Board

- Allocation of an exceptional budget to the members of the Supervisory Board
- Variable remuneration partially allocated to members of the Management Board for 2021
- Allocation of the long-term incentive plan to members of the Management Board and certain executives, significantly below the authorized allocation. Value of the plan is zero to date.



# CHANGES TO THE REMUNERATION POLICY IN 2022



## Remuneration policy for members of the Supervisory Board

- Alignment with comparable companies to attract new competences and contribute to the work of the Supervisory Board
- 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

## Remuneration policy for members of the Management Board remains unchanged

- The variable part may be up to a maximum of 60% of the annual fixed remuneration
- Financial and ESG performance criteria aligned with the group's strategic challenges, for profitable and responsible growth



# QUESTIONS & ANSWERS

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# UPCOMING FINANCIAL COMMUNICATION EVENTS



- |                           |                   |
|---------------------------|-------------------|
| ■ Q2 Revenue, 2022        | 27 July 2022      |
| ■ Half-Year Results, 2022 | 28 September 2022 |
| ■ Q3 Revenue, 2022        | 27 October 2022   |

## Financial communication program

- Implementation of an individual shareholder service in 2021
- Introduction of a regular letter to shareholders in 2022
- Resumption of a more sustained financial communication program, including roadshows aimed at institutional shareholders
- Organization of a Capital Markets Day in the last quarter of 2022



# QUESTIONS & ANSWERS

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# VOTING RESOLUTIONS

Pierre-Alexandre Degehet, Attorney-at-Law

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# FIRST RESOLUTION



## APPROVAL OF THE ANNUAL ACCOUNTS OF THE COMPANY FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2021

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



## APPROVAL OF THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2021

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.

# THIRD RESOLUTION

## ALLOCATION OF RESULTS

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

# FOURTH RESOLUTION



## DISCHARGE TO THE MEMBERS OF THE MANAGEMENT BOARD AND SUPERVISORY BOARD

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.

# FIFTH RESOLUTION



## RATIFICATION OF THE CO-OPTATION OF MRS. PASCALE MOURVILLIER AS NEW MEMBER OF THE SUPERVISORY BOARD

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



## APPOINTMENT OF THE NEW MEMBER OF THE SUPERVISORY BOARD

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.

# SEVENTH RÉSOLUTION



**APPROVAL OF THE RE-APPOINTMENT OF PKF AUDIT & CONSEIL S.À R.L. AS APPROVED STATUTORY AUDITOR UNTIL THE ANNUAL GENERAL MEETING RESOLVING ON THE APPROVAL OF THE ANNUAL ACCOUNTS FOR THE FINANCIAL YEAR ENDING ON 31 DECEMBER 2022.**

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.



# EIGHTH RESOLUTION



## SUBMISSION OF THE REVISED REMUNERATION POLICY FOR ADVISORY

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).

# NINTH RESOLUTION



## SUBMISSION OF THE REMUNERATION REPORT FOR ADVISORY

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

# TENTH RÉSOLUTION

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:

Rémunération (tantième)	
	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

# 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.

# CONCLUSION

“To conclude this general meeting, I would like to thank our shareholders who have remained loyal during the difficult challenges we faced in 2021 and who have lent their support to the group, its employees, and its customers.

We all realize how difficult the current situation is for our shareholders. We do our best for the market to recognize the true value and potential of Solutions 30 and consequently reward you for your patience.”





**Solutions30**

Solutions for New Technologies

Two decades serving digital deployment in Europe

## CONTACT

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