

*Solutions***30**

Solutions for New Technologies

# GENERAL MEETING OF SHAREHOLDERS

16 JUNE 2023



# NOTICE



This presentation may contain provisional claims or projections describing Solutions30 SE's business, earnings and financial position.

These forecasts are based on the best current opinions and hypotheses about how future events will play out. These projections and forecasts are not guaranteed to come to pass, since they are subject to inherent risks, uncertainties, and potential outcomes that may have an impact on Solutions30 SE, its subsidiaries, on the growth of its business, on industry trends, on future investments and acquisitions, on the evolution of the economic outlook, or on the outlook of Solutions30 SE's main geographic markets, on competition, or on regulations.

Because such events remain uncertain, their ultimate impact may be different from that discussed here, with likely significant effects on the expected earnings. The reader must take these risk factors and uncertainties into consideration before making their own judgements. The management of Solutions30 SE will never publish any revisions or updates to these projections and forecasts. No information in this presentation should be construed as an earnings forecast.

# FORMALITIES

Pierre-Alexandre Degehet, Attorney at Law

**Solutions30**

Solutions for New Technologies

# QUORUM AND MAJORITY



In line with the law on trading companies and with Solutions30's own articles of association, no quorum is required for an annual general meeting.

The resolutions described in the agenda for this General Meeting will be adopted if they receive a simple majority of the valid votes cast.

Each share gives the right to one vote.

# FORMALITIES AND DISCLOSURES



Documentation on the regularity with which shareholders have been notified of the meeting has been submitted to the board.

All documents and information required by law and by the company's articles of association have been made available to shareholders within the conditions and time frames given in the company's articles of association and in current regulations.

To this end, the notice of meeting was published as follows:

- Electronic Register of Companies and Associations and Tageblatt newspaper: 16 May 2023
- Company website: 16 May 2023

The notice of meeting was sent to nominative shareholders by post on 16 May 2023

All disclosures required by law, as well as a copy of the letter sent to nominative shareholders of the Company have been submitted to the board of the General Meeting.

Proof of shareholders' credentials as of the Record Date, as well as proxy voting and vote-by-mail information was also submitted to the board.

# AGENDA



1. Presentation of (i) the management report and the consolidated management report from the Company's management board (the Management Board), (ii) the Statutory Auditor's report on Solutions30's annual and consolidated financial statements for the year ended 31 December 2022, and (iii) the observations from the Solutions30 supervisory board (the Supervisory Board);
2. Approval of Solutions30's annual financial statements for the year ended 31 December 2022;
3. Approval of Solutions30's consolidated financial statements for the year ended 31 December 2022;
4. Allocation of earnings;
5. Members of the Management Board and Supervisory Board to be discharged;
6. Acknowledgement of one resignation and election of members to the Supervisory Board;
  - Re-election of Alexander Sator as a member of the Supervisory Board
  - Re-election of Yves Kervillant as a member of the Supervisory Board
  - Acknowledgement of the resignation of Francesco Serafini as a member of the Supervisory Board and election of Paola Bruno as a new member of the Supervisory Board
7. Approval of the term renewal for PKF Audit & Conseil SARL as Statutory Auditor until the General Meeting called to approve the annual financial statements for the year ended 31 December 2023;
8. Submission of the remuneration report for a non-binding vote;
9. Approval of the remuneration for Supervisory Board members.



A woman with dark hair tied back, wearing a brown blazer and a silver hoop earring, is shown from the side, looking at a tablet. The tablet screen displays a dashboard with various circular icons representing different business functions. The background is a blurred office interior with a large window.

# SOLUTIONS30 IN 2022

Gianbeppi Fortis, Chief Executive Officer

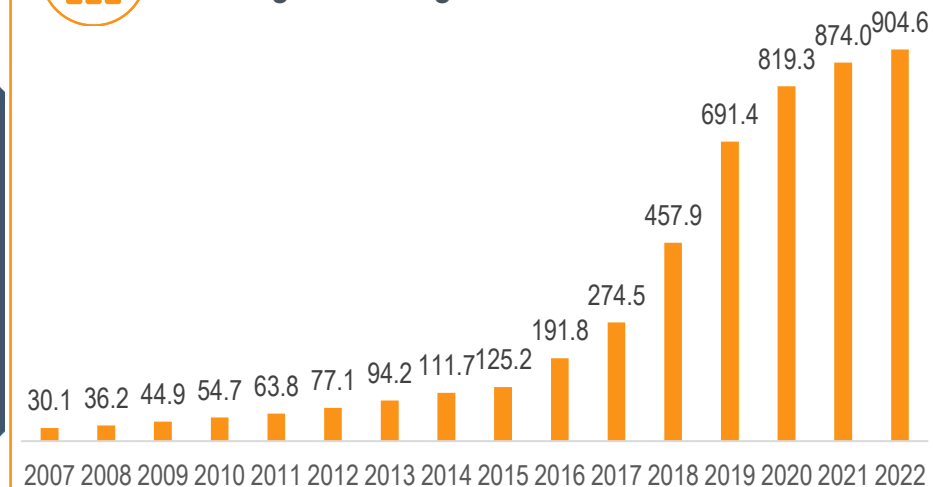
**Solutions30**

Solutions for New Technologies

# A BUSINESS MODEL TO CAPTURE GROWTH



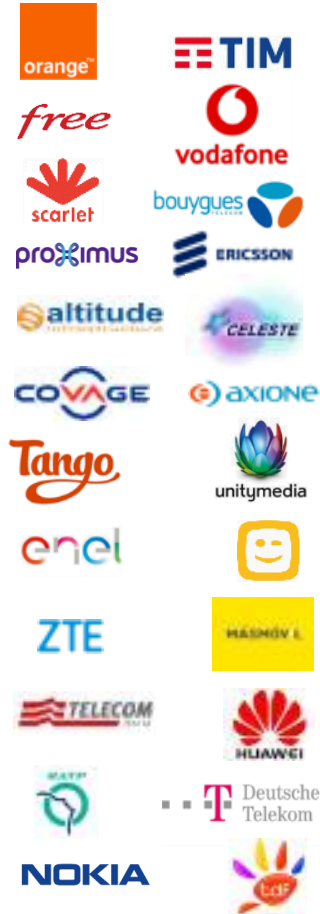
Average annual growth **+25%**





# A PORTFOLIO OF LOYAL CUSTOMERS

## CONNECTIVITY SOLUTIONS



## ENERGY SOLUTIONS



## TECHNOLOGY SOLUTIONS





AI

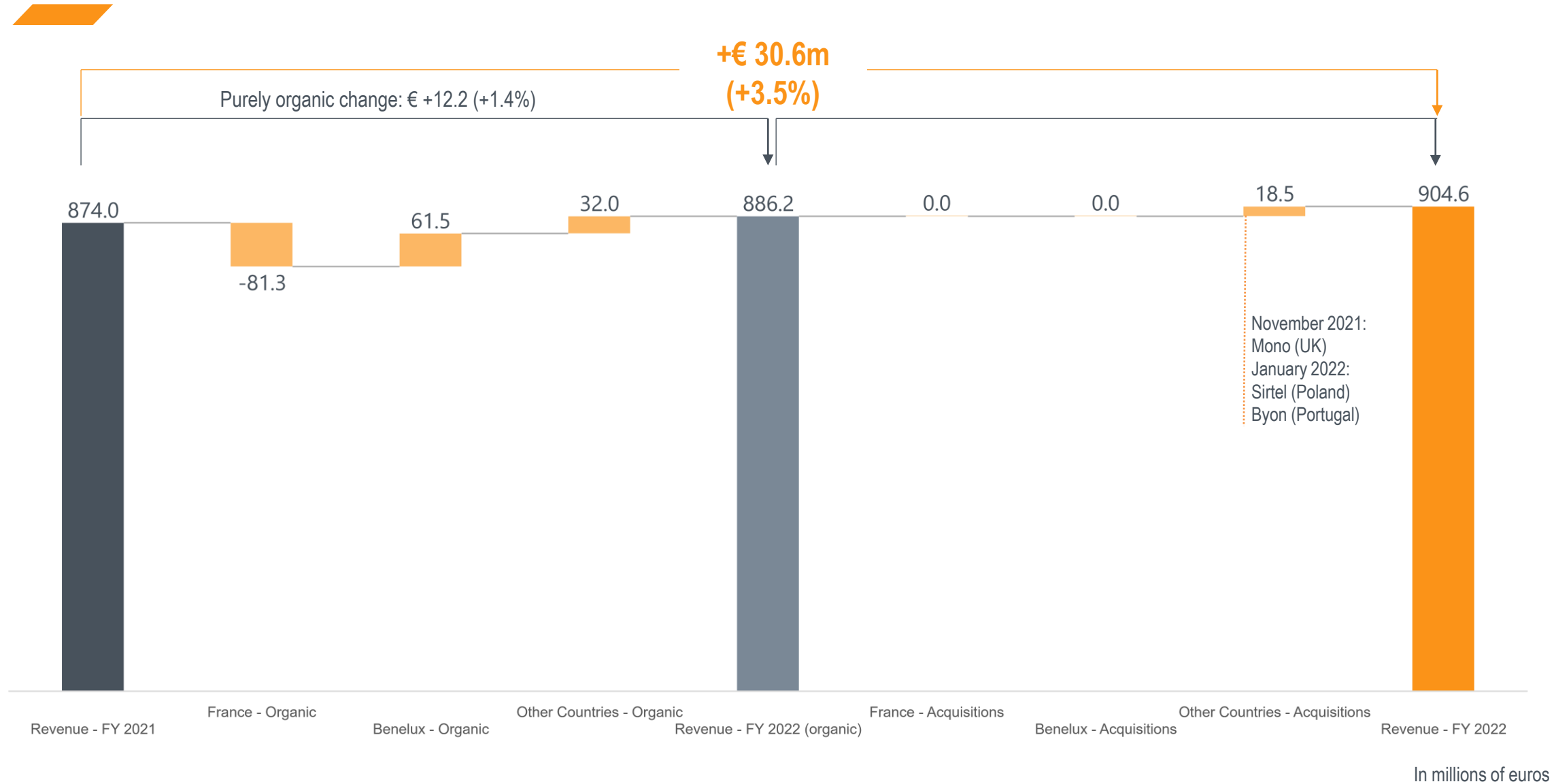
# 2022 ANNUAL REPORT

Amaury Boilot, Chief Financial Officer

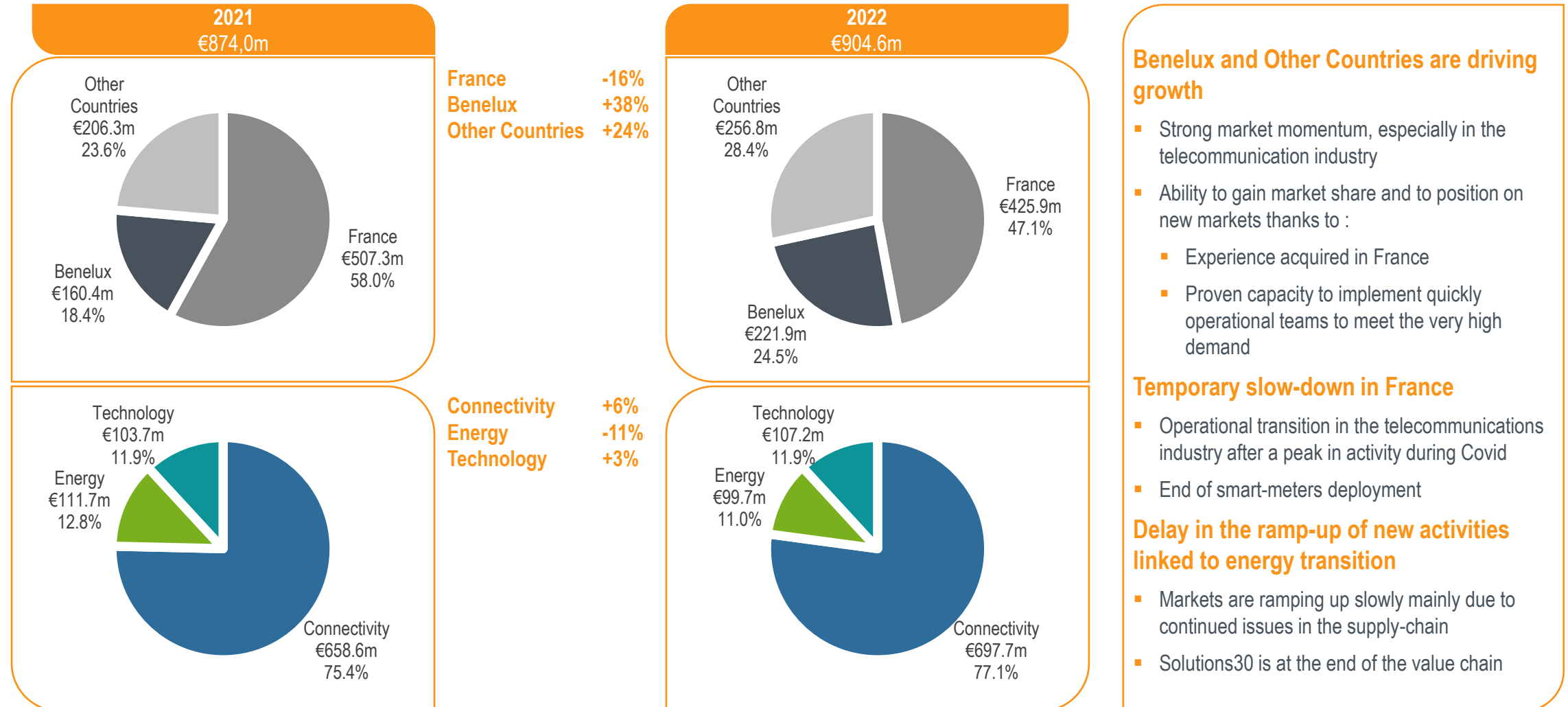
**Solutions30**

Solutions for New Technologies

# FY 2022 REVENUE: +3.5% (+1.4% organic)



# BENELUX AND OTHER COUNTRIES COMPENSATE FRANCE'S TEMPORARY SLOW-DOWN



# INCOME STATEMENT HIGHLIGHTS

€ millions	FY 2022	FY 2021	Change
Revenue	904,6	874,0	3,5%
Operational costs	774,3	710,3	9,0%
As % of turnover	85,6%	81,3%	5,3%
Central org. costs	83,6	81,3	2,9%
As % of turnover	9,2%	9,3%	
Adjusted EBITDA <sup>(1)</sup>	46,7	82,4	-43,3%
As % of revenue	5,2%	9,4%	
Operational depreciation	-47,0	-41,5	13,2%
As % of revenue	-5,2%	-4,8%	
Adjusted EBIT <sup>(1)</sup>	-0,3	40,8	-100,7%
As % of revenue	0,0%	4,7%	

Impacts of Linky decrease €10.1m

Impacts of the transformation in telecom operations in France €20.9m

Restated EBITDA €77.7m (8.6%)

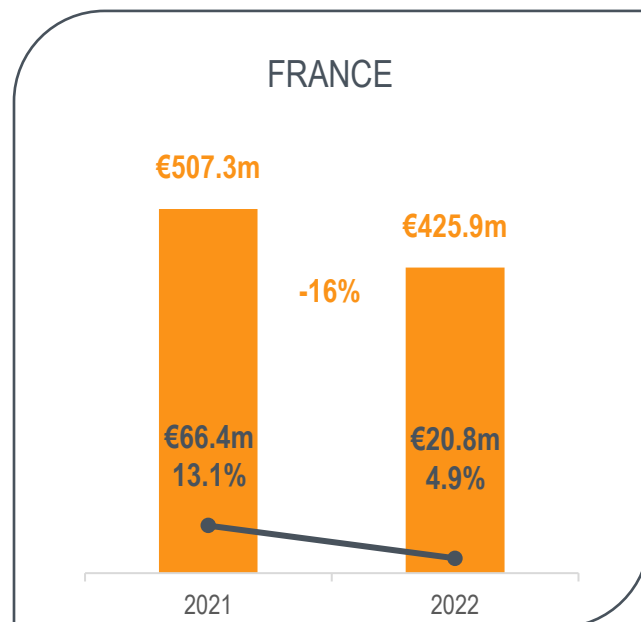
- Temporary additional costs for the implementation of the new GRC and ESG processes
- Exceptional costs to scale down some activities
- Lower absorption of fixed costs by lower revenue in France
- Impact of inflation with costs increase not fully passed to clients
- Start of new activities in a context of complicated transition due to the bankruptcy of a competitor
- Cost of personnel who are not yet fully productive in both the telecom and energy segments
- Implementation of new processes , IT developments and ongoing adjustments to satisfy new customers requirements or new business development

<sup>(1)</sup> 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

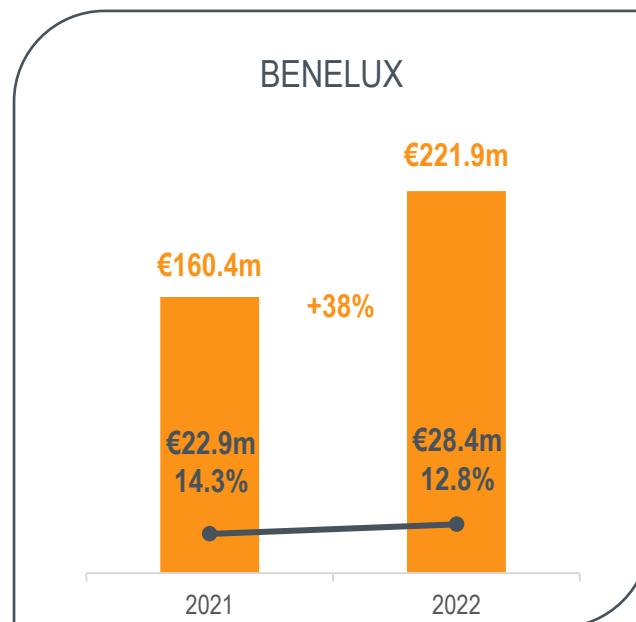


# ADJUSTED EBITDA PER GEOGRAPHY

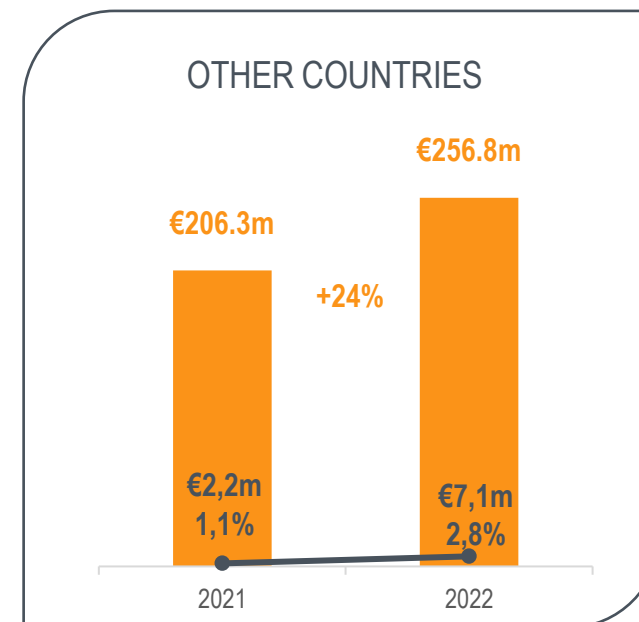


Combined adverse effects of (i) the telecom market operational transition and (ii) the delay in the shift from smart meters to new activities related to energy transition.

Removing exceptional costs relating to both items, the EBITDA margin amounts to 12.2%



Fast ramp-up of both smart-meters and FTTH deployments



Ramp-up of new contracts in Italy and Spain, combined with the preparation of expected new growth phase in other countries, but costs under control and negotiations with customers.

●—● Adj. EBITDA  
■ Revenue

# FRANCE

## Accelerated transition in a disrupted macroeconomic environment

### CONNECTIVITY

Geographical redistribution of major contract

Return to normal market conditions after peak during Covid-19



**Expected market Share  
2023 10% vs 7% before**

- Temporary impact on revenue and margins, due to ramp up of this new contract and shift longer than expected between competitors
- Recruitment of new technicians, with minimum transfer from competition due to lack of cooperation from market share losers
- Adaptation of procedures to new constraints
- South East operations maintained despite temporary decline in revenue

### ENERGY

Termination of smart-meters deployment

Delay in new activities ramp-up due to supply-chain issues

- Revenue linked to Smart meters decreased by 71% in 2022
  - Remaining low volumes in the deployment of smart meters do not enable scale effects
- Shift from smart meters to new activities related to energy transition slower than expected due to supply-chain issues.
  - Operational implementation of new field services in the area of energy transition is ongoing with volumes below expectations, which negatively impact profitability
- €17m Revenue in EV Charging stations and Energy transition up 20%

# BENELUX & OTHER COUNTRIES

## Fast ramp-ups

### BENELUX

Fast ramp-ups and gain in market shares

- Top-Line
  - Gain in market shares confirming ability to duplicate the model and to export know-how and expertise
  - Solutions30 positioned among top players in the market
- Profitability
  - Fast ramp-ups due to rapid deployment of FTTH
  - Operational implementation of new field services
  - Installation of smart meters at cruising speed

### OTHER COUNTRIES

Fast ramp-ups and upcoming acceleration of growth

- Top-Line
  - Strong organic growth in Italy, Poland and Spain thanks to new contracts win
  - External growth in the UK
- Profitability
  - Preparation for new growth phase, especially in Germany where FTTH deployment should finally start in 2023

# INCOME STATEMENT HIGHLIGHTS

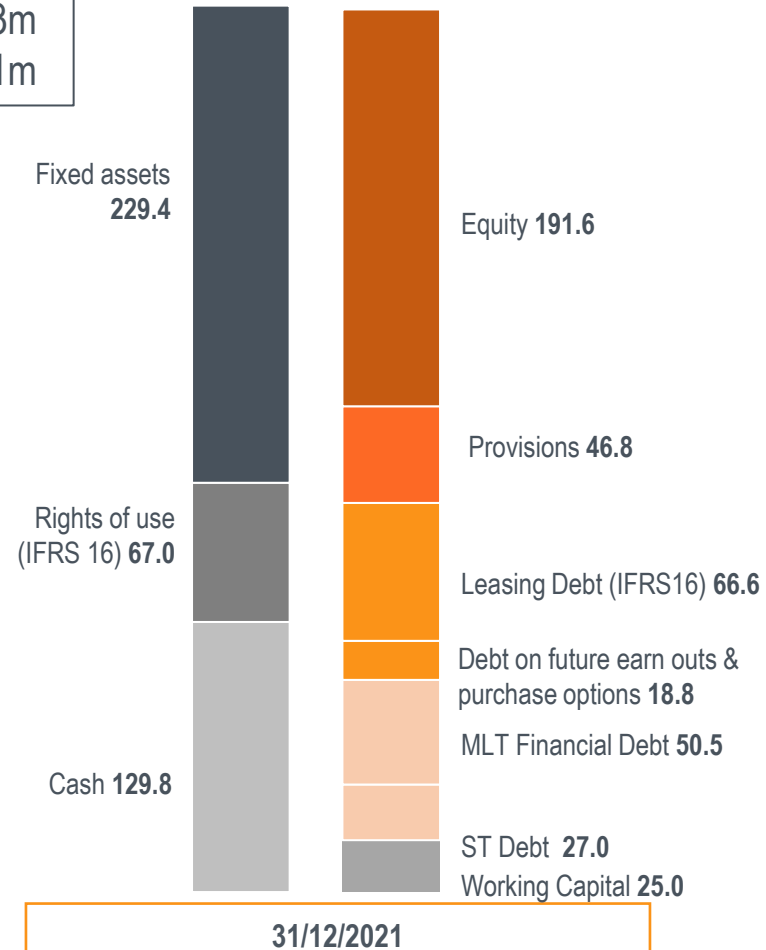
€ millions	FY 2022	FY 2021
Adjusted EBIT	-0,3	40,8
Amortisation of intangibles	-14,4	-14,7
Financial result	-17,1	4,2
Non-recurring items	-11,8	-13,2
Corporate taxes	-5,6	5,4
Consolidated net income	-49,1	22,5
<i>As % of revenue</i>	-5,4%	2,6%
Net income (group share)	-50,1	21,5
<i>As % of revenue</i>	-5,5%	2,5%

- €11.0 million of non-cash items relating to the adjustment of the value of contingent considerations (earnouts) linked to the purchase of minority interests in the group's German subsidiaries (Potential of German market).
- Interest expenses stable at €2.7 million compared to €2.8 million a year earlier.
- Tax rate: 12.8% (18.9% excluding deferred taxes)

In millions of euros

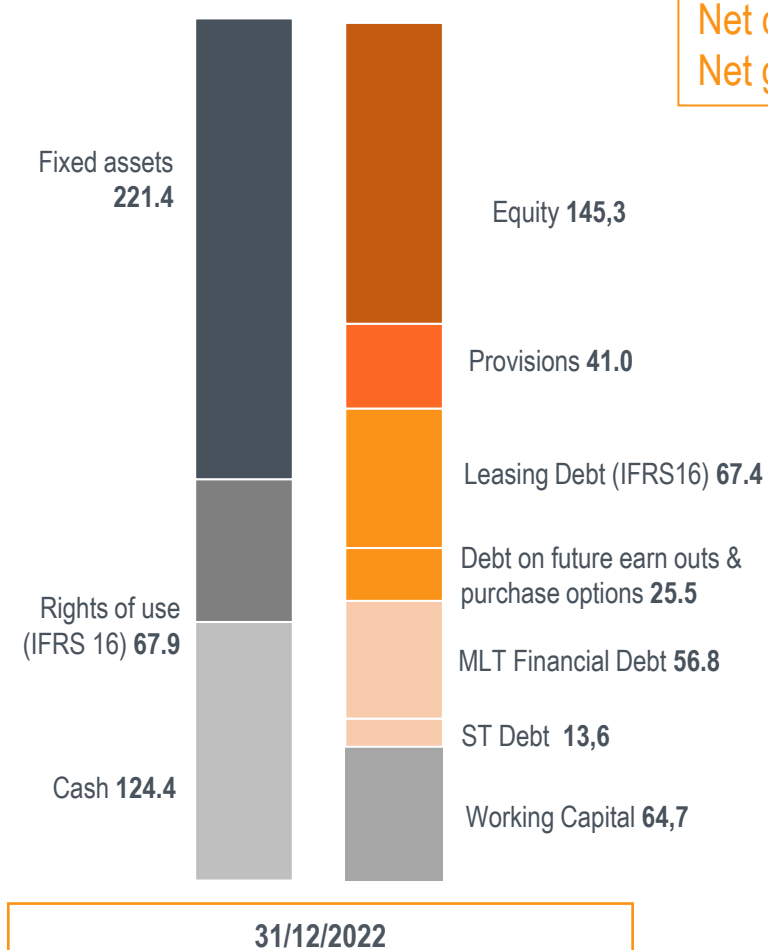
# FINANCIAL STRUCTURE

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



Outstanding position of receivables sold to the factor: €92.3m

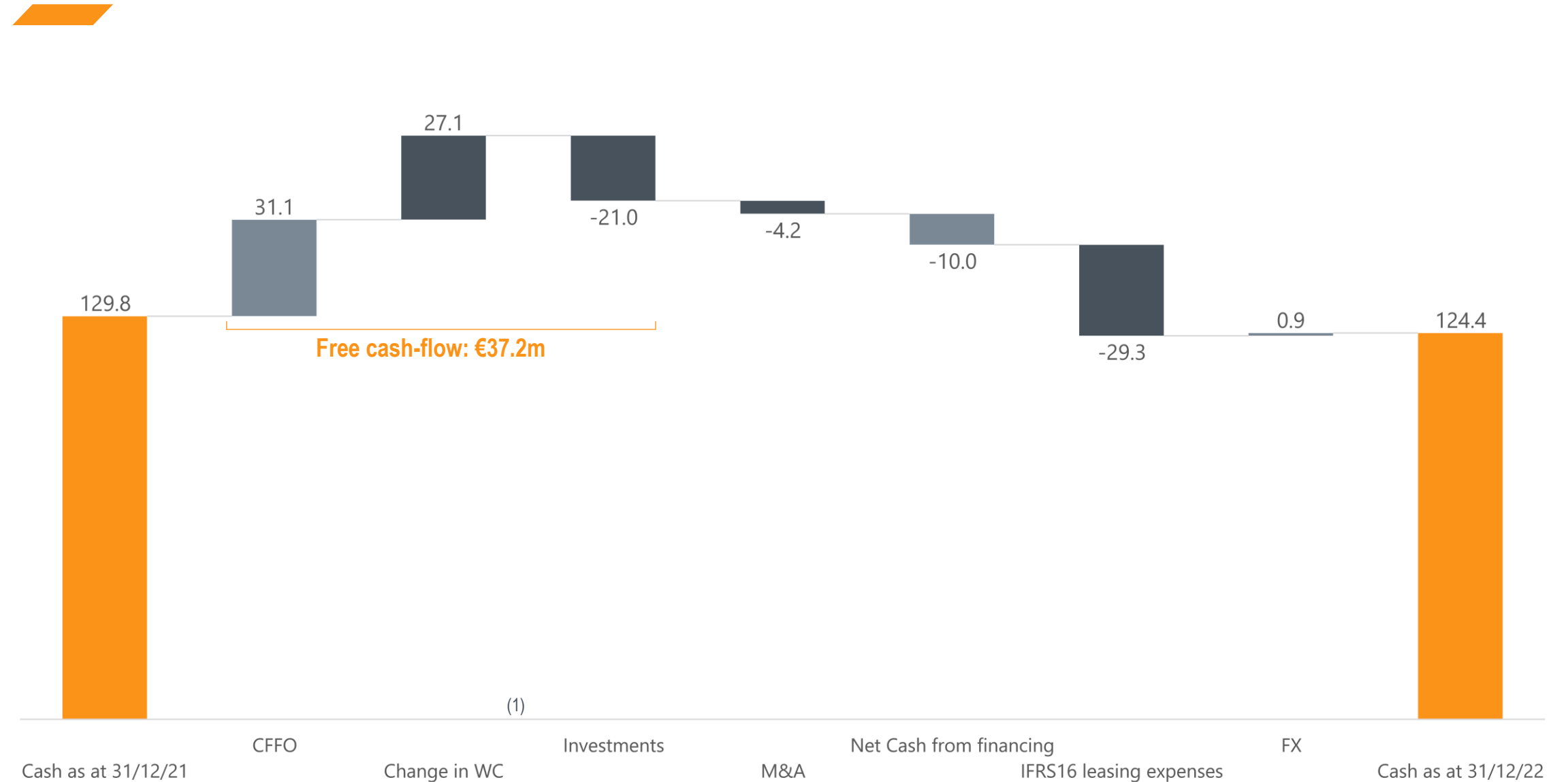
Net cash position €54.0m  
Net gross debt €38.9m



Outstanding position of receivables sold to the factor: €77.3m



# FY2022 CASH GENERATION



# KEY HIGHLIGHTS

## PROFITABILITY

- Progressive return to better margins in France in 2023
- Ramp-ups in Benelux but optimised organisation
- Priority given to growth in Other Countries in order to reach critical size

## FINANCIAL STRUCTURE

- A sound financial structure
- Secured financing of upcoming growth: €100-million syndicated loan with seven banks
- Costs under control, centralised management of cash

# STATUTORY AUDITOR'S REPORT

Amaury Boilot  
Chief Financial Officer

**Solutions30**

Solutions for New Technologies

# STATUTORY AUDITOR'S REPORT



- Opinion
  - Unqualified opinion of the annual accounts drawn up according to the rules and accounting principles of Luxembourg and of the consolidated accounts drawn up under IFRS as adopted in the European Union
- Basis of our opinion
  - We conducted our audit in accordance with Regulation (EU) No. 537/2014, the law of 23 July 2016, relating to the profession of auditing (the “law of 23 July 2016”) and the international standards on auditing (“ISAs”) as adopted for Luxembourg by their financial sector supervisory authority or Commission de Surveillance du Secteur Financier (“CSSF”).
  - This work was carried out following all independence rules.
- Key points of the audit
  - Evaluation of goodwill and other intangible assets
  - Recognition of deferred taxes relative to tax loss carryforwards





# 2018-2023

## A NEW DIMENSION

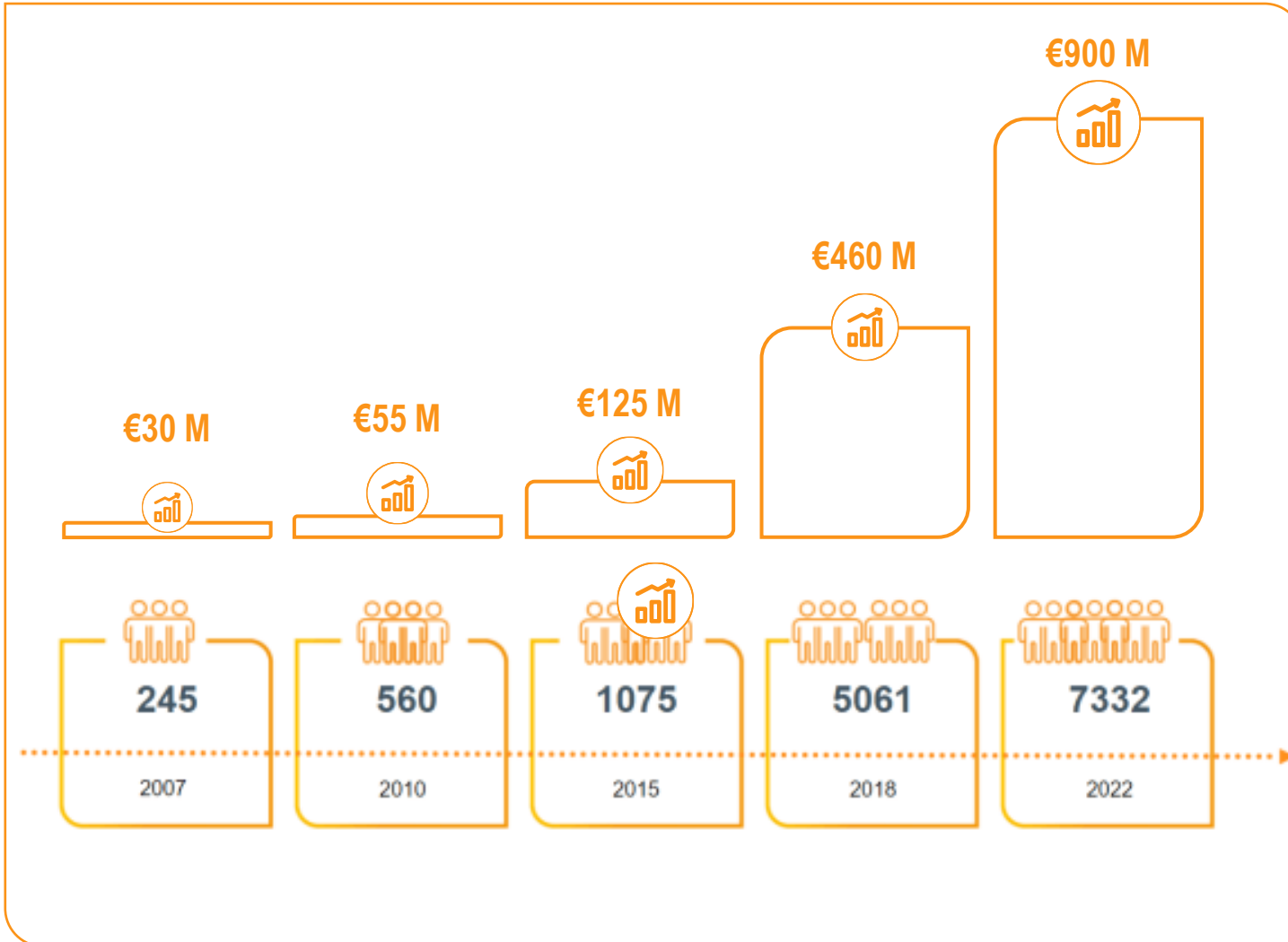
Gianbeppi Fortis, Chief Executive Officer  
Katarzyna Kuszewska, Group Head of Legal

**Solutions30**

Solutions for New Technologies



# FROM START-UP TO INTERNATIONAL GROUP IN LESS THAN 20 YEARS



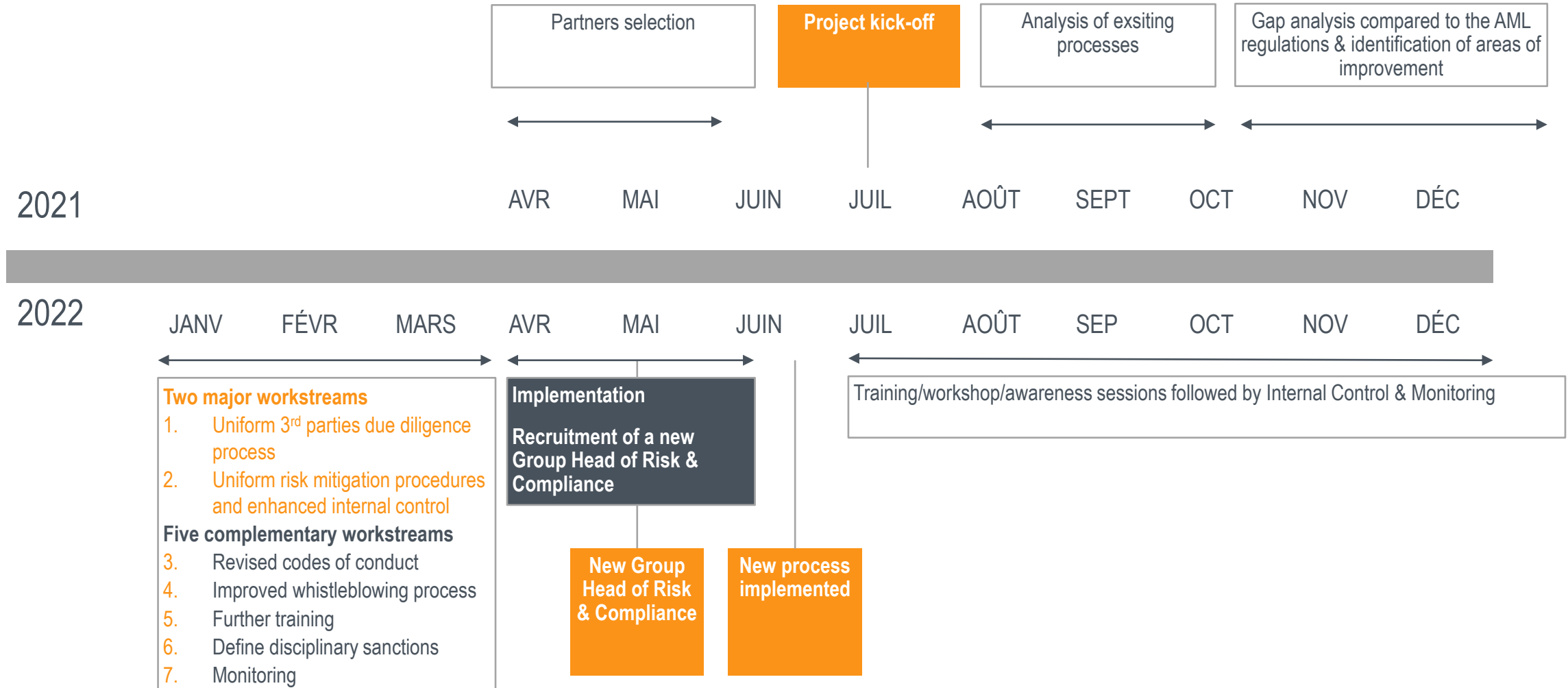
2023

- 20 years in business
- €1 billion in revenue

MEDIUM-TERM

- €2.5 billion in revenue

# STRENGTHENING GOVERNANCE, RISK & COMPLIANCE (GRC)



# SOLUTIONS30 IN 2023

## STRENGTHENED AND HARMONISED PROCESSES

**Internal control,  
risk management and compliance  
strengthened**

- Nomination of a Group Head of Risk and Compliance
- Processes and controls defined, adopted, formalised and implemented
- Risks and Internal Control System Manual rolled out
- Continuous training and awareness raising across Solutions30

**Procedures for selecting partners and  
monitoring transactions with related  
parties strengthened**

- New policy, new evaluation process and due diligence for third parties engaged at the group level integrated into the mySupplace sourcing and compliance tool
- Creation of a central team of 8 people, with local contacts to help verify all subcontractors and business partners
- Objective: 100% of partners screened

# SOLUTIONS30 IN 2023

## A CONSOLIDATED ORGANISATION WITH STREAMLINED LEADERSHIP

### Management bodies and governance structures strengthened

- Skills strengthened and refreshed:
  - 57% of Supervisory Board members were nominated after 2018<sup>(1)</sup>
  - 50% of Management Board members have joined since 2018
  - 50% of Executive Committee members have joined since 2018
- Governance structures strengthened
  - New charters created and delegation of powers implemented
  - Codes of conduct updated and teams trained
  - New anti-corruption policy put in place and awareness raising for teams
  - Implementation of a whistleblowing platform to report any improprieties

### Simplification and legibility of the organisation

- Elimination of nearly 50 legal entities since 2019, mainly through internal group restructuring

# SOLUTIONS30 IN 2023

## COMPLEMENTARY MANAGEMENT TEAMS

### SUPERVISORY BOARD

100% independent members

Alexander Sator  
Chairman of the Supervisory Board since Dec. 2018

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

Yves Kerveillant  
Member of the Supervisory Board since April 2019

Thomas Kremer  
Member of the Supervisory Board since June 2022

Caroline Tissot  
Member of the Supervisory Board since May 2017

Pascale Mourvillier  
Member of the Supervisory Board since Dec. 2021

Paola Bruno<sup>(1)</sup>  
Member of the Supervisory Board

### MANAGEMENT BOARD

(As of 16 June 2023)

Gianbeppi Fortis,  
Chief Executive Officer

Amaury Boilot  
Group Secretary General

Luc Brusselaers  
Chief Revenue Officer

Wojciech Pomykala  
Chief Operations Officer

### EXECUTIVE COMMITTEE

#### Support functions:

- Finance, Legal, IT, Risk and Compliance, Investor Relations, and Communications
- Nomination of a new Chief Financial Officer, Jonathan Crauwels

#### Country Divisions

- France, Belgium, the Netherlands, the United Kingdom, Germany, Italy, Spain, Poland, Portugal, and Luxembourg





# CONTINUING OUR CSR EFFORTS

Gianbeppi Fortis, Chief Executive Officer

**Solutions30**

Solutions for New Technologies



# KEY FACTS 2022

**Inclusion of ESG matters into the Strategy Committee attached to the Supervisory Board**

**Strengthening of the ESG team with a CSR Manager and an analyst**

**Revision of the strategy to make it more legible by 2023**

**Improvement of the measurement of CO<sub>2</sub> Emission to set new targets aligned with the growth strategy**

**Raising of team awareness through dedicated internal communication actions**

**Deployment of ethics and compliance policies, procedures and codes, implementation of a whistleblowing platform to monitor deviations**

**An investment of €1m in 2022**



# SOLUTIONS30 KEY FOCUS IN 2022

## SUPPORTING TALENTS IN TOMORROW'S JOBS

924 young people under the age of 30 were hired, representing 38.6% of the total hirings.

More than 180,000 hours of training, i.e. 25 hours per employee, were provided in 2022

## GOVERNANCE

100% of independent members in the supervisory board

Strengthened competences in ethics and compliance

# 2023 KPIs

## ENVIRONNEMENTAL



- Control our energy intensity (2% difference between revenue growth and CO2 emissions)
- Reduce building electricity consumption by 15% in 2023 compared to 2022
- Increase green energy purchases by 20% in 2023 compared to 2022

## SOCIAL



- Recruit young employees ( $\geq 35\%$  of all hires)
- Control the severity rate ( $< 0.35$  or  $< 0.85$  depending on the nature of activities)
- Increase training hours ( $\geq 23$  hours per employee)
- Achieving equal pay for women and men by category
- Feminize management ( $\geq 10\%$  at the end of 2023 compared to the end of 2022)

## GOVERNANCE



- Manage 100% of the group's subcontractors via the mySupplace platform





# OUTLOOK

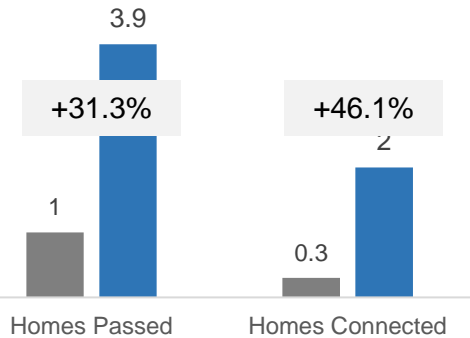
Gianbeppi Fortis, Chief Executive Officer

**Solutions30**

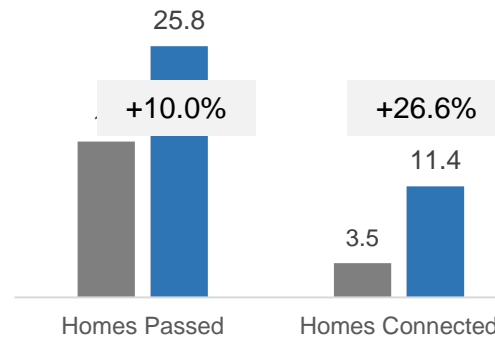
Solutions for New Technologies

# MARKET KEY DRIVERS - FTTH

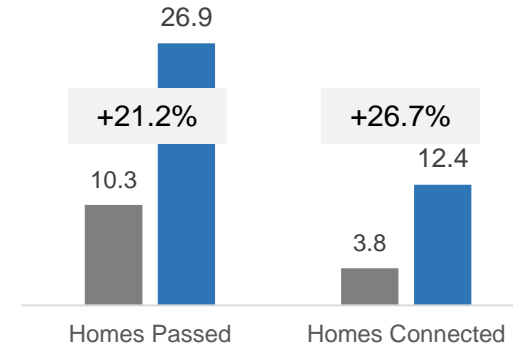
**Belgium** 5,0 m households



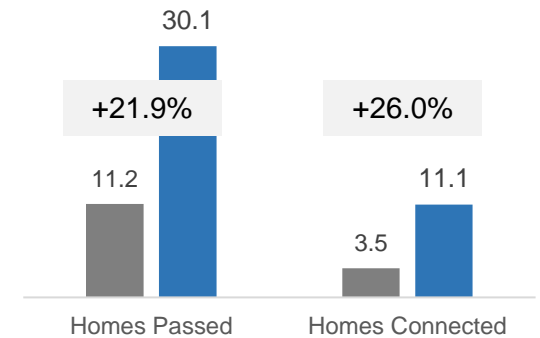
**Italy** 26,0 m households



**Germany** 41,5 m households



**UK** 27,8 m households



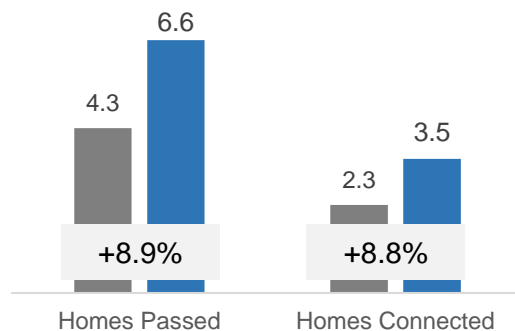
Average  
Annual  
Growth

■ 2022

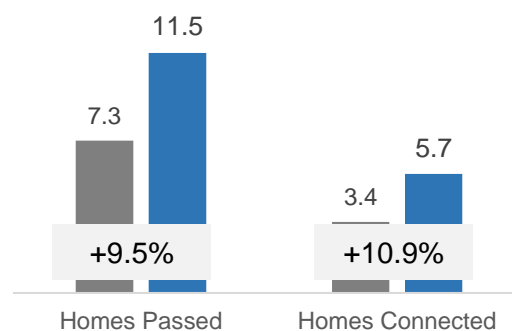
■ 2027

## HIGH MARKET POTENTIAL

**Netherlands** 7,9 m households

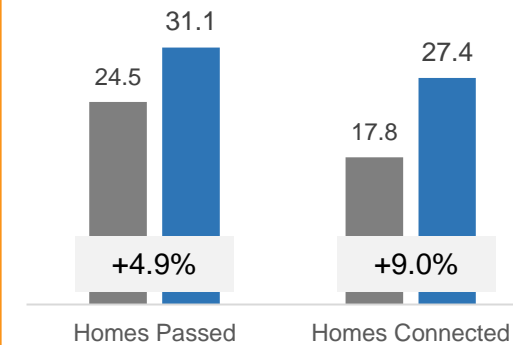


**Poland** 13,6 m households

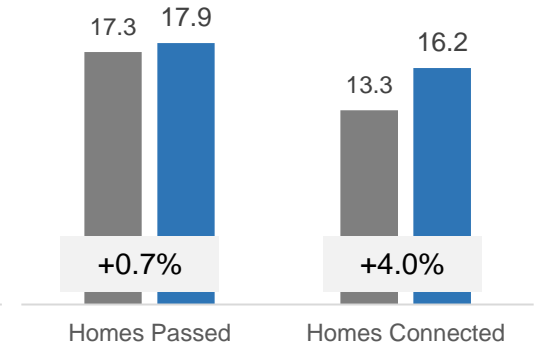


## MEDIUM MARKET POTENTIAL

**France** 41,9 m households

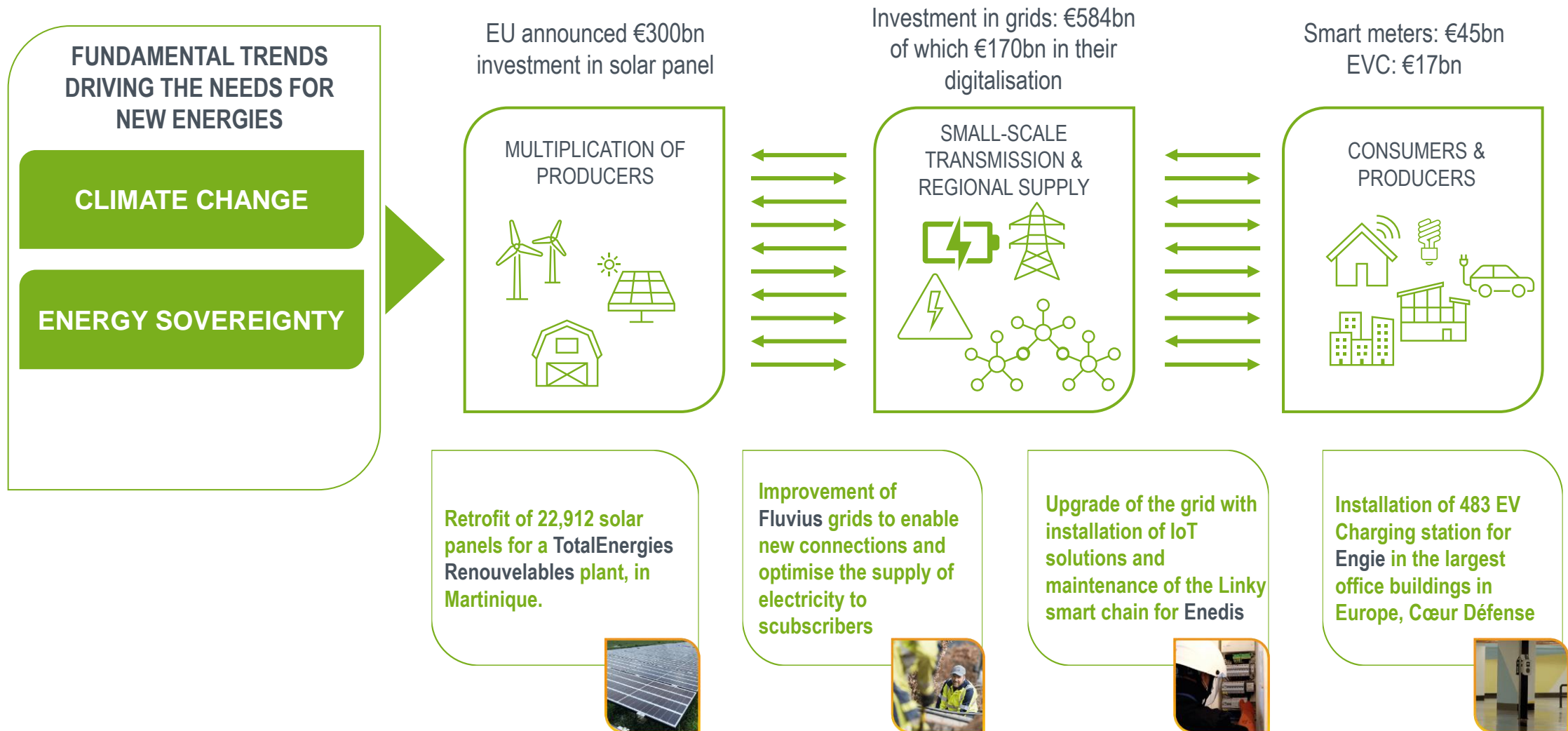


**Spain** 18,6 m households



## LOW REMAINING MARKET POTENTIAL

# MARKET KEY DRIVERS – ENERGY TRANSITION





# CONTINUED KEY ACTION PLAN

## FRANCE

- Integration of new business in the South-East of France after the bankruptcy of a competitor. Visible effect from Q2 2023.
- Development of new, fast-growing activities, in the fragmented energy sector.
- Strengthening of synergies between various activities, accompanied by a reassignment of technicians to activities with greater potential.

## ALL COUNTRIES

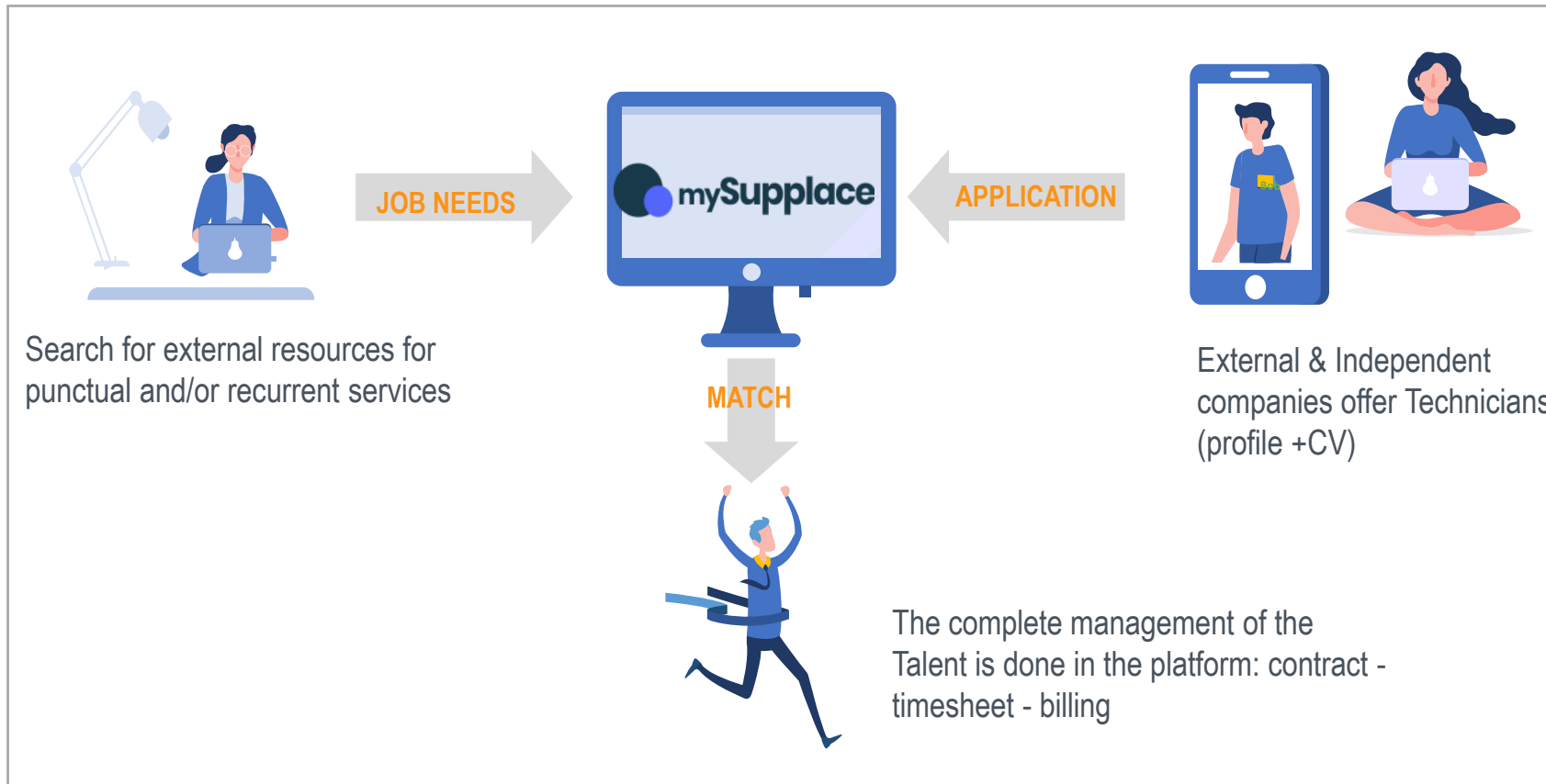
- Strengthening of market share in the most dynamic markets.
- Support and prepare ramp-ups in all countries.
- Negotiate pricing increase with customers to reflect inflation.  
*Still undergoing in France.*
- Re-launch of a mid-term strategic planning process to better anticipate changes in the markets.
- Continued enhancement of process and organisation.

# SUPPORTING RAMP-UPS

## A NEW PLATFORM TO ONBOARD SUBCONTRACTORS

Scarcity of human resources & end of the traditional salaried jobs

Launching a new specialised platform to source technicians



- Nearly 3,000 partner companies embedded in the database  
→ A potential of nearly 40,000 technicians.
- More than 5,000 applications from external resources received  
→ A potential of more than 15,000 technicians

# OUTLOOK



## REVENUE

Above €1 bn in 2023

€2,5bn in the mid-term



## PROFITABILITY

Improvement of EBITDA margin throughout the year

Confirmed normative EBITDA margin at 15% when growth and market conditions are stabilised



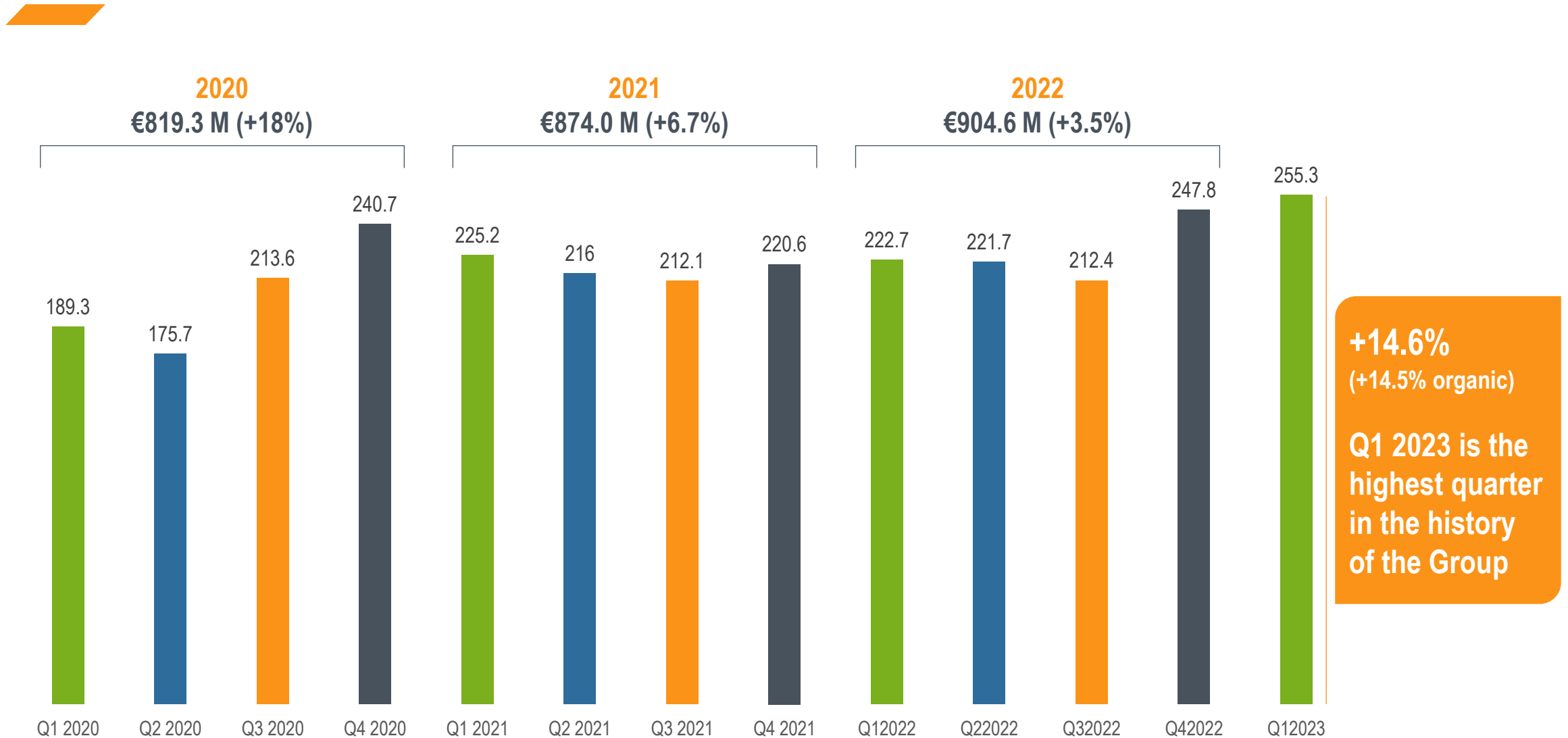
## Priority to organic growth and operational execution

Negotiate price increases with customers

Strict control of operating costs

Preservation of a sound financial structure and in particular cash

# A GOOD START TO THE YEAR PUTS US ON TRACK TO MEET OUR GOALS



In millions of euros





# GOVERNANCE

Thomas Kremer Independent Member  
of the Supervisory Board

**Solutions30**

Solutions for New Technologies

# SUPERVISORY BOARD

## SUPERVISORY BOARD

100% independent members

Alexander Sator  
Chairman of the Supervisory Board since Dec. 2018

Francesco Sefarini  
Member of the Supervisory Board since May 2017

Pascale Mourvillier  
Member of the Supervisory Board since Dec. 2021

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

Yves Kerveillant  
Member of the Supervisory Board since April 2019

Caroline Tissot  
Member of the Supervisory Board since May 2017

Thomas Kremer  
Member of the Supervisory Board since June 2022

## 3 COMMITTEES WITH EXTENDED POWERS

Nominations & Remunerations Committee  
A. Sator

Audit, Risk & Compliance Committee  
Y. Kerveillant

Strategy & ESG Committee  
J. P. Cottet

- **2022 Attendance rate: 97%**
- **Number of meetings in 2022: 16 (including committee meetings)**



## APPROVAL OF PAOLA BRUNO'S APPOINTMENT

- Paola Bruno, Italian, 56
- 30 years of experience working in London and Milan, mainly in investment banking, asset management and financial consulting
- Has served as a non-executive director for companies in the renewable energy and telecommunications markets, namely Inwit, SpA and 1ère TowerCo in Italy, a subsidiary of TIM (2015-2018)
- Will be:
  - Independent Member of the Supervisory Board
  - Member of the “Strategy and ESG” and “Nominations and Remunerations” committees
- Nominated for a term of 4 years



# A DIVERSE SUPERVISORY BOARD WITH COMPLEMENTARY SKILLS

43%

Women  
(compared to 29% previously)

100%

Independent directors

3

Nationalities represented

## ■ Stronger and more complementary skills

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

# MAIN ACHIEVEMENTS OF THE SUPERVISORY BOARD

## 6 Meetings of the Supervisory Board

Attendance rate: 91%

- Review of Solutions30 SE accounts and consolidated financial statements
- Follow-up on the “Governance, Risk and Compliance” project
- Reorganisation of the Supervisory Board committees and creation of the Audit, Risk and Compliance Committee and the Strategy and ESG Committee
- Approval of new group financing
- Acknowledgement of the renewal of the terms of office of Supervisory Board members and confirmation of the composition of Supervisory Board committees

# MAIN ACHIEVEMENTS OF THE COMMITTEES

## 9 meetings of the special committees

Attendance rate: 97%

- Nominations & Remunerations
  - Review of the remuneration for Supervisory Board and Management Board members
  - Review of candidates for potential new Supervisory Board members to strengthen the board's skill set
- Audit, Risk and Compliance
  - Review of revenue and earnings
  - Review of exposure to social and environmental risks
  - Review of the new financing project
  - Follow-up on the "Governance, Risk and Compliance" project
  - Review and monitoring of transactions with related parties
  - Review of the 2022 audit strategy and budget
- Strategy and ESG
  - Discussion on the state of businesses and markets
  - Analysis of potential M&A targets
  - Analysis and discussion of the 2022 strategy, including ESG initiatives

# SUPERVISORY BOARD REMUNERATION



Remuneration components	Applicable principles as defined by the remuneration policy and subject to a non-binding vote by the shareholders	2022 Remuneration
Remuneration	Maximum amount: €407,000	€385,958
Fixed Amount	A fixed amount in recognition of responsibilities performed as part of the Supervisory Board and its committees	€253,958
Variable Amount	A variable amount calculated based on attendance at Board and Committee meetings	€132,000

# MANAGEMENT BOARD REMUNERATION



Remuneration components	Applicable principles as defined by the remuneration policy and subject to a non-binding vote by the shareholders	2023 Remuneration
Fixed remuneration	Fixed annual remuneration that may vary according to each member's role and responsibilities. May be reviewed by the Nominations and Remunerations Committee.	Fixed remuneration unchanged from 2022
Variable remuneration	Remuneration tied to meeting quantitative and qualitative targets set by the Supervisory Board.	29.2% of the theoretical maximum variable remuneration
Long-term variable remuneration	Multi-year incentive plan approved by the General Meeting. The plan from 24 September 2019 has ended and shares have been allocated. As the stock market price is lower than the exercise price of these options, the exercise conditions are not met.	Not applicable



# VOTE ON THE RESOLUTIONS

Pierre-Alexandre Degehet, Attorney at Law

**Solutions30**

Solutions for New Technologies

# FIRST RESOLUTION



## APPROVAL OF THE ANNUAL ACCOUNTS OF THE COMPANY FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2022

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 2022, in their entirety, showing a net profit of EURO 17,237,985.00.

# SECOND RESOLUTION



## APPROVAL OF THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2022

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 2022, in their entirety, showing a consolidated net loss of EURO 49,136,742.00.

# THIRD RESOLUTION

## ALLOCATION OF RESULTS

The General Meeting acknowledges the net profit of EURO 17,237,985.00.

.

Profit for the year (A)	EURO 17,237,985.00
Results brought forward (B)	EURO 97,667,258.00
Other available reserves (C)	-
Available distributable reserves (D=A+B+C)	EURO 114,905,243.00
Results to be allocated and distributed (A)	EURO 17,237,985.00
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 17,237,985.00
Available distributable reserve after distribution and allocation of result (D-G-H-E)	EURO 114,905,243.00
Basic fixed remuneration of the Supervisory Board members	EURO 385,958.00

# 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 2022.

# FIFTH RESOLUTION



## RE-APPOINTMENT OF MR. ALEXANDER SATOR, AS MEMBER OF THE SUPERVISORY BOARD

The General Meeting decides to re-appoint Mr. Alexander SATOR, as member of the Supervisory Board of the Company for a mandate of 4 years ending at the date of the annual general meeting called to approve the annual accounts for the financial year ending on 31 December 2026.



# SIXTH RESOLUTION



## RE-APPOINTMENT OF MR. YVES KERVEILLANT, AS MEMBER OF THE SUPERVISORY BOARD

The General Meeting decides to re-appoint Mr. Yves KERVEILLANT, as member of the Supervisory Board of the Company for a mandate of 4 years ending at the date of the annual general meeting called to approve the annual accounts for the financial year ending on 31 December 2026.

# SEVENTH RESOLUTION



## **RESIGNATION OF MR. FRANCESCO SERAFINI OF HIS MANDATE AS MEMBER OF THE SUPERVISORY BOARD AND APPOINTMENT OF MRS. PAOLA BRUNO, AS NEW MEMBER OF THE SUPERVISORY BOARD**

The General Meeting acknowledges the resignation of Mr. Francesco SERAFINI of his mandate as member of the Supervisory Board of the Company, normally coming to an end at the annual general meeting to be held in 2025, with effect as of this General Meeting. Henceforth, considering the captioned resignation, the mandate of Mr. Francesco SERAFINI, further to his resignation, is terminated.

The General meeting decides to appoint Mrs. Paola BRUNO, as new member of the Supervisory Board of the Company for a mandate of 4 years ending at the date of the annual general meeting called to approve the annual accounts for the financial year ending on 31 December 2026.

# EIGHTH RESOLUTION



**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 2023.**

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 2023.

# 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 2022.

# TENTH RESOLUTION

Based on the third resolution, allocating a total amount of remuneration for the Supervisory Board in relation to the financial year 2022 of EURO 385,958.00, the General Meeting approves the following annual fees per member of the Supervisory Board in relation to the financial year 2022:

Remuneration ( <i>fees in Euro</i> )	
	EURO
Alexander SATOR, Chairman of the Supervisory Board	73,000.00
Jean Paul COTTET, Member of the Supervisory Board	55,000.00
Yves KERVEILLANT, Member of the Supervisory Board	66,000.00
Thomas KREMER, Member of the Supervisory Board	30,958.00
Pascale MOURVILLIER, Member of the Supervisory Board	57,000.00
Francesco SERAFINI, Member of the Supervisory Board	53,000.00
Caroline TISSOT, Member of the Supervisory Board	51,000.00
Total	385,958.00





To conclude this General Meeting, I would like to sincerely thank our shareholders, both those who have remained steadfast by our side during the difficult times and those who have recently renewed their confidence in us. I would also like to thank our teams, our customers and all our partners for their commitment and trust.

Solutions30 is strong, and the transformation plan we are determined to see through will help us successfully transition into our next phase of growth.

The record level of business in the first quarter confirms that we are on a sustained and profitable growth trajectory over the long term. Over the past 20 years, our company has become a leading partner for some of the world's largest international corporations, who put their trust in us year after year.

At a time of massive investment in our markets, growth opportunities have reached record levels for our group. The Benelux countries have begun to pave the way for a new phase of growth. The UK and Germany are following close on their heels and with even greater potential.

We are ready to embark on this new phase of growth. We have already demonstrated our ability to do this in France, Belgium and the Netherlands. We are ideally positioned to take full advantage of the two major structural trends shaping the world of tomorrow and to remain a key player in the digital transformation and energy transition. I am resolutely optimistic about the future. These two trends will drive our company for many years to come.

Thank you all for your participation.

Gianbeppe Fortis



# *Solutions30*

Solutions for New Technologies

3 rue de la Reine  
L-2418 Luxembourg

@solutions30.com

Solutions30 is listed on  
Euronext Paris  
Symbol: S30 | Index:  
SBF 120

[www.solutions30.com](http://www.solutions30.com)