

GENERAL MEETINGS OF SHAREHOLDERS

17 JUNE 2024



The background of the slide features a blurred photograph of a large group of people in a professional setting, likely a conference or meeting. The image is overlaid with several large, white, angular geometric shapes that create a modern, dynamic layout. These shapes are accented with bright orange diagonal stripes. The overall aesthetic is clean and corporate.

ANNUAL GENERAL MEETING

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



Annual General Meeting

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: 17 May 2024
- Company website: 17 May 2024
- The notice of meeting was sent to nominative shareholders by post on 17 May 2024

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

ANNUAL GENERAL MEETING

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 2023, (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 2023;
3. Approval of the consolidated financial statements for the financial year ended on 31 December 2023;
4. Discharge to the members of the Management Board and Supervisory Board;
5. 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 2024;
6. Appointment of an approved auditor in relation to the assurance opinion on the sustainability reporting included in the management report for the financial year 2024, if and as required;
7. Submission of the remuneration report for advisory;
8. Submission of LTIP for advisory;
9. Authorization to the Management Board, for a maximum period of five (5) years to repurchase shares of the Company.



SOLUTIONS30 IN 2023

Gianbeppe Fortis, Chief Executive Officer

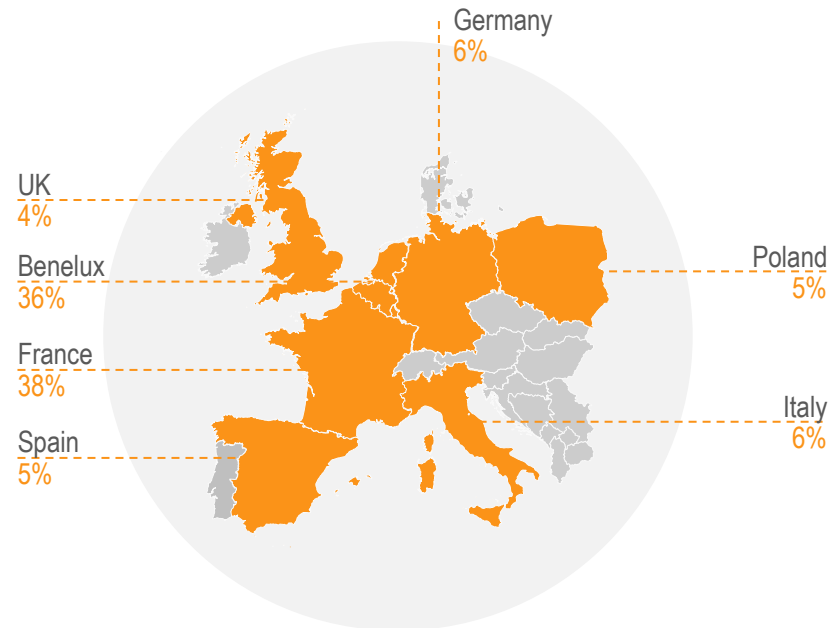
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THE EUROPEAN LEADER IN LAST MILE DIGITAL AND ENERGY SERVICES

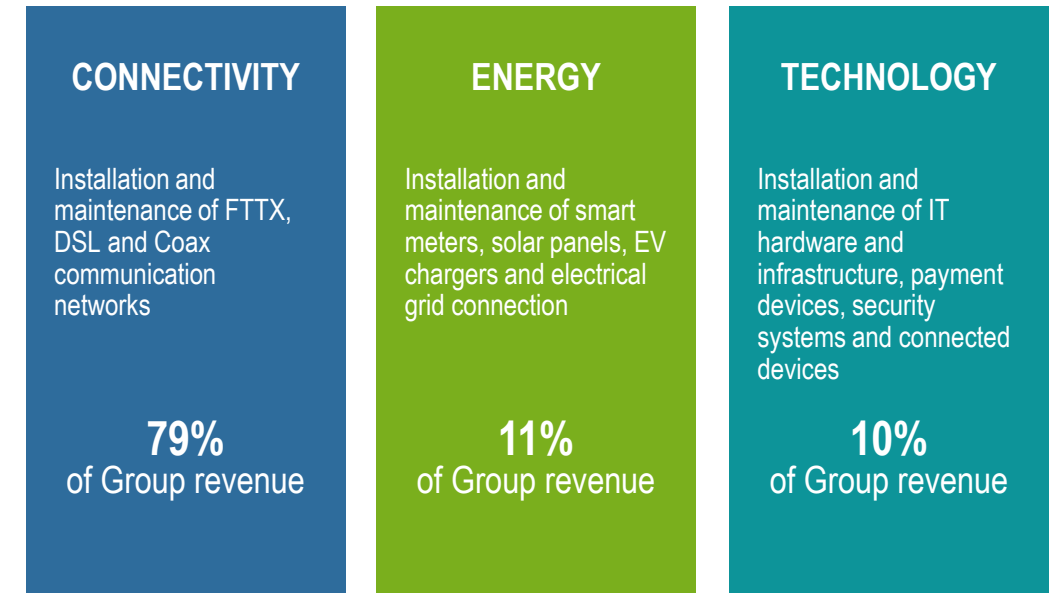
PAN-EUROPEAN FOOTPRINT

In % of 2023 revenue



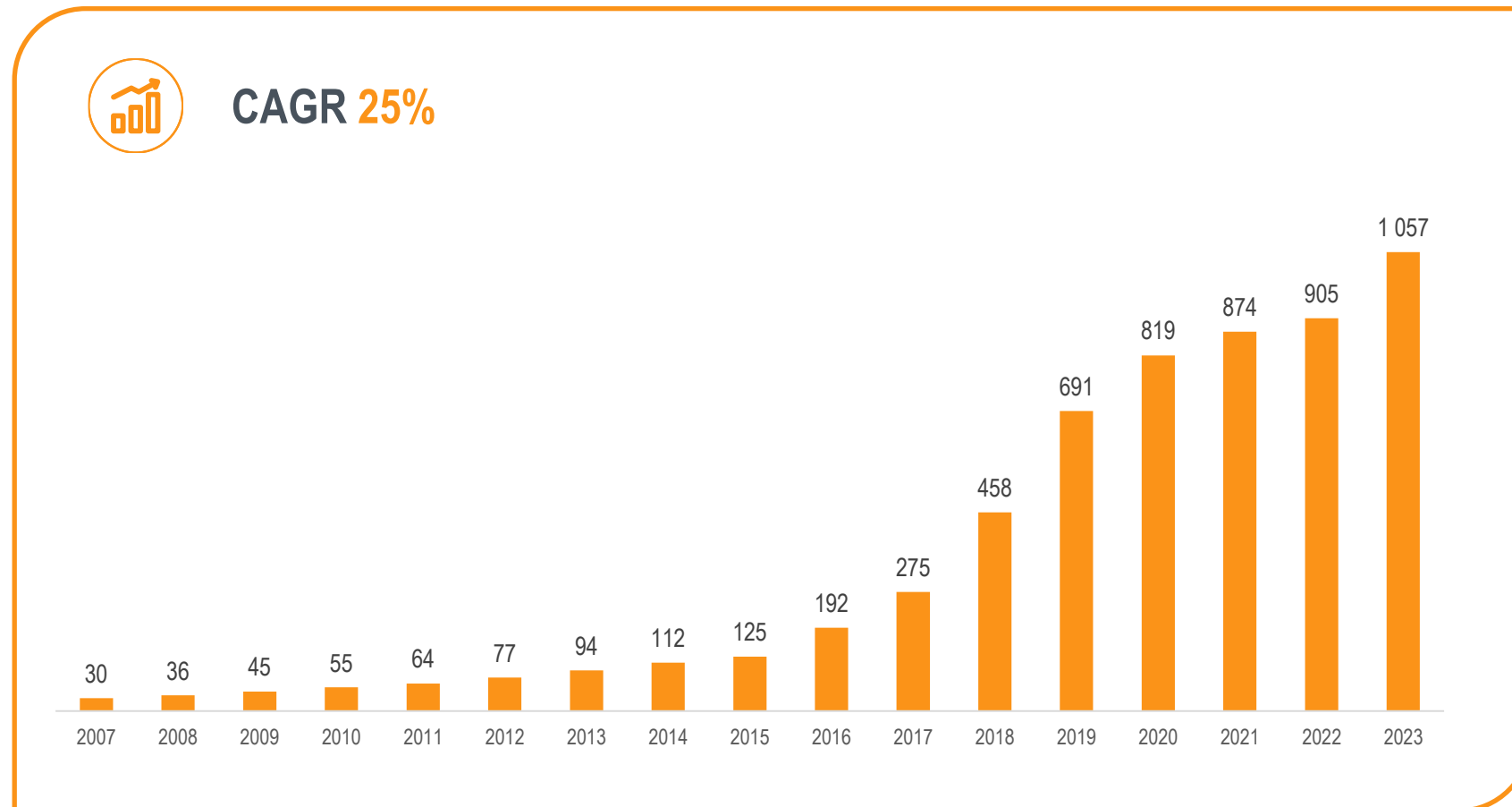
3 VERTICALS

In % of 2023 revenue



UNINTERRUPTED TRAJECTORY OF GROWTH

DRIVEN BY THE DIGITAL TRANSFORMATION AND THE ENERGY TRANSITION



16 000
Technicians

80 000
Interventions per day

€ 1 057m
2023 revenue



SOLUTIONS30: SOLUTIONS FOR NEW TECHNOLOGIES



France: Q Energy has partnered namely with S30 to launch the largest floating solar farm in Europe



France: Acquisition of Elec ENR



Belgium: >24000 households connected to Fiberklaar



Belgium: 30000 digital meters installed



Germany: S30 and Glasfaserplus sign a fiber roll-out contract



FemmesForce
by **Solutions30**

Group: launch of the 'FemmesForce' project

2023 RESULTS



Strong revenue growth, surpassing the €1 billion mark

+16.8% to € 1 057m, driven by outstanding growth in Benelux



Confirmed rebound in operating margin, with significant improvement in H2, as announced

Adjusted EBITDA up +59,6%

7.1% adjusted EBITDA margin in 2023, up 190 bp



A solid balance sheet to support growth

€ 5.7m net cash position at end 2023; 1.05x IFRS leverage¹



Attractive long-term prospects in growing markets

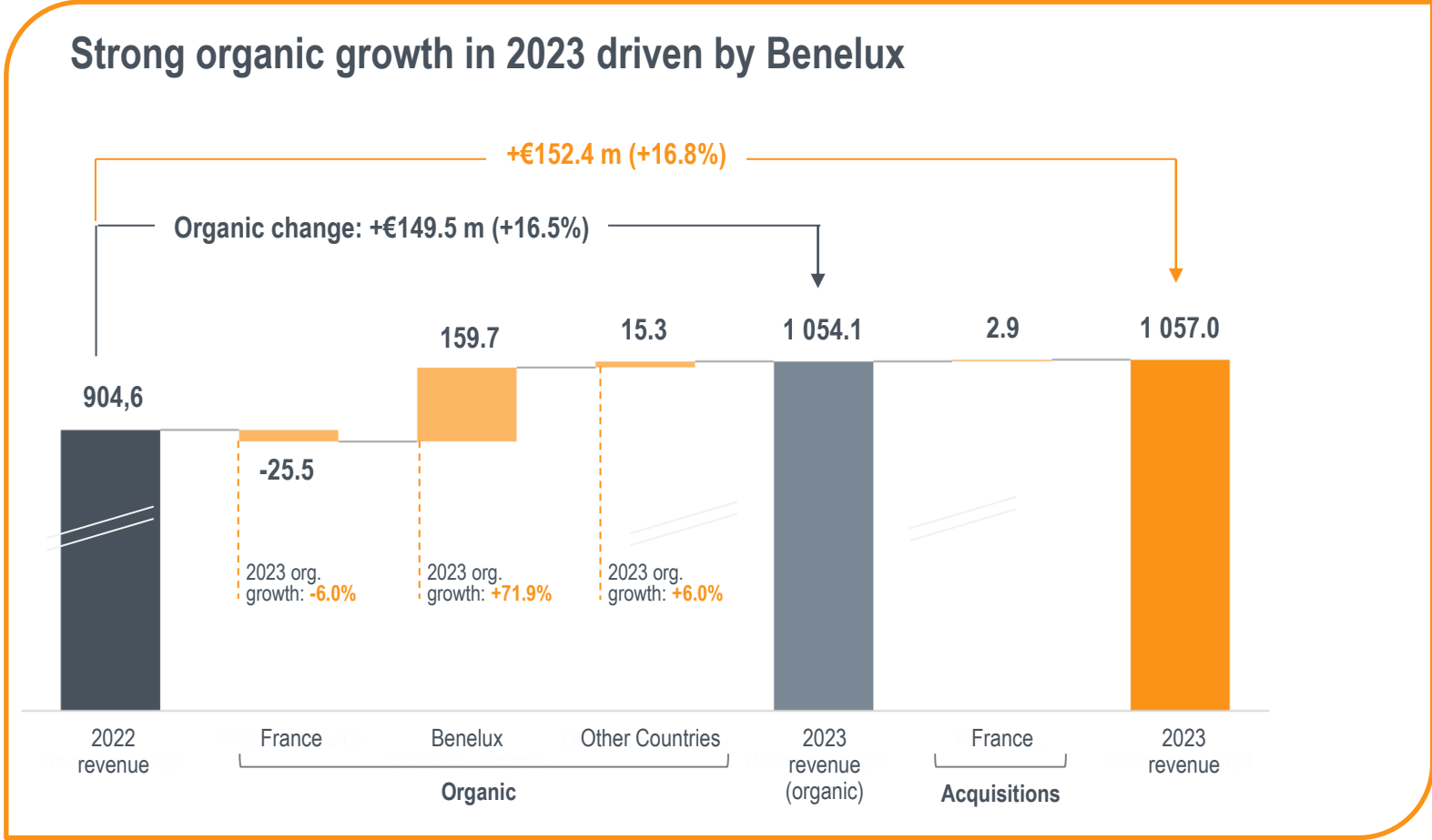
2024: continued revenue growth and further margin improvement

⁽¹⁾ Ratio of IFRS net debt (including lease liabilities and earn-outs) at year-end to full-year adjusted EBITDA

2023 REVENUE: €1 BILLION TARGET ACHIEVED

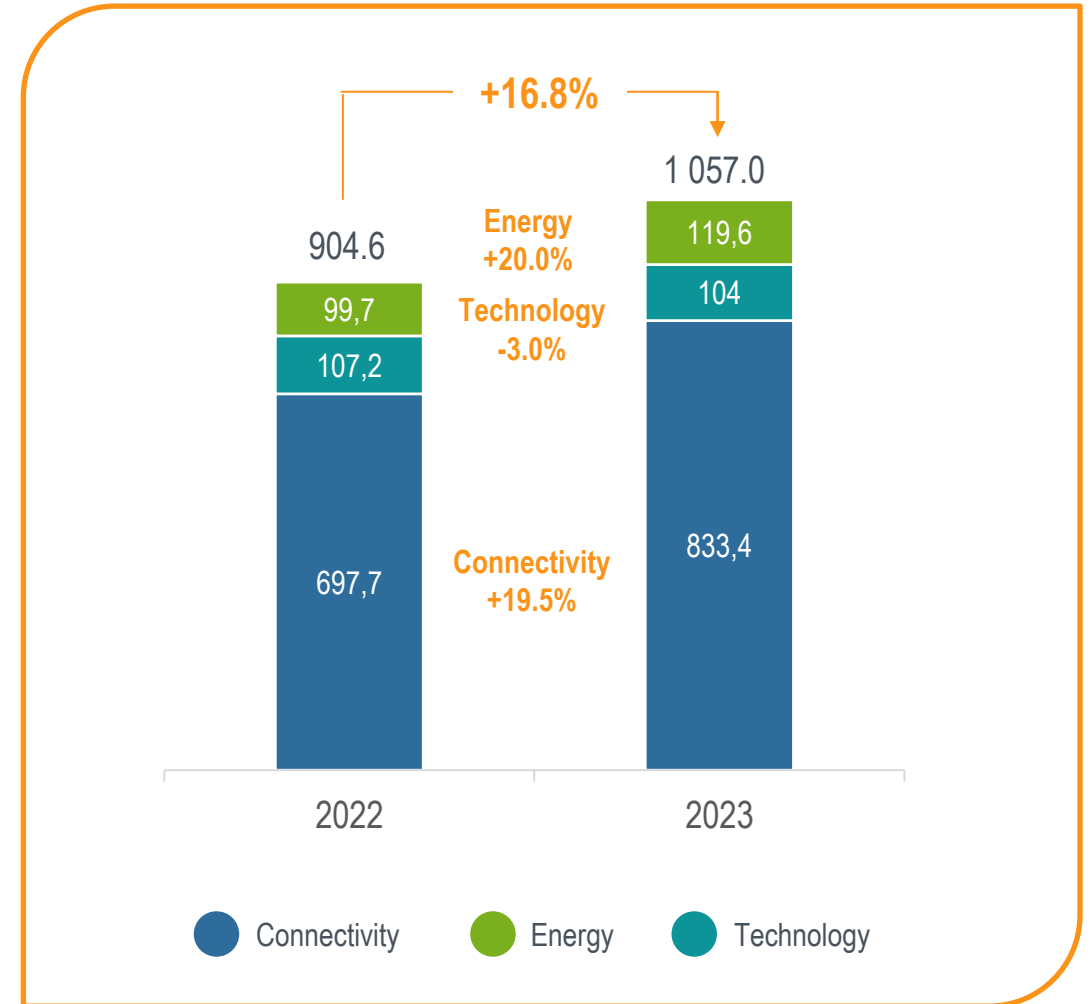
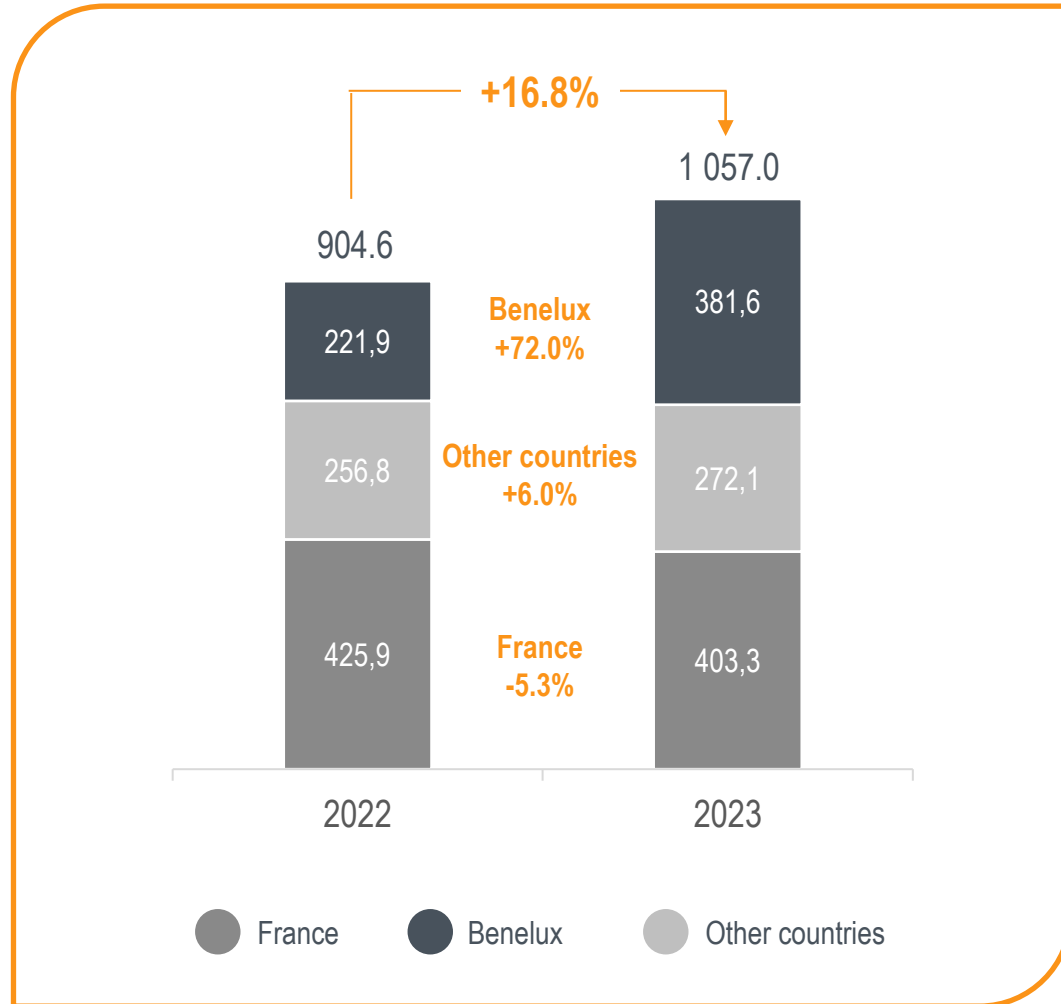
€ 1 057m
 Revenue 2023

+16,8%
 vs. 2022



In millions of euros

CONTINUED GEOGRAPHIC AND SECTORAL DIVERSIFICATION



In millions of euros

MARGIN RECOVERY CONFIRMED



€ 74.6m

2023 Adjusted EBITDA

+59.6%

vs. 2022

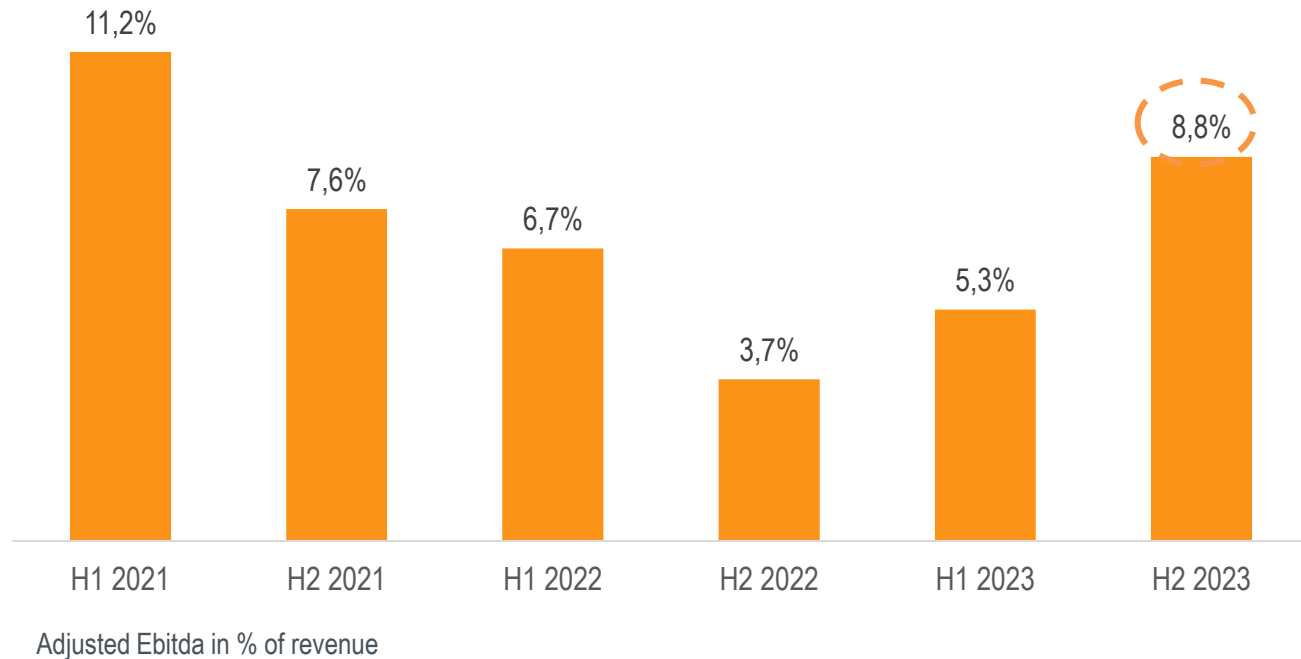
7.1%

2023 Adjusted EBITDA margin

+190 bps

vs. 2022

Strong sequential improvement in H2 2023

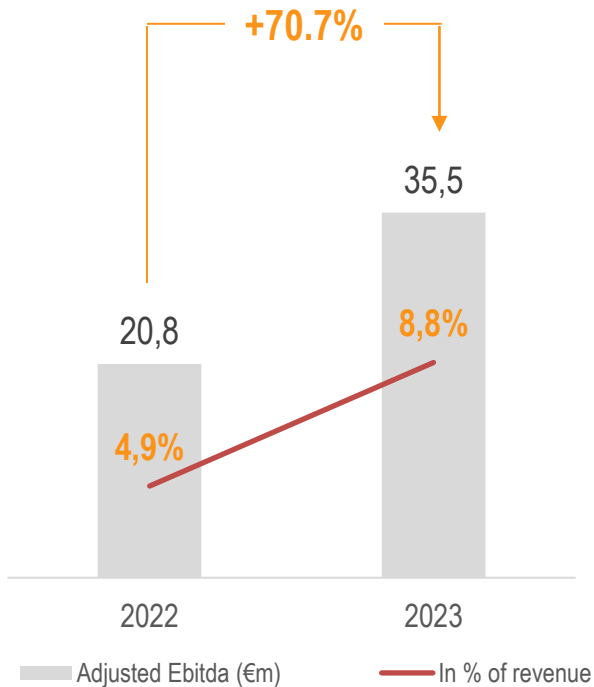


FRANCE

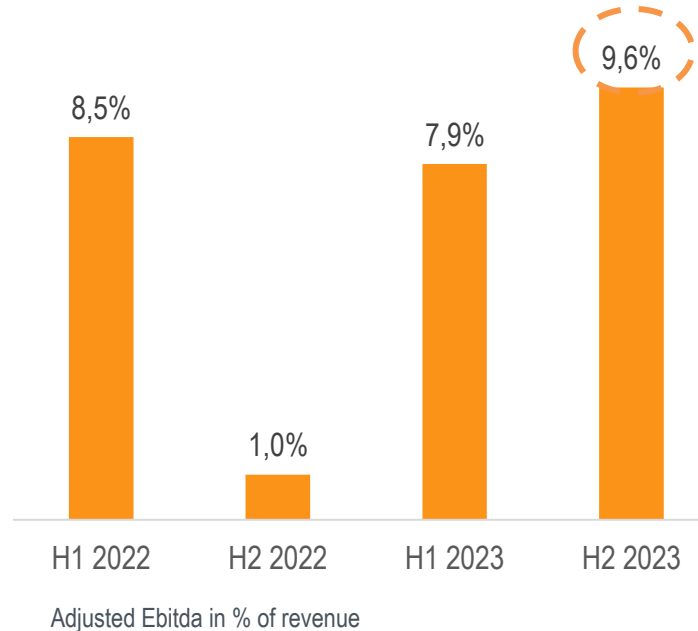
ONGOING RECOVERY CONFIRMED



Adjusted EBITDA

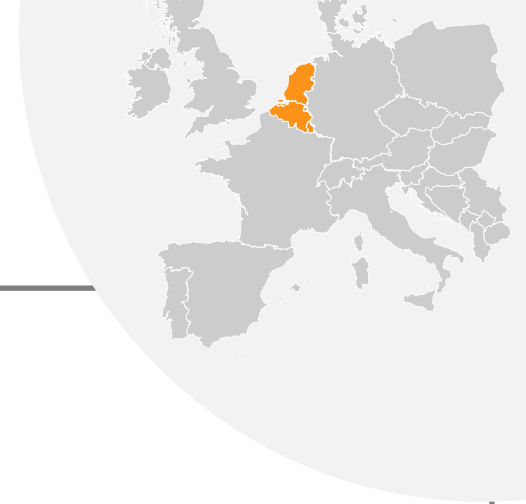


Continued sequential margin improvement in H2 2023

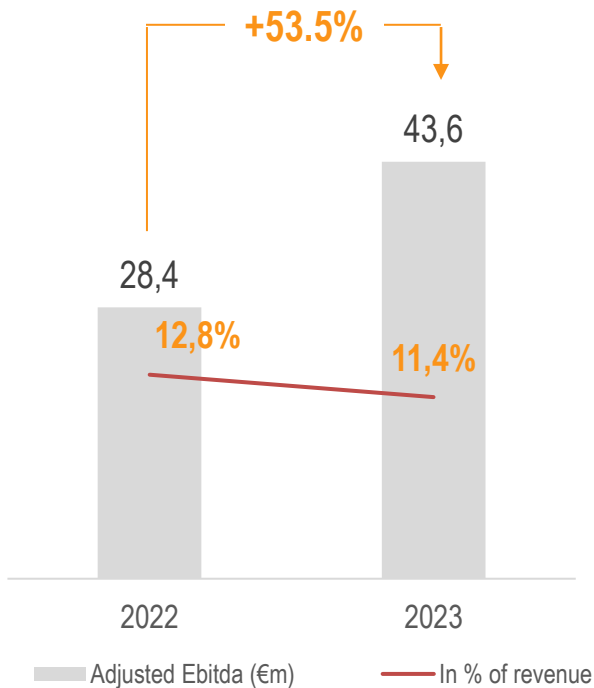


- Reorganization and efficiency measures bearing fruit: resources flexibility, process automation, optimization of central costs
- Focus on transition to new markets, vast opportunities in the PV segment
- Acquisition of a minority stake in a solar specialist that will broaden the Group's offering in PV market

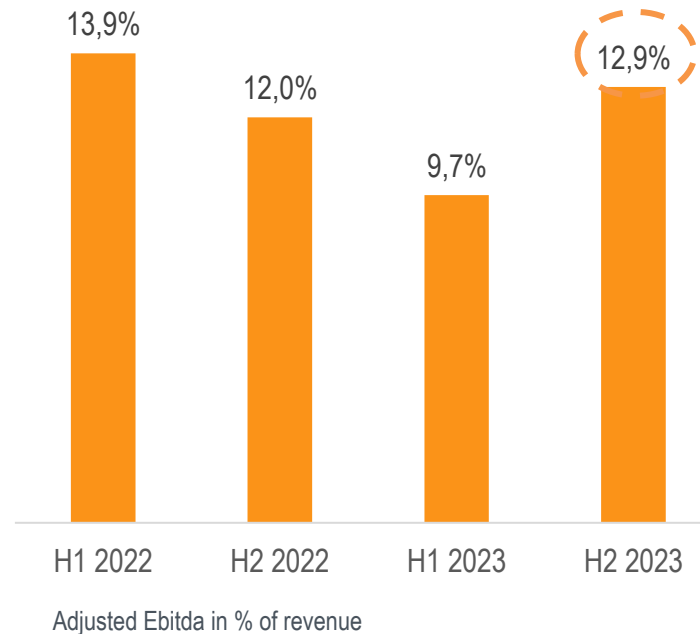
In millions of euros



Adjusted EBITDA



Rebound in margin in H2 2023

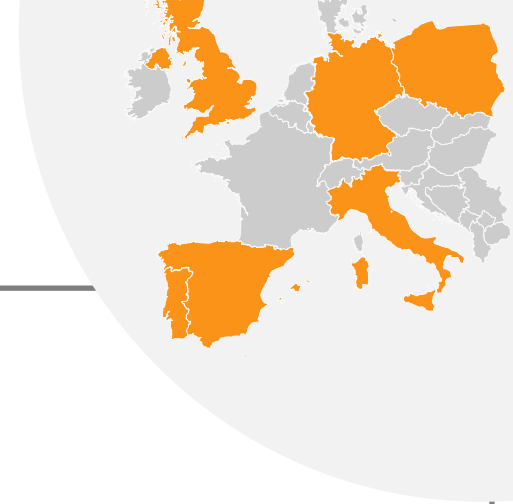


- H1 affected by recruitment and start-up costs in a context of hypergrowth
- Normalization in H2 with margin back to >10% as announced
- 2024: expected impact from elections in Belgium

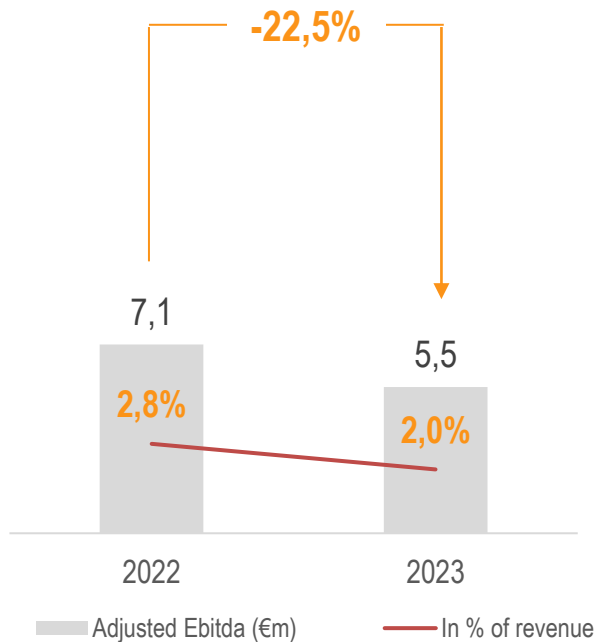
In millions of euros

OTHER COUNTRIES

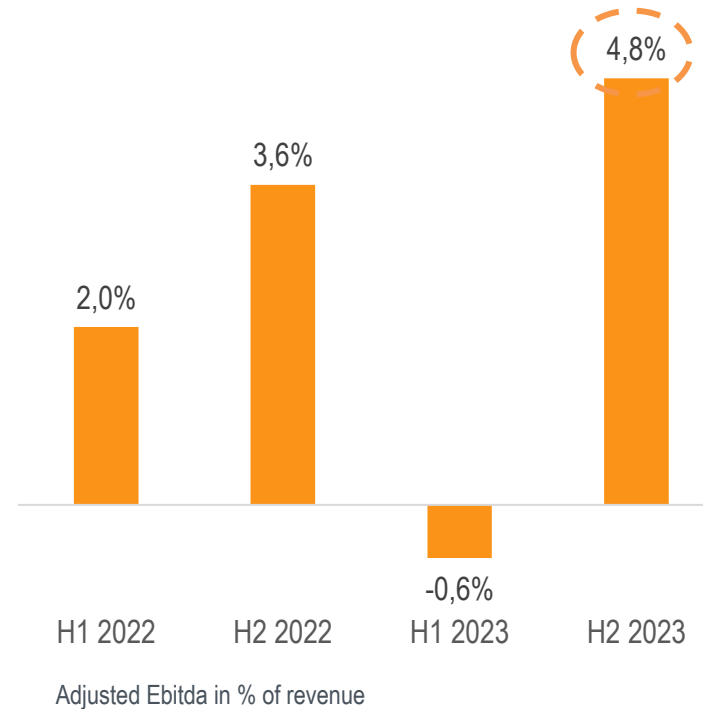
H2 2023: HIGHEST MARGIN IN 3 YEARS



Adjusted EBITDA



Strong rebound in margin in H2 2023



- Margin back into positive territories in H2 following negative H1 impacted by adverse business conditions in Italy, where negotiations are ongoing with main client
- Germany: major fiber contracts signed and operational transformation completed, kickstarting a phase of strong profitable growth in 2024

In millions of euros

AI

2023 FINANCIAL RESULTS

Amaury Boilot, Secretary General

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INCOME STATEMENT - PART 1

€ millions	FY 2023	FY 2022	Change 23/22
Revenue	1 057.0	904,6	16.8%
Operational costs	887.9	774.3	14.7%
As % of turnover	84.0%	85.6%	
Central org. costs	94.8	83.6	13.4%
As % of turnover	9.0%	9.2%	
Adjusted EBITDA ⁽¹⁾	74.6	46.7	59.6%
As % of revenue	7.1%	5.2%	
Operational depreciation	-52.0	-47.0	10.5%
As % of revenue	-4.9%	-5.2%	
Adjusted EBIT ⁽¹⁾	22.6	-0.3	n.a.
As % of revenue	2.1%	0.0%	

⁽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.



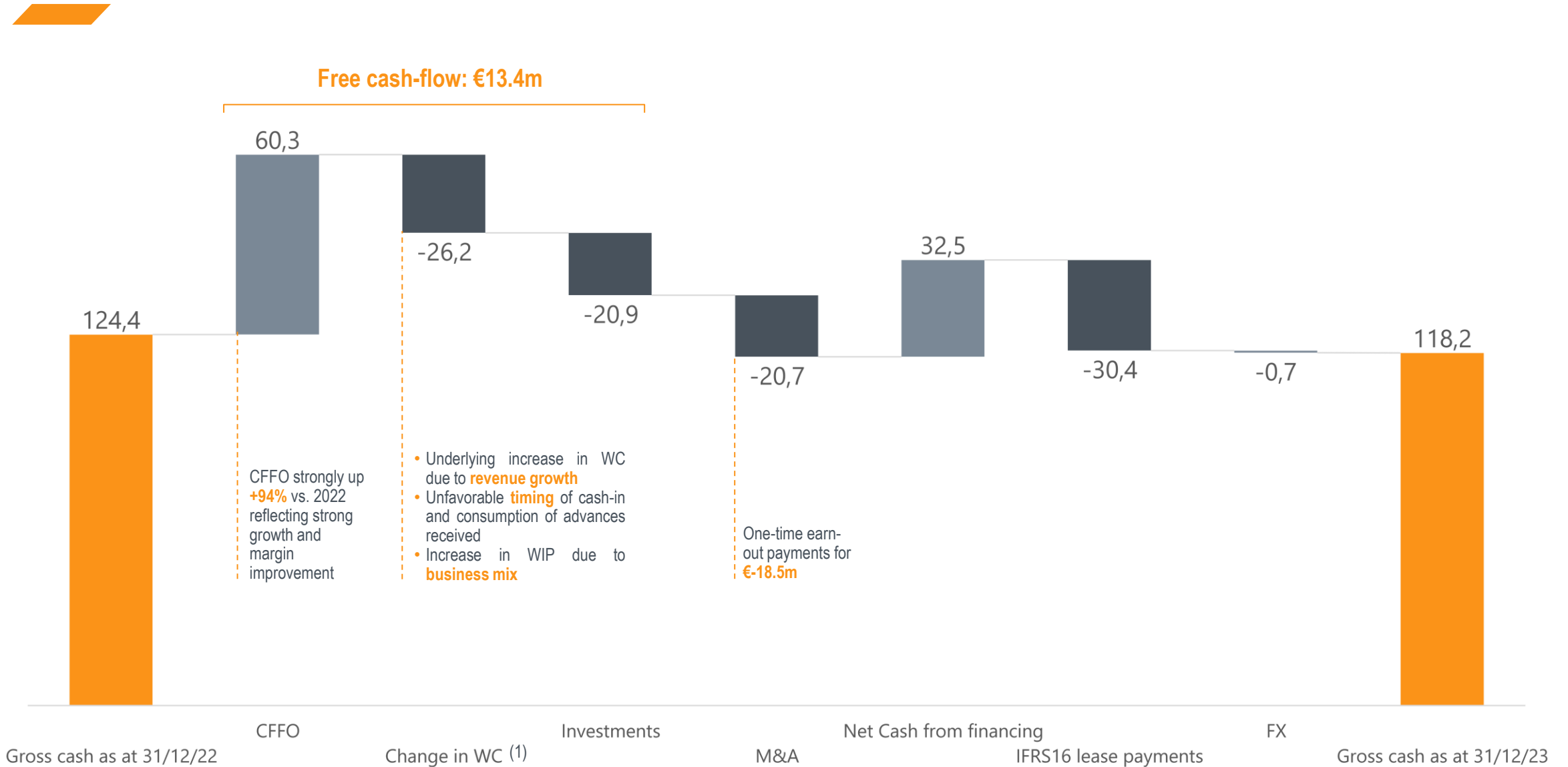
INCOME STATEMENT - PART 2



€ millions	FY 2023	FY 2022
Adjusted EBIT	22.6	-0.3
Amortisation of intangibles	-14.4	-14.4
Financial result	-13.1	-17.1
Non-recurring items	-11.0	-11.8
Corporate taxes	-1.8	-5.6
Consolidated net income	-17.5	-49.1
<i>As % of revenue</i>	-1.7%	-5.4%
Net income (group share)	-22.7	-50.1
<i>As % of revenue</i>	-2.2%	-5.5%



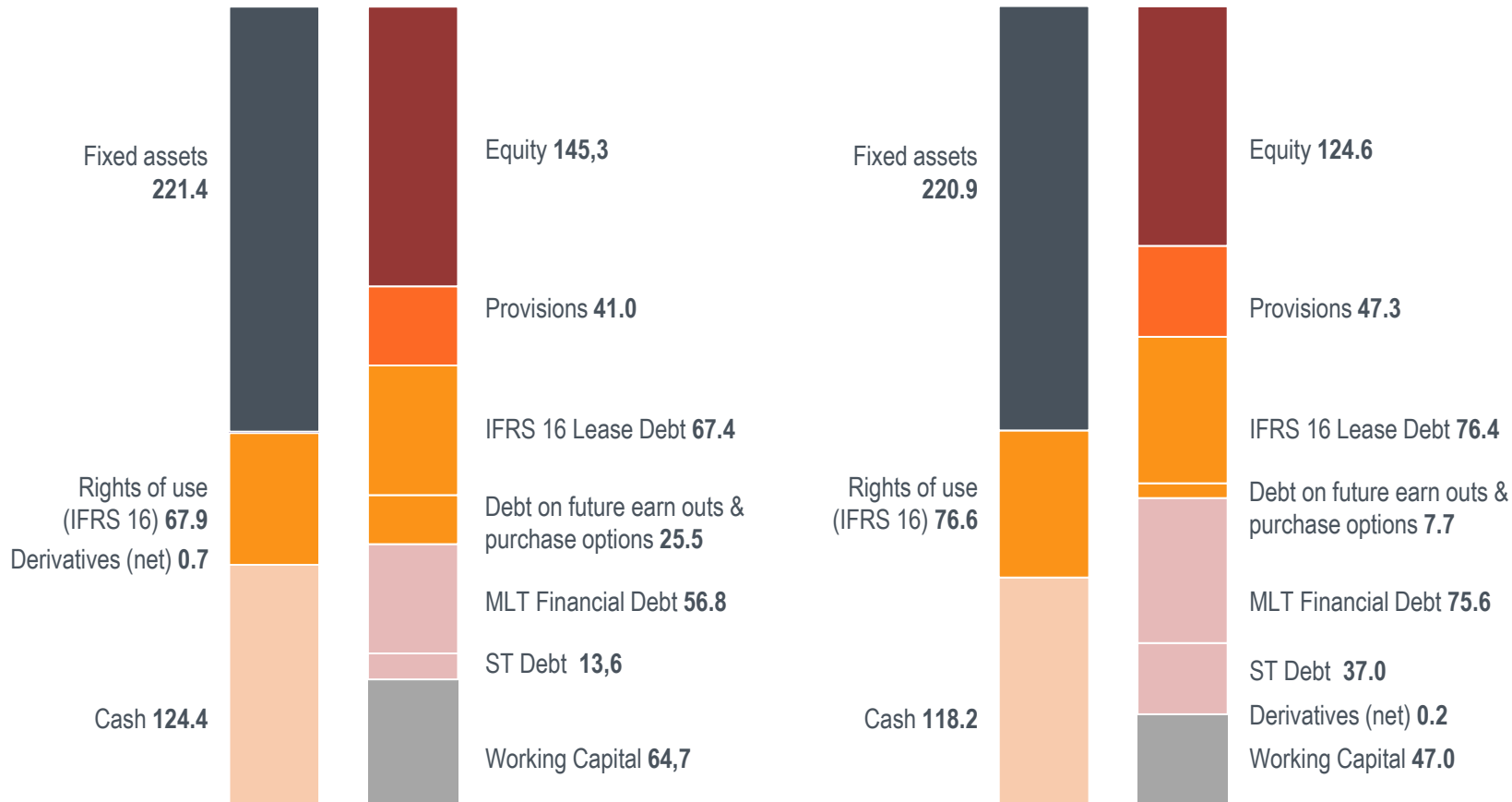
FY2023 CASH GENERATION



(1) Change in WC excludes non-cash items

These figures have been rounded to the nearest whole number or the nearest decimal. Therefore, the sum of the numbers may not conform exactly to the total figure or to 100%.

A SOLID FINANCIAL STRUCTURE TO SUPPORT GROWTH



Balance Sheet as of Dec. 2022

Outstanding position of receivables sold to the factor: €77m

Balance Sheet as of Dec. 2023

Outstanding position of receivables sold to the factor: €109m

€5.7m
 Net cash at end 2023
 (excluding IFRS 16 lease debt)
 vs. €54.0m at end 2022

1.05x
 IFRS net debt/ Adj. EBITDA

62.8%
 IFRS net debt/ Equity



STATUTORY AUDITOR'S REPORT

Amaury Boilot, Group Secretary General

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STATUTORY AUDITOR'S REPORT



- Opinion
 - Unqualified audit opinion on the annual financial statements prepared in accordance with Luxembourg accounting rules and principles and the consolidated financial statements for the year prepared in accordance with IFRS as adopted in the European Union
- Basis for the opinion
 - Audit performed in accordance with Regulation (EU) No 537/2014, the law of 23 July 2016 on the audit profession (the "law of 23 July 2016") and the International Standards on Auditing (ISAs) as adopted for Luxembourg by the Commission de Surveillance du Secteur Financier (CSSF).
 - Audit conducted in compliance with independence rules.
- Key audit areas
 - Valuation of acquisition differences and other intangible assets
 - Recognition of deferred taxes related to carryforward losses



CONTINUING OUR CSR EFFORTS

Gianbeppi Fortis, Chief Executive Officer

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KEY FACTS 2023

Review and enhancement of our ESG strategy

Development of ESG Training on our E-Learning platform

Measuring our Carbon Footprint via Bilan Carbone Project

Science Based Targets initiative (SBTi)

External assessment of our ESG data & KPI

Integration of ESG Risk Management tool





SOLUTIONS30 KEY FOCUS IN 2023

WORKPLACE SAFETY FOR TOMORROW'S SUCCESS

In 2023, nearly a quarter of our total training sessions focused on Health & Safety measures.

Intensifying our efforts to enhance H&S training for technicians.

GOVERNANCE

100 % of independent members in the supervisory board.

GRC training mandatory for all employees.

2024 KPIs

ENVIRONNEMENTAL



- Reduce our Carbon Footprint Intensity* by 8% compared to 2023 (Scope 1 & 2)
- At least 32% of electricity consumption should be from renewable energy sources

SOCIAL



- Control the Injury Severity Rate** (below 0.65 at group level)
- Increase the number of training hours (≥ 25 hours per employee)
- Achieving equal pay for women and men
- Increase the number of women in management positions (more than 25% by the end of the year)

GOVERNANCE



- Manage at least 95% of subcontractors on mySupplace platform
- Percentage of women in Group's Supervisory Board $\geq 40\%$



Q1 2024

Gianbeppi Fortis, CEO

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2024 Q1: GOOD START TO THE YEAR



Uninterrupted revenue growth driven by digital transformation and energy transition

+3.8%, to € 265m in Q1 2024



Continued strong momentum in Benelux

+21.6% revenue growth in Q1, against a very high comparison basis



Energy activities confirmed as a powerful growth driver for the Group

+35.9% revenue growth in Q1

+47.6% in France where the activity mix rebalancing is in progress



Q1 revenue growth excluding Italy: +6.7%

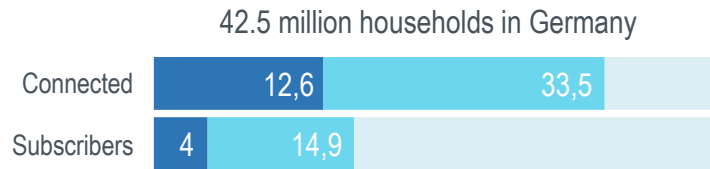
Situation in Italy currently improving

Activity anticipated to come back to normal during H2

LAUNCH OF OPTIC FIBER ROLL-OUT IN GERMANY

FUTURE 3RD PILLAR OF SOLUTIONS30 IN EUROPE

Huge market potential



Source: IDATE pour FTTH Council Europe

● End of 2023 ● Expected in 2027 ● Remaining

~€50 billion

total investment in fiber optic networks expected by the German telecom industry

Major contracts won in 2023



Acceleration of growth in 2024

64 m€ → **~€100 million**
2023 revenue 2024 expected revenue

- ✓ High double-digit growth expected for the next 3 to 5 years
- ✓ Connection works: Until 2030; Connection works: Until 2035
- ✓ Intervention prices much higher than the average for the rest of Europe



GOVERNANCE

Thomas Kremer,
Vice-Chair of the Supervisory Board

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SUPERVISORY BOARD - 2023



The image displays the Supervisory Board members and their roles, along with the committees they oversee. The board consists of seven members, three of whom are independent. The committees are: Nominations and Remunerations (led by A. Sator), Audit, Risk and Compliance (led by Y. Kerveillant), and Strategy and ESG (led by J. P. Cottet). There are 22 meetings in 2023 (including committees) and a 97% attendance rate for the Supervisory Board only.

Member	Role	Independent
Alexander Sator	Chair of the Supervisory Board since Dec 2018	No
Thomas Kremer	Vice-Chair of the Supervisory Board since 3 April 2024 and Member of the Supervisory Board since June 2022	No
Caroline Tissot	Member of the Supervisory Board since May 2017	No
Jean-Paul Cottet	Member of the Supervisory Board since April 2018	No
Yves Kerveillant	Member of the Supervisory Board since April 2019	Yes
Pascale Mourvillier	Member of the Supervisory Board since Dec 2021	Yes
Paola Bruno	Member of the Supervisory Board since May 2023	Yes

Committee	Chair
Nominations and Remunerations	A. Sator
Audit, Risk and Compliance	Y. Kerveillant
Strategy and ESG	J. P. Cottet

22
Meetings in 2023
(Committees included)

97%
Attendance Rate
(Supervisory Board only)

A DIVERSIFIED SUPERVISORY BOARD

COMPLEMENTARY SKILLS

✓ Diversified

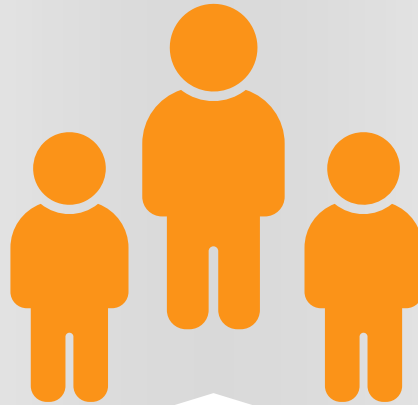
43% of women on the Board

✓ Independent

100% independent Board members

✓ International

4 nationalities represented



✓ Complementary skills

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

MAIN ACTIVITIES OF THE SUPERVISORY BOARD

97%
Attendance Rate

7
Meetings in 2023

- Assessment of the independence of members of the Supervisory Board.
- Review of Solutions30 statutory accounts and consolidated financial statements.
- Review of quarterly financial statements.
- Evaluation of the Management Board and Supervisory Board members
- Discussion about the 5-year business plan.
- Follow-up on the Governance, Risk, and Compliance project and ESG topics.
- Approval of the remuneration of the Management Board r.
- Candidacy of a new member to the Supervisory Board, Paola Bruno
- Updates from the Audit, Risk and Compliance Committee, Nominations and Remunerations Committee and Strategy and ESG Committee.
- Approval of the composition of the Management Board and its reorganization
- Acknowledgement of the renewal of the mandates of Supervisory Board members and confirmation of the composition of Supervisory Board committees



MAIN COMMITTEE ACTIVITIES (1/3)

Nominations and Remunerations

100%
Attendance Rate

- Review of remuneration of members of the Management Board: review of performance criteria, performance analysis process, and remuneration determinations for 2023.
- Skill reinforcement of the Supervisory Board and Management Board to continue implementing the improvement plan launched by Solutions30 in 2019.
- Review of candidates for potential new Supervisory Board members.
- Review of the independence of Supervisory Board members.
- Review of the evaluation process for Supervisory Board and Management Board members.
- Review and approval of the Management Succession Plan

15

Meetings to Specialized
Committees in 2023

5

Meetings in 2023

MAIN COMMITTEE ACTIVITIES (2/3)

Audit, Risk and Compliance

100%
Attendance Rate

- Review of annual and interim revenue and financial results before presentation to the Supervisory Board.
- Review of exposure to social and environmental risks, review of the impact of ESG on the financial reporting
- Follow-up on the Governance, Risk, and Compliance project.
- Review and monitoring of transactions with related parties.
- Group risk management and compliance review and assessment
- Review of 2023 audit strategy.
- Review of 2023 audit budget.
- Discussions on various Group projects related to risk, governance, compliance and finance with the key Group functions (Group CFO, Group Head of Risk, Compliance and ESG, Group Head of legal etc.).

7

Meetings to Audit, Risk &
Compliance

MAIN COMMITTEE ACTIVITIES (3/3)



Strategy and ESG

100%
Attendance Rate

- Discussion on the current state of business activities and markets.
- Analysis of potential M&A targets.
- Analysis and discussion on 2023 strategy and business plan.
- Analysis of Group ESG initiatives and their progress.
- Discussion on ESG KPIs

3

Meetings to Strategy
& ESG



2023 SUPERVISORY BOARD REMUNERATION



Remuneration components	Applicable principles as defined by the remuneration policy and subject to a non-binding vote by the shareholders	2023 Remuneration
Remuneration	Maximum amount (7 members) : €475,000	€468,000
Fixed Amount	A fixed amount in recognition of responsibilities performed as part of the Supervisory Board and its committees	€270,000
Variable Amount	A variable amount calculated based on attendance at Board and Committee meetings	€198,000

2023 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.	<ul style="list-style-type: none"> • Salary increase limited to the automatic legal indexation applicable in Luxembourg (7.7%) • Reduced management board (4 members vs. 5 in 2022)
Variable remuneration	Remuneration tied to meeting quantitative and qualitative targets set by the Supervisory Board.	<ul style="list-style-type: none"> • 98.25% of the maximum theoretical variable compensation awarded • Increase compared to 2022 (29.2%) because all 2023 objectives were met
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.	Not applicable


LONG TERM INCENTIVE PLAN PROPOSED FOR 2024





OBJECTIVES

- **Incentivize** long-term participation in the company's success
- **Attract and retain** highly qualified executives
- **Motivate, retain,** and facilitate the **engagement** of executives
- **Align** the interests of executives with those of shareholders



COMPOSITION

1

Share Certificate Subscription Plan

- Duration: 3 years
- Participants: Management Board and Group Executive Committee
- Financial risk-taking by the potential beneficiary
- Performance criteria: financial, share price, ESG

2

Country Award Plan

- Duration: Annually for 3 years
- Participants: Local Country/Operational Unit Managers
- No financial risk-taking by the potential beneficiary
- Performance criteria: financial, share price, ESG

A hand holding a magnifying glass over a glowing blue globe with a window reflection. The background is a deep blue gradient with abstract shapes and light effects. The magnifying glass is positioned over the right side of the globe, and the window reflection is visible on the right side of the globe.

Questions & answers

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RESOLUTIONS SUBMITTED FOR APPROVAL AT THE GENERAL MEETING

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 2023

The Annual 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 2023, in their entirety, showing a net profit of Euro 18,941,022.97.

SECOND RESOLUTION



APPROVAL OF THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED ON 31 DECEMBER 2023

The Annual 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 2023, in their entirety, showing a consolidated net loss of Euro 17,544,108.00.

THIRD RESOLUTION

ALLOCATION OF RESULTS.

The Annual General Meeting acknowledges the net profit of Euro 18,941,022.97.

Profit for the year (A)	EURO 18.941022,97
Results brought forward (B)	EURO 114.905.242,92
Other available reserves (C)	-
Available distributable reserves (D=A+B+C)	EURO 133.846.265,89
Results to be allocated and distributed (A)	EURO 18.941.022,97
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 18.941.022,97
Available distributable reserve after distribution and allocation of result (D-G-H-E)	EURO 133.846.265,89
Basic fixed remuneration of the Supervisory Board members	EURO 468.000,00

FOURTH RESOLUTION



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

The Annual 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 2023.

FIFTH 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 2024.

Further to the end of the term of the mandate of the current approved statutory auditor, the Annual General Meeting decides to re-appoint PKF Audit & at 76, avenue de la Liberté L-1930 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 2024.

SIXTH RESOLUTION



APPOINTMENT OF AN APPROVED AUDITOR IN RELATION TO THE ASSURANCE OPINION ON THE SUSTAINABILITY REPORTING INCLUDED IN THE MANAGEMENT REPORT FOR THE FINANCIAL YEAR 2024, IF AND AS REQUIRED.

In the event that the Luxembourg legislator, in transposing the CSRD directive 2022/2464 of 14 December 2022, were to require the explicit appointment by the general meeting of shareholders of an approved statutory auditor (réviseur d'entreprises agréé) to provide the assurance opinion on the sustainability reporting included in the management report for the financial year 2024, the Annual General Meeting resolves to appoint PKF Audit & Conseil S. à r.l., with registered address situated at 76, avenue de la Liberté L-1930 Luxembourg and registered with the Luxembourg Register of Commerce and Companies under identification number B 222.994.

However, should such an appointment by the general meeting of shareholders not be required by the Luxembourg transposition legislation or should the flexibility solution be chosen, the Annual General Meeting shall, as far as possible, delegate to the Management Board the power to appoint the approved statutory auditor (réviseur d'entreprises agréé) to provide the assurance opinion on the sustainability reporting, with possible ratification by the next general meeting of shareholders, depending on the legislative solution chosen.

SEVENTH RESOLUTION



SUBMISSION OF THE REMUNERATION REPORT FOR ADVISORY

The Annual General Meeting decides by an advisory vote to approve the Remuneration Report of the Company for the financial year 2023.

EIGHTH RESOLUTION

SUBMISSION OF THE REMUNERATION REPORT FOR ADVISORY

Based on the third resolution, allocating a total amount of remuneration for the Supervisory Board in relation to the financial year 2023 of Euro 468,000.00 the Annual General Meeting approves the following annual fees per member of the Supervisory Board in relation to the financial year 2023:

Remuneration (fees in Euro)	
Alexander SATOR, Chairman of the Supervisory Board	Euro 79.000,00
Thomas KREMER, Vice-Chair of the Supervisory Board	Euro 69.000,00
Caroline TISSOT, Member of the Supervisory Board	Euro 53.000,00
Jean Paul COTTET, Member of the Supervisory Board	Euro 57.000,00
Yves KERVEILLANT, Member of the Supervisory Board	Euro 78.000,00
Pascale MOURVILLIER, Member of the Supervisory Board	Euro 69.000,00
Paola BRUNO, Member of the Supervisory Board	Euro 29.901,00
Francesco SERAFINI, Member of the Supervisory Board	Euro 33.099,00
TOTAL	Euro 468.000,00

NINTH RESOLUTION



SUBMISSION OF LTIP FOR ADVISORY

The Annual General Meeting decides by an advisory vote to approve the LTIP.

TENTH RESOLUTION

AUTHORISATION TO THE MANAGEMENT BOARD, FOR A MAXIMUM PERIOD OF FIVE (5) YEARS TO REPURCHASE SHARES OF THE COMPANY

The Annual General Meeting acknowledges the intention of the Company to potentially purchase its own shares in order to remit the shares of the Company as exchange or payment in connection with external growth transactions in general and, as the case may be, to restore the own shares Company's portfolio. The Annual General Meeting consequently authorizes the Management Board of the Company, as referred to in articles 430-15 and 430-16 of the law of August 10th 1915, on commercial companies, as amended (the Law), for a maximum period of five (5) years as of the date of this Annual General Meeting, to purchase shares of the Company at any time and as many times as it deems appropriate, by any means permitted by law.

The maximum number of shares that may be acquired by the Company shall not exceed in total the maximum of 1,339,100 (one million three hundred thirty-nine thousand one hundred) shares. In any event, the maximum number of own shares that the Company may hold at any time directly or indirectly may not have the effect of reducing its net assets below the amount mentioned in paragraphs (1) and (2) of article 461-2 of the Law. The purchase may be charged to the year's earnings and/or to unrestricted reserves or share premium.

The Company's shares may be sold or, subject to a decision of the shareholders taken at an extraordinary general meeting of the Company, cancelled at a later date subject to the provisions of any applicable law or regulation.

The maximum purchase price per Company's share to be paid in cash shall not represent more than EUR 28.00 (twenty-eight Euro), and no less than EUR 1.00 (one Euro). Such purchases and sales may be carried out in order to remit the shares of the Company as exchange or payment in connection with external growth transactions in general and to restore the own shares Company's portfolio.

All powers are granted to the Management Board of the Company, with the power to delegate, in view of ensuring the implementation of this authorization.

The background of the slide features a blurred photograph of a large group of people in a professional setting, likely an Annual General Meeting. The image is overlaid with several large, white, angular geometric shapes that create a modern, dynamic layout. These shapes are accented with bright orange diagonal stripes. The overall aesthetic is clean and corporate.

ANNUAL GENERAL MEETING THANKS

EXTRAORDINARY GENERAL MEETING





FORMALITIES

Solutions30

Solutions for New Technologies

QUORUM AND MAJORITY



Extraordinary General Meeting

A quorum of at least 50% is required for the Extraordinary General Meeting to be able to validly deliberate.

The resolutions on the agenda of this Extraordinary General Meeting will be adopted by a **two-thirds majority** of the votes validly cast.

A close-up photograph of a laptop screen displaying a financial trading interface. The top portion of the screen shows a candlestick chart with green and red bars, overlaid with a blue trend line and a red horizontal line. Below the chart is a table of trading data with columns for 'Date', 'Time', 'Price', 'Volume', 'Profit', and 'Net'. The table contains several rows of data, with some values in red and some in green. The bottom of the screen shows a Windows taskbar with various application icons. The laptop is positioned on a desk, and the background is a blurred office environment.

SHARE REGROUPING

Gianbepi Fortis, Chief Executive
Officer

SHARE REGROUPING: WHY?

Stock regrouping: **reducing the number of shares** outstanding and **increasing the unit price of a share**, with the primary benefit of **reducing stock price volatility**



VOLATILITY AND « TICK SIZE »



Increase the tick size

depends notably on the stock price: €0.001 at current stock price, vs. €0.01 to €0.02 for a stock price between €10 and €20.



Stock price volatility reduction

MIFID II NEW TICK SIZE REGIME: LIQUIDITY BANDS FROM 2 JANUARY 2017



LIQUIDITY BANDS						
ESMA LIQUIDITY BANDS	0 ≤ average daily number of transactions < 10	10 ≤ average daily number of transactions < 80	80 ≤ average daily number of transactions < 600	600 ≤ average daily number of transactions < 2000	2000 ≤ average daily number of transactions < 9000	9000 ≤ average daily number of transactions
EURONEXT TICK SIZE INDEX IDENTIFIER	20	21	22	23	24	25
PRICE RANGES						
0 ≤ price < 0.1	0.0005	0.0002	0.0001	0.0001	0.0001	0.0001
0.1 ≤ price < 0.2	0.001	0.0005	0.0002	0.0001	0.0001	0.0001
0.2 ≤ price < 0.5	0.002	0.001	0.0005	0.0002	0.0001	0.0001
0.5 ≤ price < 1	0.005	0.002	0.001	0.0005	0.0002	0.0001
1 ≤ price < 2	0.01	0.005	0.002	0.001	0.0005	0.0002
2 ≤ price < 5	0.02	0.01	0.005	0.002	0.001	0.0005
5 ≤ price < 10	0.05	0.02	0.01	0.005	0.002	0.001
10 ≤ price < 20	0.1	0.05	0.02	0.01	0.005	0.002
20 ≤ price < 50	0.2	0.1	0.05	0.02	0.01	0.005
50 ≤ price < 100	0.5	0.2	0.1	0.05	0.02	0.01
100 ≤ price < 200	1	0.5	0.2	0.1	0.05	0.02
200 ≤ price < 500	2	1	0.5	0.2	0.1	0.05

* Dépend également du nombre moyen de transactions réalisées par jour. Moyenne 2024: entre 600 et 700. Hypothèse retenue post regroupement: entre 80 et 600.

SHARE REGROUPING: HOW?

In exchange for 8 existing shares, with a par value of €0.1275, 1 new share with a par value of €1.02 will be issued.

	Before regrouping	After regrouping	
Number of shares forming the share capital	107 127 984	13 390 998	÷ 8
Par value of a share	€0,1275	€1,02	x 8
Subscribed share capital	€13 658 817,96	€13 658 817,96	unchanged



Solutions30

Solutions for New Technologies

21 rue du Puits Romain
L-8070 Bertrange, Grand Duchy of
Luxembourg

Solutions30 is listed on Euronext
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