



Bernin, April 4, 2022

## INFORMATION ON MR. PIERRE BARNABÉ'S ITEM OF COMPENSATION AND ON THE COMMITMENTS TO BE GIVEN BY SOITEC IN HIS FAVOUR FOR FY 2022/2023

The Board of Directors at its meeting held on March 31, 2022 decides upon the FY23 compensation of the next CEO to take office at the end of the 2022 shareholders' general meeting, Mr. Pierre Barnabé, as follows:

### **Fixed compensation**

- Mr. Pierre Barnabé's annual fixed compensation will be set at a gross amount of €480,000 (paid on a prorata basis for the period running from his appointment as CEO to March 31, 2023).
- The level of his remuneration will be benchmarked to the level of remuneration of a group of CEOs of similar European companies (peers) on an annual or semi-annual basis (benchmarks) and adapted if the Board deems it necessary.

### **Short-term annual variable compensation**

- Mr. Pierre Barnabé's short-term annual variable compensation, which will be subject to the achievement of pre-determined performance conditions defined by the Board of Directors based on recommendations issued by the Compensation Committee, can represent between 0% and 165% of his annual fixed compensation.
- Details of the performance criteria will be made public in the 2021/2022 Soitec Universal Registration Document.
- Details of the Board of Directors' assessment of the levels of achievement of the performance criteria underlying the calculation of the annual variable compensation will be made public in the 2022/2023 Soitec Universal Registration Document.
- Pursuant to Article L. 22-10-34 II of the French Commercial Code, the payment of annual variable compensation will be subject to prior approval by the Shareholders' Meeting (*ex post vote*).

### **Long-term annual variable compensation**

- Performance shares will be granted to Mr. Pierre Barnabé by the Board of Directors, within the authorization of Soitec' shareholders and within the general rules of the long term incentive yearly program available to Soitec's CEO and executives.

- For FY23, the value of the performance shares granted will be set at 300% of Mr. Pierre Barnabé's annual fixed compensation in case all the performance conditions are met and the shares fully vest.

**Commitments given by Soitec in relation to the termination or change of his executive corporate officer duties**

- Mr. Pierre Barnabé will be eligible for a termination package event of his forced departure for reasons other than serious misconduct from Soitec, the main terms and conditions of which will be set out in the 2021/2022 Soitec Universal Registration Document.

**Other items of compensation**

- The other items of compensation of Mr. Pierre Barnabé's for FY23 (benefits in kind, reimbursement of expenses, supplementary pension plan) will be set out in the 2021/2022 Soitec Universal Registration Document.