



Bernin, August 8, 2022

INFORMATION RELATED TO THE CHIEF EXECUTIVE OFFICER COMPENSATION

In accordance with the AFEP-MEDEF Corporate Governance Code (Article 26.1), Soitec makes public the decisions taken by the Board of Directors relating to the potential or acquired elements of remuneration of corporate officers.

Allocation of 9,612 ordinary free shares under conditions of performance and presence to Mr. Pierre BARNABÉ, Chief Executive Officer of the Company – Onyx Plan 2025

In accordance with the authorization granted by the Annual General Meeting of July 28, 2021 (twenty-seventh resolution) and the remuneration policy of the Chief Executive Officer approved by the Annual General Meeting of July 26, 2022 (twentieth resolution), the Board of Directors of the Company meeting on July 26, 2022 decided on the recommendation of the Compensation Committee, to grant:

- 9,612 ordinary free performance shares (Onyx 2025 plan), representing approximately 0.03% of the Company's share capital at the date of publication of this document to Mr. Pierre Barnabé, Chief Executive Officer of the Company (as well as to the members of the Executive Committee and certain employees of the Group) (the "**Allocation**").

The Allocation is subject to a 3-year vesting period from July 26, 2022 to August 1, 2025 (inclusive) (the "**Acquisition Period**") and to the achievement of the following (i) performance and (ii) presence conditions upon recognition by the Board of Directors:

- (i) The performance conditions, for which the achievement criteria are defined in the specific terms of the Onyx 2025 Plan, are distributed as follows:
- The vesting of 30% of the number of shares allocated depends on the achievement of consolidated EBITDA margin milestones;
 - The vesting of 30% of the number of shares allocated depends on achieving consolidated revenue milestones;

- The vesting of 20% of the number of shares allocated depends on achieving the Company's Total Shareholders Return ("TSR") target relative to the Euro Stoxx 600 Technology Index.
- The vesting of 20% of the number of shares allocated depends on the achievement of sustainable development objectives, relating to the reduction of scope 3 of the Company's carbon footprint in relation to the value created, the reduction of water consumption per wafer produced and a more balanced representation of the sexes in the group and within its senior management.

(ii) the conditions of presence *prorata temporis*, consist in one third of each allocation being conditional on the presence of the beneficiary per year of acquisition recorded, 1 July 2023 (inclusive), 1 July 2024 (inclusive) and 1 July 2025 (inclusive), subject to the following exceptions:

- in the event of departure for serious misconduct or gross negligence, the conditions of presence are deemed not to be met.
- in the event of death or disability, the conditions of presence and performance are deemed to be 100% satisfied.
- any other exception would require a reasoned decision by the Board of Directors.

No retention period applies at the end of the Acquisition Period, but the Chief Executive Officer must keep in registered form, for the duration of his mandate, a number of acquired shares whose value has been fixed by the Board of Directors at 10% of his annual remuneration fixed at the date of their acquisition.