



Bernin, July 24, 2025

LONG-TERM VARIABLE COMPENSATION INFORMATION RELATED TO THE CHIEF EXECUTIVE OFFICER

In accordance with the recommendations of the Afep-Medef Code, corporate officers' compensation components, whether potential or vested, are disclosed after the Board of Directors' meeting approving them.

The long-term variable compensation components for Pierre Barnabé, Chief Executive Officer, as set out by the Board of Directors on July 22, 2025, on the recommendation of the Compensation, Nominations and Board Governance Committee, are disclosed below.

I. Onyx 25 plan – Final vesting of 2,829 performance shares for Pierre Barnabé

On July 22, 2025, the Board of Directors noted the final vesting of 2,829 Soitec shares for Pierre Barnabé, on August 1, 2025, under the Onyx 25 free performance share plan.

It is noted that on July 26, 2022, the Board of Directors had granted 9,612 free performance shares (Onyx 2025 plan) to Pierre Barnabé, subject to a three-year vesting period from July 26, 2022 to August 1, 2025 (inclusive) and to the achievement of both presence and performance conditions. The latter distributed as follows:

- 30% of the number of shares were subject to a consolidated revenue target;
- 30% of the number of shares were subject to a consolidated EBITDA margin target;
- 20% of the number of shares were subject to the achievement of a Total Shareholders Return ("TSR") target for the Soitec share compared with the Stoxx Europe 600 Technology index;
- 20% of the number of shares were subject to sustainable development targets (scope 3 carbon footprint, water stress, representation of women within the Group).

The overall achievement rate for these performance conditions amounted to 29.44%.

These shares are not subject to any lock-up period. However, in accordance with the decision made by the Board of Directors when these shares were granted, the Chief Executive Officer is required to retain, in registered form, a certain number of shares corresponding to 10% of his annual fixed compensation, calculated based on the shares' value at their vesting date, for the entire duration of his term of office.

II. Onyx 28 plan – Grant of 28,754 free performance shares to Pierre Barnabé

On July 22, 2025, in accordance with the Chief Executive Officer's compensation policy approved by the Annual General Meeting of July 22, 2025 under the 14th resolution, and the authorization granted by the Annual General Meeting of July 23, 2024 under the 20th resolution, the Board of Directors, on the recommendation of the Compensation, Nominations and Board Governance Committee, resolved to grant Pierre Barnabé 28,754 free performance shares (Onyx 28 plan), representing 0,08% of the Company's share capital on this date.

This grant of free performance shares is subject to a three-year vesting period, from July 22, 2025 to August 1, 2028 (inclusive), and to the achievement, upon determination by the Board of Directors, of both presence and performance conditions. The latter distributed as follows:

- 25% of the number of shares are subject to a cumulative consolidated revenue target;
- 20% of the number of shares are subject to a cumulative EBIT on cumulative revenue target;
- 30% of the number of shares are subject to the achievement of a Total Shareholders Return ("TSR") target for the Soitec share compared with median of TSR of companies included in the Stoxx Europe TMI Semiconductor index, being specified that this TSR performance objective will only be met if the Soitec TSR is at least equal to this median;
- 25% of the number of shares are subject to sustainable developments targets:
 - 5% for achieving a carbon footprint scopes 1 and 2 reduction objective;
 - 5% for achieving a water withdrawal objective;
 - 5% for achieving an objective of proportion of women in the Group's senior management;
 - 5% for achieving an objective of proportion of women in the Group's overall workforce; and
 - 5% for achieving an objective for completion of the Group's code of conduct and cybersecurity training modules.

The rules governing the Onyx 28 plan do not provide for any lock-up period at the end of the vesting period. However, on July 22, 2025, the Board of Directors decided that the Chief Executive Officer is required to retain, in registered form, a certain number of vested shares, for the duration of his term of office. The value of these shares has been set at 10% of the Chief Executive Officer's annual fixed compensation at the vesting date.

In accordance with the recommendations of the Afep-Medef Code, Pierre Barnabé has formally undertaken not to engage in hedging operations on the performance shares granted to him, for the entire duration of his term of office.

III. History of the free performance share plans granted to Pierre Barnabé

It is noted that, in addition to the Onyx 25 and Onyx 28 plans, Pierre Barnabé is beneficiary of two other free performance shares plans under which he was granted :

- on July 25, 2023, 8,637 performance shares under the Onyx 26 plan, which are eligible for final vesting on August 1, 2026, subject to the achievement of presence and performance conditions;
- on July 23, 2024, 11,460 performance shares under the Onyx 27 plan, which are eligible for final vesting on August 1, 2027, subject to the achievement of presence and performance conditions.