

*Courtesy translation from French – not legally binding – for information purposes only*

**SOITEC**

**A French joint-stock corporation (French *Société Anonyme*)**

**with a share capital of Euros 65,906,527.00**

**Registered office: Parc Technologique des Fontaines**

**Chemin des Franques**

**38190 Bernin (France)**

**Grenoble Trade and Companies Register number: 384 711 909**

**BY-LAWS**

*Updated in accordance with the decisions of the Chief Executive Officer of February 28,  
2020*

**TITLE I**

**LEGAL FORM - NAME - PURPOSE – REGISTERED OFFICE - TERM**

**Article 1 – LEGAL FORM - NAME - TERM – FISCAL YEAR**

The Company called Soitec is a French joint-stock corporation with a Board of Directors (French *Société Anonyme à Conseil d'administration*) governed by the existing and future legal and regulatory provisions which apply to companies whose shares are admitted to trading on a regulated market, as well as these by-laws.

The term of the Company is set at 80 years, except in the event of early dissolution or if the term is extended.

Its trade name is "SOITEC" or "Soitec".

The Company's fiscal year shall begin on 1 April and end on 31 March.

**Article 2 – PURPOSE**

The Company's purpose, in France and in all countries is:

- To develop, research, manufacture and market materials for the microelectronics sector and for the industry as a whole;
- To provide diverse technological assistance, developing specific machines and applications;
- To perform any industrial and commercial transactions relating to:
  - The creation, acquisition, leasing, taking under lease management of all goodwill, the leasing, installation, operation of all establishments, goodwill, factories, workshops, relating to one of these specified activities.
  - The seizing, acquisition, operation or sale of any processes and patents concerning said activities.
  - The direct or indirect involvement of the Company in any financial, movable or immovable transactions or commercial or industrial companies which might be linked to the corporate purpose or to any similar or related purpose.
- Any transactions contributing towards the achievement of said purpose.

### **Article 3 – REGISTERED OFFICE**

The registered office of the Company is located in France at Bernin (38190), Parc Technologique des Fontaines, Chemin des Franques.

It may be transferred to any location in the same French county (*département*) or a neighboring county (*département*), by simple decision of the Board of Directors, subject to ratification of this decision by the next Ordinary General Meeting of shareholders and anywhere else pursuant to a decision of the Extraordinary General Meeting of shareholders; subject to the legal provisions in force.

The Board of Directors is entitled to create agencies, factories or branch offices wherever it deems useful.

## **TITLE II**

### **CAPITAL - SHARES**

### **Article 4 – SHARE CAPITAL**

The share capital is set at sixty-five million nine hundred six thousand five hundred twenty-seven Euros (EUR 65,906,527.00). It is divided into:

- i. thirty-two million eight hundred fifty-three thousand eight hundred thirteen (32,853,813) ordinary shares with a nominal value of two Euros (EUR 2.00) each, fully subscribed and paid up,
- ii. twenty-nine thousand four hundred ten (29,410) PS 1 preference shares with a nominal value of ten cents of Euro (EUR 0.10) each, fully subscribed and paid up; and
- iii. ninety-seven thousand nine hundred eighty (97,980) PS 2 preference shares with a nominal value of two Euros (EUR 2.00) each, fully subscribed and paid up."

### **Article 5 – CHANGES TO THE SHARE CAPITAL**

I – Only the Extraordinary Shareholders' General Meeting shall be competent to decide or to authorize a capital increase based on the report of the Board of Directors.

If the capital increase is performed through the incorporation of reserves, profits or issue premiums, the Shareholders' General Meeting shall rule under the quorum and majority conditions established by the Ordinary Shareholders' General Meetings.

The capital must be fully paid prior to any issuance of new shares to be paid in cash, otherwise the transaction shall be invalid.

The value of the contributions in kind must be assessed by one or several contribution appraisers; at the request of the President of the French Commercial Court.

The Extraordinary Shareholders' General Meeting may delegate the necessary powers to the Board of Directors, which in turn may sub-delegate said powers to the Chairman, to perform the capital increase, in one or several installments, to determine the terms of the procedure, perform its implementation and amend the by-laws accordingly.

II – The Extraordinary Shareholders' General Meeting may also decide on or authorize a capital decrease for any reason and in any manner whatsoever, in particular due to losses or through the redemption or partial buy-back of shares, the reduction of the number of shares or their nominal value, all within the limits and subject to the conditions provided by law, and the capital decrease may not adversely affect shareholder equality under any circumstances.

The Extraordinary Shareholders' General Meeting may delegate the necessary powers to the Board of Directors, which in turn may sub-delegate said powers to the Chairman, to perform the capital increase and amend the by-laws accordingly.

#### **Article 6 – PAYMENT OF SHARES**

At least a quarter of the nominal value of shares subscribed in cash must be paid up upon their subscription and, if applicable, the full issue premium.

The remainder must be paid in one or several installments by decision of the Board of Directors within a period of 5 years from the effective date of the capital increase.

Subscribers shall be informed of calls for funds by registered letter with acknowledgment of receipt sent at least 15 days prior to the date set for each payment. Payments are to be made at the registered office or at any other place indicated for this purpose.

Any delay in the payment of the amounts due for the unpaid amount of the shares shall automatically and without the need for any further formalities, give rise to the payment of interest at the legal rate, from the due date of the payment, without prejudice to any personal action that the Company may bring against the defaulting shareholder and the enforcement measures provided by law.

## **Article 7 – FORM OF THE SHARES**

Ordinary shares, fully paid up, can be registered or bearer shares, at the option of the shareholder, subject to applicable legal and regulatory provisions. They are recorded in a shareholder's account in accordance with applicable legal and regulatory terms and conditions. Preference shares are registered shares, recorded in an account opened by the Company in the name of the shareholder under the conditions set out by applicable laws and regulations.

In accordance with article L. 228-2 of the French commercial Code, the Company has the right to request, at any time, with a view to identifying the holders of bearer bonds, and at its own charge, that the central custodian administering its securities provide it with the name or, in case of a legal entity, the trading name, nationality and address of the holders of securities conferring immediately or in the longer term the right to vote at its own shareholders meetings, as well as the number of shares held by each one of them and, where applicable, restrictions that may affect the securities. The Company may implement the provisions of section II. of article 228-2 of the French commercial Code.

## **Article 8 – INDIVISIBILITY OF SHARES**

Shares are indivisible with respect to the Company. Joint owners of undivided shares are represented at the Shareholders' General Meetings by one of them or by a joint representative of their choice. If they do not reach an agreement regarding the appointment of a representative, said representative shall be appointed by order of the President of the French Commercial Court ruling in summary proceedings at the request of the most diligent joint owner.

The voting rights attached to the shares belong to the beneficial owner in the Ordinary Shareholders' General Meetings and to the bare owner in the Extraordinary Shareholders' General Meetings. However, the Shareholders may agree on any other distribution for the exercise of voting rights at the Shareholders' General Meetings among themselves. In such case, they must bring their agreement to the Company's attention by registered letter addressed to the registered office, with the Company being required to respect said agreement for any Shareholders' General Meeting held following the expiry of a one-month period after the date on which the registered letter was sent, as evidenced by the postmark.

The right of the shareholder to receive corporate documents or to consult said documents may also be exercised by each of the joint owners of undivided shares, by the beneficial owner and by the bare owner of rights.

## **Article 9 – SALE OF SHARES**

Ordinary shares are transferred between accounts according to the terms and conditions as provided by applicable legal and regulatory provisions. PS 1 are non-assignable.

The PS 2 cannot be transferred before the earliest of the three following dates: (i) the Conversion Date, (ii) the Repurchase Date and (iii) July 26, 2029, unless converted early in the case of death or a Complex Major External Growth Transaction or a Substantial Equity Investment.

## **Article 10 – RIGHTS AND OBLIGATIONS ATTACHED TO SHARES**

### 10.1 - Provisions applicable to both ordinary and preference shares

Every shareholder has the right to be informed of the Company's business and to receive certain Company documents at certain times and under the conditions set out by law and these by-laws.

Shareholders are only liable for Company losses up to the limit of their contributions.

Subject to statutory provisions and these by-laws, a majority vote cannot compel them to increase their commitments. The rights and obligations attached to a share follow said share into whichever hands it falls.

Share possession implies, as of right, support for the decisions made by the General Meeting and these by-laws.

The heirs, creditors, successors or other representatives of a shareholder cannot, under any pretext whatsoever, require Company's assets or documents to be sealed, request that these assets be divided or sold, or interfere with the running of the Company. To exercise their rights, they must refer to corporate records and resolutions of the General Meeting.

Every time that a certain number of shares is required to exercise any right whatsoever, in case of an exchange, pooling or allotment of shares, or in case of an increase or reduction in share capital, a merger, or any other operation, those shareholders with less than the required number of shares can only exercise their rights if they personally ensure that they have the required number of shares.

### 10.2 - Rights attached to ordinary shares

Each ordinary share confers the right to the profits and ownership of the corporate assets in proportion to the amount of share capital represented by said share and confers the right to vote and to be represented at General Meetings, according to the conditions set forth by law and in these by-laws.

Assignment shall include all dividends that are due and/or paid and/or to become due, as well as any share in the reserve funds, unless the Company is informed otherwise.

### 10.3 – Rights attached to PS 1

#### 10.3.1- General provisions applicable to PS 1

Preference shares and the rights of their holders are governed by applicable provisions in the French commercial Code, and in particular articles L. 228-11 et seq.

Preference shares do not give right to dividends in the event of distribution or, where applicable, to a share in the assets, which may be granted to each ordinary share. Regarding ownership of Company assets, preference shares give right, in case of a liquidation surplus, to a share in proportion to the amount of share capital represented by such share.

Preference shares do not carry preferential subscription rights in the event of a share capital increase or any operation conferring rights to ordinary shares.

Preference shares do not confer voting rights at General Meetings for ordinary shareholders; however, preference shareholders may participate in special meetings under the conditions set out by law and in these by-laws.

Preference shares are fully paid up upon issue by incorporation of corresponding Company reserves, premiums or profits.

Preference shares can represent no more than 0.055% of the Company's share capital as at the date of the Company's shareholders General Meeting held on April 11, 2016, increased by the nominal amount corresponding to the capital share increase pursuant to the eighth, ninth, tenth and eleventh resolutions adopted at the shareholders General Meeting of April 11, 2016, within the limit of a total amount (premium included) of 130 million Euros.

10.3.2- Conversion of PS 1 allotted for free (if conversion conditions have been met)

Subject to fulfilment of the following conditions, preference shares existing as at the Date of Conversion will be automatically converted into a variable number of ordinary shares based on the procedure set out herein and following a period of 3 years, which begins on the date of allotment of such preference shares by the Board of Directors, with no prior request by the holder (the "**Conversion Date**"), it being stated that the Conversion Date will be set by the Board of Directors and that, in any event, no more than 4 years may pass between the date of allotment and the Conversion decision must in any case fall within 30 days of the end of the General Meeting approving the annual accounts for the fiscal year ending March 31, 2019.

For beneficiaries residing in France for tax purposes (within the meaning of article 4 B of the French General Tax Code), preference shares existing on the Conversion Date will be automatically converted, subject to the conditions set out in article 10.4 of these by-laws having been met, at the end of a 2-year holding period, in other words at the end of a 3-year period from the date of free allotment of the preference shares.

However, notwithstanding the above, for beneficiaries residing in France for tax purposes their preference shares may be transferred, if necessary, in the event of (i) the beneficiary being declared a second or third class invalid as provided for in article L. 341-4 of the French social security Code, at the request of that beneficiary, and (ii) death of the beneficiary, at the request of his or her beneficiaries, within 6 months of the date of death, on condition that the request is made directly to the Company and accompanied by a notarial certificate giving instruction as to the apportionment between them.

For beneficiaries who have their tax residence outside France, preference shares will be converted subject to the conditions set out in article 10.4 of these by-laws having been met, at the end of a vesting period of 3 years from the date of free allotment of said preference shares and no holding period shall apply.

The number of ordinary shares resulting from the conversion of preference shares existing as at the Date of Conversion will be calculated according to a conversion ratio to be determined by the Board of

Directors (the “**Conversion Ratio**”) with (i) 50% depending on targets achieved based on EBITDA and (ii) 50% depending on targets achieved based on share trading price, detailed herein:

- EBITDA targets:

- Tranche 1 EBITDA (the “**EBITDA Tranche 1**”) targets are set with reference to the average consolidated Group EBITDA levels for the fiscal years ending on March 31, 2018 and March 31, 2019 (the “**Average EBITDA**”), it being stated that:

- (i) The Conversion Ratio resulting from the EBITDA Tranche 1 criterion will be nil if the Average EBITDA is lower than or equal to fifty-two million (52,000,000) Euros (“**Lower Average EBITDA**”);
- (ii) The Conversion Ratio resulting from the EBITDA Tranche 1 criterion will represent 2.25% of the Company’s share capital on the date of the Shareholders’ General Meeting of April 11, 2016 increased by the nominal amount corresponding to the amount of the capital increases decided pursuant to the eighth, ninth, tenth and eleventh resolutions of the Shareholders’ General Meeting of April 11, 2016 up to a total (premium included) of 130 million Euros if the Average EBITDA is equal or superior to one hundred and four million (104,000,000) Euros (“**Medium Average EBITDA**”); and
- (iii) The Conversion Ratio resulting from the EBITDA Tranche 1 criterion will be determined by linear interpolation if the Average EBITDA falls between the Lower Average EBITDA and the Medium Average EBITDA;

- The EBITDA extra-tranche (the “**Extra-Tranche EBITDA**”) targets are also set with reference to the Average EBITDA, it being stated that:

- (i) The Conversion Ratio resulting from the EBITDA Extra-Tranche criterion will be nil if the Average EBITDA is lower than or equal to the Medium Average EBITDA;
- (ii) The Conversion Ratio resulting from the EBITDA Extra-Tranche criterion will represent 0.5% of the Company’s share capital on the date of the Shareholders’ General Meeting of April 11, 2016 increased by the nominal amount corresponding to the amount of the capital increases decided pursuant to the eighth, ninth, tenth and eleventh resolutions of the Shareholders’ General Meeting of April 11, 2016 up to a total (premium included) of 130 million Euros if the Average EBITDA is equal or superior to one hundred and twenty-five million (125,000,000) Euros (“**Upper Average EBITDA**”); and
- (iii) The Conversion Ratio resulting from the EBITDA Extra-Tranche criterion will be determined by linear interpolation if the Average EBITDA falls between the Medium Average EBITDA and the Upper Average EBITDA;

- Share trading price targets:

- Tranche 1 share trading price (“**Tranche 1 Trading Price**”) targets are set with reference to the weighted average of the volumes of the trading price of the ordinary shares of the Company during the thirty (30) stock market days following the date of publication of the Group consolidated annual accounts for the fiscal year ending on March 31, 2019 (the “**Average Trading Price**”), it being stated that:



- (i) the Conversion Ratio resulting from the Tranche 1 Trading Price criterion will be nil if the Average Trading Price is lower than or equal to the Lower Average Trading Price (as defined below);
  - (ii) the Conversion Ratio resulting from the Tranche 1 Trading Price criterion will represent 2.25% of the Company's share capital on the date of the Shareholders' General Meeting of April 11, 2016 increased by the nominal amount corresponding to the amount of the capital increases decided pursuant to the eighth, ninth, tenth and eleventh resolutions of the Shareholders' General Meeting of April 11, 2016 up to a total (premium included) of 130 million Euros if the Average Trading Price is equal or superior to the Medium Average Trading Price (as defined below);
  - (iii) the Conversion Ratio resulting from the Tranche 1 Trading Price criterion will be determined by linear interpolation if the Average Trading Price falls between the Lower Average Trading Price and the Medium Average Trading Price;
- Extra-tranche share trading price (the “**Extra-Tranche Trading Price**”) targets are also set with reference to the Average Trading Price, it being stated that:
- (i) the Conversion Ratio resulting from the Extra-Tranche Trading Price criteria will be nil if the Average Trading Price is less than or equal to the Medium Average Trading Price;
  - (ii) the Conversion Ratio resulting from the Extra-Tranche Trading Price criteria will represent 0.5% of the Company's share capital on the date of the Shareholders' General Meeting of April 11, 2016 increased by the nominal amount corresponding to the amount of the capital increases decided pursuant to the eighth, ninth, tenth and eleventh resolutions of the Shareholders' General Meeting of April 11, 2016 up to a total (premium included) of 130 million Euros if the Average Trading Price is equal to or higher than the Upper Average Trading Price (as defined below); and
  - (iii) the Conversion Ratio resulting from the Extra-Tranche Trading Price criteria will be determined by linear interpolation if the Average Trading Price falls between the Medium Average Trading Price and the Upper Average Trading Price;

it being stated that:

- the **Lower Average Trading Price** is equal to €15.40,
  - the **Medium Average Trading Price** is equal to €30.00, and
  - the **Upper Average Trading Price** is equal to €35.80.
- The actual number of ordinary shares resulting from the conversion of the total number of preference shares will be determined by the Board of Directors;
  - The number of ordinary shares resulting from the conversion must be determined for each preference share bearer by applying the Conversion Ratio to the number of preference shares held by each bearer on the Conversion Date;

Subject to the conditions set out in article 10.4 being met, preference shares will be automatically converted into ordinary shares by the company on the Conversion Date.

The Company will inform the preference shareowners by all means that the conversion is being implemented before the effective date of conversion.

In any event, preference shares cannot be converted into ordinary shares between the publication in the Official Journal for Mandatory Legal Notices (*Bulletin Officiel des Annonces Légales Obligatoires*, also known as *BALO*) of notice of a general meeting and the date on which said meeting will be held; in such a case, the Conversion Date will be moved to the end of the General Meeting.

The issue of preference shares implies waiver by the shareholders of any rights to those preference shares allotted for free following a decision or authorisation of the General Meeting.

The conversion of preference shares into ordinary shares will imply de facto waiver by the shareholders of their preferential subscription rights arising from the new ordinary shares that will, where necessary, be issued from the conversion.

Ordinary shares issued from the conversion will be fully assimilated to the existing ordinary shares of the Company on their Conversion Date.

When the total number of ordinary shares to be received by a preference share holder in applying the Conversion Ratio to the number of preference shares that he or she holds is not a whole number, said holder will receive the nearest whole number of shares, rounded down.

The Board of Directors must record, if applicable, the number of ordinary shares issued from a conversion of preference shares on the Conversion Date, and will make the necessary amendments to these by-laws, and in particular for the distribution of shares by category, and will acknowledge completion of the capital increase in accordance with the law.

#### 10.3.3- Redemption of PS 1 allotted for free (in the event that conversion conditions are not met)

In the event that the number of ordinary shares to be issued as a result of the conversion of preference shares would be equal to zero in application of the conversion conditions, the Company will redeem said preference shares with a view to their cancellation.

Each preference share will be redeemed at its nominal unit value.

The Company will use all methods to inform the preference shareholders of the redemption before the effective redemption date.

All preference shares that are redeemed in this way will be fully cancelled on the share redemption date and the Company's share capital will be reduced accordingly, creditors having the right to object.

Where applicable, the Board of Directors must record the number of preference shares redeemed and cancelled by the Company on the Conversion Date and will amend these by-laws as necessary with reference to the amount of share capital and the number of securities of which it is made up.

#### 10.4 – Rights attached to PS 2

##### 10.4.1- General provisions applicable to PS 2

The PS 2 and the rights of their holders are governed by the applicable provisions of the French Commercial Code, in particular, Articles L. 228- 11 et seq.

The PS 2 grant the holder a voting right identical to that of an ordinary share at General Meetings.

PS 2 bear dividends and the same right to the liquidation payout as ordinary shares, and carry preferential subscription rights in the event of a capital increase or any transaction with preferential subscription rights to new ordinary shares in the Company;

Dividend and liquidation bonus rights attached to the PS 2 and identical to that of ordinary shares shall be extended to the earlier of the following two dates: (i) the Conversion Date or (ii) the Repurchase Date.

#### 10.4.2- Conversion of PS 2

All PS 2 issued or to be issued at the Conversion Date (as defined below) may be converted into a variable number of ordinary shares in the Company, depending on the achievement of targets based on the EBITDA, Revenue and Total Shareholder Return (TSR) criteria as detailed below; the total number of ordinary shares resulting from the PS 2 conversion, provided that the performance targets have been achieved, cannot under any circumstances be higher than a number of ordinary shares calculated as follows (the “**Max OS**”):

$$\text{Max OS} = 3.75\% \times \text{OS Capital}$$

where:

“**OS Capital**” means all of the ordinary shares that make up the share capital of the Company as of the date of the Shareholders’ General Meeting of July 26, 2019, plus the ordinary shares created as a result of (i) free share allocation plans applicable as of the date of the Shareholders’ General Meeting of July 26, 2019, (ii) the conversion of the PS 1, and (iii) the conversion of the PS 2, with it being stipulated that this ceiling has been set without taking into account any legal, regulatory, or contractual adjustments necessary for the protection of the rights of beneficiaries of PS 2.

The maximum number of PS 2 that can be issued shall be calculated by the Board of Directors and be equal to the total value of the PS 2 as calculated by an independent appraiser, divided by the unit price per PS 2 (the “**Max PS 2**”) and cannot in any case be greater than 600,000, it being stipulated that this cap has been set without taking into account any legal, regulatory, or contractual adjustments necessary for the protection of the rights of beneficiaries of PS 2.

Subject to the early conversions provided for in this article, the date of the PS 2 conversion into new or existing ordinary shares in the Company (the “**Conversion Date**”) shall be set by the Board of Directors; the Conversion Date must be no later than the one hundred and eightieth (180<sup>th</sup>) calendar day following the Shareholders’ General Meeting’s approval of the Group consolidated financial statements for the fiscal year ending on March 31, 2022.

The Board of Directors is authorized to temporarily suspend conversion rights.

The conversion ratio used to calculate the number of ordinary shares resulting from the conversion of existing PS 2 at the Conversion Date will be determined by the Board of Directors and based on three targets as follows:

- i. *Rate of achievement of the EBITDA target*

The rate of achievement of the EBITDA target is determined based on the Group's consolidated EBITDA presented in the consolidated financial statements for the financial year ending March 31, 2022 ("**2022 EBITDA**") as follows,

- (i) the rate of achievement of the EBITDA target will be zero percent (0%) if 2022 EBITDA is strictly less than two hundred and five million euros (€205,000,000),
- (ii) the rate of achievement of the EBITDA target will be fifty percent (50%) if 2022 EBITDA is strictly equal to two hundred and five million euros (€205,000,000),
- (iii) the rate of achievement of the EBITDA target will be one hundred percent (100%) if 2022 EBITDA is strictly equal to or greater than three hundred and ten million euros (€310,000,000),

it being specified that (a) the rate of achievement of the EBITDA target shall be determined by linear interpolation if 2022 EBITDA falls between the levels indicated above, that (b) the achievement of the targets described in this section (i) shall be determined on the basis of a constant exchange rate set at one euro (€1.00) for one U.S. dollar and thirteen cents (USD 1.13), and (c) that in the event of any change in IFRS having an impact (negative or positive) on the achievement of the targets set out in this section (i), the Board of Directors shall take all measures necessary in order to neutralize this impact.

*ii. Rate of achievement of the revenue target*

The rate of achievement of the revenue target is determined based on the Group's consolidated revenues presented in the consolidated financial statements for the year ending March 31, 2022 ("**2022 Revenue**"), it being specified that:

- (i) the rate of achievement of the revenue target will be zero percent (0%) if 2022 Revenue is strictly less than seven hundred and seventy-one million U.S. dollars (\$771,000,000),
- (ii) the rate of achievement of the revenue target will be fifty percent (50%) if 2022 Revenue is strictly equal to seven hundred and seventy-one million U.S. dollars (\$771,000,000),
- (iii) the rate of achievement of the revenue target will be one hundred percent (100%) if 2022 Revenue is strictly equal to or greater than one billion, one hundred and twenty-nine million U.S. dollars (\$1,129,000,000),

it being specified that (a) the rate of achievement of the revenue target shall be determined by linear interpolation if 2022 Revenue falls between the levels indicated above, that (b) the achievement of the targets described in this section (ii) shall be determined on the basis of a constant exchange rate set at one euro (€1.00) for one U.S. dollar and thirteen cents (USD 1.13), and (c) that in the event of any change in IFRS having an impact (negative or positive) on the achievement of the targets set out in this section (ii), the Board of Directors shall take all measures necessary in order to neutralize this impact.

*iii. Rate of achievement of the Company's total shareholder return ("**TSR**") target*

The rate of achievement of the TSR target shall be determined based on the respective performance of the TSR of the Company's ordinary share and the Euro Stoxx 600 Technology index between July 26,

2019 and the publication date of the Group consolidated financial statements for the year ending on March 31, 2022 as follows:

- (i) the rate of achievement of the TSR target will be zero percent (0%) if the TSR of the Company's share is strictly less than eighty percent (80.00%) of the Euro Stoxx 600 Technology index performance,
- (ii) the rate of achievement of the TSR target will be one hundred percent (100%) if the TSR of the Company's share is strictly greater than or equal to one hundred and twenty percent (120.00%) of the Euro Stoxx 600 Technology index performance,

it being specified that the rate of achievement of the TSR target will be determined via linear interpolation if the TSR of the Company share falls between the levels indicated above.

The TSR of the Company's shares will be determined as follows:

$$\frac{\text{Final Reference Price} + \text{Dividends} - \text{Initial Reference Price}}{\text{Initial Reference Price}}$$

where:

- the Initial Reference Price is the average of the last twenty (20) closing prices of the Company's ordinary share before the General Meeting of July 26, 2019,
- Dividends are equal to the dividends paid during the period in question,
- the Final Reference Price is the average of the last twenty (20) closing prices of the Company's ordinary share following the publication date of the Group's consolidated financial statements for the year ending March 31, 2022.

If the Euro Stoxx 600 Technology index no longer exists, the Board of Directors may decide or delegate the decision to replace it with any substitute index that, in the Board's opinion, would be suitable for assessing TSR performance;

The conversion ratio, stated as the total number of ordinary shares in the Company resulting from the conversion of all PS 2 issued or to be issued (the "Conversion Ratio") shall be calculated using the following formula:

$$\text{Conversion Ratio} = \text{Max OS} \times \text{Actual PS 2} / \text{Max PS 2} \times \text{Achievement Rate}$$

where:

- "**Max OS**" is as defined above,
- "**Max PS 2**" is as defined above,
- "**Actual PS 2**" means the maximum number of PS 2 issued and to be issued as of the Conversion Date,
- "**Rate of Achievement**" means the global rate of achievement of those targets described in (i), (ii) and (iii) above and calculated using the following formula:

$$\text{Rate of Achievement} = 1/3 \times (\text{EBITDA Rate} + \text{Revenue Rate} + \text{TSR Rate})$$

- “**EBITDA Rate**” is the rate of achievement of the EBITDA calculated in accordance with the detailed methods set out in (i) above, it being stipulated that (x) in the event of the achievement of a theoretical Revenue Rate of between 100% and 110% (calculated on a linear basis), and (y) in the event of the achievement of an EBITDA Rate of between 80% and 100%, the EBITDA Rate shall then be increased by that fraction of the theoretical Revenue Rate percentage falling between 100% and 110% without this resulting in an EBITDA Rate in excess of 100%,
- “**Revenue Rate**” is the rate of achievement of revenues calculated in accordance with the detailed methods set out in (ii) above, it being stipulated that (x) in the event of the achievement of a theoretical EBITDA Rate of between 100% and 110% (calculated on a linear basis), and (y) in the event of the achievement of a Revenue Rate of between 80% and 100%, the Revenue Rate shall then be increased by the fraction of the theoretical EBITDA Rate percentage falling between 100% and 110% without this resulting in a Revenue Rate in excess of 100%,
- **TSR Rate** is the rate of achievement of the TSR target, according to the terms set out in (iii) above.

The number of ordinary shares resulting from the conversion must be determined for each PS 2 holder by applying the Conversion Ratio to the number of PS 2 held by each holder on the Conversion Date over the number of Actual PS 2 on this date.

If the total number of ordinary shares to be received by a PS 2 holder by applying the Conversion Ratio to the number of PS 2 they hold is not a whole number, the holder will receive the immediately lower number of ordinary shares.

All ordinary shares resulting from the conversion of PS 2 will be the same as outstanding ordinary shares at the Conversion Date and will bear dividends with immediate effect.

As an exception in the event of the death of a holder of PS 2 prior to the Date of Conversion, the PS 2 held by the deceased may, at the request of the heir(s) or other beneficiaries of the deceased, and within a maximum of six (6) months following the death, be converted in advance (the “Date of Early Conversion”) into a number of ordinary shares in the Company calculated by applying the Conversion Ratio set out above to the number of PS 2 held by the deceased on the Date of Early Conversion over the number of Actual PS 2 on the Date of Early Conversion, considering however that:

- the Rate of Achievement is equal to 1, and that
- the number of Actual PS 2 means the maximum number of PS 2 issued or to be issued on the Date of Early Conversion (considering in particular any potential condition regarding continued employment stipulated in the context of any free allocation of PS 2 as being met).

The Company’s Board of Directors may, in the event of a Simple External Growth Transaction, a divestment or exceptional capital expenditure (CAPEX) lower or higher than that set out in the business plan, make adjustments to performance objectives as follows:

- i. the revenue and EBITDA levels presented in the Group’s consolidated financial statements for the fiscal year ending on March 31, 2022 will be restated to neutralize the impact of these operations, and

ii. TSR targets will remain unchanged,

with “**Simple External Growth Transaction**”, which shall mean any acquisition transaction not classified as a Complex Major External Growth Transaction,

In the event of a Complex Major External Growth Transaction or Substantial Equity Investment:

a) the Conversion Ratio will be determined on the date of the Complex Major Acquisition or Substantial Investment, mutatis mutandis, it being specified that the Rate of Achievement shall have the meaning set out above, except that:

- the Revenue Rate and the EBITDA Rate (i) shall be determined based on the last consolidated financial statements available at the date of the Complex Major External Growth Transaction or of the Substantial Equity Investment and (ii) shall be assessed based on the EBITDA and Revenue targets calculated on the date of such financial statements, prorata temporis and by linear interpolation between (i) the Group consolidated EBITDA or Revenue level (as the case may be) as presented in the Group’s consolidated financial statements for the fiscal year ending on March 31, 2019 and (ii) firstly (x) the 2022 EBITDA and 2022 Revenue targets enabling an EBITDA Rate and Revenue Rate, as applicable, of 50% to be achieved, and secondly (y) the 2022 EBITDA and 2022 Revenue targets enabling an EBITDA Rate and Revenue Rate of 100%, as applicable, to be achieved,
- the TSR Rate (i) will be assessed on the date of the Complex Major External Growth Transaction or of the Substantial Equity Investment, as the case may be, and (ii) by taking as the Final Reference Price, as applicable, either the exchange ratio approved for a Complex Major External Growth Transaction, or the price offered by the third party as part of a Substantial Equity Investment,
- the number of Actual PS 2 means the maximum number of PS 2 issued or to be issued on the Conversion Date defined in paragraph b) below (considering any potential condition regarding continued employment stipulated in the context of any free allocation of PS 2 to be fulfilled).

with:

- “**Complex Major External Growth Transaction**” which means any acquisition completed via merger by absorption,
- “**Substantial Equity Investments**” means any public takeover or exchange bid launched with regard to the Company’s shares, further (i) to the transfer by one or several Strategic Investor(s) of their ordinary shares in the Company to the initiator of the bid or to whom this Strategic Investor(s) may have contributed their ordinary shares in the Company or (ii) to the acquisition of an equity interest resulting in the initiator of the bid crossing the threshold of 30% of the share capital or voting rights of the Company,
- “**Strategic Investor**” refers to Bpifrance Participations, CEA Investissement and NSIG Sunrise S.à.r.l taken individually.

b) as an exception, the PS 2 may be converted as follows:

- if the date of the Complex Major External Growth Transaction or of the Substantial Equity Investment falls prior to the date of the Shareholders’ General Meeting called to approve

- the Group's consolidated financial statements for the fiscal year ending on March 31, 2021, then (i) seventy-five percent (75%) of the PS 2 issued or to be issued shall be converted into ordinary shares within six (6) months following the date of the Shareholders' General Meeting approving the Group's consolidated financial statements for the fiscal year ending on March 31, 2021, and (ii) the remaining twenty-five percent (25%) shall be converted on the Conversion Date,
- if the date of the Complex Major External Growth Transaction or of the Substantial Equity Investment falls between the date of the Shareholders' General Meeting called to approve the Group's consolidated financial statements for the fiscal year ending on March 31, 2021 and the date of the Shareholders' General Meeting approving the Group's consolidated financial statements for the fiscal year ending March 31, 2022, then (i) seventy-five percent (75%) of the PS 2 issued or to be issued shall be converted into ordinary shares within two (2) months following the date of completion of the Complex Major External Growth Transaction or of the Substantial Equity Investment, as applicable, and (ii) the remaining twenty-five percent (25%) shall be converted on the Conversion Date.

Where applicable, the Board of Directors may make adjustments to the ratio for converting the PS 2 into ordinary shares in order to protect the rights of beneficiaries, depending on potential transactions on the Company's share capital, specifically in the case of a change of the par value of ordinary shares, a capital increase by capitalization of reserves through an increase in the number of ordinary shares, the capitalization of reserves, earnings, premiums or other amounts allowed to be capitalized by increasing the par value of the ordinary shares, the granting of bonus (free) shares to all shareholders, the issuance of new shares or securities giving access to the Company's share capital with preferential subscription rights reserved for shareholders, a stock split or reverse stock split, the distribution of reserves, issue premiums or any other assets, share capital redemption, changes to the appropriation of earnings, share capital reduction due to losses via a reduction in the number of ordinary shares, or any other operation impacting shareholders' equity (including by way of a takeover bid and/or in the event of a change of control).

The PS 2 outstanding at the Conversion Date may be converted to new or existing ordinary shares held under the share repurchase program, and notes that the conversion of PS 2 to new ordinary shares entails the waiver by shareholders of their preferential subscription rights to new ordinary shares resulting from the conversion. In any event, the conversion of PS 2 into ordinary shares cannot take place between the mandatory publication in the so-called Bulletin Officiel des Annonces Légales Obligatoires (French official legal gazette) of prior notice of any general meeting, and the holding of this meeting. If this is the case, the Conversion Date would be postponed until after the Shareholders' General Meeting.

#### 10.4.3- PS 2 repurchase

In the event that the performance targets are not achieved and the number of ordinary shares to which the conversion of the PS 2 would give right, by applying the Conversion Ratio, equals zero, the PS 2 may be purchased by the Company at its initiative no later than the one hundred and eightieth (180th) calendar day following the publication date of the Group's consolidated financial statements for the fiscal year ending on March 31, 2022 (the "Repurchase Date"), at their par value, in accordance with the provisions of Article L. 228-12 III of the French Commercial Code.



The PS 2 thus repurchased would be canceled and the share capital would be proportionally reduced, pursuant to Articles L. 225-205 and 228-12-1 of the French Commercial Code, within sixty (60) calendar days as from the Repurchase Date.

The Board of Directors must take note, where applicable, of the number of PS 2 repurchased and canceled by the Company, and shall make the necessary changes to the bylaws relating to the share capital amount and the number of shares comprising the share capital

#### **Article 11 – CROSSING OF THRESHOLDS**

Any Shareholder, acting alone or in concert, without prejudice to the thresholds referred to in Article L. 233-7, paragraph 1 of the French commercial Code, holding directly or indirectly at least 3% of the capital or voting rights of the Company is required to inform the Company, by registered letter with acknowledgment of receipt addressed to the registered office, within a period of 15 days from the crossing of the ownership threshold.

Said declaration must also be made when the stake in the share capital falls below the abovementioned threshold.

Furthermore, it must also state the number of shares already issued or the voting rights that it may acquire or dispose of by virtue of an agreement or financial instrument as provided at point b) of the third paragraph of Article L. 233-7 of the French commercial Code.

Non-compliance with the declarations of the crossing of thresholds, both legal and statutory, gives rise to the removal of voting rights under the conditions laid down by Article L. 233-14 of the French commercial Code at the request of one or several shareholders holding together at least 3% of the capital or voting rights of the Company.

### **TITLE III**

#### **MANAGEMENT AND CONTROL OF THE COMPANY**

##### **Article 12 – BOARD OF DIRECTORS**

###### **1 - Composition**

The Company is administered by a Board of Directors having at least three members and no more than eighteen, subject to the statutory derogation provided for in the event of a merger.

The Directors shall be appointed or renewed in their positions by the Ordinary Shareholders' General Meeting, which may revoke them at any time.

However, in the event of a merger or demerger, the Directors may be appointed by the Extraordinary Shareholders' General Meeting.

The Directors may be natural or legal persons. Directors who are natural persons are required to designate a permanent representative upon their appointment that is subject to the same conditions and obligations and who incurs the same civil and criminal liabilities as if he or she were a Director acting on his or her own behalf, without prejudice to the joint and several liability of the person that he or she represents.

Whenever the natural person terminates the appointment of his or her representative, he or she must notify the Company of said termination, without delay, by registered letter, and must appoint a new permanent representative under the same conditions. The same applies in the event of the death or the resignation of the permanent representative.

An individual cannot simultaneously hold more than 5 mandates as Director or member of a supervisory board of a joint-stock corporation with registered head offices in France, except subject to the reservations, limits and conditions set by laws and regulations.

Any Director who is a natural person and acquires a new position in violation of the provisions previous paragraph must resign from one of his or her positions within 3 months following his or her appointment. Otherwise, he or she shall be considered to have resigned from his or her new position.

An employee of the Company may only be appointed director if his or her employment contract precedes his or her appointment and corresponds to actual employment. The number of Directors bound to the Company by an employment contract may not exceed one-third of the Directors in office.

## **2 – Age Limit – Term of office**

No one may be appointed Director if they are over the age of 70 and their appointment would increase the number of Directors above this age to more than one-third of the members of the Board of Directors. The number of directors over the age of 70 may not exceed one-third of the members of the Board of Directors. If said limit is reached, the oldest Director shall be automatically deemed to have resigned.

The term of office of Directors shall be 3 years. The terms of office of the Directors sitting on the Board on the date of the Shareholders' General Meeting of July 25, 2016 are reduced to 3 years.

The term of office of Directors shall expire at the end of the Shareholders' General Meeting that is called to vote on the financial statements of the past fiscal year and held in the civil year during which their term of office expires. The Directors may always be re-elected.

## **3 - Vacancies – Co-optation**

The Board of Directors may make appointments on a provisional basis in the cases and under the conditions provided for by law.

## **4. – Non-voting Board member (*censeur*)**

The Shareholders' General Meeting may appoint a non-voting member to the Board of Directors. This appointment as non-voting Board member is always renewable and shall last two (2) years. If the position as non-voting member becomes vacant during the time interval between two Shareholders' General Meetings, the Board of Directors may temporarily appoint a replacement. His or her appointment is subject to ratification by the next Ordinary Shareholders' General Meeting. The non-voting Board member appointed to replace the non-voting Board member whose appointment has not expired, shall only remain in office for the remaining period of the term of his or her predecessor. The age limit to perform the duties of non-voting Board member is established at 70 years old. Any non-voting Board member having reached this age limit shall be considered to have resigned at the next Ordinary Shareholders' General Meeting. The non-voting Board member is invited to attend the meetings of the Board of Directors and shall take part in the deliberations in an advisory capacity. He or she shall receive Director's fees under the same conditions as the Directors if the Board of Directors so decides.

## **Article 13 – SHARES OF DIRECTORS**

In accordance with Article L. 225-25 of the French commercial Code, any natural or legal person may be appointed director of the Company, without needing to hold one or several Company shares.

## **Article 14 – GOVERNING BOARD OF THE BOARD OF DIRECTORS**

The Board of Directors shall elect a Chairman from among its individual members, and shall set the duration of his or her term of office, which may not exceed the duration of his or her term of office as a director.

The Chairman of the Board of Directors may not be over the age of 70. If he or she should exceed this age limit, he or she shall be automatically deemed to have resigned.

The Board of Directors may appoint a secretary at each meeting, who is not required to be a member.

If the Chairman is absent or unable to carry out his or her duties, at each meeting the Board of Directors shall appoint one of its members in attendance to chair the meeting.

### **Article 15 – RESOLUTIONS OF THE BOARD OF DIRECTORS**

**1** – The Board of Directors will meet as often as the Company interests require it, called by the Chairman.

The Chief Executive Officer or at least one half of the members of the Board of Directors may also ask the Chairman to call a meeting of the Board of Directors with a predetermined agenda.

Furthermore, when a meeting has not been held for at least 2 months, at least one third of the members of the Board of Directors may ask the Chairman to call a meeting of the Board with an agenda determined by these directors.

In these latter two cases, the Chairman is bound by the requests that he receives and must call a meeting of the Board of Directors on the predetermined agenda.

The meeting will take place either at the registered head office or at any other place specified in the convening notice, including abroad. The procedure for calling a meeting of the Board of Directors is set out in the Internal Regulations of the Board of Directors.

An attendance register must be signed by each of the Directors participating at the Board meeting.

At least half of the Directors must be present for decisions taken to be valid. However, Directors assisting by means of a videoconference or telecommunication shall be deemed to be present for the purposes of constituting quorum and majorities, under the terms and conditions set out by applicable laws and regulations.

A Director may appoint another director to represent him or her, including by letter or by fax. Each director may hold no more than one such power of attorney over the course of each meeting.

**2** - Board deliberations are valid only if at least one half of the members are present.

Decisions are made by a majority of the Directors present or represented. The Chairman does not have a casting vote.

**3** - The deliberations of the Board of Directors shall be recorded in minutes drawn up in accordance with the legal provisions in force, and signed by the chairman of the meeting and a Director or, if the chairman of the meeting were unable to fulfill his or her duties, by two Directors, and the omission of this formality shall not result in the nullity of the decisions made.

The minutes of the meeting shall specify the name of the Directors who were present or deemed to be present pursuant to Article L. 225-37 of the French commercial Code, excused or absent. It shall note the presence or the absence of the persons called to the meeting of the Board of Directors in accordance with a legal provision and the presence of any other person who attended all or part of the meeting.

The minutes shall also state the occurrence of any technical problem concerning a videoconference or conference call when it has disrupted the meeting.

The copies or extracts of minutes of the deliberations shall be validly certified by the Chairman of the Board of Directors, the Chief Executive Officer, the Director who has temporarily been authorized to perform the duties of Chairman or a proxy authorized for said purpose.

The Directors, as well as any person called to attend the meetings of the Board of Directors, shall be bound to discretion with regard to information that is confidential in nature and identified as such by the Chairman of the meeting.

#### **Article 16 – POWERS OF THE BOARD OF DIRECTORS**

1 - The Board of Directors shall determine the guidelines for the Company's activities and ensure their implementation. Subject to the powers expressly attributed to the Shareholders' General Meetings and within the limit of the company's corporate purpose, it shall consider any issue affecting the smooth functioning of the Company and shall resolve the matters relating to it.

To this end, the Chairman represents the Board of Directors; in addition, he or she may grant delegations of powers to any officers of its choice.

In its relations with third-parties, the Company is bound even by the actions of the Board of Directors that fall outside the scope of the corporate purpose, unless it proves that the third-party knew that the action was beyond said scope or that it could not have been unaware of it given the circumstances, and the mere disclosure of the by-laws shall not constitute proof thereof.

The Board of Directors shall perform the checks and verifications that it deems appropriate.

#### **Article 17 – GENERAL MANAGEMENT - DELEGATION OF POWERS – CORPORATE SIGNATURE**

1 - The general management of the Company is the responsibility either of the Chairman of the Board of Directors or of any other individual, a director or not, appointed by the Board of Directors and given the title of Chief Executive Officer (*Directeur Général*).

In accordance with Article L. 225-55 of the French commercial Code, the term of office of the Chief Executive Officer (*Directeur Général*) is set by the Board of Directors. The Chief Executive Officer (*Directeur Général*) may be dismissed at any time by the Board of Directors. If the decision to dismiss is taken without sufficient grounds, it may give rise to damages, except if the Chief Executive Officer (*Directeur Général*) also has the duties of Chairman of the Board of Directors.

The Board shall choose between the two abovementioned options of general management. It shall deliberate under the conditions set out in Article 15.2 of these by-laws. However, in the event of a tie, the Chairman shall not have the casting vote.

Notwithstanding the powers expressly conferred by law to shareholders and the powers specifically conferred on the Board of Directors and the Chairman of the Board of Directors, as well as the decisions subject to the prior authorization of the Board of Directors pursuant to the Internal Regulations of the Board of Directors, the Chief Executive Officer, within the limits of the company's corporate purpose, holds the widest powers to act in all circumstances on behalf of the Company.

The Chief Executive Officer is subject to the provisions of Article 225-94-1 of the French commercial Code with regarding to simultaneously holding positions as chief executive officer, member of the executive board, sole chief executive officer, director or member of the supervisory board of *sociétés anonymes* (limited companies) that have their head offices in French territory.

**2** - On the proposal of the Chief Executive Officer, the Board of Directors may appoint one or several individuals, provided that it does not appoint more than five, to assist the Chief Executive Officer, with the title of Deputy Chief Executive Officer(s).

**3** - The Deputy Chief Executive Officers are responsible for assisting the Chief Executive Officer, to whom they shall report their management activity and, to this end, they are granted powers of which the extent and the duration are determined by the Board of Directors in agreement with the Chief Executive Officer. With regard to third parties, they each have the same powers as the Chief Executive Officer.

In the event of death, resignation or dismissal of the Chief Executive Officer, the Deputy Chief Executive Officer(s) shall retain their duties and powers until a new Chief Executive Officer is appointed, unless the Board decides otherwise.

The Deputy Chief Executive Officers may be removed from office at any time by the Board of Directors, upon proposal by the Chief Executive Officer.

**4** - The Chief Executive Officer or each of the Deputy Chief Executive Officers shall be authorized to grant sub-delegations or substitutions of powers for one or more transactions or categories of specific transactions.

**Article 18 – COMPENSATION ALLOCATED TO DIRECTORS, THE CHAIRMAN, THE CHIEF EXECUTIVE OFFICERS AND THE REPRESENTATIVES OF THE BOARD OF DIRECTORS**

**1** – The General meeting may grant directors and the non-voting Board member (*censeur*), as compensation for their duties, a fixed annual sum, as Directors' fees. The Board of Directors shall decide whether or not to pay Directors' fees to the non-voting Board member (*censeur*) and shall freely distribute said compensation among its members.

If the composition of the Board of Directors is not compliant with the provisions of the first paragraph of Article L. 225-18-1 of the French commercial Code, the payment of the abovementioned compensation is withheld. The payment is released if and when the composition of the Board of Directors becomes compliant, including the arrears due from the withholding date.

**2** - The compensation of the Chairman of the Board of Directors and the compensation of the Chief Executive Officer and, as the case may be, of the Deputy Chief Executive Officer(s), shall be determined by the Board of Directors in accordance with the provisions of Article L. 225-37-2 of the French commercial Code. It may be fixed or variable, or both fixed and variable.

**3** - The Board of Directors may allocate extraordinary compensation for the missions or mandates entrusted to Directors; in such case, the compensation, posted to operating expenses, shall be subject to the approval of the Ordinary Shareholders' General Meeting under the conditions stipulated in Article 23 of these by-laws.

**4** - Except as provided for in Articles L. 225-21-1, L. 225-22, L. 225-23, L. 225-27 and L. 225-27-1 of the French commercial Code, no other compensation, permanent or not, may be paid by the Company to the Directors other than the compensation as provided for in Article L. 225-45, L. 225-46, L. 225-47 and L. 225-53 of the French commercial Code.

**Article 19 – AGREEMENTS BETWEEN THE COMPANY AND A DIRECTOR, THE CHIEF EXECUTIVE OFFICER, A DEPUTY CHIEF EXECUTIVE OFFICER OR A SHAREHOLDER HOLDING OVER 10% OF THE VOTING RIGHTS**

Any agreement made directly or by persons interposed between the Company and its Chief Executive Officer, one of its Deputy Chief Executive Officers, one of its Directors or one of its Shareholders holding more than 10% of the voting rights or, if it concerns a shareholder company, the company that controls it within the meaning of Article L. 233-3 of the French commercial Code, must be subject to the prior approval of the Board of Directors, then, upon a special report of the Statutory Auditors, to the approval of the Ordinary Shareholders' General Meeting.

The same shall apply for agreements in which one of the persons indicated above is indirectly interested.

These provisions shall also apply to agreements made between the Company and another company, if the Chief Executive Officer, one of the Deputy Chief Executive Officers or one of the Directors of the Company is the owner, general partner, manager, director, member of the supervisory board, or, generally, an officer of the said company, subject to the exceptions set forth by law.

In accordance with Article L. 225-39 of the French commercial Code, the above provisions shall not apply neither to agreements concerning routine transactions that are conducted under normal conditions, nor to agreements entered into between two companies when one of them is the direct or indirect owner of the entire share capital of the other (if need be after deduction of the minimum number of shares required to comply with article 1832 of the French civil Code or articles L. 225-1 and L. 226-1 of the French commercial Code).

In accordance with article L. 225-40 of the French commercial Code, the interested party must inform the Board of Directors immediately upon becoming aware of an agreement to which Article L. 225-38 of the French commercial Code applies. He may not participate in the vote on the requested prior approval of the Board of Directors. The Chairman of the Board of Directors shall advise the Statutory Auditors of all agreements authorized and shall submit them to the Ordinary Shareholders' General Meeting for approval. The Statutory Auditors shall present a special report on the agreements to the Ordinary Shareholders' General Meeting, which shall decide on this report. The interested party may not participate in the vote and his/her shares shall not be taken into account for the calculation of the quorum and the majority.

#### **Article 20 – STATUTORY AUDITORS**

One or several Statutory Auditors shall be appointed and perform their audit duties in accordance with the law.

Their permanent mission, excluding any interference with the management, is to review the assets and the books of the Company and verify the regularity and the accuracy of the corporate accounts.

### **TITLE IV**

#### **MEETINGS OF SHAREHOLDERS**

#### **Article 21 - MEETINGS**

The collective decisions of Shareholders are taken at General Meetings, which shall be categorized as ordinary, extraordinary or special depending on the nature of the decisions that they are called upon to make.

**1** – The Shareholders' General Meetings are convened under the conditions laid down by the law.

The Shareholders' General Meetings shall be held either at the registered office or at any other place specified in the notice.

The notice shall be issued at least fifteen days prior to the date of the Shareholders' General Meeting, either by means of a notice published in a newspaper authorized to carry legal notices of the department of the registered office, either by registered letter or by ordinary letter addressed to each shareholder. When a Shareholders' General Meeting has not been able to deliberate due to the required quorum not being reached, the second Shareholders' General Meeting and, if applicable, the second extended Shareholders' General Meeting, are convened at least six days in advance, in the same manner as the first. The notice and the letters convening this second Shareholders' General Meeting state the date and the agenda of the first Shareholders' General Meeting.

**2** – The agenda of the Shareholders' General Meeting shall be included in the notice and in the letter convening the meeting; said agenda shall be determined by the author of the notice.



The Shareholders' General Meeting can only deliberate on issues included on its agenda, which may not be amended on second notice; however, it may, under any circumstances, remove one or several directors and arrange for their replacement.

One or several Shareholders representing at least the percentage of the share capital provided by law, and acting under the conditions and the legally prescribed periods, have the ability to request that draft resolutions be included on the agenda.

**3** – Any Shareholder, regardless of the number of shares he or she owns, has the right to attend the Shareholders' General Meetings and participate in the deliberations in person or by proxy or cast his or her vote by post pursuant to the legal and regulatory provisions.

Any Shareholder may be represented by any person of his or her choice, in accordance with Article L. 225-106 of the French commercial Code. Whenever the Shareholder is represented by any person who is not his or her spouse or the partner with whom he or she has entered a French civil solidarity pact (*pacte civil de solidarité*, also known as *PACS*), he or she will be informed by his or her proxy of any facts allowing him or her to assess the risk of the latter pursuing interests other than his or her own.

Any Shareholder may vote by post under the conditions laid down by the law.

The Board of Directors may decide that the vote cast during the Shareholders' General Meeting may be cast by remote transmission or by videoconference under the conditions established by the applicable regulations. This possibility must be stated in the notice.

The Shareholders may, under the conditions provided by the applicable law and regulations, address their proxy vote form and the form to vote by post regarding any Shareholders' General Meeting, either by means of a paper form returned to the Company, at the registered office, at least three days prior to the date of the meeting, or, following a decision by the Board of Directors mentioned in the notice, by remote transmission made at least three days prior to the date of the meeting.

The Shareholder's presence at the Shareholders' General Meeting, whether it is physical or, if the possibility is offered, by remote transmission or videoconference, cancels any previously issued vote by post and/or any proxy previously given by said shareholder.

The legal representatives of legally incompetent shareholders and physical persons representing shareholders who are legal entities take part in the Shareholders' General Meetings, whether or not they are personally shareholders.

**4** – An attendance sheet shall be kept at each meeting containing the information required by law.

This attendance sheet, duly signed by the shareholders and the proxies, and to which are attached the powers granted to each proxy and, if applicable, the forms to vote by post, is certified as accurate by the board of the Shareholders' General Meeting.

The Shareholders' General Meetings shall be chaired by the Chairman of the Board of Directors. In his or her absence, or if the Board has not authorized another member from among those present in order to chair the Shareholders' General Meeting, the meeting itself shall elect its Chairman.

The duties of tellers (*scrutateurs*) are fulfilled by both members of the Shareholders' General Meeting, who are present and accept said duties, who hold the largest number of votes either on their own behalf or as proxies.

The executive board appoints the secretary, who is not required to be a member.

The members of the executive board have the task of verifying, certifying and signing the attendance sheet, ensure that debates are properly held, resolve matters that may arise during the meeting, control the votes cast, ensure continuity and ensure that the minutes are properly drawn up.

The minutes are prepared and the copies or extracts of the deliberations are issued and certified in compliance with the law.

#### **Article 22 - QUORUM - VOTE**

Double voting rights are attached to the shares, in proportion to the portion of capital that they represent are granted from August 31<sup>st</sup>, 2000 to all fully paid shares for which proof is provided of the registration in the name of a same shareholder for at least 2 years.

In addition, in the event of a capital increase through the incorporation of reserves, profits or issue premiums, the double voting rights are granted from their issuance to the nominative shares allocated free of charge to a shareholder in connection with previously existing shares for which he or she was entitled to said right.

#### **Article 23 – ORDINARY GENERAL MEETING**

The Ordinary Shareholders' General Meeting shall make any decisions beyond the powers of the Board of Directors and which are not reserved for the Extraordinary Shareholders' General Meeting.

The Ordinary Shareholders' General Meeting shall meet at least once a year, within the 6 months following the closing of the fiscal year, to approve the accounts of said fiscal year, subject to the extension of said time limit by a court decision.

It shall only validly deliberate, on first notice, if the Shareholders that are present or represented, or voting by post, by remote transmission or by videoconference, hold at least one-fifth of the shares granting voting rights.

No quorum is required on second notice.

It shall issue decisions by a majority of the votes held by the Shareholders that are present or represented or who vote by post.

## **Article 24 – EXTRAORDINARY GENERAL MEETING**

The Extraordinary Shareholders' General Meeting may amend all of the provisions of the by-laws and in particular decide on the transformation of the Company into another form, whether civil or commercial. However, it cannot increase shareholders' commitments, subject to transactions resulting from the grouping together of shares carried out on a regular basis.

The Extraordinary Shareholders' General Meeting may only validly deliberate if the shareholders who are present or represented, or who vote by post, by remote transmission or by videoconference, hold at least, on first notice, one quarter and, on second notice, one fifth of the shares granting voting rights. In the event of this latter quorum not being reached, the second Shareholders' General Meeting may be postponed to a date no later than two months after the date on which it had first been called.

Decisions of the Extraordinary Shareholders' General Meeting shall be adopted by a majority of two thirds of the votes held by the shareholders who are present or represented, or voting by post, by remote transmission or videoconference, unless otherwise provided by law.

## **Article 25 – SPECIAL MEETINGS**

Preference shareholders come together at a special meeting for any proposed amendments to the rights attached to said preference shares, it being stated that the decisions made by the Company's ordinary general meeting or the Company's extraordinary general meeting will not be submitted for the approval of such special meeting. For all intents and purposes, it is hereby stated that the following will not be submitted for the approval of the special meeting of preference shareholders, without purporting to be an exhaustive list:

- the conversion of PS 1 and PS 2 in application of articles 10.3.2 and 10.4.2 of these by-laws, and
- redemption and/or cancellation of shares falling within the scope of (i) the redemption of preference shares by the Company in application of articles 10.3.3 and 10.4.3 of these by-laws, (ii) implementation of redemption programmes under the terms and conditions set out by articles L. 225-209 et seq. of the French commercial Code and (iii) a public tender offer for the ordinary shares or any other class of preference shares.

However, in accordance with the provisions of article L. 228-17 of the French commercial Code, any proposed company merger or demerger, in which preference shares cannot be exchanged for shares carrying equivalent special rights, will be submitted for approval to any relevant special meeting.

Decisions made at special meetings are valid only if, at first call, one third and, at the second call, one fifth of the holders of preference shares with voting rights are present or represented. Decisions are taken by a majority vote of two-thirds of the preference shareholders in any one class, present or represented.

In the event of capital share changes or redemption, the rights of preference shareholders will be adjusted, where applicable, in order to protect their rights pursuant to article L. 228-99 of the French commercial Code.

**TITLE V**

**FISCAL YEAR – CORPORATE ACCOUNTS -  
ALLOCATION AND DISTRIBUTION OF PROFITS**

**Article 26 – FISCAL YEAR**

The fiscal year is defined in Article 1 of these by-laws.

**Article 27 – INVENTORY – ANNUAL ACCOUNTS**

Regular accounting of corporate transactions shall be kept in accordance with the law and usual business practice.

Upon the closing of each fiscal year, the Board of Directors shall draw up an inventory of the Company's assets and liabilities. It shall also prepare the annual accounts in accordance with the provisions of Title II of Book 1 of the French commercial Code.

A statement on the sureties, securities and guarantees provided by the Company and a statement of the collateral it has granted shall be attached to the balance sheet.

A management report shall be prepared containing the information laid down by the law.

The management report shall include, if applicable, the report on the management of the group if the Company has to prepare and publish the consolidated accounts under the conditions established by the law.

If applicable, the Board of Directors shall prepare the forecast accounting documents under the conditions established by law.

All of these documents are made available to the Statutory Auditors under the applicable legal and regulatory conditions.

**Article 28 – ALLOCATION AND DISTRIBUTION OF PROFITS**

The amounts to be transferred to reserves pursuant to the law shall be deducted from the profits of each year minus, if applicable, prior losses. Therefore, 5% shall be deducted to constitute the legal reserve; said deduction shall no longer be mandatory when the funds reach one-tenth of the share capital; it shall resume whenever, for any reason whatsoever, the legal reserve falls below this amount.

The distributable profits are made up of the profits of the fiscal year minus the prior losses and the amounts transferred to reserves pursuant to the law or to the by-laws, and plus any retained earnings.

The Shareholders' General Meeting shall then deduct the sums it deems appropriate from said profits to transfer to the optional, ordinary or extraordinary reserve funds, or to carry them forward.

The balance, if any, shall be distributed between all of the shares in proportion to the amount paid up and outstanding.

However, except in the case of a capital reduction, no distribution may be made to shareholders when equity capital is or should become following said decrease lower than the amount of the capital increased by the reserves that the law or the by-laws do not allow to be distributed.

The Shareholders' General Meeting may decide on the distribution of the sums deducted from the option reserves either to provide or to complete a dividend, or to perform an exceptional distribution; in such case, the decision shall expressly state the reserve accounts from which the sums are to be deducted. However, the dividends are distributed in priority from the distributable profits of the fiscal year.

The losses, if any, following the approval of the accounts by the Shareholders' General Meeting, are registered in a special account to be charged to the profits of subsequent years until they are fully utilized.

#### **Article 29 – DIVIDEND PAYMENT**

The Shareholders' General Meeting called to approve the accounts of the fiscal year may grant each shareholder for all or part of the distributed dividend or interim dividends, the choice between the payment of the dividend or the interim dividend in cash or in shares.

The methods for paying dividends in cash are determined by the Shareholders' General Meeting, or failing that, by the Board of Directors.

However; the payment of the dividends must be performed within a maximum period of 9 months following the closing of the fiscal year, unless said deadline is extended by court order.

When a balance sheet drawn up during or at the end of the fiscal year and certified by a Statutory Auditor shows that the Company, since the closing of the previous fiscal year, after establishing the necessary depreciation and provisions, and deducting any applicable prior losses, as well as the sums to be transferred to reserves pursuant to the law or to the statutes and after taking into account the retained earnings, has generated profit, interim dividends may be distributed prior to the approval of the accounts of the fiscal year. The amount of said interim dividends may not exceed the amount of the profits thus defined.

The Company may not demand any reimbursement of dividends from shareholders, unless if the distribution has been performed in violation of the existing legal provisions and if the Company determined that the beneficiaries were aware of the irregular nature of said distribution at the time it was performed or could not have been unaware of it in view of the circumstances.

The reclaim of dividends shall be barred at the end of a period of 3 years following the payment of said dividends. Dividends not claimed within 5 years from the date of their payment may no longer be claimed.

**TITLE VI**

**MAJOR LOSSES – PURCHASE BY THE COMPANY  
TRANSFORMATION - DISSOLUTION - LIQUIDATION**

**Article 30 – EQUITY CAPITAL BELOW HALF OF THE CAPITAL**

If, due to losses recorded in the accounting documents, the equity capital of the Company falls below half of the share capital, the Board of Directors is required, within a period of four months following the approval of the accounts having revealed said losses, to convene the Extraordinary Shareholders' General Meeting in order to decide whether there is cause for the early dissolution of the Company.

If the dissolution is not decided, the capital must be, subject to the legal provisions relating to the minimum capital and within the time period required by law, reduced by an amount equal to the losses that could not be allocated to the reserves, if within this time period the equity capital has not been reconstituted up to a value that is at least equal to half of the share capital.

In any case, the decision of the Shareholders' General Meeting must be subject to the disclosure formalities required by the applicable regulatory provisions.

In the event that said requirements are not complied with, any party concerned may bring an action before the court for the dissolution of the Company. The same shall apply if the shareholders have been unable to validly deliberate.

However, the court may not decide on the dissolution if on the day of the ruling, the situation has been regularized.

**Article 31 – PURCHASE BY THE COMPANY OF AN ASSET BELONGING TO A SHAREHOLDER**

Whenever the Company, within a period of two years following its registration, acquires an asset belonging to a shareholder and of which the value is at least equal to one-tenth of the share capital, an auditor, in charge of assessing, under his or her own responsibility, the value of said asset, shall be appointed by a court decision at the request of the Chairman of the Board of Directors.

The auditor's report shall be made available to the shareholders. The Ordinary Shareholders' General Meeting shall decide on the valuation of the asset, failing which the acquisition will be null and void.

The seller shall not take part in the voting on his or her own behalf nor as a representative.

These provisions shall not apply when an acquisition is performed on the stock market or under the control of a judicial authority or within the framework of current transactions of the Company, and carried out under normal conditions.

### **Article 32 – TRANSFORMATION**

The Company may be transformed into another form of Company if, at the time of the transformation, it has been in existence for at least 2 years and if it has drawn up the balance sheets of its first 2 fiscal years and had them approved by its Shareholders.

The transformation decision is made based on the report of the Statutory Auditors, which must certify that the equity capital is at least equal to the share capital.

The transformation into a partnership requires the approval of all of the stakeholders; in said case, the conditions provided for above shall not be required.

The transformation into a limited partnership or a partnership limited by shares is decided under the conditions set out for the amendment of the by-laws and with the approval of all of the Shareholders who shall become partners with unlimited liability.

The transformation into a private limited company is decided within the conditions provided for the amendment of the by-laws of companies of said form.

### **Article 33 – DISSOLUTION – WINDING-UP**

Except for the cases of legal dissolution provided by law, and unless there is a continued extension, the dissolution of the Company takes place upon the expiry of the period established by the by-laws or following a decision by the Extraordinary Shareholders' General Meeting.

One of several liquidators shall then be appointed by said Extraordinary Shareholders' General Meeting under the rules of quorum and majority laid down for the Ordinary Shareholders' General Meetings.

The liquidator represents the Company. All of the assets shall be realized and the liabilities shall be settled by the liquidator who has been vested with the broadest powers. He or she shall then distribute the available balance.

The Shareholders' General Meeting may authorize him or her to pursue the ongoing affairs or to undertake further actions for the purposes of the winding-up.

The net assets remaining following the reimbursement of the shares at their nominal value shall be equally distributed among all of the shares.

If all of the shares are held by one person, the possible dissolution decision, whether it is voluntary or legal, shall entail, under the terms set out in the law, the transmission of the company's assets to the sole shareholder, without there being grounds for winding-up.

**TITLE VII**

**DISPUTES**

**Article 34 - DISPUTES**

Any disputes that may arise during the existence of the Company or during its winding-up either between the Shareholders, or between the Shareholders and the Company, resulting from these by-laws will be judged in accordance with the law and shall be subject to the jurisdiction of the competent courts.

*By-laws updated on February 28, 2020.*