



SPIE SA
MIXED SHAREHOLDERS' GENERAL MEETING OF APRIL 30th, 2025
Results of the votes of the resolutions

QUORUM: 79,39%

It represents 125,030,597 shares for 2,254 shareholders (present or represented)

Title of the resolutions	Result of the vote	Participating votes	For		Against		Not valid votes	
			Votes	%	Votes	%	Abstain	Not Voted
ORDINARY RESOLUTIONS								
First resolution Approval of the Company's statutory financial statements for the financial year ended December 31, 2024	Adopted	139,977,560	139,740,752	99.98%	22,568	0.02%	212,979	1,261
Second resolution Approval of the Company's consolidated financial statements for the financial year ended December 31, 2024	Adopted	139,977,560	139,740,749	99.98%	22,568	0.02%	212,979	1,264
Third resolution Allocation of profits for the financial year ended December 31, 2024 and setting of the dividend at 1 euro per share	Adopted	139,977,560	139,720,429	99.82%	251,434	0.18%	4,436	1,261
Fourth resolution Approval of the related party transactions pursuant to Articles L.225-38 et seq. of the French Commercial Code and of the special report thereon from the auditors	Adopted	139,977,560	139,969,189	>99.99%	1,900	<0.01%	5,207	1,264

Title of the resolutions	Result of the vote	Participating votes	For		Against		Not valid votes	
			Votes	%	Votes	%	Abstain	Not Voted
Fifth resolution Renewal of the mandate of Mrs. Sandrine Teran as director	Adopted	139,977,560	139,431,496	99.61%	541,196	0.39%	3,607	1,261
Sixth resolution Renewal of the mandate of Mr. Patrick Jeantet as director	Adopted	139,977,560	136,290,656	97.37%	3,681,967	2.63%	3,676	1,261
Seventh resolution Appointment of Mrs. Carole Le Gall as director	Adopted	139,977,560	139,871,344	99.93%	100,391	0.07%	4,564	1,261
Eighth resolution Appointment of Mrs. Mariel Von Schumann as director	Adopted	139,977,560	139,905,612	99.96%	62,901	0.04%	7,783	1,264
Ninth resolution Ratification of the cooptation of Mr. Bertrand Finet as director	Adopted	139,977,560	139,538,512	99.72%	389,964	0.28%	47,823	1,261
Tenth resolution Approval of the fixed, variable and exceptional components of the total remuneration and benefits in kind attributable to Mr. Gauthier Louette, as Chairman and Chief Executive Officer for the year 2024	Adopted	139,977,560	130,884,623	96.61%	4,591,838	3.39%	4,499,838	1,261
Eleventh resolution Approval of the remuneration policy of the Chairman and Chief Executive Officer	Adopted	139,977,560	126,674,232	93.60%	8,664,275	6.40%	4,637,792	1,261
Twelfth resolution Approval of the information mentioned in paragraph I of article L. 22-10-9 of the French Commercial Code	Adopted	139,977,560	135,658,152	96.92%	4,307,864	3.08%	10,280	1,264

Title of the resolutions	Result of the vote	Participating votes	For		Against		Not valid votes	
			Votes	%	Votes	%	Abstain	Not Voted
Thirteenth resolution Approval of the Directors' compensation policy	Adopted	139,977,560	139,304,055	99.53%	663,066	0.47%	9,175	1,264
Fourteenth resolution Authorization granted to the Board of Directors to trade the Company's shares	Adopted	139,977,560	139,041,486	99.39%	848,457	0.61%	86,356	1,261
EXTRAORDINARY RESOLUTIONS								
Fifteenth resolution Authorization granted to the Board of Directors to reduce the Company's share capital by cancelling treasury shares	Adopted	139,977,560	139,824,604	99.89%	148,079	0.11%	3,563	1,314
Sixteenth resolution Delegation of authority to the Board of Directors to increase the share capital with elimination of the preferential subscription right by issuing Company shares reserved for members of a company savings plan	Adopted	139,977,560	139,179,291	99.43%	796,105	0.57%	903	1,261
Seventeenth resolution Delegation of authority to the Board of Directors to increase the share capital by issuing shares with elimination of the preferential subscription right in favour of a specific category of beneficiaries	Adopted	139,977,560	139,264,936	99.50%	704,444	0.50%	6,919	1,261
Eighteenth resolution Authorization for the Board of Directors to freely allot existing shares or issue new shares in favour of certain employees and executive officers of the Company and related companies	Adopted	139,977,560	133,005,885	97.73%	3,096,134	2.27%	3,874,280	1,261

Title of the resolutions	Result of the vote	Participating votes	For		Against		Not valid votes	
			Votes	%	Votes	%	Abstain	Not Voted
Nineteenth resolution Amendment of article 11 of the Company's bylaws	Adopted	139,977,560	137,196,496	98.07%	2,705,562	1.93%	34,241	41,261
Twentieth resolution Amendment of article 15.3 of the Company's bylaws	Adopted	139,977,560	139,939,928	>99.99%	2,701	<0.01%	33,620	1,311
Twenty-oneth resolution Amendment of article 16 of the Company's bylaws	Adopted	139,977,560	139,937,891	>99.99%	2,793	<0.01%	35,615	1,261
Twenty-second resolution Powers for purposes of legal formalities	Adopted	139,977,560	139,948,850	>99.99%	2,847	<0.01%	24,599	1,264

