

Press release

Employee shareholding: a new success for SPIE

A Europe-wide initiative recognised by the Euronext-FAS IAS index with the award of its Grand Prix

Cergy, 12 December 2019 – *SPIE, the independent European leader in multi-technical services in the areas of energy and communications, announces the success of its SHARE FOR YOU 2019 employee shareholding plan. This plan aimed at providing every SPIE employee with a new opportunity to become shareholder of the company under preferential terms and to participate in the Group's performance and development over the long term.*

Employee shareholding is part of SPIE's culture. 34% of employees are already shareholders of the company. The *SHARE FOR YOU 2019* plan, the third since the SPIE group was listed on the stock exchange, generated strong employee support as in 2018: once again, 6,000 employees subscribed to the offer on preferential terms. The employees of the eight companies that have been acquired since the last operation actively participated.

"Our employees' high level of participation in this employee shareholding plan, the third since our initial public offering, is yet another indication of their confidence in our Group and I thank them", said Gauthier Louette, Chairman and Chief Executive Officer of SPIE. *"The Executive Committee and I are also particularly proud of the mobilisation of the employees of recently acquired companies, which demonstrates their support of SPIE's strategy."*

Employee contributions represent € 23,463,335.12. Upon completion of this operation, SPIE will issue 1,840,261 new shares on 12 December 2019.

Under this new iteration of *SHARE FOR YOU*, which ran in 12 countries from 10 October to 6 November this year, SPIE employees were among the first ones to benefit from the new provisions of the PACTE Act¹, raising the potential discount for collective employee shareholding plans from 20% to 30%.

¹ Act No 2019-486 of 22 May 2019 relating to growth and transformation of businesses.

Initiative rewarded with the Euronext-FAS IAS index Grand Prix

SPIE's longstanding commitment to employee shareholding was recently rewarded on 11 December 2019 with the "Euronext-FAS IAS index Grand Prix" at the 15th FAS Grand Prix ceremony held in Paris. The jury stressed SPIE's ability to sustainably develop employee shareholding and to give it an international dimension. In October 2017, SPIE entered the FAS IAS index, which includes all companies from the CAC All-Tradable index that meet all three of the following conditions: at least 3% of the capital is owned by employees; 15% of the global workforce hold shares; and 25% of the French workforce hold shares.

About SPIE

As the independent European leader in multi-technical services in the areas of energy and communications, SPIE supports its customers to design, build, operate and maintain energy-efficient and environmentally-friendly facilities.

With more than 46,400 employees and a strong local presence, SPIE achieved in 2018 consolidated revenues of €6.7 billion and consolidated EBITA of €400 million.

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