

Minutes of the Annual General Meeting (AGM) held on April 8, 2021

- Re-election of Mr. Michaël Fribourg as a Director;
- Reappointment of Mr. Michaël Fribourg as Chairman of the Board of Directors;
- Approval of say on pay: 2020 *ex-post* vote and 2021 *ex-ante* vote with respect to the compensation of the Chairman and Chief Executive Officer and non-executive directors;
- Approval of a dividend of €1.32 per share (including an interim dividend of €0.28 per share paid in October 2020);
- Approval of the dividend payment in shares carrying immediate dividend rights.

The Annual General Meeting of Chargeurs' shareholders was held behind closed doors today (Thursday, April 8, 2021), chaired by the Company's Chairman and Chief Executive Officer, Mr. Michaël Fribourg. Shareholders holding 59.10% of the voting rights were present or represented at the meeting and approved, by a large majority, all of the ordinary resolutions and the parent company and consolidated financial statements of fiscal 2020.

The detailed results of the votes, resolution by resolution, are available on the Chargeurs website in the "Shareholders' Meeting" section, after certification of the attendance sheet by the Shareholders' Meeting Office, via the following link: <https://www.chargeurs.com/combined-shareholders-meeting/?lang=en>

Governance

During the Annual General Meeting of April 8, 2021, the resolution to re-elect Mr. Michaël Fribourg as a Director for a three-year term was approved by 90.76%.

At the Board of Directors' meeting held immediately after the Annual General Meeting, the directors unanimously re-appointed Michaël Fribourg minus the vote of the latter as Chairman of the Board for his term as a member of the Board, and Chief Executive Officer of the Group, for a period of five years.

Chargeurs' Board of Directors currently comprises six members, including three independent directors, as well as a non-voting member who attends Board meetings in a purely advisory capacity.

50% of the Board's members are women and 50% are independent directors, thereby exceeding the mandatory 40% female Board membership quota set in France's Copé-Zimmerman Act for fiscal years commencing January 1, 2019.

Compensation for the Chairman and Chief Executive Officer and non-executive directors

In accordance with articles L.22-10-8 and L. 22-10-34-I of the French Commercial Code, the Annual General Meeting approved the compensation policy of the Chairman and Chief Executive Officer for fiscal 2021 (*ex-ante*)

vote) and the fixed, variable and exceptional components of the total compensation and benefits in kind paid or awarded to the Chairman and Chief Executive Officer for fiscal 2020 (*ex-post* vote).

The Annual General Meeting also approved Directors' compensation policy for fiscal 2021 and in accordance with article L. 22-10-14 and L.22-10-8 of the French Commercial Code (*ex-ante* vote) and the information referred to in article L. 22-10-9 of the French Commercial Code with respect to the compensation paid and awarded to each executive directors for fiscal 2020 (*ex-post* vote).

Dividend

The shareholders approved the payment of a dividend of **€1.32 per share** in respect of fiscal 2020. An interim dividend of €0.28 per share was paid on October 7, 2020. The *ex-dividend* date (in cash and shares) totaling €1.04 per share is scheduled for **April 13, 2021**.

At the AGM, the shareholders resolved to **offer the option of reinvesting** the final fiscal 2020 dividend in new Chargeurs shares. The new shares will **carry dividend rights immediately** and will rank *pari passu* with the Company's existing shares **as from their issue date**. Shareholders who **take up the option to reinvest their final fiscal 2020 dividend** must notify their bank or broker between **April 15, 2021** (the start date of the exercise period for the dividend reinvestment option), **and April 26, 2021 inclusive**. The issue price of the new shares delivered as payment for the final dividend will be €19.03 per share. The Group will issue a separate press release detailing the procedures to follow for shareholders who wish to take up the dividend reinvestment option.

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Timeline for final dividend payment:

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|---|----------------|
| • Ex-dividend date | April 13, 2021 |
| • Start of reinvestment option period | April 15, 2021 |
| • End of reinvestment option period | April 26, 2021 |
| • Announcement of reinvestment results | April 28, 2021 |
| • Delivery date of shares and payment of final dividend in cash | April 30, 2021 |

The new shares issued as payment of the final dividend for fiscal 2020 will rank *pari passu* with Chargeurs' existing shares from the following date:

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| • Shares issued as payment for the final dividend | April 30, 2021 |
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2021 Financial Calendar

Tuesday, May 4, 2021 (before market)

First-quarter 2021 financial information

ABOUT CHARGEURS

CHARGEURS is a world leader of niche technologies and services, offering integrated, high value-added solutions to its B2B and B2C customers. Active in 90 countries with nearly 2,500 employees, the Group, whose global signature is High Emotion Technology®, develops its manufacturing and technological expertise across a range of sectors including premium materials protection, fashion and luxury goods, museum services and healthcare.

As the Group begins a new chapter in its history of nearly 150 years, the Leap Forward 2025 strategic plan is aimed at seizing market opportunities linked to developments in production, distribution and consumption methods and widespread demand for sustainable manufacturing solutions. Recognized for its highly responsive, agile manufacturing and global footprint, Chargeurs' presence in many areas of expertise supports its profitable and sustainable growth. In 2020, the Group generated revenue of €822m.

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