



SPIE SA
MIXED SHAREHOLDERS' GENERAL MEETING OF APRIL 30, 2026
Results of the votes of the resolutions

QUORUM: 79,98%

It represents 135,458,573 shares, representing 148,261,617 votes, for 3,006 shareholders (present or represented)

Title of the resolutions	Result of the vote	Participating shares	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, 2025	Adopted	135 397 569	148 198 199	>99,99%	2 414	<0,01%	59 069	1 935
Second resolution Approval of the Company's consolidated financial statements for the financial year ended December 31, 2025	Adopted	135 402 899	148 203 492	>99,99%	2 451	<0,01%	53 481	2 193
Third resolution Allocation of the results for the financial year ended December 31, 2025 and setting the dividend at one euro and eight cents (1.08) per share	Adopted	135 452 980	145 324 414	98,02%	2 931 610	1,98%	3 563	2 030

Title of the resolutions	Result of the vote	Participating shares	For		Against		Not valid votes	
			Votes	%	Votes	%	Abstain	Not Voted
Fourth resolution Approval of the regulated related-party agreements and undertakings referred to in Articles L.225-38 et seq. of the French Commercial Code and of the Statutory Auditors' special report	Adopted	135 450 399	148 134 957	99,92%	118 033	0,08%	6 527	2 100
Fifth resolution Renewal of the term of office of Mr. Christopher Delbrück as a Director	Adopted	135 451 928	147 940 645	99,79%	314 327	0,21%	4 545	2 100
Sixth resolution Renewal of the term of office of Mr. Bertrand Finet as a Director	Adopted	135 452 280	145 470 018	98,12%	2 785 306	1,88%	4 502	1 791
Seventh resolution Appointment of Mr. Markus Holzke as a Director	Adopted	135 451 935	146 026 190	98,50%	2 228 789	1,50%	4 811	1 827
Eighth resolution Approval of the fixed, variable and exceptional components of the total remuneration and benefits of any kind attributable to the Chairman and Chief Executive Officer for the financial year 2025	Adopted	134 895 978	140 907 400	95,40%	6 791 569	4,60%	560 836	1 812
Ninth resolution Approval of the remuneration policy of the Chairman and Chief Executive Officer for the period from January 1 to April 30, 2026	Adopted	135 449 102	144 112 028	97,21%	4 140 065	2,79%	8 412	1 112
Tenth resolution Approval of the remuneration policy of the Chairman of the Board of Directors for the period from May 1 to December 31, 2026	Adopted	135 448 748	148 066 090	99,87%	185 649	0,13%	7 899	1 979

Title of the resolutions	Result of the vote	Participating shares	For		Against		Not valid votes	
			Votes	%	Votes	%	Abstain	Not Voted
Eleventh resolution Approval of the remuneration policy of the Chief Executive Officer for the period from May 1 to December 31, 2026	Adopted	134 584 858	141 017 924	95,68%	6 369 925	4,32%	871 791	1 977
Twelfth resolution Approval of the information mentioned in paragraph I of article L. 22-10-9 of the French Commercial Code	Adopted	135 433 724	144 831 312	97,71%	3 401 254	2,29%	27 131	1 920
Thirteenth resolution Approval of the Directors' compensation policy	Adopted	135 214 185	146 062 894	98,68%	1 954 282	1,32%	242 793	1 648
Fourteenth resolution Authorization for the Board of Directors to trade in the Company's shares	Adopted	135 071 968	145 779 117	98,58%	2 095 742	1,42%	385 151	1 607
EXTRAORDINARY RESOLUTIONS								
Fifteenth resolution Authorization for the Board of Directors to reduce the Company's share capital by cancelling treasury shares	Adopted	135 450 836	147 521 979	99,51%	731 901	0,49%	5 816	1 921
Sixteenth resolution Delegation of authority to the Board of Directors to increase the share capital by capitalizing reserves, profits or premiums or any other sum whose capitalization is allowed	Adopted	135 451 002	148 033 889	99,85%	220 004	0,15%	5 803	1 921

Title of the resolutions	Result of the vote	Participating shares	For		Against		Not valid votes	
			Votes	%	Votes	%	Abstain	Not Voted
Seventeenth resolution Delegation of authority to the Board of Directors to increase the share capital, with preferential subscription right, by issuing shares and/or equity securities granting access to other equity securities and/or granting the right to the allotment of debt securities and/or securities granting access to equity securities to be issued	Adopted	135 403 671	138 444 067	93,42%	9 758 346	6,58%	37 839	21 365
Eighteenth resolution Delegation of authority to the Board of Directors to increase the share capital, without shareholders' preferential subscription rights, by issuing shares and/or equity securities granting access to other equity securities and/or granting the right to the allotment of debt securities and/or securities granting access to equity securities to be issued, through public offerings other than those referred to in article L.411-2 of the French Monetary and Financial Code	Adopted	135 417 384	143 667 441	96,93%	4 552 834	3,07%	39 210	2 132
Nineteenth resolution Delegation of authority to the Board of Directors to increase the share capital, without shareholders' preferential subscription rights, by issuing shares and/or equity securities granting access to other equity securities and/or granting the right to the allotment of debt securities and/or securities granting access to equity securities to be issued, through public offerings referred to in 1 of article L.411-2 of the French Monetary and Financial Code	Adopted	135 418 680	136 694 075	92,22%	11 527 496	7,78%	38 065	1 981

Title of the resolutions	Result of the vote	Participating shares	For		Against		Not valid votes	
			Votes	%	Votes	%	Abstain	Not Voted
Twentieth resolution Delegation of authority to the Board of Directors to increase the share capital by issuing shares and/or equity securities granting access to other equity securities and/or granting the right to the allotment of debt securities and/or securities granting access to equity securities to be issued, in return for contributions in kind, up to a limit of 10% of the share capital	Adopted	135 417 953	142 105 211	95,87%	6 115 783	4,13%	38 698	1 925
Twenty-oneth resolution Delegation of authority to the Board of Directors to increase the share capital, without shareholders' preferential subscription rights, by issuing Company shares and/or equity securities granting access to other equity securities and/or granting the right to the allotment of debt securities and/or securities granting access to equity securities to be issued, for the benefit of one or more denominated persons	Adopted	135 402 496	138 508 097	93,46%	9 693 294	6,54%	58 305	1 921
Twenty-second resolution Delegation of authority to the Board of Directors to increase the share capital, without shareholders' preferential subscription rights, by issuing Company shares reserved for participants to a company savings plan	Adopted	135 417 290	146 929 103	99,13%	1 291 078	0,87%	39 515	1 921
Twenty-third resolution Delegation of authority to the Board of Directors to increase the share capital, without shareholders' preferential subscription rights, by issuing shares in favour of a specific category of beneficiaries	Adopted	135 415 718	145 761 861	98,34%	2 456 695	1,66%	40 334	2 727

Title of the resolutions	Result of the vote	Participating shares	For		Against		Not valid votes	
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Twenty-fourth 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	135 433 035	143 793 924	97,01%	4 437 853	2,99%	8 449	21 391
Twenty-fifth resolution Amendment of Article 17 of the articles of association	Adopted	134 892 320	147 512 177	99,88%	183 034	0,12%	564 346	2 060
Twenty-sixth resolution Powers for purposes of legal formalities	Adopted	135 451 041	148 251 678	>99,99%	2 407	<0,01%	5 105	2 427

