

Press release

**SPIE announces the success of its  
SHARE FOR YOU 2024 employee shareholding plan  
and  
its intention to implement an anti-dilutive share buyback program**

**Cergy, December 12, 2024** – SPIE, the independent European leader in multi-technical services in the areas of energy and communications, announces the success of its SHARE FOR YOU 2024 employee shareholding plan.

Employee shareholding is part of SPIE's culture and this year's new plan has been a remarkable success. Employees' participation increased significantly: more than 21,000 employees subscribed to the offer, up 25% compared to last year. More than 5,000 employees invested for the first time, including people stemming from recently acquired companies.

The employee contributions to the 2024 SHARE FOR YOU plan amounted to 45 million euros. Following this operation completed, on 12 December 2024, 1,992,976 new shares have been issued by the company. For this new SHARE FOR YOU plan, which ran from 26 September to 17 October 2024 in 19 countries, SPIE's employees benefitted from a 20% discount<sup>1</sup>.

After the SHARE FOR YOU 2024 plan, more than one employee in two is a Group shareholder and the share of capital held by employees thanks to these programs is approximately 7.9%.

**Gauthier Louette, Chairman and CEO of SPIE**, declared:

*"Through their strong participation in the 2024 employee shareholding program, our employees once again demonstrate their confidence and commitment in SPIE. The executive committee and I thank them warmly.*

*We are very proud of this momentum. Human capital is at the heart of our success, this operation embodies the entrepreneurial spirit which is the strength of our Group. Together, we are writing an ambitious and sustainable story."*

While maintaining a strong discipline regarding its leverage ratio, the Group plans to implement early in 2025 a share buyback program which will partially compensate the dilutive impacts implied by the employee shareholding program and the long-term incentive plan. Details of this share buyback program will be provided further in a dedicated press release.

---

<sup>1</sup> Subscription price at 28.39 € after discount

## About SPIE

SPIE is the independent European leader in multi-technical services in the areas of energy and communications. Our 50,000 employees are committed to achieving the energy transition and digital transformation alongside our customers.

SPIE achieved in 2023 consolidated revenues of €8.7 billion and consolidated EBITA of €584 million.

## Contacts

### SPIE

Pascal Omnès  
Group Communications Director  
Tel. + 33 (0)1 34 41 81 11  
[pascal.omnes@spie.com](mailto:pascal.omnes@spie.com)

### SPIE

Audrey Bourgeois  
Investor Relations Director  
Tel. + 33 (0)1 34 41 80 72  
[audrey.bourgeois@spie.com](mailto:audrey.bourgeois@spie.com)

### IMAGE 7

Laurent Poinot & Claire Doligez  
Tel. + 33 (0)1 53 70 74 70  
[spie@image7.fr](mailto:spie@image7.fr)

<http://www.spie.com>

<https://www.facebook.com/SPIEgroup>

<http://twitter.com/spiegroup>

## Disclaimer

*Certain information included in this press release are not historical facts but are forward-looking statements. These forward-looking statements are based on current beliefs, expectations and assumptions, including, without limitation, assumptions regarding present and future business strategies and the environment in which SPIE operates, and involve known and unknown risks, uncertainties and other factors, which may cause actual results, performance or achievements, or industry results or other events, to be materially different from those expressed or implied by these forward-looking statements.*

*Forward-looking statements speak only as of the date of this press release and SPIE expressly disclaims any obligation or undertaking to release any update or revisions to any forward-looking statements included in this press release to reflect any change in expectations or any change in events, conditions or circumstances on which these forward-looking statements are based. Such forward-looking statements are for illustrative purposes only. Forward-looking information and statements are not guarantees of future performances and are subject to various risks and uncertainties, many of which are difficult to predict and generally beyond the control of SPIE. Actual results could differ materially from those expressed in, or implied or projected by, forward-looking information and statements. These risks and uncertainties include those discussed or identified under Chapter 2 "Risk factors and internal control" in SPIE's 2023 Universal Registration Document, filed with the French Financial Markets Authority (AMF) on April 5th, 2024, under number D.24-0245 which is available on the website of SPIE ([www.spie.com](http://www.spie.com)) and of the AMF ([www.amf-france.org](http://www.amf-france.org)).*

*This press release includes only summary information and does not purport to be comprehensive. No reliance should be placed on the accuracy or completeness of the information or opinions contained in this press release. This press release does not contain or constitute an offer of securities for sale or an invitation or inducement to invest in securities in France, the United States or any other jurisdiction.*

