



**Bernin, April 30, 2026**

**DISCLOSURE CONCERNING THE CHIEF EXECUTIVE OFFICER'S  
SIGN-ON BONUS**

In accordance with the recommendations of the Afep-Medef Code, Soitec (the "**Company**") is disclosing the compensation elements granted to Laurent Rémont, Chief Executive Officer as of April 1, 2026, in respect of his sign-on bonus.

This grant is part of the FY'27 Chief Executive Officer's compensation policy and was carried out in accordance with the Board of Directors' decisions of January 8, 2026, and the authorization of the Shareholders' General Meeting of July 23, 2024 (20<sup>th</sup> resolution).

It is specified that the grant of these shares remains subject to the approval of the FY'27 Chief Executive Officer's compensation policy by the Shareholders' General Meeting scheduled for July 29, 2026.

**Onyx 2028 Long Term Incentive (LTI) Plan - Free grant of 8,012 performance shares to Laurent Rémont**

On April 20, 2026, the Compensation, Nominations and Board Governance Committee noted that Laurent Rémont received a free grant of 8,012 performance shares on April 1, 2026, representing 0.02% of Soitec's share capital and corresponding to 85% of his fixed compensation at the time of the grant.

This free grant of performance shares is subject to the terms and conditions of the Onyx 2028 LTI plan.

The definitive vesting of these shares is subject to a three-year vesting period, from April 1, 2026, to August 1, 2028 (inclusive).

The condition of presence will be assessed on a pro rata basis over the three-year vesting period: one-third of each grant will be subject to his effective presence throughout the entirety of the corresponding vesting year.

The definitive vesting of these shares is also subject to the achievement, as determined by the Board of Directors, of the following performance conditions:

Weight	Performance Indicator	Period / Reference
25%	Revenue	Cumulative Revenue (FY'26 to FY'28)
20%	Current EBIT	Cumulative Current EBIT / Cumulative Revenue (FY'26 to FY'28)
30%	TSR (Total Shareholder Return)	<p>Soitec share performance vs. the median of the Stoxx Europe TMI Semiconductors between the grant date and the publication date of the Group's consolidated financial statements for FY'28.</p> <p>This performance target will only be met if Soitec's TSR is at least equal to this median.</p>
5%	ESG: Evolution of carbon footprint on Scopes 1 and 2	Assessment of the target at the end of FY'28
5%	ESG: Reduction in water withdrawal (l/cm <sup>2</sup> )	Assessment of the target at the end of FY'28
5%	ESG: Proportion of women within the Group's senior management (professional category greater than or equal to 150)	Assessment of the target at the end of FY'28
5%	ESG: Proportion of women in the Group's total workforce (permanent contracts, fixed-term contracts, and apprentices)	Assessment of the target at the end of FY'28
5%	ESG: Completion of training modules on the Code of Conduct and cybersecurity	Assessment of the target at the end of FY'28

The Onyx 28 LTI plan do not provide for a holding period; however, in accordance with the decision taken by the Board of Directors on January 8, 2026, Laurent Rémont must hold in registered form, for the entire duration of his term of office, a number of shares corresponding to 10% of his annual fixed compensation, calculated based on the value of the shares at their vesting date.

In accordance with the recommendations of the Afep-Medef Code, Laurent Rémont has made a formal commitment not to use hedging transactions on the performance shares granted to him.

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