Bernin, July 31, 2026

INFORMATION ON THE CHIEF EXECUTIVE OFFICER'S LONG-TERM VARIABLE COMPENSATION

In accordance with the recommendations of the Afep-Medef Code, Soitec (hereafter the "Company") hereby discloses the long-term variable compensation components granted to Laurent Rémont, as Chief Executive Officer, in line with the FY'27 Chief Executive Officer's Compensation Policy approved by the Annual General Meeting of July 29, 2026.

I. Plan Onyx 2029 – Allocation of 7,015 free performance shares to Laurent Rémont

As a reminder, the FY'27 Chief Executive Officer's Compensation Policy provides that the long-term variable compensation takes the form of a free grant of performance shares, within the scope of the authorization granted by the Annual General Meeting and in line with the general rules of the long-term incentive plan (LTI). The value of the free performance shares to be allocated to the Chief Executive Officer is capped at 150% of his fixed compensation.

During its meeting on July 29, 2026, the Board of Directors, based on the recommendation of the Compensation, Nominations and Board Governance Committee, decided to grant the following shares to Laurent Rémont:

Performance Share Plan	Number of Shares	% of the Company's share capital as of the grant date
Onyx 2029	7,015	0,02%

As a reminder, in the interests of transparency and simplification of the Chief Executive Officer's compensation policy, the Board of Directors, based on the recommendation of the Compensation, Nominations and Board Governance Committee, has refined the performance conditions for the FY'27 long-term variable compensation.

This change is intended to streamline the performance structure and strengthen the alignment of management interests with those of shareholders over a multi-year timeframe.

The model is based on the following indicators: adjusted current net earnings per share, relative TSR and two ESG pillars.

The financial structure has also been strengthened by the introduction of adjusted current net earnings per share as the indicator of shareholder return, replacing the EBIT and revenue criteria previously used. At the same time, non-financial criteria are now focused on two major, selective issues: water reuse, and diversity and inclusion.

Thus, the definitive vesting of the performance shares granted to the Chief Executive Officer is subject to a presence condition and the fulfillment of the following performance conditions:

Weighting	Objectives
75%	**QUANTITATIVE FINANCIAL CRITERIA**
35%	Adjusted current net earnings per share (based on annual budget, non-cumulative)
40%	The Total Shareholder Return (TSR) of the Company's shares compared to the median TSR of the companies on the Europe Total Market Semiconductors index[1]
25%	**QUANTITATIVE ESG CRITERIA**
12.5%	Water Reuse
12.5%	Diversity and Inclusion within the Groups senior management *(senior professional category equivalent to or higher than Job Grade 150 within the Group's internal job architecture framework)*

The Onyx 2029 LTI Plan does not provide a holding period, however, Laurent Rémont will be required to hold in registered form, for the entire duration of his term in office, a number of shares corresponding to 10% of his annual fixed compensation, calculated based on the value of shares at their vesting date.

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

[1] *The TSR performance objective will only be met if the TSR is equal to or higher than said median. In other words, the TSR target level will only be met if the Company's TSR exceeds the median (this excludes the performance condition which stipulates vesting starting below the median). The maximum target will correspond to a further 10% of the median.*

II. History of Performance Share Granted to Laurent Rémont

As a reminder, as part of his signing bonus, Laurent Rémont was granted 8,012 free 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 grant is subject to the terms and conditions of the Onyx 2028 LTI Plan.