Information on compensation components of the Chief Executive Officer

Pursuant to article 26.1 of the AFEP–MEDEF Code

At its meeting held on 26 October 2022, the Board of Directors of Technicolor Creative Studios, upon recommendation of the Remuneration & Talent Committee, set the variable annual compensation of the Chief Executive Officer, Christian Roberton, for Q4 2022, in accordance with the compensation policy disclosed in the prospectus approved by the AMF on August 1, 2022 under number 22-331.

Pursuant to article 26.1 of the AFEP–MEDEF Code, the annual variable gross compensation of the Chief Executive Officer for Q4 2022, as of the date of the admission of the shares of Technicolor Creative Studios to trading on Euronext Paris, will be assessed based on:

- Financial criteria representing 60% of the target annual variable compensation including:
  - a consolidated adjusted EBITA objective accounting for 30% of the target bonus; and
  - a consolidated Operating Cash Flow objective accounting for 30% of the amount of the target bonus.

Achievement of such objectives will be assessed by the Board of Directors based on the guidance communicated by Technicolor on the June 14 capital market day in relation to Technicolor Creative Studios, in light of the Q4 2022 results, it being specified that the related calculation will be detailed ex post.

- Non-financial criteria representing 40% of the target annual variable compensation including:
  - a strategic objective (10%);
  - a talent management and organisation objective (20%); and
  - a corporate social responsibility (CSR) objective (10%).

The extra-financial objectives for the qualitative portion of the annual variable will be assessed by the Board of Directors based on the recommendation of the Remuneration & Talent Committee, which will form its assessment using information provided by management. Precise contents and methods of assessment for each extra-financial objective are not fully disclosed in advance for confidentiality purpose. However such information shall be given ex post once these objectives have been assessed by the Board of Directors.
The principles related to the variable annual compensation of the Chief Executive Officer as well as the total amount of such compensation at 100% achievement rate and the limit on the amount that may be granted are detailed in section 14.2.1.1 of the prospectus approved by the AMF on August 1, 2022 under number 22-331.

The allocation of the Chief Executive Officer’s variable compensation, subject to performance conditions, will be detailed in the 2022 Universal Registration Document and its payment will be conditional upon the approval of the Shareholders’ Meeting convened to approve the financial statements for the 2022 fiscal year.

The long-term incentive compensation to be allocated to Christian Roberton for the year 2022 will be the subject of a specific communication in early December 2022.

For further information on the compensation of the Chief Executive Officer, please refer to section 14.2.1 of the prospectus approved by the AMF on August 1, 2022 under number 22–331 and available on the websites of the AMF (https://www.amf-france.org) and Technicolor Creative Studios (https://www.technicolorcreative.com/investors/).