

Paris, 8 February 2023

Information on the compensation of the Interim CEO

In relation to the appointment of Caroline Parot as Interim CEO effective as of 6 February 2023, the Board of Directors of Technicolor Creative Studios (the “Company”), at its meeting held on 6 February 2023, determined, further to the proposal of the Remuneration and Talents Committee, the compensation components described below, subject to the approval of the corporate officers’ compensation policy for 2023 at the next general meeting.

Fixed annual compensation

Caroline Parot’s fixed annual compensation is EUR 610,000, paid in twelve monthly instalments and *pro rata temporis*.

Variable annual compensation

The annual variable compensation corresponds to 100% of the fixed compensation (i.e., EUR 610,000 gross) for targets attained at the level of 100%, this portion being increased to a maximum of 150% of that amount (i.e., EUR 915,000 gross) in the event the targets are exceeded, without any minimum guaranteed.

This variable compensation is subject to performance criteria, financial and non-financial, including quantitative and qualitative targets. These criteria will be defined by the Company’s Board of Directors at a forthcoming meeting and made public.

The Company’s Board of Directors will assess the level of achievement each year for each performance criteria on the basis of predetermined targets, on a *pro rata temporis* basis, and as regards the financial criteria, after the financial results of the relevant financial year have been established.

The amount of the variable compensation for the financial year 2023 will thus be determined finally by the Board of Directors after validation of the annual accounts for 2023 according to the level of achievement of these performance criteria and on a *pro rata temporis* basis.

Payment of this variable compensation will be subject to the approval of the General Meeting convened to approve the accounts of the financial year ending 31 December 2023, pursuant to article L. 22-10-34 of the French Commercial Code.

Exceptional compensation

In view of the exceptional situation the Group is facing, Caroline Parot will be awarded for the financial year 2023 an exceptional compensation corresponding to 50% of her fixed compensation (i.e., EUR 305,000 gross) for targets attained at the level of 100%.

The performance conditions and the dates for payment in cash of this exceptional compensation will be predetermined and assessed by the Company's Board of Directors, in line with the Company's corporate interests. These performance conditions, which will be made public, will be linked to targets based on finding a long-term solution for the Group and its implementation.

Payment of this exceptional compensation will be subject to the approval of the Annual General Meeting of the shareholders, pursuant to article L. 22-10-34 of the French Commercial Code.

Other compensation and benefits

Caroline Parot will not benefit of an employment contract.

She will benefit from the following benefits in kind: health and disability insurance commonly applicable within the Group, an annual health check-up, directors' unemployment insurance (GSC).

Given the loss of a benefit that she had received until now (monthly compensation in an amount of approximately EUR 17,000 to be received until October 2023), Caroline Parot will be entitled, in the event she leaves the Group at the Company's initiative, to compensation subject to having attained performance conditions which will be determined by the Board of Directors at a forthcoming meeting and made public, the net amount of which (excluding social charges and income tax) will be equal to approximately EUR 17,000 multiplied by the number of months lapsed between the date on which her office as CEO ends and the end of October 2023.