

Description of the 2022-2023 Share Buyback Program

As required under articles 221-1 et seq. and 241-1 et seq. of the General Regulations of France's securities regulator (Autorité des Marchés Financiers – AMF), this document sets out the objectives and terms and conditions of the new share buyback program approved by Chargeurs' shareholders at the April 7, 2022 Annual General Meeting.

1. SHAREHOLDER AUTHORIZATION OF THE 2022-2023 SHARE BUYBACK PROGRAM

In the fifteenth resolution of the Annual General Meeting held on April 7, 2022, Chargeurs' shareholders approved the Board of Directors' recommendation and, in accordance with articles L. 22-10-62 et seq. of the French Commercial Code, granted the Board a new authorization to carry out a share buyback program, the main features of which are described below.

2. NUMBER OF SHARES HELD IN THE TREASURY AT MARCH 31, 2022 AND ALLOCATION PER OBJECTIVE OF THE SHARE BUYBACK PROGRAM

At March 31, 2022, Chargeurs held 622,860 shares in treasury out of the total 24,594,964 shares making up its capital.

Part of these treasury shares were allocated to ensuring the liquidity of Chargeurs' shares or making a market in the shares through an investment service provider acting independently under a liquidity contract that complies with a code of ethics approved by the AMF.

3. OBJECTIVES OF THE 2022-2023 SHARE BUYBACK PROGRAM

Authorized objectives

- a) To ensure the liquidity of Chargeurs' shares or to make a market in the shares through an investment service provider acting independently under a liquidity contract that complies with a code of ethics approved by the AMF.
- b) To hold shares for future delivery in payment or exchange for the securities of other companies, in cash, stock-for-stock or capital contribution transactions conducted as part of the Company's external growth strategy, within the limits set by the applicable regulations.
- c) To reduce Chargeurs' capital by canceling the acquired shares.
- d) To hold shares for delivery or exchange on exercise of rights attached to securities convertible, redeemable, exchangeable or otherwise exercisable for Chargeurs shares.
- e) For allocation under stock option plans set up by Chargeurs and governed by articles L.22-10-56 et seq. of the French Commercial Code or any similar plan.
- f) For allocation or sale to employees in connection with employee profit-sharing plans or any employee savings plan set up at company or Group level (or any similar plan) in accordance with the applicable laws, especially articles L.3332-1 et seq. of the French Labor Code.
- g) For allocation under free share plans governed by articles L.22-10-59 et seq. of the French Commercial Code.
- h) For the implementation of any accepted market practice or any market practice that may be authorized in the future under applicable laws or by the AMF.

4. MAXIMUM PROPORTION OF CHARGEURS' CAPITAL THAT MAY BE ACQUIRED, MAXIMUM NUMBER OF CHARGEURS SHARES THAT MAY BE HELD, AND MAXIMUM PURCHASE PRICE AND CHARACTERISTICS OF THE SHARES THAT MAY BE BOUGHT BACK UNDER THE 2022-2023 PROGRAM

Maximum proportion of capital that may be acquired	10 % of the total number of shares making up Chargeurs' capital, less the 617,610 shares held in treasury, i.e. 1,840,786 shares on the Company's capital at December 31, 2021.
Maximum number of Chargeurs shares that may be held	In accordance with article L.225-210 of the French Commercial Code, the number of shares held in treasury at any given date may not represent more than 10% of Chargeurs' capital at that date.
Maximum per-share purchase price and maximum total investment in the buyback program	The maximum purchase price under the share buyback program is set at €35 per share, for a maximum amount of 64,427,510 euros, which may be adjusted by the Board of Directors if Chargeurs carries out any corporate actions.
Characteristics of the shares that may be bought back	Only ordinary Chargeurs shares may be bought back under the program (listed on Euronext Paris (Compartment B) under ISIN FR0000130692). The shares may be bought back, sold or transferred at any time (except while a public offer for the Company's shares is in progress) and by any method within the limits allowed under the applicable regulations, in on- or off-market transactions, including through block purchases or sales, or through the use of options or derivatives traded on a regulated market or over-the-counter, including call options.

5. DURATION OF THE NEW SHARE BUYBACK PROGRAM

In accordance with the terms of the fifteenth resolution of the Annual General Meeting held on April 7, 2022, the buyback program may be carried out at any time during the eighteen months following the date of the Annual General Meeting at which it was authorized, namely until October 7, 2023. The new authorization supersedes the unused portion of the previous authorization given for the same purpose at the April 8, 2021 Annual General Meeting.

In accordance with applicable regulations, while the share buyback program is in progress, any significant change in any of the information provided in sections 3, 4 and 5 above will be publicly disclosed without delay, by the methods specified in article 221-3 of said Regulations.

2022 Financial calendar

Thursday, May 12, 2022 (before market)

First-quarter 2022 financial information



ABOUT CHARGEURS

CHARGEURS is a world leader of niche technologies and services, offering integrated, high value-added solutions to its B2B and B2C customers. Active in 90 countries with nearly 2,500 employees, the Group, whose global signature is High Emotion Technology®, develops its manufacturing and technological expertise across a range of sectors including premium materials protection, fashion and luxury goods, museography, health and well-being.

In 2022, the Group celebrates its 150th year of entrepreneurial boldness. With its Leap Forward 2025 strategic plan, the Group aims to step up the game by seizing market opportunities linked to developments in production, distribution and consumption methods and widespread demand for sustainable manufacturing solutions. Recognized for their highly agile manufacturing and their global footprint, Chargeurs' many areas of expertise are intended to support its profitable and sustainable growth. In 2021, the Group generated revenue of €736.6m.