

## PERMANENT INFORMATION RELATED TO EXECUTIVE OFFICERS' REMUNERATION

### BOARD OF DIRECTORS OF JULY 27, 2022

In accordance with the recommendations of the AFEP-MEDEF corporate governance code, Teleperformance SE (the "Company") publicly discloses the decisions taken, upon proposition of the Remuneration and Appointments Committee, by the Board of Directors, at its meeting held on July 27, 2022, with regards to the remuneration elements for 2022 of Mr. Daniel Julien, Chairman and Chief Executive Officer, and Mr. Olivier Rigaudy, Deputy Chief Executive Officer.

Pursuant to the authorization granted under the terms of the 24<sup>th</sup> resolution approved by the Shareholders' Meeting of April 14, 2022, the Board of Directors, at its meeting held on July 27, 2022, decided to implement a performance shares plan.

Upon recommendation of the Remuneration and Appointments Committee and in accordance with the remuneration policy approved by the Shareholders' Meeting held on April 14, 2022 (in its 9<sup>th</sup> and 10<sup>th</sup> resolutions), the Board decided to grant 50,000 performance shares in favor of Mr. Daniel Julien, Chairman and Chief Executive Officer and 22,000 performance shares in favor of Mr. Olivier Rigaudy, Deputy Chief Executive Officer.

These grants are subject to a presence criterion and performance criteria set out in the 2021 Universal Registration Document<sup>1</sup> (pages 230 and 231) and in the Notice of Meeting of the 2022 Combined Shareholders' Meeting<sup>2</sup> (pages 61 to 63). The vesting period in respect of the performance shares is three years.

Furthermore, pursuant to the provisions of Article L. 225-197-1 II of the French Commercial Code, the Board of Directors decided that the Chairman and Chief Executive Officer and the Deputy Chief Executive Officer shall retain under the registered form, at least 30% of the vested shares granted in respect of those grants, until the end of his functions.

The present release is set up and made available on the Teleperformance website (teleperformance.com) in accordance with the remuneration policy for 2022 defined and approved in accordance with the applicable legal and regulatory provisions and the provisions of the AFEP-MEDEF corporate governance code. The Company's governance practices, and all elements comprised in the remuneration policy for 2022 applicable to the Chairman and Chief Executive Officer and to the Deputy Chief Executive Officer, approved by the Shareholders' Meeting of April 14, 2022, are detailed in the Universal Registration Document for financial year 2021 (including the corporate governance report).

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### ABOUT TELEPERFORMANCE GROUP

**Teleperformance (TEP – ISIN: FR0000051807 – Reuters: TEPF.PA - Bloomberg: TEP FP), the global leader in outsourced customer and citizen experience management and related digital services**, serves as a strategic partner to the world's largest companies in many industries. It offers a One Office support services model including end-to-end digital solutions, which guarantee successful customer interaction and optimized business processes, anchored in a unique, comprehensive high touch, high tech approach. Nearly 420,000 employees, based in 88 countries, support billions of connections every year in over 265 languages and around 170 markets, in a shared commitment to excellence as part of the "Simpler, Faster, Safer" process. This mission is supported by the use of reliable, flexible, intelligent technological solutions and compliance with the industry's highest security and quality standards, based on Corporate Social Responsibility excellence. In 2021, Teleperformance reported consolidated revenue of €7,115 million (US\$8.4 billion,

<sup>1</sup> [https://www.teleperformance.com/media/pwdpryyd/telep\\_deu\\_2021\\_uk\\_mel\\_mention.pdf](https://www.teleperformance.com/media/pwdpryyd/telep_deu_2021_uk_mel_mention.pdf)

<sup>2</sup> [https://www.teleperformance.com/media/ifxdw51b/telep\\_bdc\\_2021\\_production\\_us\\_mel.pdf](https://www.teleperformance.com/media/ifxdw51b/telep_bdc_2021_production_us_mel.pdf)

based on €1 = \$1.18) and net profit of €557 million.

Teleperformance shares are traded on the Euronext Paris market, Compartment A, and are eligible for the deferred settlement service. They are included in the following indices: CAC 40, STOXX 600, S&P Europe 350, MSCI Global Standard and Euronext Tech Leaders. In the area of corporate social responsibility, Teleperformance shares are included in the Euronext Vigeo Euro 120 index since 2015, the EURO STOXX 50 ESG index since 2020, the MSCI Europe ESG Leaders index since 2019, the FTSE4Good index since 2018 and the S&P Global 1200 ESG index since 2017.

**For more information:** [www.teleperformance.com](http://www.teleperformance.com) Follow us on Twitter: @teleperformance