

Publication of regulated agreements
Articles L. 22-10-13 and R. 22-10-17 of the French Commercial Code

Nature and purpose of the regulated agreement :

Animation and services agreement between PLANISWARE SA ("**PLANISWARE**") and OLHADA (403 086 929 RCS Nanterre) ("**OLHADA**") dated 26 September 2023 (the "**Agreement**").

OLHADA is a holding company which, since its creation, has ensured the effective management of PLANISWARE.

The Agreement has been signed for a period of 5 years (i.e. until 25 September 2028), renewable by tacit agreement.

The purpose of this Agreement is to define the terms of PLANISWARE's management and the tasks planned for this purpose, which include :

- *Advice and assistance in the implementation of strategic orientations, diversification and development of PLANISWARE and its group, external growth operations, disposals, acquisitions, regroupings of companies or resources, diagnostics and advice on the business markets of PLANISWARE and its group;*
- *Studying development and business opportunities for PLANISWARE and its group;*
- *Advice on complex legal, tax, employment, accounting, financial and communications issues;*
- *Advising on the Group's financial policy and on any calls for long-term external financing, both in France and abroad; and*
- *Advice and assistance in the selection and recruitment of senior executives for PLANISWARE and its group.*

Financial conditions:

OLHADA's remuneration under the Agreement is €2 million per annum.

Interested parties:

OLHADA holds more than 10% of the share capital and voting rights of PLANISWARE. The agreement was entered into by Pierre Demonsant, one of the co-managers of OLHADA, and PLANISWARE, of which Pierre Demonsant is Chairman of the Board of Directors.

Information on the interest of the Agreement for PLANISWARE :

The conclusion of the Agreement enables PLANISWARE to benefit from services provided by OLHADA, in particular support in the implementation of its strategic orientations.

Ratio between its price for PLANISWARE and its latest annual profit

The amount of €2 million represents 4.8% of the Planisware Group's 2023 net profit.