



**Compensation items of Mr. Richard Moat,
Chief Executive Officer of Technicolor since November 5, 2019**

**Information disclosed in compliance
with the AFEP - MEDEF Corporate Governance Code of January 2020**

Paris (France) – March 31, 2020 - Pursuant to the AFEP-MEDEF Corporate Governance Code, Technicolor hereby discloses the decisions made by the Board of Directors regarding the compensation of Mr. Richard Moat, CEO of the Company since November 5, 2019.

Compensation of the CEO for 2019

Mr. Moat's compensation as CEO includes:

Fixed compensation

Mr. Moat's fixed compensation for his position as Chief Executive Officer amounted in 2019 to €95,238 corresponding to an annual fixed compensation of €600,000 pro-rated to the duration of his term as Chief Executive Officer (since November 5, 2019).

Variable compensation

Mr. Moat's compensation policy provides that subject to the achievement of performance objectives, his annual variable compensation would amount to:

- €0 in case of non-achievement of the objectives
- a target bonus of €798,000 in case of achievement of 100% of the objectives
- up to 150% of the target bonus in case of overachievement of the objectives (*i.e.* €1,197,000).

For 2019, Mr. Moat will exceptionally benefit from a *pro-rata* annual target variable compensation of €124,133 which will not be subject to performance objectives as he was appointed in the last quarter of the year. This decision was made by the Board of Directors considering the work done by Mr. Moat during these first months of office including the launch of a new 2020-2022 Strategic Plan supported by a comprehensive strengthening of the capital structure as announced on February 13, 2020.

Payment to the CEO of the variable compensation is subject to approval by the shareholders at the Annual General Meeting to be held to approve the financial statements for the year ending December 31, 2019 of his compensation package, in accordance with Article L. 225-100 of the French Commercial Code.

Total compensation

Considering all compensation items, Mr. Moat's total compensation for 2019 was €219,371.

For 2019, Mr. Moat was not awarded and did not benefit from Directors' fees, benefits in kind, multi-annual variable compensation, exceptional compensation, performance shares, stock options, welcome bonus, supplemental retirement plan, severance or non-compete indemnity.

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Technicolor shares are on the Euronext Paris exchange (TCH) and traded in the USA on the OTCQX marketplace (OTCQX: TCLRY).

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