

Question	Answer
<p>What was the basis of the finance, sales and performance objectives for the financial year 2020 with regard to the variable remuneration of the CEO and other executives?</p>	<p>During the financial year 2020, the financial, sales and performance related objectives were respectively based on EBIT, Order Intake and specific projects.</p>
<p>Could you please elaborate on your ESG strategy and how this will impact your culture/remuneration policy in the future? Please quantify the goals EVS has in the coming 3-5 years in terms of gender diversity, CO2/GHG emission reduction? Do you intend to communicate more/better on these aspects?</p>	<p>Our teams are already very eager to optimize our carbon footprint by all means. Many projects listed in our annual report have actually been proposed by team members and are thus the result of a global corporate culture. These initiatives received strong support of the Leadership Team to ensure their proper implementation. EVS management considers ESG as a key topic, most often aligned with financial objectives and certainly important to recruit new young engaged talents with positive mindset.</p> <p>In particular, we strongly believe that gender diversity is an investment in our company success. We comply with the Belgian rules in this respect at our Board of Directors level, have included gender diversity as one of our core value in our new 2020 Code of Conduct and are currently working on KPIs in this regard to ensure an equitable and fair representation of genders in our workplaces excluding any form of discrimination and taking into account the guidance in each jurisdiction where we have an office.</p> <p>In addition, in terms of CO2 reduction, we have considerably extended our photovoltaic electricity production since 2019 as indicated in our annual report: in total, almost 2,200 panels are now producing green energy that accounts for approximately 10-12 % of our annual energy consumption. Moreover, where possible, we have also renegotiated all our energy contracts so that we could opt for green energy. Finally, EVS also helps through its activities to reduce the environmental footprint of the broadcasting industry still further. As an example, EVS develops solutions that allow its customers to produce or access video content from a remote location, enabling operators to dramatically reduce their travel (for instance, during major sporting events, broadcasting production tools). Please refer to our sustainability report for more details.</p>



	<p>Finally, as in the past, EVS keeps its social engagement and we have continued to sponsor charitable, cultural and sports activities.</p> <p>We intend to continue to communicate on these aspects through our annual report (including as from now on our sustainability report).</p>
<p>Why did you give preference to the share buyback over the distribution of the dividend initially planned for 2020 of €1.00 but reduced to €0.50?</p>	<p>We did not give any preference between the share buyback and the dividend distribution as our decisions in this respect have been independent from each other: our share buy back program has been decided in 2018 (and has been completed in 2020) while the dividend has been decided in 2021 based on the market conditions which have been heavily impacted by the pandemic situation.</p>
<p>Why not return to the dividend of €1 per year announced a year ago?</p>	<p>In 2018, in order to give investors more clarity when looking at their investment in EVS, the Board of Directors decided of a stable yearly gross dividend policy of EUR 1.00 per share for the period 2018-2021, subject to market conditions.</p> <p>For the 2020 fiscal year, the Board of Directors has proposed to the shareholders at the Ordinary General Meeting of May 18, 2021 to approve the distribution of a gross dividend per share of EUR 0.50 given the extraordinary market conditions.</p> <p>For the 2021 fiscal year, the Board of Directors will make a proposal early 2022 based on the situation and the financial results of 2021.</p>
<p>What percentage of own shares are now held?</p>	<p>EVS holds 6.5% of treasury shares.</p>
<p>What do you intend to do with EVS own shares?</p>	<p>We are keeping the various options open depending on the market conditions and potential acquisition opportunities.</p>
<p>Do you have an ongoing share buy-back program?</p>	<p>There is currently no ongoing share buy-back program.</p>
<p>Could you please provide an update on Axon integration?</p>	<p>This question has been already covered in p. 16 and 17 of our annual report. Since the major acquisition of Axon in May 2020, the operational integration has progressed according to plan. Our new MediaInfra solutions have been</p>



	<p>fully integrated into our solution portfolio and have started to generate the expected customer interest across the globe. Thanks to the involvement of many stakeholders, EVS is now proposing a disruptive, future safe and TCO (Total Cost of Ownership) optimized approach for our customers engaging in the modernization of their media infrastructure.</p>
<p>What is the rationale behind the exceptional bonus awarded to the CEO in 2020?</p>	<p>The Board decided to give an exceptional bonus to the CEO for his first full year as he has faced extraordinary conditions but managed together with the Leadership Team to stay on course and to safeguard 5,650,000 of EBIT despite those circumstances.</p> <p>It should be noted that the CEO (as well as the rest of the Leadership Team members and the members of the Board of Directors) has accepted a reduction with 10% of his fixed remuneration from December 2020 to March 2021 to show his solidarity during these times of crisis.</p>
<p>Could you please provide an update on Q1 2021?</p>	<p>A dedicated press release will be issued shortly on 21 May 2021 as per our financial communication agenda.</p>
<p>Do you plan to reinvest the savings due to the pandemic situation to specific charity activities and/or to create a solidarity fund for the personnel affected by the pandemic situation?</p>	<p>In addition to the recommendations of the government, we have kept all our personnel worldwide on the payroll and we enabled maximum freedom/flexibility for all our team members. They could, even if it was not an obligation of the respective governments, work from home. Aware that the equipment at home is not always available, we allowed our team members to take back all the information and material needed from the office.</p> <p>Since the beginning of the crisis, we have also invested in distance ErgoCoaching, in specific training (stress management, etc.). We also offered the possibility to take up to 5 extra days off to ensure the well-being of our team members.</p> <p>Despite a drop in income in 2020, we have continued to support charities such as CoderDojo and the Hera awards. Irrespective of the pandemic situation, we have continued to sponsor sports, cultural and charitable activities.</p>

