

Composition of the Management Committee —

An agile and expert management team

MANAGEMENT COMMITTEE

Composition

currently composed of 32 members comprising all members of the Executive Committee and the main key operational and functional managers of the Group.

EXECUTIVE COMMITTEE

8
members



Daniel Julien
Chairman and
Chief Executive Officer
Chairman of the Executive
Committee



Olivier Rigaudy
Deputy Chief
Executive Officer



Miranda Collard
Group Chief Client
Officer



Éric Dupuy
President of Global
Business Development



Agustin Grisanti
Group Chief
Operating Officer



Scott Klein
President of
Specialized Services



Leigh Ryan
Group Chief Legal,
Compliance and
Privacy Officer



Bhupender Singh
President
of Transformation



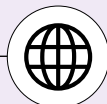
24
Group key managers



Human capital, research and development, security, technology, operations, transformation, business development, finance



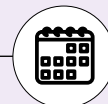
28%
of women



13
nationalities



52
years old in average



10
years of average
seniority in the Group



Covid-19 management

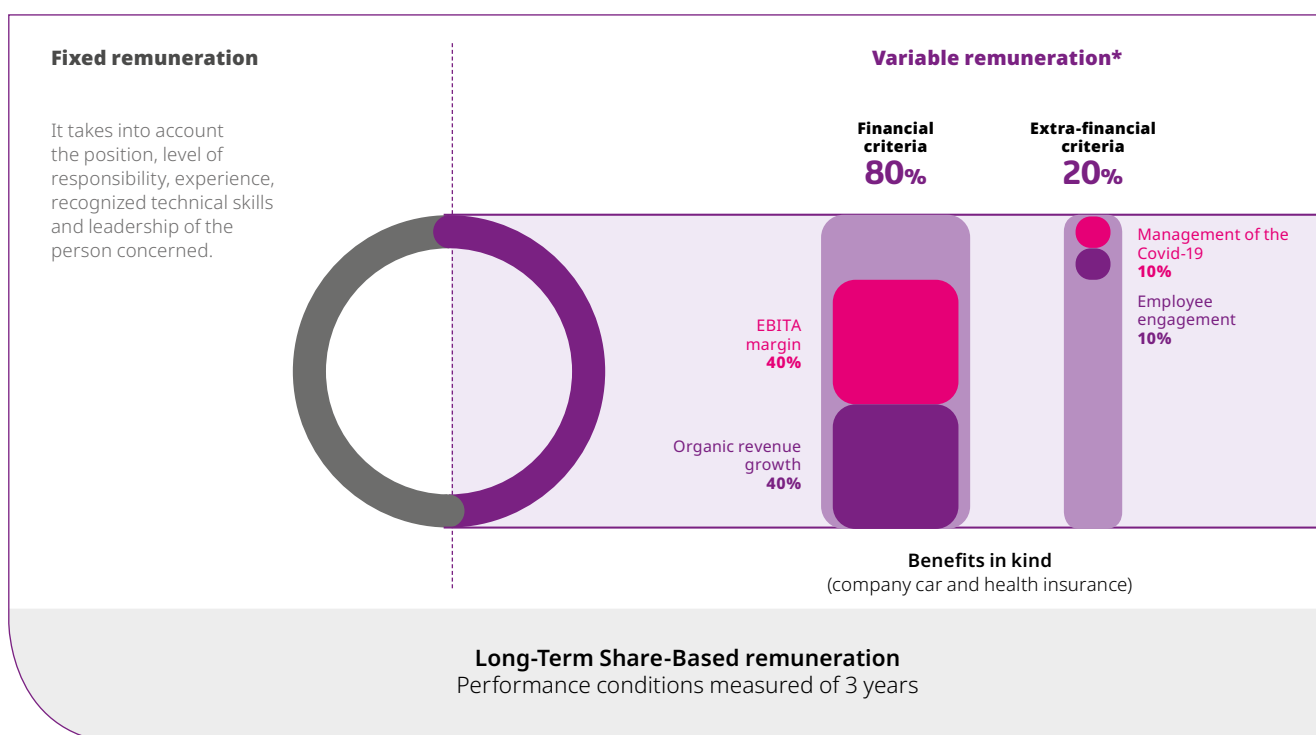
Teleperformance has adapted its governance structure by setting up a Crisis Transformation Committee. This Committee comprises an expanded management committee and 100 high-potential Group managers, representing a variety of departments and regions. It communicates prevention and awareness best practices within the Group, informs and supports key decision-makers and ensures rapid coordination of response measures. This new ecosystem also enables regular and efficient communication during the crisis with all Group employees as well as external stakeholders, notably employee representatives, clients and shareholders.

Remuneration of executive officers —

The executive officers' remuneration is aligned with the highest standards in terms of governance. Clear and transparent, it is aligned with the Group's strategy and shareholders' interests. It is based both on financial and extra-financial criteria and on short-term and long-term objectives.

REMUNERATION POLICY FOR EXECUTIVE OFFICERS IN 2020

The annual global remuneration is equally composed of a fixed part and a variable part.



**No additional or exceptional remuneration in case of overperformance*

Upon recommendations of the Remuneration and Appointments Committee, the Board decided to maintain the remuneration principles for the Executive directors as approved by the shareholders' meeting held on June 26th, 2020.

For 2021, the Board introduced three extra-financial criteria, aligned with the Group's key commitments:

- **employee engagement**, by continuing to obtain best employer certifications (10% of the variable part)
- **achievement of 20% of renewable energy** in the Group's electricity consumption (5% of the variable part)
- **deployment of the Group's Diversity & Inclusion policy**, including reaching 30% of women in the Management Committee (5% of the variable part)