



SECHE ENVIRONNEMENT

A limited company (société anonyme) with capital of €1,571,546.40

Registered offices: Lieu-dit « Les Hêtres » – 53811 Changé

306 917 535 RCS Laval

Combined General meeting of shareholders of April 24, 2026 at 10:am

AGENDA

Agenda falling within the competence of the Ordinary General Meeting

1. Approval of the operations and financial statements for the financial year ended December 31, 2025 – Approval of nontax deductible charges and expenses
2. Approval of the consolidated financial statements for the financial year ended December 31, 2025)
3. Allocation of earnings
4. Related-party agreements
5. Reappointment of Anne-Brigitte Spitzbarth as Director
6. Reappointment of Nathalie Tarnaud Laude as Director
7. Approval of the compensation policy for the members of the Board of Directors as referred to in Article L.22-10-8 of the French Commercial Code
8. Approval of the compensation policy for the Chairman of the Board of Directors as referred to in Article L. 22-10-8 of the French Commercial Code
9. Approval of the compensation policy for the Chief Executive Officer referred to in Article L. 22-10-8 of the French Commercial Code
10. Fixing the total annual amount allocated to the Directors as compensation for their activity in accordance with the provisions of Article L.225-45 of the French Commercial Code
11. Approval of the information on corporate officer compensation referred to in Article L.22-10-9 of the French Commercial Code
12. Approval of the elements of compensation and benefits of any kind paid during the past financial year or allocated for the same financial year to Joël Séché, Chairman of the Board of Directors
13. Approval of the elements of compensation and benefits of any kind paid during the past financial year or awarded for the same financial year to Maxime Séché, Chief Executive Officer
14. Authorization to be granted to the Board of Directors for buyback by the Company of its own shares for a duration of eighteen (18) months



Agenda falling within the competence of the Extraordinary General Meeting

15. Authorization to be given to the Board of Directors to reduce the capital by cancellation of shares for a duration of eighteen (18) months
16. Delegation of authority to the Board of Directors to issue shares, equity securities, and/or securities giving access to the share capital of the Company or a Subsidiary, or to allocate debt securities, with shareholders' preferential subscription rights maintained for a period of twenty-six (26) months
17. Delegation of authority to the Board of Directors to issue shares, equity securities and/or securities giving access to the share capital of the Company or a Subsidiary, or to allocate debt securities, with waiver of shareholders' preferential subscription rights via a public offering (excluding public offerings referred to in Article L.411-2, 1 of the French Monetary and Financial Code) for a period of twenty-six (26) months
18. Delegation of authority to the Board of Directors to issue shares, equity securities, and/or securities giving access to the share capital of the Company or a Subsidiary, or to allocate debt securities, with waiver of shareholders' preferential subscription rights via an offering referred to in Article L.411-2, 1 of the French Monetary and Financial Code for a period of twenty-six (26) months
19. Delegation of authority to the Board of Directors to issue shares, equity securities, and/or securities giving access to the Company's capital as consideration for contributions in kind consisting of shares, equity securities, and/or securities giving access to the share capital, granted to the Company for a period of twenty-six (26) months
20. Delegation of authority to the Board of Directors to carry out capital increases reserved for members of a Company Savings Plan, entailing the waiver by shareholders of their preferential subscription rights in favor of said members, and the free allocation to said members of shares and/or securities giving access to the share capital, for a period of twenty-six (26) months
21. Authorization granted to the Board of Directors to grant stock subscription and/or purchase options to employees and/or corporate officers of Group companies, entailing the waiver by shareholders of their preferential subscription rights, for a period of thirty-eight (38) months
22. Authorization to grant existing or newly issued shares free of charge to corporate officers and employees, entailing the waiver by shareholders of their preferential subscription rights, for a period of thirty-eight (38) months
23. Overall limit for capital increases
24. Amendment of Article 19 of the Articles of Association regarding the use of telecommunication means, written consultation, and mail-in voting for Board of Directors' meetings
25. Amendment of Article 21-I of the Articles of Association regarding the power of the Board of Directors to bring the Articles of Association into compliance with legal and regulatory provisions
26. Amendment to Article 29 of the Articles of Association concerning the record date prior to the General Meeting
27. Powers for the purposes of legal formalities

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