





A minimum of consistency between the principles applied to the company top management and the Group employees is mandatory. It is the only way to obtain everyone's adhesion and to avoid a painful decrease of employee engagement.

The non-competition bonus for example was removed from the departure package of Solvay employees a long time ago although many production secrets and other sensitive data are known much more by the Group employees than by the Executive Committee members. How can we understand that it pops up again at the sole profit of the "Corporate Executive Officer"?

How many of you would imagine doubling the departure bonuses of employees even if the Group reached good financial results?

For what reasons must the Group employees suffer alone from cost reduction and economic pressure (restructuring plans, furlough, reduction of benefits of all types, increased workload and difficulty in hiring)?

How can this extraordinary cash release proposal be justified without further increasing the confidence deficit to the top management which is already deep since recent plans and measures?

How renegotiating with the "Corporate Executive Officer" a severance gift of several million euros, twice as high as the severance conditions originally negotiated, could be seen as fair and reasonable when employees prepare to experience another period of great uncertainty?

For those reasons, the staff representatives sitting at the Works Council of Solvay Brussels express an completely unfavorable opinion to this proposal which they estimate unreasonable, unfair and unethical and hope the shareholders of the Group will understand the deplorable impact of such a modification for the Solvay Group image, for its shareholders and its employees.