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MICHAEL FRERICHS

July 31, 2026

Mr. Jorge Amar
Chief Executive Officer
TP SE
21-25, rue Balzac,
75008 Paris, France

By email to investor@teleperformance.com

Dear Mr. Amar:

We are a group of longtime Teleperformance SE (TP or Company) shareholders, holding a combined 464,673 of shares, and elected officials, writing to express our shared concern about the Company's approach to labor relations at one of its wholly owned subsidiary, LanguageLine Solutions (LLS).

Over the last several months, workers at LLS have been seeking to organize with the Communications Workers of America (CWA) due to allegations of low pay, insufficient breaks, and inadequate training, among other issues. Given the vast diversity of languages spoken throughout the U.S., this is of particular concern because residents with limited English proficiency rely on LLS's interpreters to access medical, legal, and social services, among other vital functions. LLS also provides interpretation services.

We are deeply concerned that LLS management has allegedly resisted constructive dialogue with the organizing union. Protracted labor disputes generate workplace volatility, which directly exposes both LLS and TP to material reputational and operational risks. Because LLS's business model relies heavily on servicing public sector clients, ongoing workplace friction creates a competitive disadvantage. Government procurement processes across the U.S. increasingly prioritize vendor reliability, the mitigation of labor disruptions and strict compliance with operational standards. Prolonged workforce unrest risks degrading service delivery, which naturally can undermine the Company's competitive standing during critical public contract renewal cycles.

We understand that the renewal of TP's recently expired three-year global agreement with UNI Global Union (UNI) remains unresolved, in large measure over its applicability to the U.S. operations. We believe that this global framework agreement has been largely successful in much of the world in strengthening dialogue, resolving disputes, and helping to mitigate labor-related risks.

To constructively navigate the current labor unrest at LLS and protect long-term shareholder value, we urge the Company to renew the TP–UNI agreement and to fully implement its protections for U.S. employees, including those at LLS.

Doing so would provide a constructive framework that respects LLS workers' freedom of association. As you establish your leadership strategy as the newly appointed CEO, working to mitigate these labor concerns will constitute a responsible approach to workplace management, and ultimately lead to an improved corporate reputation, stronger value creation, and enhanced shareholder returns.

If you or your representative would like to discuss any of these issues further, please reach out to John Adler in the Office of the New York City Comptroller at jadler@comptroller.nyc.gov.

Sincerely,

Mark D. Levine
New York City Comptroller

Thomas P. DiNapoli
New York State Comptroller

Michael Frerichs
Illinois State Treasurer