

**Publication on Regulated Agreements
Pursuant to Article L.225-40-2 of the French Commercial Code**

**CONCLUSION OF AGREEMENTS WITH KARL ROTTHIER
(Approval of the Board of Directors on May 4, 2022)**

The undertaking made relating to the payment of a non-compete indemnity

- Purpose of the Agreement: undertaking made relating to the payment of a non-compete indemnity
- Duration: twelve months in the event of resignation, or six months in the event of dismissal (which may be renewed once), from his effective departure from the Company for any reason
- Financial conditions: a gross monthly fixed indemnity equal to 75% of his annual fixed remuneration received over the past 12 months preceding the end of his term of office (fixed remuneration and annual target bonus)
- The Board of Directors reserve the right to waive the execution of this non-compete agreement at his effective departure from the Company
- Interest of the payment of a non-compete indemnity: in order to protect the Group's legitimate interests and development in a highly specialized sector, in case of departure of the Chief Executive Officer

The undertaking made relating to the payment of a termination benefit

- Purpose of the Agreement: indemnity that would be due in the event of dismissal (except in the event of gross negligence or serious misconduct)
- Duration: N/A
- Financial conditions:
 - In case of dismissal: gross amount of which would be equivalent to 12 months' remuneration calculated on the basis of the average of the previous 12 months' remuneration (including the fixed salary and the actual amount of the last known bonus)
 - In the event of forced departure following a merger or demerger of the company, a change of control, a significant change in the company's strategy or a profound disagreement with the Board of Directors, the Chief Executive Officer's severance payment is subject to performance conditions applicable during the term of office. These performance criteria include the amount of turnover, Core EBITDA margin and Core Free Cash Flow conversion, which will be subject to six criteria, over a two-year observation period, except for the year 2023 which will only take into account the year 2022 for the observation period.
- Interest on the indemnity due in case of dismissal: this indemnity is part of the financial conditions package on which the Company and the Chief Executive Officer agreed with respect to the duties of the position of Chief Executive Officer. These financial conditions allowed the Company to attract a profile having the skills and the experience required to lead the growth objectives of the Company.

- Interested person: Karl Rotthier, Chief Executive Officer of EUROAPI

In any event, the sum of the non-compete and dismissal indemnities may not exceed 24 months' remuneration, and no dismissal indemnity would be due if the beneficiary was able to exercise his right to retirement within 12 months from termination of office. In any case, no indemnity may be paid beyond 65 years of age.