



## **Information related to EUROAPI 2025 Chief Executive Officer Compensation published in accordance with the AFEP-MEDEF Code of Corporate Governance**

**Paris – July 07, 2025** – By written resolution dated on July, 18, 2025 the Board of Directors, upon the recommendation of the Nomination and Remuneration Committee and in accordance with the compensation policy for Corporate Officers approved by shareholders, decided the following in relation to the compensation of EUROAPI's Corporate Officers:

### **Grant of Performance shares and Stock Options to the Chief Executive Officer**

In accordance with the Group's long-term compensation policy and with the authorizations given by the Annual Shareholders' Meeting of May 21, 2025, in its 26<sup>th</sup> and 27<sup>th</sup> resolutions, upon the proposal of the Nomination and Remuneration Committee, the Board of Directors that met on May 21, 2025 has adopted a long-term compensation plan in the form of performance shares and a stock-option plan for Group's Corporate officers and top managers.

On this basis, the Board has decided in particular to grant to the Chief Executive Officer 97,000 performance shares and 242,500 stock options.

The granting of these Performance shares and stock-options to the company's CEO complies with the AFEP-MEDEF Code and with the characteristics set out in the compensation policy for executive officers (published in full on the Company's website: [www.euroapi.com](http://www.euroapi.com)).

The main characteristics of these plans will be detailed in the 2025 Universal Registration Document of the Company.

The Performance shares granted to the CEO will vest over three years, subject to the achievement of the following performance conditions:

- ✓ up to 40% will vest based on total Sales amount as reported in the Financial statements,
- ✓ up to 40% will vest based on total OPEX amount as reported in the Financial Statements and
- ✓ 20% will vest based on an ESG index based on four environment criteria (Climate change, Water Stewardship, Air pollution and waste and pollution).

The stock options granted to the CEO will vest in four equal tranches over four years subject to the achievement of the following performance conditions:

- ✓ up to 50% of each tranche will vest based on total Sales amount as reported in the Financial statements,
- ✓ up to 50% of each tranche will vest based on total OPEX amount as reported in the Financial Statements.

Obligation to retain shares: the CEO is required to retain as registered shares until the cessation of his functions 25% of the shares resulting from the vesting of the performance shares granted on May 21, 2025.

## **Benefits**

Furthermore, in accordance with the compensation policy for Corporate Officers, the Board of Directors decided to give the CEO the benefit of a car allowance, a reimbursement of health coverage for his family and a supplementary pension plan Art. 82, all benefits that will be described in detail in the universal registration document of the Company.