Information related to EUROAPI 2026 Chief Executive Officer Compensation published in accordance with the AFEP-MEDEF Code of Corporate Governance

Paris – October 29, 2026 – Upon the recommendation of the Nomination and Remuneration Committee and in accordance with the compensation policy approved by shareholders' meeting held on May 27, 2026, the EUROAPI Board of Directors met on October, 13, 2026 and made the following decisions regarding the compensation of the Chief Executive Officer.

Grant of Performance shares 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 27, 2026, in its 24th resolution, upon the proposal of the Nomination and Remuneration Committee, the Board of Directors that met on October 13, 2026 has adopted a long-term compensation plan in the form of performance shares.

On this basis, the Board has decided to grant to the Chief Executive Officer 545,625 performance shares.

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

- ✓ up to 50% will vest based on total Sales amount as reported in the Financial statements of December 31, 2028,
- ✓ up to 50% will vest based on Core EBITDA margin as reported in the Financial Statements of December 31, 2028

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 October 13, 2026.

The granting of these Performance shares 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).

Benefits

Furthermore, in accordance with the compensation policy for Corporate Officers, the Chief Executive Officer benefits from a car allowance, a reimbursement of health coverage for his family and a supplementary pension plan Art. 82. The characteristics of these benefits are described in detail in Company's Universal Registration Document.