

Information related to EUROAPI 2024 Chief Executive Officer Compensation published in accordance with the AFEP-MEDEF Code of Corporate Governance

Paris, June 24, 2024 - Meeting on May 22, 2024, EUROAPI 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 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 11, 2023, in its 24th and 25th resolutions, the Board of Directors that met on May 22, 2024, adopted the long-term compensation plan n°3 in the form of performance shares and a stock-option plan for top managers.

On this basis, the Board has decided in particular to grant to the Chief Executive Officer a maximum of 80,000 stock options.

The granting of these 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).

The main characteristics of the plan will be detailed in the 2024 universal registration document of the Company, in particular its scope, rules of allocation, and performance conditions to be satisfied for vesting of the performance shares.

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 40% of each tranche will vest based on total CDMO revenue as reported in the financial statements,
- ✓ up to 40% of each tranche will vest based on the increase of the % of highly differentiated products in total revenue and
- ✓ 20% of each tranche will vest based on an ESG index based on the internal calculation of carbon footprint of main 30 products and reduction of production of hazardous waste.

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 exercise of the stock options granted on May 22, 2024.

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.