

Information related to EUROAPI 2023 Corporate Officer Compensation

published in accordance with the AFEP-MEDEF Code of Corporate Governance

September 5, 2023 - Meeting on 05th June, EUROAPI Board of Directors, upon the recommendation of the Nomination and Remuneration Committee and in accordance with the compensation policy for Corporate Officers approved on May 11th, 2023, 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 11th, 2023, in its 24th and 25th resolutions, upon the proposal of the Nomination and Remuneration Committee, the Board of Directors that met on June 5th, 2023 has adopted a long-term compensation plan n°2 in the form of performance shares and a stock-option plan for Group's Corporate officer and top managers.

On this basis, the Board has decided in particular to grant to the Chief Executive Officer (CEO) 26,000 performance shares, which vesting is subject to the fulfillment of three performance conditions and 81,714 stock options.

The granting of these 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). The main characteristics of these plans will be detailed in the notice of the Shareholders' Meeting of May 22nd, 2024, in particular its scope, rules of allocation, and performance conditions to be satisfied for vesting of the performance shares.

Obligation to retain shares: The CEO is required to retain as registered shares until the cessation of his functions 25% of the performance shares definitively vested.

Financial Calendar (all dates to be confirmed)

February 29th, 2024 (before market opening): 2023 FY results

May 22nd, 2024: Annual Shareholder meeting

July 31st, 2024: First-half 2024 results

About EUROAPI

EUROAPI is focused on reinventing active ingredient solutions to sustainably meet customers' and patients' needs around the world. We are a leading player in active pharmaceutical ingredients with approximately 200 products in our portfolio, offering a large span of technologies while developing innovative molecules through our Contract Development and Manufacturing Organization (CDMO) activities.

Taking action for health by enabling access to essential therapies inspires our 3,350 people every day. With strong research and development capabilities and six manufacturing sites, all located in Europe, EUROAPI ensures API manufacturing of the highest quality to supply customers in more than 80 countries. EUROAPI is listed on Euronext Paris; ISIN: FR0014008VX5; ticker: EAPI). Find out more at www.euroapi.com and follow us on [LinkedIn](#).

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