FNAC DARTY

Ivry-sur-Seine, November 13, 2026

Remuneration of executive corporate officers

Board of Directors meeting of November 13, 2026 - Long-term profit-sharing schemes

Following the completion of the public tender offer initiated by EP FR HoldCo (controlled by EP Group) for Fnac Darty, the Board of Directors of Fnac Darty at its meeting on November 13, 2026, on the recommendation of the Appointments and Compensation Committee, decided, in accordance with the regulations of the plans concerned, to which the remuneration policy for executive officers refers for the methods of measuring performance conditions, to modify certain performance conditions of long-term incentive schemes whose vesting period ends in 2027 for all beneficiaries, including the executive officer.

The Company had indicated, in its note in response to the Offer referred to by the AMF on May 7, 2026, that it would study a possible modification of the performance conditions of the said schemes to consider the completion of the Offer. The regulations of these plans provide that in the event of exceptional circumstances, such as a change of control / a public offer, the Board of Directors may, on the one hand, modify the performance conditions and, on the other hand, deem all or part of these conditions to be satisfied.

To this end, and with regard in particular to the 2024-001 plan applicable to the Executive Committee and from which the Chairman and Chief Executive Officer benefits, the Board has decided:

- replace the revenue criterion, which covers 25% of the awards, with the Free Cash Flow criterion, which the Board considered more relevant for assessing the Group's economic performance in view of the change in its shareholding structure resulting from the completion of the Offer, thus bringing the weight of the Free Cash Flow criterion to 50% (initially 25%);
- that the other conditions, most of which are rendered irrelevant as a result of the completion of the tender, were deemed to have been met: these conditions relate to 50% of the awards.

No other changes are made to plan 2024-001. The Free Cash Flow condition will be measured in 2027, on the date and according to the rules originally set out in the plan's regulations.

No other plan in the process of being acquired from which the Chairman and Chief Executive Officer benefits has been modified.

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