

## **Publication of a regulated agreement entered into by the Company (Articles L.22-10-13 and R.22-10-17 of the French Commercial Code)**

### Subject

Interparfums and Mr. Frédéric Garcia-Pelayo, Director of International Affairs and Executive Vice President of Interparfums, ratified an agreement during a conciliation hearing, the minutes of which were signed by the parties on December 12, 2024, at the Paris Labor Court. The purpose of this conciliation hearing was to reach an amicable agreement on the terms of termination of Mr. Frédéric Garcia-Pelayo's employment contract, which ended on December 30, 2024.

### Agreement's main terms and conditions

As Mr. Frédéric Garcia-Pelayo is still a director until April 17, 2025, Interparfums has decided, for the sake of transparency and good governance, to submit the conciliation report to the regulated agreements regime.

The said conciliation report, which could not be submitted for the prior authorization of the Board of Directors, was ratified by the Board of Directors on February 25, 2025 in accordance with Recommendation 2012-05 of the Autorité des Marchés Financiers (AMF) in such cases.

This agreement between Interparfums and Mr. Frédéric Garcia-Pelayo will also be submitted for ratification at the next General Meeting on April 17, 2025.

### Financial conditions

The conciliation report provides for the payment by Interparfums of a lump sum indemnity amounting to 1,581,900 euros in the context of the termination of his employment contract and the end of his term of office.

It is also specified that Mr. Frédéric Garcia-Pelayo, who joined Interparfums on September 19, 1994, will also receive an amount of 490,800 euros, as contractual compensation to which he is entitled following the termination of his employment contract.

In accordance with Article R 22-10-17 of the Commercial Code, it specified that the ratio between the amount of the financial commitments made in the conciliation report and Interparfums' last annual profit, i.e. 132,856,147 euros as shown in its corporate financial statements for the year ended December 31, 2024, is approximately 1.2%.

### Interested party

Mr. Frédéric Garcia-Pelayo, employee and Executive Vice President until December 30, 2024 and director until April 17, 2025.

### Information relating to the agreement's interest for the Company

The Board of Directors meeting of February 25, 2025 considered that, in view of the financial conditions, this agreement was in line with the interests of the Company, taking into account the employee's seniority of more than 30 years and the amount established mainly with reference to a scale set by decree in the context of the payment of a fixed conciliation indemnity.

Furthermore, in accordance with Article L.1235-1 of the Labor Code, the conciliation report recording this agreement between the company Interparfums and Mr. Frédéric Garcia-Pelayo constitutes a waiver by the parties of all claims and compensation relating to the termination of the employment contract. Mr. Frédéric Garcia-Pelayo has also withdrawn all claims relating to the performance of his employment contract and his positions as director and Executive Vice President.