

PAVILLON D'ARMENONVILLE – ALLÉE DE LONGCHAMP
BOIS DE BOULOGNE – 75116 PARIS
2 PM

NOTICE OF
COMBINED
GENERAL MEETING
APRIL 17, 2025

INTE RPARFUMS

NOTICE OF COMBINED GENERAL MEETING APRIL 17, 2025 **INTERPARFUMS**

PAVILLON D'ARMENONVILLE – ALLÉE DE LONGCHAMP
BOIS DE BOULOGNE – 75116 PARIS
2 PM

The General Meeting will be broadcast live on the Company's website <https://www.interparfums-finance.fr/assemblee-generale/> and will also be available on the above-mentioned website in replay.

MESSAGE FROM PHILIPPE BENACIN CHAIRMAN AND CEO – 2	
1 – AGENDA – 3	
2 – ATTENDING THE GENERAL MEETING – 4	
3 – INTERPARFUMS IN 2024 – 12	
4 – SUMMARY TABLE OF FINANCIAL DELEGATIONS – 17	
5 – CORPORATE SOCIAL RESPONSIBILITY – 18	
6 – PRESENTATION OF THE BOARD OF DIRECTORS AND ITS COMMITTEES – 22	
7 – COMPENSATION OF CORPORATE OFFICERS – 30	
8 – REPORT OF THE BOARD OF DIRECTORS AND DRAFT RESOLUTIONS SUBMITTED TO THE COMBINED GENERAL MEETING OF APRIL 17, 2025 – 42	
9 – STATUTORY AUDITORS' REPORTS – 57	
10 – E-CONSENT FORM FOR E-CONVOCATION – 67	
11 – REQUEST TO BE SENT STATUTORY DOCUMENTS AND INFORMATION – 69	

MESSAGE FROM PHILIPPE BENACIN CHAIRMAN AND CEO

Dear Madam, Dear Sir, Dear Shareholder,

I am delighted to invite you to attend the Combined General Meeting of the Company to be held on:

**Thursday April 17, 2025, at 2pm
At the Pavillon d'Armenonville,
Allée de Longchamp,
Bois de Boulogne – 75116 Paris**

As I write this message to you, I realize that our company has been listed on the stock market since 1995, and I would like first and foremost to thank you for your loyalty, because I know that many of you have been among our shareholders since the beginning of our stock market history.

Of course, I also wish to thank those who have joined us over the years, bringing our individual shareholder base to nearly 28,000 people.

As in every other year, I look forward to seeing you at our Annual General Meeting, which provides an ideal opportunity for information, exchange and dialogue. It is also an opportunity for you, as a shareholder, to vote on the resolutions submitted for your approval and thereby play an active part in the life of the Company, whatever the number of shares you hold.

At this AGM, we will review the 2024 financial year, marked by the success of Maison Lacoste, which in its first year not only met but significantly exceeded our sales targets.

Our various markets, particularly France, enthusiastically welcomed the launch of *Lacoste Original*, which ranked among the year's major successes, reaffirming the potential of this iconic French brand.

In an increasingly demanding and difficult selective perfumery market, our Group is better armed than ever in its discussions with all its partners, and we ended

2024 with growth of 10%, in line with our forecasts, despite the complicated economic and geopolitical context. Interparfums has a balanced brand portfolio and can now rely on a fourth major brand alongside the long-standing pillars – Jimmy Choo, Montblanc, and Coach.

Interparfums' strengths lie in the uniqueness of its business model, the attention it pays to its employees and its desire to offer fragrances that embody the brands that place their trust in us, with a vision of overall financial and extra-financial performance. Against this backdrop, 2025 promises to be a year rich in initiatives, particularly around Jimmy Choo *I Want Choo*, Montblanc *Explorer*, Coach *Woman* and *Man*, Lacoste, Rochas, Karl Lagerfeld, and the preparation of 2026 and 2027 launches, including the recently signed Off-White.

I sincerely hope that you will be able to take part in this Annual General Meeting either by attending in person or by voting by post or by giving a proxy to the Chairman or to any other person of your choice authorized for this purpose, either by post or by VOTACCESS.

To this end, you will find all the necessary and detailed information you require in this presentation and on behalf of the Board of Directors, I would like to thank you for your attention to the draft resolutions submitted for your vote.

You can also obtain further information on this General Meeting by visiting our website: <http://www.interparfums-finance.fr/assembleegenerale.php>, where you will find all the documents we have made available to you.

Our Annual General Meeting will be broadcast live in full on the Company's website from 2 p.m. on April 17, 2025, and will then be available on a deferred basis.

Thank you once again for your loyalty and trust.

1 — AGENDA

Ordinary matters:

1. Approval of the annual financial statements for the period ended December 31, 2024 – Approval of non-tax-deductible expenses and charges.
2. Approval of the consolidated financial statements for the financial year ended December 31, 2024.
3. Allocation of profit for the financial year, setting the dividend.
4. Statutory Auditors' special report on regulated agreements – Ratification of a new agreement.
5. Renewal of FORVIS MAZARS SA as principal Statutory Auditor responsible for the certification of the financial statements.
6. Appointment of GRANT THORNTON, to replace SFECO & FIDUCIA AUDIT, as principal Statutory Auditor responsible for the certification of the financial statements.
7. Appointment of FORVIS MAZARS SA as Statutory Auditor responsible for the certification of sustainability-related information.
8. Appointment of GRANT THORNTON as Statutory Auditor responsible for the certification of sustainability-related information.
9. Non-renewal and non-replacement of Ms Dominique CYROT as Director.
10. Non-renewal and non-replacement of Ms Chantal ROOS as Director.
11. Approval of the fixed, variable and exceptional components of total compensation and benefits of any kind paid in or granted for the period to Mr Philippe BENACIN, Chairman- Chief Executive Officer.
12. Approval of the information referred to in I of Article L.22-10-9 of the French Commercial Code.
13. Approval of the compensation policy for the Chairman- Chief Executive Officer and/or any other executive corporate officer.

14. Approval of the compensation policy for Directors.
15. Authorization to be granted to the Board of Directors to buy back the Company's own shares in accordance with Article L.22-10-62 of the French Commercial Code, specifying the duration of the authorization, purpose, terms, limits and suspension during a public tender offer period.

Extraordinary matters:

16. Delegation of authority to be granted to the Board of Directors to increase the Company's share capital by capitalizing reserves, profits and/or premiums, specifying the duration of the delegation, maximum nominal amount of the increase, and treatment of fractional shares.
17. Authorization to be granted to the Board of Directors to allot existing and/or new bonus shares to employees and/or certain corporate officers of the Company or related companies or economic interest groupings, waiver by shareholders of their pre-emptive subscription rights, duration of the authorization, ceiling, duration of vesting periods, particularly in the event of disability, and any holding period.
18. Amendment of the 5th and 6th paragraphs of Article 14 of the Company's Articles of Association regarding the use of telecommunication means for Board of Directors' meetings.
19. Amendment of the last sentence of Article 14 of the Company's Articles of Association regarding the written consultation of Board members.
20. Amendment of the 3rd paragraph of the "Access to General Meetings – Representation" section of Article 19 of the Articles of Association regarding the use of telecommunication means for shareholder meetings.

Ordinary matters:

21. Powers for formalities.

2 — ATTENDING THE GENERAL MEETING

GENERAL INFORMATION

All shareholders, regardless of the number of shares they own, have the right to attend the AGM.

Prior formalities for attending the AGM

In accordance with Article R.22-10-28 of the French Commercial Code, you must provide proof of ownership of your shares by the **second business day preceding the General Meeting, i.e. by midnight (Paris time) on April 15, 2025**, by registering the shares in your name or in the name of the intermediary acting on your behalf:

- for registered shareholders, in the Company's register held by its agent, CIC;
- for bearer shareholders, in the securities accounts held by the financial intermediary with whom your bearer shares are registered.

Information and documents made available to shareholders

Shareholders may obtain the documents provided for in Articles R.225-81 and R.225-83 of the French Commercial Code within the legal deadlines by sending a request to CIC Services Assemblées Générales, 6 avenue de Provence 75452 Paris Cedex 09 or by e-mail to the following address: serviceproxy@cic.fr.

All the information and documents relating to the General Meeting and referred to in Article R.225-73-1 of the French Commercial Code may be consulted no later than the twenty-first day before the Meeting on the Company's website: www.interparfums-finance.fr.

For further information, please contact:

- The CIC Meetings Department
Océane Harimanitra
Tel: +33 (0)1 53 48 81 07
Email: serviceproxy@cic.fr
CIC Service Assemblées Générales
6 avenue de Provence
75009 Paris
- Visit our website:
www.interparfums-finance.fr
- Contact the Interparfums shareholder service,
Monday to Friday from 9am to 6pm
on the toll-free number 01 53 77 00 00
From outside France + 33 (0)1 53 77 00 00
- Write to us:
Interparfums, Shareholder Relations,
Karine MARTY
10 rue de Solférino
75007 Paris
or relationsactionnaires@Interparfums.fr

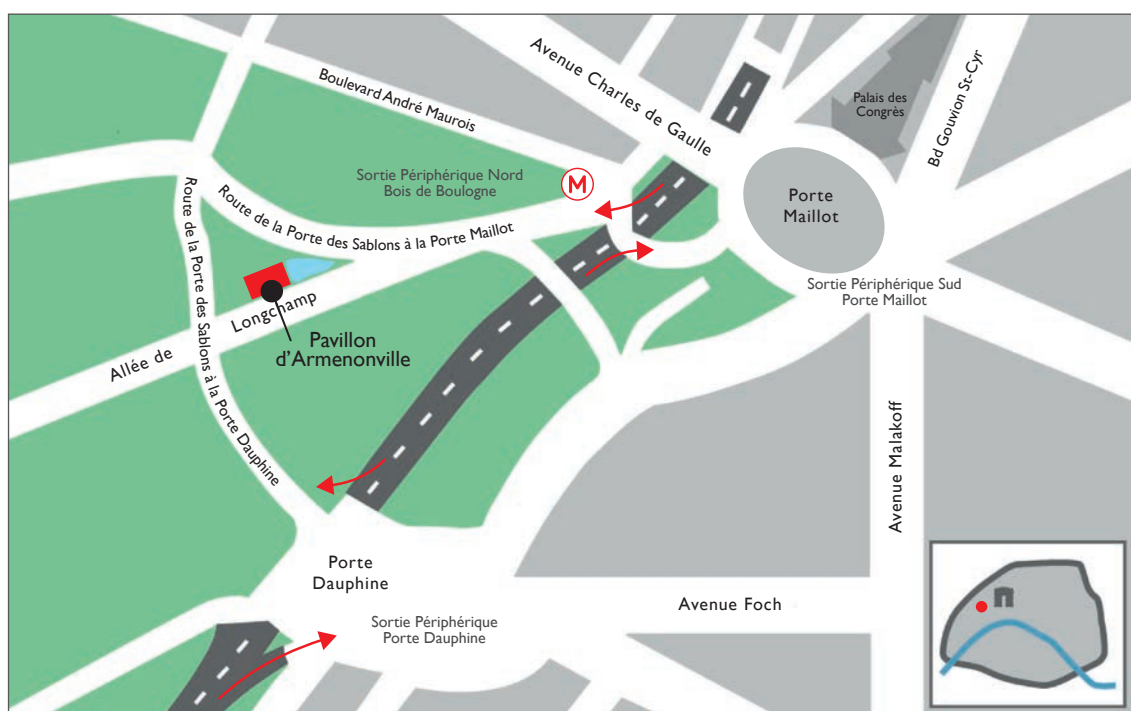
How to get to the Pavillon d'Armenonville

Shareholders will be welcomed from **1pm** and the meeting will start at **2pm**.

To help the meeting run smoothly:

- a) please arrive at the reception desk in advance, with your admission card or, failing that, your certificate of attendance and proof of identity, to sign the attendance sheet and receive your voting card;
- b) if you are a mandatary, you must provide proof of a mandate (including between spouses) and present your identity document as well as a copy of that of the mandator;
- c) we would remind you **that securities account statements, portfolio valuations or account valuations do not allow you to take part in the General Meeting;**
- d) please also note that **the signing of the attendance sheets will close at 3pm** to allow us to establish the *quorum*. However, any shareholder arriving after the closing time will still be able to attend the General Meeting, but **WILL NOT BE ABLE TO VOTE**.

How to get to the Pavillon d'Armenonville



Métro:

— Line 1: Porte Maillot, exit 6

The pavilion is directly accessible from the Avenue de la Grande Armée or the ring road boulevard.

Shuttles to the Pavillon d'Armenonville will be available and parked at 1 Boulevard André Maurois, Paris 16^e (Métro Station Porte Maillot, exit "Boulevard André Maurois") from 12pm to 2pm.

These shuttles will make the return journey (from the Pavillon d'Armenonville to Porte Maillot, 1 Boulevard André Maurois) from 4.30pm.

ATTENDING THE ANNUAL GENERAL MEETING: ATTENDING THE GENERAL MEETING IN PERSON

You are a registered shareholder (direct or administered):

You can:

- Either tick box **A** on the voting form. Date and sign in the box “Date and signature” and return the form using the enclosed envelope “T” to the postal address:

CIC – Service Assemblées Générales
6 avenue de Provence
75452 Paris Cedex 09

or by e-mail to the following address:
serviceproxy@cic.fr

You will then receive your admission card by post.

- Or go directly to the admissions desk on the day of the Meeting, with proof of identity.
- Or request your admission card on the secure VOTACCESS platform accessible via the website at the following address:
<https://www.actionnaire.cic-marketsolutions.eu>

You are a bearer shareholder:

- It is your responsibility to contact your financial intermediary to request a shareholding certificate, which they will send to CIC by post to:

CIC – Service Assemblées Générales
6 avenue de Provence
75452 Paris Cedex 09

or electronically to serviceproxy@cic.fr;

You will then receive your admission card by post from CIC.

Certificates of attendance must be received by CIC **three calendar days before the General Meeting, i.e. April 13, 2025 (midnight)**

- If your financial intermediary is connected to the VOTACCESS platform, you can request your admission card by logging on to your financial intermediary’s Internet portal using your usual access codes.
- If you have not received your admission card, your financial intermediary will be able to issue you with a certificate of attendance from the second business day prior to the General Meeting, i.e. April 13, 2025 (midnight) (Paris time). This will allow you to attend the General Meeting, and you will be able to present yourself on the day of the General Meeting, directly at the desk specially set aside for this purpose, in possession of an identity document.

ATTENDING THE ANNUAL GENERAL MEETING: VOTING BY MAIL OR PROXY (BY POST WITH THE VOTING FORM)

You are a registered shareholder (direct or administered):

You will receive the notice of meeting together with the voting form by post, unless you have requested to receive it by email.

You are a bearer shareholder:

You must request the voting form from your financial intermediary, who holds your account, from the date on which the General Meeting is convened.

You must then tick one of the **B** boxes on the form:

- B1** If you wish to vote by post, tick the box and follow the instructions.
- B2** If you wish to give your proxy to the Chairman of the Meeting, please tick the box.
- B3** If you wish to give your proxy to a named person, tick the box and enter the person's full contact details ⁽¹⁾.

Please note! Under no circumstances should this form be returned to Interparfums.

Irrespective of your choice regarding your attendance at the General Meeting, for the form to be taken into consideration, it must:

- be dated, signed and completed with your full name and address if not already included;
- if you are a registered shareholder, be returned using the envelope enclosed with the invitation to CIC;
- if you are a bearer shareholder, be returned to the financial intermediary who manages your account;
- **be received no later than midnight on April 13, 2025** by CIC Services Assemblées Générales, either by post at: CIC, Services Assemblées Générales, 6 avenue de Provence 75452 Paris Cedex 09 (**envelope "T" enclosed**) or by e-mail to the following address: serviceproxy@cic.fr.

(1) In accordance with the provisions of Article R.225-79 of the French Commercial Code, it is possible to revoke a previously appointed proxy. See the section of this document entitled " Appointment and revocation of mandate for the General Meeting " for further information.

ATTENDING THE ANNUAL GENERAL MEETING: HOW TO FILE YOUR VOTING FORM?

If you are attending the General Meeting in person, tick here

If you wish to vote by post, tick here and follow the instructions

If you wish to give your proxy to the Chairman of the Meeting, tick the box

If you wish to give your proxy to a named person, tick the box and enter the person's full contact details

A

BI

B2

B3

Important : Avant d'exercer votre choix, veuillez prendre connaissance des instructions situées au verso - Important : Before selecting please refer to instructions on reverse side
Quelle que soit l'option choisie, noircir comme ceci ou les cases correspondantes, dater et signer au bas du formulaire - Whichever option is used, shade box(es) like this, date and sign at the bottom of the form

JE DÉSIRE ASSISTER À CETTE ASSEMBLÉE et demande une carte d'admission : dater et signer au bas du formulaire / I WISH TO ATTEND THE SHAREHOLDER'S MEETING and request an admission card: date and sign at the bottom of the form

INTERPARFUMS
 Société anonyme au capital de 228.348.681 €
 Siège social :
 10 rue de Solferino 75007 PARIS
 350 219 382 RCS Paris

**ASSEMBLEE GENERALE MIXTE
 17 AVRIL 2025 A 14H00**

Pavillon d'Armenonville, Allée de Longchamp,
 Bois de Boulogne - 75116 PARIS

**Combined General Meeting
 Shareholders April 17, 2025 at 2.00 pm**

Pavillon d'Armenonville, Allée de Longchamp,
 Bois de Boulogne - 75116 PARIS

CADRE RÉSERVÉ À LA SOCIÉTÉ - FOR COMPANY'S USE ONLY

Identifiant - Account

Nombre d'actions / Registered / Nominant / Single vote

Porteur / Bearer / Voteur / Double vote

Vote simple / Single vote

Vote double / Double vote

Nombre de voix - Number of voting rights

JE VOTE PAR CORRESPONDANCE / I VOTE BY POST
 Cf. au verso (2) - See reverse (2)

Je vote OUI à tous les projets de résolutions présentés ou agréés par le Conseil d'Administration ou le Directoire ou la Gérance, à l'EXCEPTION de ceux que je signale en noircissant comme ceci l'une des cases "Non" ou "Abstention". / I vote YES all the draft resolutions approved by the Board of Directors, EXCEPT those indicated by a shaded box, like this, for which I vote No or I abstain.

	1	2	3	4	5	6	7	8	9	10	A	B
Non / No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Abs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	12	13	14	15	16	17	18	19	20	C	D	
Non / No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Abs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
21	22	23	24	25	26	27	28	29	30	E	F	
Non / No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Abs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
31	32	33	34	35	36	37	38	39	40	G	H	
Non / No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Abs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
41	42	43	44	45	46	47	48	49	50	J	K	
Non / No	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Abs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Sur les projets de résolutions non agréés, je vote en noircissant la case correspondante à mon choix. / On the draft resolutions not approved, I cast my vote by shading the box of my choice.

JE DONNE POUVOIR AU PRÉSIDENT DE L'ASSEMBLÉE GÉNÉRALE
 Cf. au verso (3)

I HEREBY GIVE MY PROXY TO THE CHAIRMAN OF THE GENERAL MEETING
 See reverse (3)

JE DONNE POUVOIR À : Cf. au verso (4)
 pour me représenter à l'Assemblée / I HEREBY APPOINT: See reverse (4)
 to represent me at the above mentioned Meeting
 M. Mme ou Mlle, Raison Sociale / Mr, Mrs or Miss, Corporate Name

Adresse / Address

ATTENTION : Pour les titres au porteur, les présentes instructions doivent être transmises à votre banque.
CAUTION: As for bearer shares, the present instructions will be valid only if they are directly returned to your bank.

Nom, prénom, adresse de l'actionnaire (les modifications de ces informations doivent être adressées à l'établissement concerné et ne peuvent être effectuées à l'aide de ce formulaire). Cf au verso (1)
 Surname, first name, address of the shareholder (Changes regarding this information have to be notified to relevant institution, no changes can be made using this proxy form). See reverse (1)

Date et Signature

Pour être pris en considération, tout formulaire doit parvenir au plus tard :
 To be considered, this completed form must be returned no later than:

sur 1^{ère} convocation / on 1st notification sur 2^{ème} convocation / on 2nd notification

à la banque / to the bank 13 avril 2025 (00:00) / April 13, 2025 (00:00)

à la société / to the company **CIC - Service Assemblées - 6, avenue de Provence 75009 Paris**
 ou par e-mail : serviceprov@cic.fr

* Si le formulaire est renvoyé daté et signé mais qu'aucun choix n'est coché (carte d'admission / vote par correspondance / pouvoir au président / pouvoir à mandataire), cela vaut automatiquement pouvoir au Président de l'Assemblée Générale.
 * If the form is returned dated and signed but no choice is checked (admission card / postal vote / power of attorney to the President / power of attorney to a representative), this automatically applies as a proxy to the Chairman of the General Meeting

**WHATEVER
YOUR CHOICE,
DATE AND
SIGN HERE**

Enter your surname, first
name(s) and address here,
or check whether they
are already included



ATTENDING THE ANNUAL GENERAL MEETING: ONLINE PARTICIPATION VIA THE VOTACCESS PLATFORM

- **For registered shareholders:** Holders of direct or administered registered shares who wish to request an admission card, vote or give a proxy over the Internet can access the VOTACCESS website at the following address: <https://www.actionnaire.cic-marketsolutions.eu>.

Holders of **direct registered** shares will be able to **log in** using their usual login details as shown on their shareholder statement.

Holders of **administered registered** shares will receive a letter indicating their login and password. If shareholders are no longer in possession of their login and/or password, they can contact the following telephone number: + 33 1 53 48 80 10.

After logging in, registered shareholders should follow the instructions on the screen to access the VOTACCESS site and vote or give a proxy.

- **For bearer shareholders:** It is up to bearer shareholders to find out whether or not their account-holding institution is connected to the VOTACCESS site and, if so, whether access is subject to special conditions of use.

If the shareholder's account-holding institution is connected to the VOTACCESS site, the shareholder will have to identify themselves on the Internet portal of their account-holding institution using their usual access codes. They must then click on the icon that appears on the line corresponding to their Interparfums shares and follow the on-screen instructions to access the VOTACCESS site and request an admission card, vote or give a proxy.

The VOTACCESS site will be open from **March 26, 2025 to April 16, 2025 3 p.m., Paris time.**

Online voting before the General Meeting will end on the day before the meeting, i.e. **at 3 p.m. (Paris time) on April 16, 2025.**

However, in order to avoid any bottlenecks on the VOTACCESS site, shareholders are advised not to wait until the day before the Meeting to vote.

APPOINTMENT AND REVOCATION OF MANDATES FOR THE GENERAL MEETING

By post

The mandator must send a letter to CIC Services Assemblées Générales, 6 avenue de Provence 75452 Paris Cedex 09, indicating the name of the Company and the date of the Meeting, the surname, first name, address and registered current account number (or bank references if the shareholder is a bearer shareholder) of the mandator, if applicable, and the surname, first name and, if possible, address of the mandatary.

If you hold bearer shares, you must also ask your financial intermediary who manages your share account to send written confirmation to CIC Services Assemblées Générales, 6 avenue de Provence 75452 Paris Cedex 09.

Nominations or revocations of mandates made by post must be received no later than 3 calendar days before the date of the Meeting, i.e. no later than **midnight (Paris time) on April 13, 2025**.

By electronic means

- **for shareholders whose shares are held in direct registered form:** the shareholder should send an e-mail to the following address: serviceproxy@cic.fr; specifying the name of the issuer concerned, the date of the General Meeting, the surname, first name, address and registered current account number of the mandator with CIC and the surname, first name and address of the mandatary;
- **for shareholders whose shares are held in bearer or administered registered form:** the shareholder should send an email to the following address: serviceproxy@cic.fr; specifying the name of the issuer concerned, the date of the General Meeting, his/her surname, first name, address and full bank details, as well as the surname and first name of the mandatary.

Shareholders must ask the financial intermediary who manages their securities account to send written confirmation to CIC Services Assemblées Générales, 6 avenue de Provence 75452 Paris Cedex 09 or by email to the following address: serviceproxy@cic.fr.

In order to take appointments or revocations of mandates made by electronic means into account validly, confirmations must be received no later than **3 p.m. (Paris time) on April 16, 2025**, the day before the General Meeting.

Only notifications of the appointment or revocation of mandates may be sent to the above email address. Any other request or notification relating to any other subject may not be taken into account.

Article R.225-79 of the French Commercial Code gives shareholders the right to revoke a previously appointed mandatary. The proxy given for a General Meeting may be revoked in the same way as for the appointment of the mandatary.

Points to remember

Application for admission card	Deadline for receipt of documents: Friday April 13, 2025 (midnight, Paris time)
Postal vote	Deadline for receipt of documents: Friday April 13, 2025 (midnight, Paris time)
Proxy voting	Deadline for receipt of documents: Friday April 13, 2025 (midnight, Paris time)
Opening of the VOTACCESS site	From March 26, 2025 to April 16, 2025 (3pm Paris time)

REQUEST FOR DRAFT RESOLUTIONS OR ITEMS TO BE ADDED TO THE AGENDA

In accordance with Articles L.225-105 and R.225-71 to R.225-73 of the French Commercial Code, requests from shareholders for items or draft resolutions to be included on the agenda should preferably be sent electronically to the following address: assembleegenerale2025@interparfums.fr (or by registered letter with acknowledgement of receipt sent to the registered office), so as to be received no later than the twenty-fifth day before the date of the General Meeting, i.e. **March 23, 2025**, and no later than twenty days after the date of this notice.

Requests to add items to the agenda must be justified.

Requests for registration of draft resolutions must be accompanied by the text of the draft resolutions and, where appropriate, a brief explanatory statement, as well as the information provided for in 5° of Article R.225-83 of the French Commercial Code if the draft resolution concerns the presentation of a candidate for election to the Board of Directors.

A certificate of account registration must also be attached to these requests to place items or draft resolutions on the agenda in order to prove, on the date of the request, that the shareholder holds or represents the required fraction of the share capital in accordance with the provisions of Article R.225-71 of the French Commercial Code. A new certificate proving that the shares have been registered in the same accounts by midnight (Paris time) on the second business day preceding the General Meeting must be sent to the Company.

The text of the draft resolutions submitted by shareholders and the list of items added to the agenda at their request will be posted online without delay on the Company's website (www.interparfums-finance.fr).

WRITTEN QUESTIONS

Once the preparatory documents have been made available to shareholders and until the fourth business day preceding the date of the General Meeting, i.e. **April 11, 2025**, any shareholder may submit written questions to the Chairman of the Company's Board of Directors, in accordance with the provisions of Article R.225-84 of the French Commercial

Code. These written questions should be sent, preferably electronically, to the following address: assembleegenerale2025@interparfums.fr (or by registered letter with acknowledgement of receipt sent to the registered office). They must be accompanied by an account registration certificate.

3 — INTERPARFUMS IN 2024

HIGHLIGHTS OF THE 2024 FINANCIAL YEAR

JANUARY

— **Lacoste**

Launch of distribution for existing Lacoste product lines.

— **Launch of Karl Lagerfeld Rouge for Women**

This new fragrance echoes one of the designer's favourite shades and highlights the flamboyant character of the new composition.

— **Launch of Eau de Rochas Orange Horizon**

Eau de Rochas Orange Horizon invites you on a fragrant escape to the Mediterranean Riviera, featuring a sparkling, juicy, and radiant orange.

— **Launch of the Kate Spade New York Bloom eau de toilette**

The new *Kate Spade New York Bloom* fragrance is a joyful palette of pastel colours with a modern freshness.

FEBRUARY

— **Launch of Montblanc Legend Blue**

Montblanc Legend Blue embodies the charisma, quiet strength, and wisdom of the *Legend* man through a woody, aromatic, and fresh fragrance that is both elegant, modern, and timeless.

— **Launch of Encens Précieux from Van Cleef & Arpels' Extraordinaire Collection**

Encens Précieux is a rich and sophisticated amber-woody fragrance. This mysterious new fragrance seems to have captured the warmth of the desert landscapes from which it draws its inspiration.

APRIL

— **Launch of Montblanc Collection**

This exclusive collection, comprising four fragrances, offers a unique sensory experience, inviting brand enthusiasts to discover Montblanc from a new olfactory perspective.

— **Launch of Mademoiselle Rochas in Paris**

Mademoiselle Rochas in Paris embodies the joyful, mischievous spirit of Paris. A feminine and floral scent that invites you to embrace both the city and life to the fullest.

— **Launch of Coach Dreams Moonlight**

The new Coach fragrance is inspired by the power of dreams, togetherness and the magical spark of friendship.

— **Dividend**

Interparfums^{SA} paid a dividend of €1.15 per share (€79.4 million, +20%), representing 67% of the consolidated net income for 2023.

JUNE

— **Launch of Lacoste Original**

A subtle nod to the *Lacoste Original* fragrance launched in 1984, this new scent embodies both authenticity and innovation. It elegantly reveals the brand's iconic codes while bringing a fresh dimension to its olfactory universe.

— **Bonus share issue**

Interparfums^{SA} conducted its 25th bonus share issue, granting one new share for every ten shares held.

JULY

- **Launch of Jimmy Choo I Want Choo Le Parfum**
Intense, vibrant and captivating, *Jimmy Choo I Want Choo Le Parfum* celebrates the confidence of the Jimmy Choo woman.
- **Launch of Karl Ikonik by Karl Lagerfeld**
With the *Karl Ikonik* fragrance duo, Karl Lagerfeld continues the legacy of the famous German designer, paying tribute to his unparalleled boldness and creativity.
- **Launch of Modern Princess in jeans by Lanvin**
With *Modern Princess in jeans*, Lanvin reveals a new facet of the brand, offbeat and resolutely in tune with the times.

OCTOBER

- **New ESG performance recognition**
Interparfums received a *Platinum-level* rating from Ethifinance agency.

DECEMBER

- **Development of the Off-White™ brand**
Interparfums^{SA} secured the names and trademark registrations for Off-White™ in the perfume and cosmetics category (Class 3), subject to an existing license that expires on December 31, 2025.
- **Recognition in Time magazine's "World's Best Companies – Sustainable Growth" ranking**
Interparfums ranked 44th globally in the first edition of this ranking, which recognises the 500 most exemplary companies for economic growth and environmental commitment between 2021 and 2023.
- **Van Cleef & Arpels license**
Van Cleef & Arpels and Interparfums^{SA} signed a new 9-year license agreement, effective until December 31, 2033.

OFF-WHITE®

- **Off-White™ C/O Virgil Abloh™**
Established in 2013, Off-White™ is defining the grey area between black and white as a color. Under the brand name, seasonal men's and women's clothing collections, objects, furniture, and publications are articulating a current cultural vision. Collections are embedded in a recurrent backstory, with an emphasis on creating garments that have an identity by design.
With a design studio based in Milan, Italy, the label harnesses the country's history and craftsmanship, yet offers a global perspective on design and trends. Guided by a clear vision of splicing the reality of how clothes are worn with the artistic expression of high-fashion, the late creative Director and designer Virgil Abloh explored concepts in the realm of youth culture in the contemporary context.

SUMMARY OF 2024 RESULTS

Annual operating highlights and key figures

With quarterly sales once again exceeding €200 million in the fourth quarter of 2024, Interparfums Group successfully achieved its full-year targets. Sales for the 2024 amounted to €880.5 million, up 10.3% from

2023 at both current and constant exchange rates. This performance reflects continuing strong demand for the portfolio's top-selling brands and an extremely positive first year for Lacoste fragrances.

Performance by brand

(€m and as a % of sales)	2020	2021	2022	2023	2024
Jimmy Choo	73.8 20.09%	131.0 23.36%	181.6 25.70%	209.9 26.29%	224.3 25.47%
Montblanc	100.0 27.22%	142.3 25.37%	184.0 26.04%	205.6 25.75%	203.4 23.10%
Coach	81.1 22.07%	115.6 20.61%	153.8 21.77%	187.4 23.47%	182.0 20.67%
Lacoste (since 2024)	- -%	- -%	- -%	- -%	78.7 8.94%
Lanvin	32.9 8.95%	52.4 9.34%	50.3 7.12%	48.3 6.05%	45.5 5.17%
Rochas	29.7 8.08%	35.3 6.29%	37.7 5.34%	41.0 5.13%	41.9 4.76%
Karl Lagerfeld	11.4 3.10%	16.9 3.01%	21.0 2.97%	25.5 3.19%	26.9 3.06%
Van Cleef & Arpels	10.4 2.83%	18.3 3.26%	22.4 3.17%	24.5 3.07%	25.2 2.86%
Kate Spade (4 months of activity in 2020)	2.7 0.73%	13.6 2.43%	19.3 2.73%	22.1 2.77%	20.1 2.28%
Boucheron	12.0 3.27%	15.4 2.75%	17.7 2.50%	17.4 2.18%	16.9 1.92%
Moncler (3 months of activity in 2021)	- -%	4.9 -%	14.0 1.98%	12.0 1.50%	12.2 1.39%
Main brands	354.0	545.7	701.8	793.7	877.0
Other brands	13.4	15.1	4.8	4.7	3.5
Total sales	367.4	560.8	706.6	798.5	880.5

Following 16% growth in 2023, Jimmy Choo fragrances recorded a new rise of nearly 7% in sales in 2024, with continuing brand development initiatives thanks to the successful launch of the *I Want Choo Le Parfum* line, which started last June.

With yearly sales once again surpassing €200 million, Montblanc fragrances are consolidating their position, bolstered by the strength of the *Montblanc Legend* and *Montblanc Explorer* lines.

Following the strong sales growth in 2023, the continued demand for almost all of the Coach's historical women's and men's lines allowed the business to remain robust in 2024, ahead of the launch of two major new lines in 2025.

Lacoste fragrances achieved nearly €80 million in sales for 2024, significantly exceeding the early-year expectations, and delivered a very promising first year of operations, thanks to the solid performance of the *L.12.12* lines and the successful launch of the *Lacoste Original* line, both in France and abroad.

A return to normal business levels in Eastern Europe and Asia in the second half of the year allowed Lanvin fragrances to curb the decline in sales in a year without any major launches.

Rochas fragrances posted modest growth, driven by strong results from the *Eau de Rochas Citron Soleil* and *Eau de Rochas Orange Horizon* lines, the first instalments of a new collection inspired by the *Eau de Rochas* line.

Evolution by geographic area

(€m)	2023	2024
Africa	4.8	6.1
North America	322.8	332.2
South America	66.2	74.9
Asia	116.0	125.2
Eastern Europe	70.2	76.1
Western Europe	124.5	155.4
France	43.2	55.5
Middle East	50.7	55.2
Total sales	798.5	880.5

In North America, following the strong acceleration in sales over the past few years (+27% in 2022 and +13% in 2023), driven by several highly successful launches of the Jimmy Choo and Coach lines, the business remained positive in 2024, with sales of more than €332 million in a consistently buoyant fragrance markets, particularly in the United States.

In the wake of a 29% upswing in 2023, the positive trend continued in South America with a 13% growth in 2024, bolstered by the takeover of Lacoste fragrance distribution and the strength of Montblanc fragrances.

While some Asian markets are consolidating their activity after three years of very strong growth (Australia) or appear less dynamic (South Korea), the overall trend remained positive in Singapore and Japan, as well as in China (+18%).

After a challenging first half in Eastern Europe, resumption of shipments to certain markets, the solid performance of top-selling brands and the takeover of Lacoste fragrances distribution prompted a return to growth in 2024.

Thanks to a 40% increase in sales in the second half of 2024, Western Europe achieved nearly 25% growth for the full-year 2024, driven by the launch of the Jimmy Choo *I Want Choo Le Parfum* and *Lacoste Original* lines.

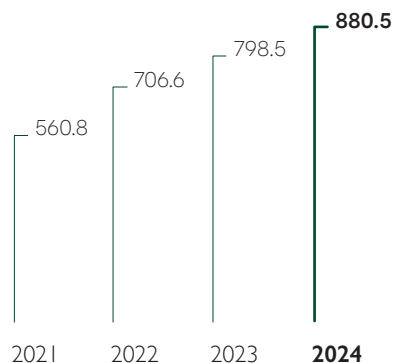
Sales in France exceeded expectations, primarily due to excellent performance of the Rochas and Jimmy Choo brands. This performance was further heightened by the remarkable contribution from the distribution of Lacoste fragrances and the mid-year launch of the *Lacoste Original* line.

Lastly, in the Middle East, despite the continuing impact of ongoing conflicts and a reduction in the number of points of sale in several markets, performance remained positive thanks to Montblanc, Jimmy Choo and Lacoste fragrances.

KEY FIGURES 2024

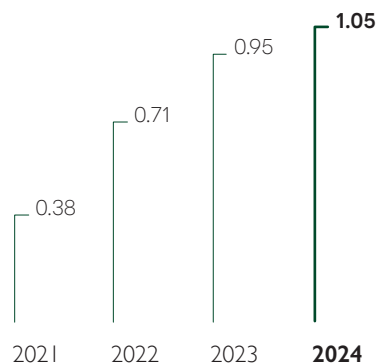
SALES

(in € millions)



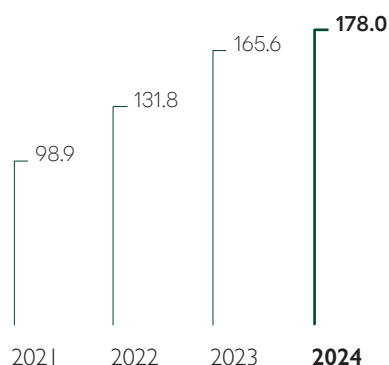
EARNINGS PER SHARE ⁽¹⁾

(in €)



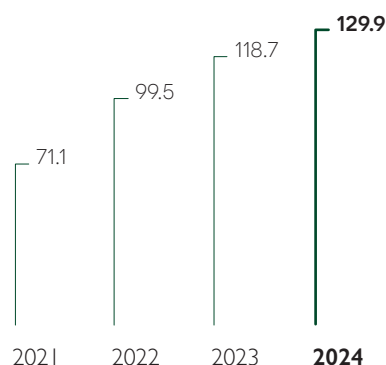
OPERATING PROFIT

(in € millions)



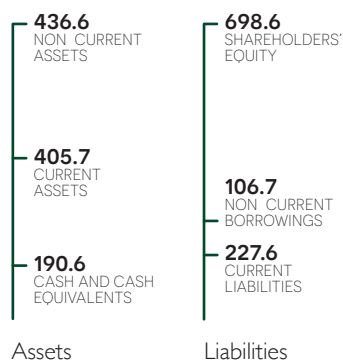
NET INCOME ATTRIBUTABLE TO OWNERS OF THE PARENT

(in € millions)



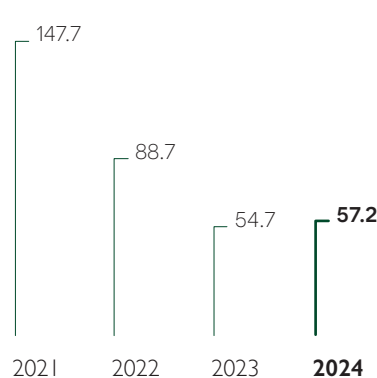
BALANCE SHEET HIGHLIGHTS

(in € millions)



CASH NET OF BORROWINGS

(in € millions)



(1) Restated for bonus share issues.

4 — SUMMARY TABLE OF FINANCIAL DELEGATIONS

Summary table of financial delegations and authorizations in effect granted by the General Meeting to the Board of Directors (Art. L-225-37-4 of the French Commercial Code)

Nature of delegations and authorizations	Issuance limits	Delegations and authorizations used	Expiry date
Authorizations granted by the General Meeting of April 29, 2022			
Authorization to grant stock subscription and/or purchase options to employees and/or certain corporate officers (20 th resolution)	0.5% of the share capital on the grant date	Not used	06/29/2025
Authorization to award free shares (existing and/or newly issued) to employees and/or certain corporate officers (21 st resolution)	0.5% of the share capital on the grant date	Not used	06/29/2025
Authorizations granted by the General Meeting of April 21, 2023			
Delegation to increase capital through the incorporation of retained earnings or additional paid-in capital (20 th resolution)	€75,000,000	Board meeting on April 21, 2023 created 6,290,597 new shares for a total amount of €18,871,791/ Board meeting on June 11, 2024 created 6,919,657 new shares for a total amount of €20,758,971.	06/22/2025
Delegations granted by the General Meeting of April 16, 2024			
Delegation to issue shares or securities with preferential subscription rights maintained (13 th resolution)	€30,000,000 (shares) and €100,000,000 (debt securities)	Not used	06/15/2026
Delegation to issue shares or securities with preferential subscription rights waived via a public offering (excluding the offers referred to in Article L.411-2 (I) of the French Monetary and Financial Code) and/or in consideration for securities as part of a public exchange offer (14 th resolution)	€10,000,000 ⁽¹⁾ (shares) and €50,000,000 (debt securities)	Not used	06/15/2026
Delegation to issue shares or securities with the waiver of shareholders' preferential subscription rights through an offer pursuant to Article L.411-2 (I) of the French Monetary and Financial Code (15 th resolution)	Up to €10,000,000 ⁽¹⁾ (shares) and €15,000,000 (debt securities)	Not used	06/15/2026
Delegation to issue shares reserved for Group employees who are members of a company savings plan (PEE) (18 th resolution)	2% of share capital on the date of issuance ⁽¹⁾	Not used	06/15/2026

(1) Counted against the overall cap of 10% of share capital at the date of issuance (19th resolution of the 2024 AGM).

5 — CORPORATE SOCIAL RESPONSIBILITY

Business model

OUR RESOURCES

Human

- **353 employees** located in several countries
- A **diverse** range of skills
- **Experienced** teams
- An **agile** organization
- A "Responsible Employee" charter

Intangible

- A portfolio of **12 highly selective brands**
- **Expertise** in creating, developing and distributing selective fragrance and cosmetic products
- An **entrepreneurial culture**

Industrial & Commercial

- Around **one hundred** industrial partners
- **91%** of sourcing in Europe
- Close monitoring of industrial partners
- An international distribution network

Social

- Long-standing **relations with all stakeholders**
- A "responsible purchasing charter"
- **Sponsorship and patronage** initiatives

Environmental

- Integrating the environmental footprint in the product design process
- A 36,000 sqm **HQE** warehouse **near the manufacturing sites**
- Thow warehouse **close to the consumer markets** (North America and Asia)
- An "optimized eco-design" charter

Governance

- **Ethical** practices based on a "Business Ethic Charter"
- Adoption of the Middelnext **Corporate Governance Code**
- Existence of a **CSR Executive Committee** and a **CSR board Committee**

Financial

- A **very strong balance sheet** with a **net cash position of €57m**
- Listed on **Euronext Paris** compartment A.



A creative process reflecting a responsible vision integrating brand and consumers expectations



Distributing from warehouse located as close as possible to the purchasing areas



Communication tools respecting consumer values

A global player in the fragrance and cosmetics industry, well known for its ethical business practices and transparent communications

nce its very beginnings, the Group has sought to create value for all its stakeholders. The success of Interparfums is built on offering high-quality products to consumers worldwide, ensuring they align with the identity of each licensed brand. Formalising a Corporate Social Responsibility (CSR) approach was

therefore a natural step in demonstrating the Group's non-financial performance and implementing it in a pragmatic way. This strategy is based on a materiality matrix and incorporates objectives aligned with the best industry practices.

Perfume industry trends

- Growing importance for citizens and brands of environmental considerations
- Multi-channel communication
- Increasingly restrictive regulations



Choice of bottles and cardboard packaging integrating environmental considerations



Application of Good Manufacturing Practices (GMP) with a network of selected partners

OUR VALUE CREATION

Human

- A **motivating compensation policy** linking employees to the company's performance
- **€67m** paid to our employees in the form of compensation in 2024
- **Performance share plans** every 2/3 years
- A recommendation rate of **91.4%** assessed by an internal survey among employees
- **85/100** gender equality index score (France scope)
- Average employee age: **40**
- Average employee seniority: **7.6 years**



Industrial

- **77%** of relationships with our suppliers are more than 10 years old
- **€256m** of industrial purchases in Europe in 2024



Social

- **€354k** of expenses allocated to patronage initiatives and donation in 2024



Environmental

- **91%** of purchases made with Ecovadis business sustainability rated suppliers
- **70.6** : Average Ecovadis score of our suppliers
- **242** (in kg of CO₂ per k€ of turnover) carbon footprint (scope 1, 2 and 3) in the low range of our sector
- Commitment to **SBTi**












Financial

- 2024 sales : **€880m**
- 2024 operating margin: **20.2%**
- Dividends distributed to shareholders in 2024: **€80.3m**
- **34.6m bottles** and **4.2m gift sets** shipped in 2024
- Integration in the **SBF 120** and **CAC Mid 60** indexes



CSR objectives

In line with our Corporate Social Responsibility strategy, the table below sets out the main objectives set by the Group and compares them with the UN Sustainable Development Goals (SDGs) and the ESRS.

ESRS	SDG	Our 2025 objectives	Our progress in 2024
Offer products and their packaging that integrate environmental and societal issues			
ESRS E4, E5 ESRS S2, S3, S4		Working with partners with a CSR performance according to Ecovadis > 70/100	2025 target achieved: Average score of suppliers scored by Ecovadis: 70.6/100
ESRS E5	 	Offer 85% recyclable packaging	83% of our packaging is recyclable
ESRS E5		Circulate the eco-design charter to all	100% since 2022
Initiate a low-carbon trajectory			
ESRS E1		Reduce carbon emissions in scopes 1 and 2 by 3%/year ⁽¹⁾ . Achieve carbon neutrality for scopes ⁽²⁾ 2, 1.2 and 3 by 2030.	Reduction in emissions of -9% between 2021 and 2024. Reduction in carbon emissions intensity of -22.4% between 2021 and 2024
		Continuing contribution projects (carbon sequestration)	Initiate a first project in 2023
		More than 90% of industrial purchases are made from suppliers on a low-carbon trajectory	25% of suppliers are CDP-committed, covering 62% of 2024 purchases
Attract, support and develop talented people			
ESRS S1		Implement the Responsible Employer Charter	Completed in 2023
		Train 70% of employees per year	2025 target achieved: 91.8% of employees trained
		Train employees in CSR	93% of employees trained
		Raise employee awareness about disability	Annual presentation by an engaged association/speaker and participation in Duoday
Act ethically and in compliance			
ESRS G1		Deploy the Business Ethics Charter across all stakeholders	61% of partners have signed the business ethics charter (industrial suppliers) on Provigis, covering 95% of the 2024 purchase amount.
		Raise awareness among all employees	93% of IPSA employees received anti-corruption training.

(1) Base year: 2021.

(2) Scope 1 covers direct energy-related greenhouse gas emissions, in this case gas consumption for heating and fuel for company vehicles. Scope 2 covers indirect energy-related greenhouse gas emissions, i.e. those relating to electricity and the heating network to which the new head office on rue de Solferino is connected. Scope 3 refers to indirect emissions in an organisation's supply chain, i.e. those that are indirectly linked to its activity, both upstream and downstream.

Interparfums climate strategy

Carbon emission	2021	2023	2024	Change 2021-2024	Objectives and action plan
Scope 1 and 2 (in tCO ₂ e)	255	240	233	-9%	Drastically reduce our direct greenhouse gas emissions: <ul style="list-style-type: none"> — reduce the energy consumption of our assets; — production of renewable energy.
Scope 3 (in tCO ₂ e)	174,685	244,258	212,938	+18%	Involve all players in our value chain in reducing the emissions generated by our activities: <ul style="list-style-type: none"> — support our suppliers in reducing their carbon footprint and reduce our emissions linked to the purchase of goods and services;
Carbon intensity (in kg of CO ₂ per k€ of turnover)	312	279	242	-22%	<ul style="list-style-type: none"> — support our suppliers in reducing their carbon footprint and reduce our emissions linked to the purchase of goods and services;
Carbon intensity (in kg of CO ₂ per L of perfume)	77	68	66	-15%	<ul style="list-style-type: none"> — reduce our transport and distribution emissions; — engage in carbon offset projects.

6 — PRESENTATION OF THE BOARD OF DIRECTORS AND ITS COMMITTEES

BOARD OF DIRECTORS 2024

11 members
7 meetings in 2024
92.95% attendance rate

CSR COMMITTEE
(created in June 2024)
3 members
2 meetings in 2024
100% independence
66% women, including the Chair
100% attendance rate

AUDIT COMMITTEE
4 members
4 meetings in 2024
100% independence
75% women, including the Chair
93.75% attendance rate

GOVERNANCE, NOMINATIONS AND REMUNERATION COMMITTEE
4 members
2 meetings in 2024
100% independence
75% women, including the Chair
100% attendance rate

NUMBER OF MEN/WOMEN



55% Women
45% Men

SENIORITY



36.4% Less than 4 yrs
9.0% 4 to 11 yrs
27.3% 12 to 15 yrs
27.3% 16 yrs and more

INDEPENDENCE



55% Independent members
45% Non independent members

NUMBER OF TERMS OF OFFICE EXPIRING



3 AGM 2025
3 AGM 2026
4 AGM 2027
1 AGM 2028

SKILLS OF DIRECTORS



4 In-depth knowledge of the Group
5 Finance and accounting
5 Perfume sector
4 Distribution
2 Media & digital
3 CSR

For further details on the Board of Directors and its Committees, please refer to Chapter 1, Part 4 on Corporate of the Universal Registration 2024 Universal Registration Document.

Your Board of Directors comprises 11 members, 6 of whom are independent:



— **Philippe BENACIN**
Chairman and CEO
– French nationality

Business address: 10 rue de Solférino 75007 Paris.

Mandate expiry: 2027

Biography: Philippe Benacin, 66, is a graduate of ESSEC Business School and co-founder of the Company alongside his partner Jean Madar. He has served as Chairman & Chief Executive Officer of Interparfums^{SA} since its inception in 1989.

He oversees the strategic direction of the Interparfums Group in Paris and the development of the brand portfolio, which includes: Lanvin, Rochas, Jimmy Choo, Montblanc, Van Cleef & Arpels, Karl Lagerfeld, Boucheron, Coach, Kate Spade, Moncler, Lacoste, Off White.

Other current directorships and positions:

- Vice Chairman – Interparfums Inc. (United States) (Group company);
- Chairman – Interparfums Holding (SAS) (Group company);
- Managing Director & Chairman – Interparfums Suisse (Switzerland) (SARL) (Group company);
- Director – Interparfums Asia Pacific Pte Ltd (Singapore) (Group company);
- Chairman of the Board of Directors – Parfums Rochas Spain SI (Spain) (Group company);
- Sole Director – Interparfums Luxury Brands Inc. (United States) (Group company);
- Chairman – Philippe Benacin Holding (SAS);
- Vice-Chairman of the Supervisory Board and Chairman of the Governance, Nominations and Compensation Committee – Vivendi (SA) (listed company);
- Member of the Supervisory Board – Canal Plus (SA) (listed company).

Mandates expired during the last five financial years:

- Director – Inter España Parfums et Cosmetiques SI (Spain);
- Chairman – Interparfums Srl (Italy);
- Chairman of the Board of Directors & Director – Interparfums Holding (SA).



— **Jean MADAR**
Director
– French nationality

Business address: 10 rue de Solférino 75007 Paris.

Mandate expiry: 2027

Biography: Jean Madar, 64, is a graduate of ESSEC Business School and co-founder of the Company alongside his partner Philippe Benacin. He oversees the strategic direction of the Interparfums Inc. Group in New York and the development of the brand portfolio, which includes: Anna Sui, Donna Karan, DKNY, Oscar de la Renta, Abercrombie & Fitch, Hollister, MCM, Guess, Graff, Ferragamo, Emmanuel Ungaro and Roberto Cavalli.

Main position held outside Interparfums:

- Chairman of the Board of Directors & Chief Executive Officer – Interparfums Inc. (United States) (Group company).

Other current directorships and positions:

- Chairman – JEAN MADAR HOLDING (SAS).

Mandates expired during the last five financial years:

- Chief Executive Officer & Director – Interparfums Holding (SA).



- **Philippe SANTI**
Director
Executive Vice President
– French nationality

Business address: 10 rue de Solférino 75007 Paris.

Mandate expiry: 2027

Biography: Philippe SANTI, 63, a graduate of Neoma Business School (École Supérieure de Commerce de Reims) and a chartered accountant, has been Finance and Legal Director of Interparfums^{SA} since 1995 and Executive Vice President since 2004.

Other current mandates and functions:

- Director – Interparfums Inc. (United States) (Group company).

Directorships held in the last five years (now expired):

- Director – Middenext (Independent professional association representing mid-cap companies).



- **Frédéric GARCIA-PELAYO**
Director
Executive Vice President
(until 12/30/2024)
– French nationality

Business address: 10 rue de Solférino 75007 Paris.

Mandate expiry: 2025 (following resignation from his directorship, effective 17 April 2025)

Biography: Frédéric Garcia-Pelayo, 66, a graduate of ESSEC's EPSCI business school, has been Export Director of Interparfums^{SA} since 1994 and Executive Vice President since 2004.

Other current mandates and functions:

- Director & Vice President of Finance – Tax-Free World Association (TFWA).

Directorships held in the last five years (now expired):

- Executive Vice President – Interparfums^{SA};
- Director – Inter España Parfums et Cosmetiques SI (Spain);
- Director – Interparfums Srl (Italy).



— **Chantal ROOS**
Director
– French nationality

Business address: 10 rue de Solférino 75007 Paris.

Mandate expiry: 2025

Biography: Chantal Roos, 81, was Vice-President of International Marketing and then Deputy Chief Executive Officer of Yves Saint Laurent Parfums, before becoming President of Beauté Prestige Internationale.

In 2000, she was appointed President of the Yves Saint Laurent Beauté division, and in 2007 became Strategy Advisor to the Chairman & CEO. In 2008, she set up her own brand creation and development company for perfumes and cosmetics, ROOS & ROOS.

Main position held outside Interparfums:

— Managing Director – ROOS & ROOS, perfume designers.

Other current mandates and functions:

— Managing Director – CREA.

Mandates expired during the last five financial years:

None.



— **Dominique CYROT**
Independent Director
Member of the Audit Committee
Member of the Governance, Nominations
and Compensation Committee (GNRC)
– French nationality

Business address: 10 rue de Solférino 75007 Paris.

Mandate expiry: 2025

Biography: Dominique Cyrot, 72, holds a Master's degree in Management from Paris IX Dauphine University. She spent her professional career at AGF from 1973 to 2011, now ALLIANZ GI, where she managed the Group's UCITS on French large caps and then on all French and European Mid Caps. In particular, she served as a Director of investment funds and numerous SICAVs of the AGF group and external SICAVs.

Main position held outside Interparfums:

None.

Other current mandates and functions:

— Director of FIME (SA) since April 16, 2015.

Mandates expired during the last five financial years:

None.



- **Marie-Ange VERDICKT**
Independent Director
Chair of the Audit Committee
Member of the CSR Committee
– French nationality

Business address: 10 rue de Solférino 75007 Paris.

Mandate expiry: 2027

Biography: Marie-Ange Verdickt, 62, is a graduate of the Bordeaux-KEDGE Business School (1984) and a member of the SFAF (French Society of Financial Analysts). She began her professional career as an auditor at Deloitte, then worked as a management controller at the Wang technology group.

In 1990, she joined Euronext as a Financial Analyst, later becoming Head of the Financial Analysis Department. From 1998 to 2012, she was a Fund Manager specialising in French and European mid-cap stocks at Financière de l'Échiquier, where she also developed socially responsible investment practices. Since 2012, she has been an independent Director for various companies.

Main position held outside Interparfums:

None.

Other current mandates and functions:

- Director, member of the Audit Committee, and member of the Nominations Committee of Wavestone SA (listed company);
- Director and Chair of the Compensation Committee at Bonduelle SA.

Mandates expired during the last five financial years:

- Director of ABC Arbitrage (end of office: April 2021);
- Member of the Supervisory Board of Cap Horn Invest (end of office: November 2021).



- **Olivier MAUNY**
Independent Director
Member of the Audit Committee
Member of the Governance, Nominations,
and Compensation Committee
Member of the CSR Committee
– French Nationality

Business address: 10 rue de Solférino 75007 Paris.

Mandate expiry: 2026

Biography: Olivier Mauny, 66 years old, is a graduate of ESCP. After a cooperation project in Cairo in the commercial service of the French Embassy, he joined Seita, where he was in charge of the export sector for North Africa, the Middle East, and then Western Europe for four years.

He then began his career in the luxury industry in 1988 with Yves Saint Laurent Parfums in international marketing. He held various positions, including General Management of Roger & Gallet in 1993, and later at the LVMH Group from 1996 to 2004 (Director of Givenchy Parfums subsidiaries, CEO of Make Up For Ever).

In 2005, he became CEO of Lalique, which he successfully turned around in four years.

From 2009 to 2023, he worked at the CHANEL Group, initially as Managing Director of Eres and later as “Head of Global Eyewear” in the Fashion division, managing the worldwide Luxottica licence for eyewear.

He is now a partner at FM7 Conseil.

Main position held outside Interparfums:

None.

Other current mandates and functions:

None.

Mandates expired during the last 5 financial years:

None.



- **Constance BENQUE**
Independent Director
Member of the Audit Committee
Chair of the Governance, Nominations
and Compensation Committee (GNRC)
– French nationality

Business address: 10 rue de Solférino 75007 Paris.

Mandate expiry: 2026

Biography: Constance Benqué, 63, after serving as a parliamentary assistant to François d'Aubert, began her career at Groupe l'Expansion as Director of Advertising (1983-1990). She then became Commercial Director for Capital magazine at Prisma Presse Group (1990-1994), followed by Chair of Régie Obs, which then oversaw the advertising for Le Nouvel Observateur, Challenges, and Sciences & Avenir (1994-1999).

In 1999, she joined the Lagardère Group, where she was appointed President of Lagardère Publicité, and then in 2014, she became CEO of ELLE France & International.

Since December 2018, she has been President of Lagardère News, which oversees Europe 1, Europe 2, RFM, Paris Match, Le Journal du Dimanche, and ELLE International.

She holds a Master's degree in Public Law from Paris II Panthéon-Assas University and is a graduate of the Institut d'Études Politiques in Paris.

Main position held outside Interparfums:

- Managing Director – Lagardère Radio;
- President – Lagardère News;
- Chief Executive Officer – ELLE International.

Other current mandates and functions:

Lagardère News:

- CEO and Director – Hachette Filipacchi Presse SA (April 2014);
- President – Lagardère Global Advertising SAS (July 2013);
- President – Lagardère Active SASU (January 2019);
- President – Lagardère Media News SASU (March 2020);
- President – Prince Prod SAS (formerly Match Prod) (June 2019).

Lagardère Radio:

- President – Europe 1 Télécompagnie SAS (March 2020);
- Managing Director – Europe News SNC (July 2019);
- Managing Director – Europe 1 Digital SARL (July 2019);
- Deputy President and Director – Lagardère Active Broadcast SA (Monaco) (March 2020);
- President – Europe 2 Entreprises SAS (July 2019);
- President – Europe 2 Régions SAS (July 2019);
- President and member – Association Europe 2 Ajaccio (July 2019);
- Managing Director – RFM Ajaccio SARL (juillet 2019);
- President – RFM Entreprises SAS (July 2019);
- Co-manager – RFM EST SARL (July 2019);
- President – RFM Régions SAS (July 2019);
- Director – OPENMUX SAS (janvier 2020).

Excluding Lagardère News and Lagardère Radio:

- Independent Director – Voyageurs du Monde;
- Independent Director and Member of the Supervisory Board – OUTRE-MER R-PLANE (SAS);
- Independent Director and Member of the Supervisory Board – CORSAIR (SAS);
- Director – Air France Foundation.

Mandates expired during the last five financial years:

- President – Lagardère Publicité News (end of term April 2020);
- President – Lagardère Active Corporate (end of term April 2022);
- President – Elle International (end of term May 2022);
- President – Lagardère Radio SAS (end of term November 2023);
- Managing Director – Publi F.M.SARL (end of term June 2023).



— **Véronique MORALI**
Independent Director
Member of the Governance, Nominations
and Compensation Committee (GNRC)
– French nationality

Business address: 10 rue de Solferino 75007 Paris.

Mandate expiry: 2026

Biography: Véronique Morali, 66, after studying at Sciences Po, ESCP, and earning a Master's degree in Business Law, joined the ENA and the General Inspectorate of Finance, which she left in 1990 to become CEO of Fimalac, where she participated with the founder in the international expansion of this listed group and in the strategic direction of its activities. She is currently Vice-Chair of Fimalac's Executive Committee and Chair of Fimalac Développement.

Since 2013, Véronique Morali has been co-CEO of Webedia, Europe's leading digital entertainment group.

From 2019 to 2022, she worked within Jellyfish, a new agency-partner business model, based in 30 international offices, combining data, creation and programmatic media buying across all platforms ('GAFA-service company').

Véronique Morali is President and Founder of the association Force Femmes, dedicated to helping women over 45 re-enter the workforce, and co-founder of Women Corporate Directors Paris (a network for women on corporate boards). She was previously President of the Women's Forum.

Main position held outside Interparfums:

Chairman of the Board of Directors – Webedia (SA).

Other current mandates and functions:

- Director – Fimalac Développement (Luxembourg);
- Director – Fimalac (SE) (France);
- Representative – Fimalac, member of the Board of Directors – The Brandtech Group LLC (USA-Delaware);
- Director, Chair of the Nomination and Compensation Committee of Edmond de Rothschild SA (Switzerland);
- Director and member of the Audit Committee of Lagardère SA (France);
- Director – National Foundation of Political Sciences;
- Member of the Supervisory Board, member of the Audit Committee, member of the Risk Committee and member of the Nominations and Compensation Committee – Edmond de Rothschild SA (France);
- President – Association Forces Femmes (France);
- Member – Association Le siècle (France).

Mandates expired during the last 5 financial years:

- Permanent representative – Fimalac Développement of Groupe Lucien Barrière, ended February 2020;
- Member – Supervisory Board of Tradematic (SA), ended December 2020;
- Director and Chairman – Compensation Committee of Edmond de Rothschild Holding SA (Switzerland);
- Chairman – Clover SAS, ended March 2021;
- Member – Strategic Committee of Pour de Bon, ended April 2021;
- Director – Edmond de Rothschild SA, ended May 2021;
- President – Clover MDB SAS, ended May 2021;
- Co-manager – Clover Morel SARL, ended May 2021;
- Managing Director – Webedia International Sarl (Luxembourg), ended May 2021;
- President and Director – Quill France, ended December 2021;
- Chairman of the Executive Board – Webédia (France), ended February 2023;
- Chairman of the Board of Directors – Fimalac Développement SA (Luxembourg, ended May 2023);
- Director – Jellyfish Digital Group Limited (ended May 2023);
- Managing Director – Webco (SAS) (ended June 2023).



- **Caroline RENOUX**
Independent Director
Chair of the CSR Committee
– French national

Business address: 10 rue de Solférino 75007 Paris.

Mandate expiry: 2028

Biography: Caroline Renoux, 49 years old, graduated from ESSCA Angers and the College of Advanced Studies in Environment and Sustainable Development (CHEDD) at Centrale Paris. In 2010, she founded Birdeo, a leading recruitment and HR consultancy firm specializing in roles with a positive impact and sustainable development, which has been B Corp certified since 2015 and became a Mission Company in 2021.

Driven by a real ecological awareness and convinced that the new economic, social and environmental challenges will generate a revolution at least equivalent to the digital revolution, she decided in 2019 to go even further and created People4Impact by Birdeo, the first community of freelance experts and interim managers specialising in sustainable development issues.

Caroline Renoux also advises executive committees and boards of Directors on the organisation of CSR skills and roles within companies.

A speaker and author of several opinion pieces published in the press, she also published a book in 2018 titled "*Comment faire carrière dans la RSE et le développement durable*" (how to build a career in CSR and sustainable development).

Main position held outside Interparfums:

- President of BIRDEO.

Other current mandates and functions:

- CEO – Birdéo Recrutement;
- CEO – People4impact;
- CEO – Yourfuture4good;
- Managing Director – Renoux VG;
- Chair of the edutech Ecolearn Mission Committee.

Mandates expired during the last 5 financial years:

None.

COMPOSITION OF BOARD COMMITTEES

Given the diversity of the issues addressed and the different timeframes involved, the Board of Directors is supported by 3 committees:

Audit Committee

- Marie Ange Verdickt, Chairman
- Mrs Dominique Cyrot
- Mrs Constance Benqué
- Mr Olivier Mauny

Governance, Appointments and Remuneration Committee (CGNR)

- Mrs Constance Benqué, Chairman
- Mr. Olivier Mauny
- Mrs Dominique Cyrot
- Mrs Véronique Morali

CSR Committee

- Mrs Caroline Renoux, Chairman
- Mrs Marie-Ange Verdickt
- Mr Olivier Mauny

7 — COMPENSATION OF DIRECTORS AND CORPORATE OFFICERS

COMPENSATION POLICY FOR CORPORATE OFFICERS (13TH & 14TH RESOLUTIONS OF THE COMBINED GENERAL MEETING OF APRIL 17, 2025)

In accordance with the provisions of Articles L.22-10-8 and R.22-10-14 of the French Commercial Code, the compensation policy for corporate officers is consistent with the Company's interests, thereby contributing to its long-term viability, and is in line with its business strategy as described in Part I "Consolidated management report", section I "The Company's business and strategy" of this Universal Registration Document.

The compensation policy for corporate officers is set by the Board of Directors, on the recommendation of the Governance, Nominations and Compensation Committee (GNRC), taking into account the principles and criteria defined in the Middlednext Code.

The Board of Directors ensures that these principles and criteria are also directly aligned with both the Company's strategy and shareholders' interests, in order to support the Company's performance and competitiveness. It also considers the social and environmental factors related to the Company's operations.

No compensation element, of any nature whatsoever, may be determined, granted, or paid by the Company, nor may any commitment be made by the Company, unless it complies with the approved compensation policy or, in its absence, with the existing compensation structure or practices within the Company.

The Board determines, reviews and implements the compensation policy for each corporate officer. When the Board of Directors decides on an item or commitment for the benefit of its Chairman and Chief Executive Officer or a Deputy Chief Executive Officer, the persons concerned do not take part in the deliberations or vote on the item or commitment concerned.

The determination, review and implementation of the compensation policy for each corporate officer takes into account changes in employee compensation and employment conditions within the Company, notably the equity ratios presented in Section 2.2.5, ensuring coherence with the compensation of other executives and employees.

Compensation policy for the Chairman and Chief Executive Officer and any other corporate officer (13th resolution)

— General principles

The compensation policy described below applies to the Chairman and CEO as well as any other corporate officer who may be allocated compensation in respect of their mandate. It should be noted that the CEO's compensation presented below applies both to his role as Chairman of the Board of Directors and as Chief Executive Officer.

For reference, the Executive Vice President does not receive compensation for their corporate office. The Executive Vice President is employed by the Company under a permanent employment contract, the details of which are set out in Section 2.1.3 below, and receives compensation exclusively under this employment contract.

The establishment of the CEO's compensation policy is based on the strict protection of the Company's interests, considering the following elements:

- comparison with market practices observed in companies or groups of similar size and/or operating in comparable industries;
- consistency with the Company's salary policy, applicable to all employees;
- the evolution of the Company's performance based on the financial targets achieved by the Company over the past fiscal year.

The fixed, variable, and exceptional components of the CEO's total compensation, as well as any benefits in kind that may be granted under the mandate, are detailed below.

— Process for determining the compensation of the Chairman and CEO

Fixed compensation

The fixed compensation of the Chairman and CEO reflects the responsibilities associated with this type of corporate office.

It is assessed each year in relation to changes in responsibilities or events affecting the Company, the context of the business and the reference market, and must be proportionate to the Company's situation. It will be paid in monthly installments.

Fixed compensation, which is not subject to systematic annual review, is used as a reference to determine the percentage of annual variable compensation.

On the recommendation of the Governance, Nominations and Compensation Committee, the Board of Directors meeting on February 25, 2025 decided to set the fixed annual compensation of the Chairman and CEO at €528,000 starting in the 2025 fiscal year. This annual fixed compensation remains unchanged from the 2024 fiscal year.

Annual variable compensation

Determination methods :

Each year, the Board of Directors ensures that the variable portion of the Chairman and CEO's compensation, based on specific performance criteria, is sufficiently significant in relation to their fixed compensation.

This annual variable compensation is established on the basis of clear, precise, quantifiable and operational

objectives and is based on the achievement of financial objectives on the one hand, and non-financial objectives on the other. It is capped at 100% of fixed compensation if targets are achieved, with a maximum of 120% if targets are exceeded. This cap is designed to align the Company with market standards for SBF 120-listed companies and to emphasize the significance of annual variable compensation linked to the Group's performance.

The criteria for the CEO's annual variable compensation have been reviewed and amended this year.

For the 2025 fiscal year, the annual variable compensation of the Chairman and CEO will be set and calculated in accordance with the criteria set out below and detailed in the table below:

- 75% for quantitative criteria, including financial targets (50%) and non-financial targets (25%);
- 25% for qualitative criteria including exclusively non-financial objectives.

Criteria for annual variable compensation			2024 Weighting	2025 Weighting
Quantitative criteria				
Financial	Sales	Consolidated sales N-I	30%	25%
	Income	Consolidated operating income N-I	30%	25%
Non-financial	Diversity and inclusion	% of women on the Executive Committee	5%	5%
	Social	% of employees who attended training during the year (France)	5%	5%
	Governance	Balance between independent/non-independent members of the Board of Directors	5%	5%
	Environment	Reduction of carbon intensity	NA	10%
Qualitative criteria				
Non-financial	Fairness in relationships	Quality and balance of relationships with stakeholders (brands, customers, suppliers,)	10%	10%
	Operations	Management of subsidiaries (United States, Singapore)	10%	10%
	Environment	New sustainable development initiatives (SBTi membership, CDP, ESG ratings)	5%	5%
Total			100%	100%

The aforementioned annual financial targets (consolidated sales and consolidated operating income), which account for 50% of the annual variable compensation (compared with 60% in 2024), are determined on the basis of the annual budget approved by the Board of Directors. Each financial criterion is assessed independently and carries equal weight in determining the annual variable compensation.

The non-financial objectives, accounting for 50% of annual variable compensation (compared to 40% in 2024), whether derived from quantitative or qualitative criteria, are evaluated by the Board of Directors based on the recommendation of the Governance, Nominations and Compensation Committee (GNRC).

To this end, the Board of Directors examines these various financial and non-financial targets, their weighting and the levels of performance expected, and sets for each target:

- a minimum achievement threshold required to trigger payment of the corresponding portion of the annual variable compensation;
- a target level that results in a 100% payout of the corresponding portion of the variable compensation;
- a cap of 120% for payments related to each criterion when targets are exceeded.

Annual variable compensation is calculated and determined by the Board of Directors at the end of the fiscal year to which it applies.

The expected level of achievement for the quantitative and qualitative criteria has been validated by the Board of Directors, on the recommendation of the Governance, Nominations and Compensation Committee (GNRC), but is not made public for reasons of confidentiality and strategic and competitive sensitivity.

Payment condition

In accordance with the law, the payment of annual variable compensation is subject to the approval by the Annual General Meeting of the compensation paid during the previous fiscal year or awarded in respect of the same fiscal year to the person concerned.

— **Other compensation**

Multi-year variable compensation

No multi-year variable compensation is planned.

Exceptional compensation

The Board of Directors may decide to grant exceptional compensation to the Chairman and CEO in the light of special circumstances. The amount of such exceptional compensation may not exceed 20% of the annual fixed compensation.

In accordance with the law, the payment of such exceptional compensation would, in any event, be subject to the approval by the Annual General Meeting of the compensation paid during the previous fiscal year or awarded in respect of the same fiscal year to the person concerned.

Bonus performance share allocation

As part of the long-term incentive policy, the Chairman and CEO may be awarded free shares subject to performance and retention conditions linked to the length of their term of office.

The Board of Directors did not consider it appropriate to submit to the next General Meeting the renewal of the authorization to be granted to the Board of Directors to award stock options, which will expire on June 28, 2025, as the Board does not intend to make any such awards. As a result, the compensation policy for the Chairman and CEO has been adjusted to remove the possibility of granting them stock options.

A new authorization to grant bonus performance shares will be submitted to the next General Meeting for a 38-month period. This new authorization sets a sub-limit for executive Directors of 0.10% of the share capital on the date of the grant decision. It also provides for a vesting period of at least three years, enabling the medium- to long-term performance conditions to be assessed in accordance with the recommendations of the Middlednext Code (Recommendation No. 21).

The definitive allocation of bonus performance shares to the Chairman and CEO, which will take place at the end of the vesting period, will be subject to the Chairman and CEO still being employed by the Company on that date and to the achievement of performance criteria relating in particular to consolidated sales and consolidated operating income, assessed over a minimum period of three years.

Additionally, the Chairman and Chief Executive Officer is required to retain in registered form at least 20% of the bonus performance shares allocated until the end of their mandate.

The allocation of bonus performance shares constitutes a long-term compensation tool that supports the objectives of the compensation policy by aligning the interests of corporate officers with the long-term value creation of the Company, thereby ensuring its sustainability. Executives also have a vested interest in the share price, which enables them to align their interests with those of shareholders.

Defined contribution supplementary pension scheme

The Chairman and CEO benefits from a supplementary defined contribution funded pension scheme in the form of a life annuity, as described in section 2.2.4.

Compensation for serving as a member of the Board of Directors

The Chairman and CEO and the Vice Executive President, who also serve as Directors, do not receive compensation for their roles on the Board of Directors, as they have expressly waived it.

Benefits of any kind

The Chairman and CEO benefits from the provision of a company vehicle, representing a benefit in kind.

No other benefits in kind are granted.

Compensation policy for members of the Board of Directors and Committees (14th resolution)

The compensation policy for members of the Board of Directors is based on an allocation reserved exclusively for non-executive Directors of the Board. The other Directors who are executive Directors have expressly waived their entitlement to their compensation.

Directors receive compensation, the maximum amount of which is voted by the General Meeting and the distribution of which is decided by the Board of Directors.

Following the authorization granted by the General Meeting of April 16, 2024, the maximum annual compensation package for Directors has been increased to €450,000.

The compensation of each Director will be capped annually, irrespective of the number of Board and Committee meetings held. In addition, this total annual compensation will be linked to a linear percentage of attendance and effective participation by Directors at meetings of the Board of Directors and/or its Committees, whether in person or by videoconference.

An additional compensation of €500 per meeting will be allocated to each Committee Chairman.

The Board of Directors proposes the following distribution arrangements as part of the compensation policy to be put to the vote at the General Meeting of April 17, 2025 (14th resolution):

- **for the total annual compensation of members of the Board of Directors**, a maximum total annual amount of €28,000 for each Director;
- **for the total annual compensation of members of the Audit Committee**, a maximum total annual amount of €10,000 for each Director;
- **for the total annual compensation of the members of the Governance, Nominations and Compensation Committee (GNRC)**, a maximum total annual amount of €5,000 for each Director;
- **for the total annual compensation of the members of the CSR Committee**, a maximum total annual amount of €5,000 for each Director.

No other type of compensation may be paid to non-executive Directors.

INFORMATION REFERRED TO IN I OF ARTICLE L.22-10-9 OF THE FRENCH COMMERCIAL CODE FOR EACH OF THE COMPANY'S CORPORATE OFFICERS (12TH RESOLUTION OF THE COMBINED GENERAL MEETING OF APRIL 17, 2025)

It should be noted that the total compensation of the Chairman and CEO and the Directors complies with the compensation policy applicable to them, which was approved by the General Meeting of April 16, 2024 in its 9th and 10th resolutions. It should be noted that the compensation of the two Executive Vice President is payable exclusively under their employment contracts.

In accordance with Recommendation 14 of the Middlednext Code, the Board paid particular attention to negative votes by analyzing, among other things, how the majority of minority shareholders voted at the last General Meeting.

The Board therefore noted that the minority votes on 17 of the 20 resolutions proposed to the General Meeting of April 16, 2024 were in line with the resolutions it was proposing.

However, the 3 resolutions on which the majority of minority shareholders voted against relate to the compensation of corporate officers:

- increase in the annual fixed compensation allocated to Board members (resolution 6) (59% of minority shareholders voted against);
- and correspondingly the compensation policy for Directors (resolution 10) (62% of minority shareholders voted against);
- lastly, approval of the CEO's compensation policy (resolution 9) (53% of minority shareholders voted against).

Taking these negative votes into account, the Board of Directors has detailed the compensation policies for the Chairman and CEO and the Directors in sections 2.1.1. and 2.1.2. in the hope of providing greater transparency and understanding for its shareholders.

— Summary table of compensation, options and shares granted to each executive Director

	2023 fiscal year	2024 fiscal year
Philippe Benacin – Chairman & CEO		
Compensation awarded in respect of the fiscal year	€894,800	€958,800
Valuation of options granted during the fiscal year (Interparfums Inc. plan)	–	–
Valuation of multi-year variable compensation awarded during the fiscal year	N/A	N/A
Valuation of performance shares granted during the year	–	–
Valuation of other long-term compensation plans	–	–
Total	€894,800	€958,800

	2023 fiscal year	2024 fiscal year
Philippe Santi – Director – Executive Vice President		
Compensation awarded in respect of the fiscal year	€838,400	€874,462
Valuation of options granted during the fiscal year (Interparfums Inc. plan)	–	–
Valuation of multi-year variable compensation awarded during the fiscal year	N/A	N/A
Valuation of performance shares granted during the year	–	–
Valuation of other long-term compensation plans	–	–
Total	€838,400	€874,462

Frédéric Garcia-Pelayo – Director – Executive Vice President (until 12/30/2024)		
Compensation awarded in respect of the fiscal year	€849,200	€2,559,864*
Valuation of options granted during the fiscal year (Interparfums Inc. plan)	–	–
Valuation of multi-year variable compensation awarded during the fiscal year	N/A	N/A
Valuation of performance shares granted during the year	–	–
Valuation of other long-term compensation plans	–	–
Total	€849,200	€2,559,864

With the exception of the value-sharing bonus of €2,000 paid solely to Philippe Santi, Executive Vice President, under his employment contract, no other compensation or benefits of any kind were granted to the Chairman and CEO or the Executive Vice President during the 2024 fiscal year, from controlled companies or the controlling company.

* Including the payment of a lump-sum conciliation indemnity due pursuant to a conciliation report signed on December 12, 2024, amounting to €1,581,900 in connection with the termination of Frédéric Garcia-

Pelayo's employment contract and the end of his term of office, as well as an amount of €490,800 in respect of conventional indemnities to which the termination of his employment contract entitles him, as Frédéric Garcia-Pélayo joined Interparfums on September 19, 1994.

Information on bonus performance shares granted to each corporate officer is presented in note 4.2.1. "Special report of the Board of Directors on free share allocations" in this "Corporate Governance" section.

— Summary table of compensation paid to each executive Director

	2023 fiscal year		2024 fiscal year	
	Compensation awarded in respect of the fiscal year	Compensation paid during the fiscal year	Compensation awarded in respect of the fiscal year	Compensation paid during the fiscal year
Philippe Benacin – Chairman & CEO				
Fixed compensation	€504,000	€504,000	€528,000	€528,000
Annual variable compensation	€380,000	€200,000	€420,000	€380,000
Multi-year variable compensation	–	–	–	–
Exceptional compensation	–	–	–	–
Compensation paid to Board members	–	–	–	–
Benefits in kind	€10,800	€10,800	€10,800	€10,800
Total	€894,800	€714,800	€958,800	€918,800

	2023 fiscal year		2024 fiscal year	
	Compensation awarded in respect of the fiscal year	Compensation paid during the fiscal year	Compensation awarded in respect of the fiscal year	Compensation paid during the fiscal year
Philippe Santi – Director – Executive Vice President				
Fixed compensation	€458,400	€458,400	€474,462	€474,462
Annual variable compensation	€380,000	€423,300	€400,000	€392,700
Multi-year variable compensation	–	–	–	–
Exceptional compensation	–	–	–	–
Compensation paid to Board members	–	–	–	–
Benefits in kind	–	–	–	–
Total	€838,400	€881,700	€874,462	€867,162

	2023 fiscal year		2024 fiscal year	
	Compensation awarded in respect of the fiscal year	Compensation paid during the fiscal year	Compensation awarded in respect of the fiscal year	Compensation paid during the fiscal year
Frédéric Garcia-Pelayo – Director – Executive Vice President (until 12/30/2024)				
Fixed compensation	€458,400	€458,400	€476,364	€476,364
Annual variable compensation	€380,000	€423,300	–	–
Multi-year variable compensation	–	–	–	–
Exceptional compensation	–	–	–	–
Compensation paid to Board members	–	–	–	–
Benefits in kind	€10,800	€10,800	€10,800	€10,800
Flat-rate allowance	N/A	N/A	€2,072,700*	€2,072,700*
Total	€849,200	€892,500	€2,559,864	€2,559,864

— Table of compensation received by non-executive directors

Non-executive directors	Compensation of members of the Board of Directors	Compensation of members of the Audit and Compensation Committee	Total compensation awarded in respect of 2023 paid in 2024 (gross amount)
Mr Maurice Alhadève ⁽¹⁾	€10,400	€3,600	€14,000
Mr Patrick Choël ⁽¹⁾	€10,400	€3,600	€14,000
Ms Dominique Cyrot	€26,000	€9,000	€35,000
Ms Chantal Roos	€26,000	N/A	€26,000
Ms Marie-Ange Verdickt	€20,800	€9,000	€29,800
Ms Véronique Gabai-Pinsky ⁽¹⁾	€10,400	N/A	€10,400
Ms Constance Benqué	€26,000	€9,000	€35,000
Ms Véronique Morali ⁽²⁾	€15,600	N/A	€15,600
Mr Olivier Mauny ⁽²⁾	€15,600	€5,400	€21,000
Ms Caroline Renoux ⁽³⁾	N/A	N/A	N/A
Mr Jean Madar ⁽⁴⁾	N/A	N/A	N/A
Total	€161,200	€39,600	€200,800

Non-executive directors	Compensation of members of the Board of Directors	Compensation of members of the Audit Committee	Compensation of members of the Governance, Nominations and Compensation Committee	Compensation of members of the CSR Committee	Total compensation awarded in respect of 2024 paid in 2025 (gross amount)
Mr Maurice Alhadève ⁽¹⁾	N/A	N/A	N/A	N/A	N/A
Mr Patrick Choël ⁽¹⁾	N/A	N/A	N/A	N/A	N/A
Ms Dominique Cyrot	€24,000	€7,500	€5,000	N/A	€36,500
Ms Chantal Roos	€16,000	N/A	N/A	N/A	€16,000
Ms Marie-Ange Verdickt	€28,000	€10,000	N/A	€5,000	€43,000
Ms Véronique Gabai-Pinsky ⁽¹⁾	N/A	N/A	N/A	N/A	N/A
Ms Constance Benqué	€28,000	€10,000	€5,000	N/A	€43,000
Ms Véronique Morali ⁽²⁾	€28,000	N/A	€5,000	N/A	€33,000
Mr Olivier Mauny ⁽²⁾	€28,000	€10,000	€5,000	€5,000	€48,000
Ms Caroline Renoux ⁽³⁾	€20,000	N/A	N/A	€5,000	€25,000
Mr Jean Madar ⁽⁴⁾	N/A	N/A	N/A	N/A	N/A
Total	€172,000	€37,500	€20,000	€15,000	€244,500

(1) The terms of office of Véronique Gabai-Pinsky, Maurice Alhadève and Patrick Choël expire at the close of the General Meeting of April 21, 2023, with their compensation prorated to their length of service with the Company.

(2) As Véronique Morali and Olivier Mauny were appointed to the Board by the General Meeting of April 21, 2023, their compensation is prorated to their length of service with the Company.

(3) As Caroline Renoux was appointed a Director by the General Meeting of April 16, 2024, her compensation is prorated to her length of service with the Company.

(4) Jean Madar, as Chief Executive Officer of the parent company Interparfums Inc. (USA), has waived his right to receive compensation for his duties as Director since the creation of Interparfums^{SA}.

These are exclusively compensations received for their role as Director.

— Summary table of employment contracts, specific pensions, severance pay and non-competition clauses for executive Directors

In accordance with Recommendation No. 18 of the Middenext Code, it should be noted that the reason for maintaining the employment contract for the Executive Vice President is the Company's desire to

ensure that the Executive Vice President benefit from the protection inherent in the employment contract, which predated their respective terms of office.

	Employment contract	Supplementary pension scheme	Indemnities or benefits payable in the event of termination or change of office	Indemnities relating to a non-competition clause
Philippe Benacin – Chairman & CEO				
Last renewal of mandate: 04/21/2023				
End of mandate: GM 2027	No	Yes	No	No
Philippe Santi – Director – Executive Vice President				
Last renewal of mandate: 04/21/2023				
End of mandate: GM 2027	Yes	Yes	No	No
Frédéric Garcia-Pelayo – Director – Executive Vice President				
Last renewal of mandate: 04/21/2023				
End of directorship: AGM 2025				
End of term of office as Executive Vice President and of employment contract: 12/30/2024	Yes	Yes	No	No

A supplementary funded pension in the form of a life annuity has been set up for senior executives.

B and C, with the addition, in 2024, of an employer contribution for all amounting to 1% of salary bracket A.

The defined contribution scheme was extended to all Company employees in 2024 (executives and non-executives). This contribution, which is paid to a private funded management body, is paid jointly by the beneficiaries and the employer on salary brackets

No executive receives any compensation, indemnities or benefits due or likely to be due as a result of taking up, ceasing or changing their duties as a corporate officer of the Company or subsequently thereto.

— Information on the mandates and employment and/or service contracts of corporate officers with the Company

The terms of office of the Company's corporate officers are set out in Section I above.

The table below shows the existence of any employment or service contracts with the Company, the notice periods and termination conditions applicable to them.

Company officers	Frédéric GARCIA-PELAYO	Philippe SANTI
Mandate(s) exercised	Executive Vice President	Executive Vice President
Employment contract with the Company (specify duration)	Yes – permanent employment contract as “International Affairs Director” ended on December 30, 2024	Yes – permanent employment contract as “Finance & Legal Director”
Service contracts with the Company	No	No
Notice periods	3 months' notice for salaried positions	
Termination conditions	Termination of the employment contract in accordance with the law and case law	

— Equity ratios and trends in compensation and performance

These ratios are calculated in accordance with Article L.22-10-9 of the French Commercial Code.

The summary below shows the ratio between the compensation of the Company's Chairman and CEO and its Executive Vice President (fixed and variable compensation) and the average compensation of employees (excluding corporate officers), and the

ratio in relation to the median compensation of the Company's employees (excluding corporate officers), the ratio in relation to the French statutory minimum wage (Smic), as well as the annual change in compensation, the Company's performance and the average compensation on a full-time equivalent basis of the Company's employees, other than corporate officers, over the five most recent financial years.

	2020	2021	2022	2023	2024
Group performance trends					
Sales (in €m)	€367.4	€560.8	€706.6	€798.5	€880.5
Change N/N-1	(24.1%)	52.6%	26.0%	13.0%	10.3%
Operating income (in €m)	€46.90	€98.90	€131.80	€165.60	€178.05
Change N/N-1	(35.8%)	110.9%	33.3%	25.6%	7.5%
Trends in compensation excluding corporate officers					
Average compensation of employees (excluding corporate officers)	€81,982	€86,007	€81,126	€85,273	€88,607
Change N/N-1	(5.4%)	4.9%	(5.7%)	5.1%	3.9%
Median compensation of employees (excluding corporate officers)	€56,525	€60,500	€60,190	€61,071	€63,580
Change N/N-1	(10.1%)	7.0%	(0.5%)	1.5%	4.1%
Minimum wage (SMIC)	€18,473	€18,760	€19,744	€20,826	€21,273
Change N/N-1	1.2%	1.6%	5.2%	5.5%	2.1%
Trends and ratios in compensation of corporate officers					
Philippe Benacin – Chairman & CEO					
Gross compensation	€592,000	€620,500	€620,000	€704,000	€908,000
Change N/N-1	(1.7%)	4.8%	(0.1%)	13.5%	29.0%
Equity ratios on average compensation	7.22	7.21	7.64	8.26	10.25
Change N/N-1	+0.27 points	-0.01 points	+0.43 points	+0.62 points	+1.99 points
Equity ratios on median compensation	10.47	10.26	10.30	11.53	14.28
Change N/N-1	+0.90 points	-0.21 points	+0.04 points	+1.23 points	+2.75 points
Equity ratios on minimum wage	32.05	33.08	31.40	33.80	42.68
Change N/N-1	-0.93 points	+1.03 points	-1.68 points	+2.40 points	+8.88 points
Philippe Santi – Executive Vice President					
Gross compensation	€706,500	€715,750	€818,600	€881,700	€867,162
Change N/N-1	(2.9%)	1.3%	14.4%	7.7%	(1.6%)
Equity ratios on average compensation	8.62	8.32	10.09	10.34	9.79
Change N/N-1	+0.22 points	-0.30 points	+1.77 points	+0.25 points	-0.55 points
Equity ratios on median compensation	12.50	11.83	13.60	14.44	13.64
Change N/N-1	+0.93 points	-0.67 points	+1.77 points	+0.84 points	-0.80 points
Equity ratios on minimum wage	38.25	38.15	41.46	42.34	40.76
Change N/N-1	-1.60 points	-0.10 points	+3.31 points	+0.88 points	-1.58 points
Frédéric Garcia-Pelayo – Executive Vice President					
Gross compensation	€706,500	€715,750	€818,600	€881,700	€2,549,064
Change N/N-1	(2.9%)	1.3%	14.4%	7.7%	189.1%
Equity ratios on average compensation	8.62	8.32	10.09	10.34	28.77
Change N/N-1	+0.22 points	-0.30 points	+1.77 points	+0.25 points	18.43 points
Equity ratios on median compensation	12.50	11.83	13.60	14.44	40.09
Change N/N-1	+0.93 points	-0.67 points	+1.77 points	+0.84 points	25.65 points
Equity ratios on minimum wage	38.25	38.15	41.46	42.34	119.83
Change N/N-1	-1.60 points	-0.10 points	+3.31 points	+0.88 points	77.49 points

FIXED, VARIABLE AND EXCEPTIONAL COMPONENTS OF TOTAL COMPENSATION AND ALL BENEFITS PAID DURING THE PAST FISCAL YEAR OR AWARDED FOR THE PAST FISCAL YEAR TO THE CHAIRMAN AND CEO (11TH RESOLUTION OF THE COMBINED GENERAL MEETING OF APRIL 17, 2025)

The General Meeting of April 17, 2025 will be asked to approve the fixed, variable and exceptional components of the total compensation and benefits of any kind paid to Philippe Benacin, Chairman and CEO, in 2024 or awarded in respect of 2024.

On 25 February 2025, the Board of Directors measured the achievement of the objectives set for Mr Philippe Benacin for 2024, which amounted to 112%, as follows:

Criteria				Minimum (80%)	Target (100%)	Maximum (120%)	Final reached	Corresponding amount (in euros)
Quantitative criteria – 75%	Financial	Turnover	Consolidated sales 2024	€850m	€900m	€950m	€880m	€147,840
			Weighting	25%	30%	35%	28%	
		Results	Consolidated operating income 2024	€144.5m	€162m	€180.5m	€178m	€182,160
			Operating margin 2024	17%	18%	19%	20.2%	
			Weighting	25%	30%	35%	34.5%	
	Non-financial	Diversity and inclusion	% of women on the Executive Committee	27%	35%	40%	27%	€13,200
			Weighting	2.5%	5%	7.5%	2.5%	
		Social	% of employees who attended training during the year (France)	40%	50%	70%	72%	€39,600
			Weighting	2.5%	5%	7.5%	7.5%	
		Governance	Balance of independent/non-independent members on the Board	< 50%	50%	> 50%	55%	€39,600
			Weighting	2.5%	5%	7.5%	7.5%	
Qualitative criteria – 25%	Non-financial	Fairness in relationships	Quality and balance of relationships with stakeholders (brands, customers, suppliers,)					€52,800
			Weighting	7.5%	10%	12.5%	10%	
	Operations	Management of subsidiaries (United States, Singapore)					€52,800	
		Weighting	7.5%	10%	12.5%	10%		
	Environment	New sustainable development initiatives (SBTi membership, CDP, ESG ratings)					€39,600	
		Weighting	2.5%	5%	7.5%	7.5%		
Total				80%	100%	120%	112%	€567,600*

* It is specified that, in view of the level of achievement of the aforementioned performance conditions, the amount of variable compensation likely to be awarded to Mr Philippe Benacin in respect of 2024 was 567,600 euros. However, the Chairman and Chief Executive Officer informed the Board of Directors on February 25, 2025 that he wished the amount of his variable annual compensation for 2024 to be limited to 420,000 euros. The Board of Directors has therefore decided, in agreement with the interested party, to limit the amount of variable compensation for 2024 awarded to Philippe Benacin, Chairman and Chief Executive Officer, to 420,000 euros.

The qualitative criteria pre-established and precisely defined by the Governance, Nominations and Compensation Committee are not published for reasons of confidentiality, in accordance with the exception set out by the AMF in its Recommendation No. 2012-02.

— Summary table of elements of the Chairman and CEO's compensation paid during or awarded for the 2024 fiscal year

Elements of compensation paid during or awarded for the 2024 fiscal year	Amounts or accounting valuations submitted to the vote	Description
Fixed compensation	€528,000 Amount paid and awarded	-
Annual variable compensation paid during the 2024 fiscal year	€380,000	See the table showing the structure of the annual variable compensation awarded for the 2023 fiscal year (point 2.2.2)
Annual variable compensation awarded for the 2024 fiscal year	€420,000* Amount to be paid after approval by the 2025 General Meeting	See the table above for the structure of annual variable compensation
Exceptional compensation	-	-
Free share allocation	0	New performance share plan planned for 2025 (see point 2.1.1 of the 2024 Universal Registration Document)
Allocation of stock options	-	-
Benefits of any kind	€10,800 Accounting valuation	Provision of a company vehicle

* It is specified that, in view of the level of achievement of the aforementioned performance conditions, the amount of variable compensation likely to be awarded to Mr Philippe Benacin in respect of 2024 was 567,600 euros. However, the Chairman and Chief Executive Officer informed the Board of Directors on February 25, 2025 that he wished the amount of his variable annual compensation for 2024 to be

limited to 420,000 euros. The Board of Directors has therefore decided, in agreement with the interested party, to limit the amount of variable compensation for 2024 awarded to Philippe Benacin, Chairman and Chief Executive Officer, to 420,000 euros.

8 — REPORT OF THE BOARD OF DIRECTORS AND DRAFT RESOLUTIONS SUBMITTED TO THE COMBINED GENERAL MEETING OF APRIL 17, 2025

Resolution 1 and 2

Approval of the annual and consolidated financial statements for the fiscal year ended December 31, 2024 – Approval of non-tax-deductible expenses and charges

Explanatory statement

Under the first and second resolutions, we request your approval of the following:

- the annual financial statements for the fiscal year ended December 31, 2024, reporting a net income of €132,856,147.30;
- the consolidated financial statements for the fiscal year ended December 31, 2024, as presented, reporting a net income (attributable to equity holders of the parent) of €129,868,033;
- the total amount of non-deductible expenses and charges as defined in Article 39 (4) of the French Tax Code, amounting to €62,020, along with the corresponding tax liability.

Supporting documents:

- the annual financial statements are included in the 2024 Universal Registration Document (Part 5);
- the consolidated financial statements are included in the 2024 Universal Registration Document (Part 3);
- the Statutory Auditors' reports on the annual and consolidated financial statements are included in the 2024 Universal Registration Document (Part 9)

- **First resolution**
Approval of the annual financial statements for the fiscal Year ended December 31, 2024 – Approval of non-deductible expenses and charges

The General Meeting, having reviewed the reports of the Board of Directors and the Statutory Auditors for the fiscal year ended December 31, 2024, hereby approves the annual financial statements as presented, reporting a net income of €132,856,147.30.

The General Meeting further approves the total amount of €62,020 in non-deductible expenses and charges as defined under Article 39 (4) of the French Tax Code, along with the corresponding tax liability.

- **Second resolution**
Approval of the consolidated financial statements for the fiscal year ended December 31, 2024

The General Meeting, having reviewed the reports of the Board of Directors and the Statutory Auditors on the consolidated financial statements for the fiscal year ended December 31, 2024, hereby approves these financial statements as presented, reporting a net income attributable to the owners of the parent of €129,868,033.

Resolution 3 Appropriation of net profit for the year and setting dividend

The proposed allocation of our Company's net profit complies with applicable laws and our bylaws.

Explanatory statement

Given the net income of €132,856,147.30 for fiscal year 2024, we propose the following allocation:

- declaration of a cash dividend of €1.15 per share for the fiscal year 2024, resulting in a total dividend distribution of €87,533,661.05 to shareholders (subject to treasury shares);
- retained earnings carry forward of €43,246,589.15;
- allocation of €2,075,897.10 to the legal reserve.

The dividend will be payable on April 30, 2025, with the ex-dividend date set for April 28, 2025.

The gross dividend amount is stated before any applicable withholding tax and/or social security contributions that may be applied based on the shareholder's individual circumstances.

Pursuant to Article 243 bis of the French Tax Code, we provide the following details regarding dividend distributions and other distributed income over the past three fiscal years:

	Eligible income for tax reduction		Non-eligible income for tax reduction
	Dividends	Other distributed income	
For fiscal year 2021			
Amount distributed	€53,756,014.06 ⁽¹⁾	—	—
Dividend per share	€0.94	—	—
Dividend per share (adjusted for free share allocations) ⁽²⁾	€0.70	—	—
For fiscal year 2022			
Amount distributed	€66,051,271.65 ⁽¹⁾	—	—
Dividend per share	€1.05	—	—
Dividend per share (adjusted for free share allocations) ⁽²⁾	€0.87	—	—
For fiscal year 2023			
Amount distributed	€79,576,055.50 ⁽¹⁾	—	—
Dividend per share	€1.15	—	—
Dividend per share (adjusted for free share allocations) ⁽²⁾	€1.045	—	—

(1) Includes the amount of dividends corresponding to treasury shares, which is not paid out and is instead allocated to retained earnings.

(2) Free share allocations to shareholders as part of annual capital increases through the capitalization of reserves. This calculation is based on the following formula: amount distributed/number of shares outstanding after capital increase following the bonus share issue.

— Third resolution

Allocation of net profit for the fiscal year and setting dividend

The General Meeting, on the recommendation of the Board of Directors, resolves to allocate the net profit for the year ended December 31, 2024 as follows:

Origin

Profit for the year	€132,856,147.30
---------------------	-----------------

Allocation

Legal reserve	€2,075,897.10
Dividends	€87,533,661.05
Retained earnings	€43,246,589.15

The General Meeting notes that the gross dividend per share is set at €1.15 and that the retained earnings balance will increase from €225,393,657.07 to €268,640,246.22.

For individual shareholders fiscally domiciled in France, the dividend is subject either to: a flat-rate withholding tax on the gross dividend at a fixed rate of 12.8% (Article 200 A of the French Tax Code), or, upon express, irrevocable and global election by the taxpayer, progressive income tax, after a 40% allowance (Articles 200 A (13) and 158 of the French Tax Code). Additionally,

the dividend is subject to social security contributions at a rate of 17.2%.

The ex-dividend date is set for April 28, 2025, and the dividend payment date is set for April 30, 2025.

Should the number of shares entitled to a dividend differ from the 76,116,227 shares comprising the share capital as of December 31, 2024, the total dividend amount will be adjusted accordingly, and the amount allocated to retained earnings will be determined based on the actual dividends paid.

In accordance with Article 243 bis of the French Tax Code, the General Meeting acknowledges that, for the past three fiscal years, the distributions of dividends and income have been as follows:

	Eligible income for tax reduction		Non-eligible income for tax reduction
	Dividends	Other distributed income	
For fiscal year 2021			
Amount distributed	€53,756,014.06 ⁽¹⁾	–	–
Dividend per share	€0.94	–	–
Dividend per share (adjusted for free share allocations) ⁽²⁾	€0.70	–	–
For fiscal year 2022			
Amount distributed	€66,051,271.65 ⁽¹⁾	–	–
Dividend per share	€1.05	–	–
Dividend per share (adjusted for free share allocations) ⁽²⁾	€0.87	–	–
For fiscal year 2023			
Amount distributed	€79,576,055.50 ⁽¹⁾	–	–
Dividend per share	€1.15	–	–
Dividend per share (adjusted for free share allocations) ⁽²⁾	€1.045	–	–

(1) Includes the amount of dividends corresponding to treasury shares, which is not paid out and is instead allocated to retained earnings.

(2) Free share allocations to shareholders as part of annual capital increases through the capitalization of reserves. This calculation is based on the following formula: amount distributed/number of shares outstanding after capital increase following the bonus share issue.

Resolution 4

Statutory Auditors' special report on regulated agreements – Ratification of a new agreement

Explanatory statement

As a preliminary note, we remind you that only new agreements entered into during the last fiscal year and at the beginning of the current fiscal year are subject to approval by this General Meeting.

We ask you to ratify the agreement entered into on December 12, 2024, formalized by a conciliation report signed with Frédéric Garcia-Pélayo, for a lump-sum settlement amount of €1,581,900 in connection with the termination of his employment contract.

This agreement was ratified by the Board of Directors at its meeting held on February 25, 2025, in accordance with Recommendation 2012-05 of the French Financial Markets Authority (AMF) (Section 4.11), which concluded that, given the financial terms, the agreement was in the best interests of the Company, taking into account the employee's length of service and the reference to a scale set by decree in such cases. It is further noted that, in accordance with Article L.1235-1 of the French Labor Code, the conciliation report recording this agreement constitutes a waiver by both parties of all claims and compensation related to the termination of Frédéric Garcia-Pélayo's employment contract.

It is also presented in the related Statutory Auditors' special report, which will be presented to you at the General Meeting and which is included in Part 9 of the 2024 Universal Registration Document. Information on this agreement has been published on the Company's website in accordance with regulations.

We also remind you that the subscription agreement between (FCPI) ATEKO Capital (Label Capital) and our Company was executed on July 5, 2024, thus constituting a regulated agreement for part of the 2024 financial year, but had already been approved by the Annual General Meeting of April 16, 2024. It is therefore not subject to approval by the Annual General Meeting of April 17, 2025 in accordance with the law.

It should be noted that no agreements entered into and authorized in previous years were performed during the current fiscal year.

— Fourth resolution

Statutory Auditors' special report on regulated agreements – Ratification of a new agreement

The General Meeting, having reviewed the Statutory Auditors' special report on regulated agreements, ratifies the new agreement mentioned therein.

Resolution 5 and 6

Mandates of the Statutory Auditors responsible for certifying the financial statements

Explanatory statement

You are reminded that the appointments of SFECO & FIDUCIA AUDIT and FORVIS MAZARS SA as Statutory Auditors responsible for certifying the financial statements will expire at the end of the next General Meeting called to approve the financial statements for the year ended December 31, 2024.

On the recommendation of the Audit Committee, the Board of Directors proposes that FORVIS MAZARS SA be re-appointed as Statutory Auditors for a period of six financial years.

Since FORVIS MAZARS SA cannot serve as a Statutory Auditor for more than 24 years in accordance with Article L.821-45 of the French Commercial Code, we ask you to note that the mandate of FORVIS MAZARS SA as principle Statutory Auditor will expire at the end of the Annual General Meeting to be held in 2028 to approve the accounts for the year ending December 31, 2027.

Furthermore, in light of the 24-year term limit for Statutory Auditors responsible for legal audit engagements, and in accordance with Article L.821-45 of the French Commercial Code and Regulation (EU) No. 537/2014 of April 16, 2014, the mandate of SFECO & FIDUCIA AUDIT could not be renewed due to the duration of its service.

As a result, a competitive tender process was launched, following which the Audit Committee selected GRANT THORNTON, citing both the need for robust financial audit oversight by an international audit firm and the firm's demonstrated expertise in financial matters.

On the Audit Committee's recommendation, the Board of Directors therefore proposes appointing GRANT THORNTON as principal Statutory Auditor, replacing SFECO & FIDUCIA AUDIT, for a term of six fiscal years, until the conclusion of the Annual General Meeting to be held in 2031, which will approve the financial statements for the year ending December 31, 2030.

The Audit Committee confirms that its recommendation was made independently, without any influence from third parties, and that no contractual clause restricted its choice.

— **Fifth resolution**
Renewal of FORVIS MAZARS SA
as principal Statutory Auditor responsible
for certifying the financial statements,

On the proposal of the Board of Directors, the General Meeting reappoints FORVIS MAZARS SA, whose term of office expires at the close of this General Meeting, as principal Statutory Auditors responsible for certifying the financial statements, for a term of six financial years, expiring at the close of the Annual General Meeting called to approve the financial statements for the year ending December 31, 2030.

As FORVIS MAZARS SA has indicated in advance its willingness to renew its term, and has informed the Company that its mandate cannot continue through to the end of the full term due to the provisions of Article L.821-45 of the French Commercial Code, which limits the maximum duration of the statutory auditor's mandate for public interest entities to 24 years, the General Meeting acknowledges that the term of office of FORVIS MAZARS SA as principal Statutory Auditor will expire at the close of the Annual General Meeting to be held in 2028, which will approve the financial statements for the year ending December 31, 2027.

— **Sixth resolution**
Appointment of GRANT THORNTON
to replace SFECO & FIDUCIA AUDIT,
as principal Statutory Auditor responsible
for certifying the financial statements

On the proposal of the Board of Directors, the General Meeting appoints GRANT THORNTON to replace SFECO & FIDUCIA AUDIT, whose term of office expires at the close of this General Meeting, as principal Statutory Auditors responsible for certifying the financial statements, for a term of six financial years, until the close of the Annual General Meeting to be held in 2031 to approve the financial statements for the year ending December 31, 2030.

Resolution 7 and 8

Mandate of Statutory Auditors responsible for certifying sustainability-related information

Explanatory statement

We remind you that, pursuant to Article 33 of Ordinance No. 2023-1142 of December 6, 2023, companies that qualify as large undertakings, or as parent or combining entities of a large group, within the meaning of Articles L.230-1, L.230-2, D.230-1, and D.230-2 of the French Commercial Code, will be required – starting with reports relating to fiscal years beginning on or after January 1, 2025 – to disclose sustainability-related information and to have this information certified in accordance with the CSRD (Corporate Sustainability Reporting Directive).

To carry out this task of certifying sustainability-related information, the Audit Committee recommended that the Board of Directors propose to this General Meeting the appointment of FORVIS MAZARS SA, the current statutory auditor, and GRANT THORNTON, whose appointment as statutory auditor responsible for certifying the financial statements is also being proposed at this General Meeting, for a term of three fiscal years, i.e. until the close of the Annual General Meeting to be held in 2028 to approve the financial statements for the year ending December 31, 2027.

In accordance with the recommendations of the Middenext Corporate Governance Code, a competitive tender process was conducted for the selection of these auditors.

— Seventh resolution

Appointment of FORVIS MAZARS SA as Statutory Auditor responsible for certifying sustainability-related information

On the proposal of the Board of Directors, the General Meeting appoints FORVIS MAZARS SA as Statutory Auditors responsible for certifying sustainability-related information, for a term of three fiscal years, until the end of the Annual General Meeting to be held in 2028 to approve the financial statements for the year ending December 31, 2027.

— Eighth resolution

Appointment of GRANT THORNTON as Statutory Auditor responsible for certifying sustainability-related information

On the proposal of the Board of Directors, the General Meeting appoints GRANT THORNTON as Statutory Auditor responsible for certifying sustainability-related information, for a term of three fiscal years, until the end of the Annual General Meeting to be held in 2028 to approve the financial statements for the year ending December 31, 2027.

Resolution 9 and 10

Board mandates

Explanatory statement

We remind you that the terms of office of Dominique CYROT and Chantal ROOS as members of the Board of Directors will expire at the close of the upcoming General Meeting.

On the recommendation of the Governance, Nominations and Compensation Committee, we ask you to note that the terms of office of Dominique CYROT and Chantal ROOS will expire at the close of the upcoming General Meeting, as they have not asked for their terms of office to be renewed and the Board of Directors has not proposed that they be replaced.

We also inform you that at its meeting on November 26, 2024, the Board of Directors acknowledged the resignation of Frédéric Garcia-Pélayo from his position as Board Member, effective at the close of the General Meeting on April 17, 2025, two years before the scheduled end of his term, for personal reasons.

Further details are available in Part 4 of the 2024 Universal Registration Document on Corporate Governance, section I.3.5.

At the close of this General Meeting:

- the number of members on the Board of Directors will be reduced to 8;
- the Board will therefore comprise 5 independent members (i.e. 62.5%), thereby continuing to comply with the recommendations of the Middlednext Code regarding the proportion of independent Directors;
- in terms of gender balance, the Board will comprise four women and four men, in full compliance with legal requirements.

— **Ninth resolution**
Non-renewal and non-replacement
of Dominique CYROT as Director

The General Meeting, having noted that the term of office as Director of Dominique CYROT expires at the close of this Meeting, resolves not to renew or replace her.

— **Tenth resolution**
Non-renewal and non-replacement
of Chantal ROOS as Director

The General Meeting, having noted that the term of office as Director of Chantal ROOS expires at the close of this Meeting, resolves not to renew or replace her.

Resolution 11, 12, 13 and 14
Say on Pay

Explanatory statement

Approval of the fixed, variable and exceptional components of total compensation and all benefits paid during the past financial year or awarded for the same financial year to Philippe BENACIN, Chairman & Chief Executive Officer

By voting on the 11th resolution, and in accordance with the provisions of Article L.22-10-34 II of the French Commercial Code, you are asked to approve the fixed, variable, and exceptional components of the total compensation and benefits in kind paid during the 2024 financial year, or awarded in respect of 2024, to Philippe Benacin, Chairman and Chief Executive Officer.

These components are detailed in the Corporate Governance Report, in Part 4 of the 2024 Universal Registration Document, under section 2.3.

They were determined in accordance with the executive compensation policy for corporate officers, as approved by the General Meeting held on April 16, 2024.

Approval of the information referred to in I of Article L.22-10-9 of the French Commercial Code

In accordance with the provisions of Article L.22-10-34 I of the French Commercial Code, you are invited, by voting on the 12th resolution, to approve the information referred to in Article L.22-10-9 I concerning the compensation of corporate officers for the 2024 fiscal year, as presented in the Corporate Governance Report, in Part 4 of the 2024 Universal Registration Document, under section 2.2.

Approval of the compensation policy for corporate officers

In accordance with the provisions of Article L.22-10-8 of the French Commercial Code, the following resolutions are submitted to the General Meeting:

- under the 13th resolution, to approve the compensation policy for the Chairman and Chief Executive Officer and/or any other executive corporate officer for 2025;
- under the 14th resolution, to approve the compensation policy for Directors for 2025.

The compensation policies for the Chairman and Chief Executive Officer and/or any other executive corporate officer, as well as for the Directors, are set out in the Corporate Governance Report, in Part 4 of the 2024 Universal Registration Document, particularly in sections 2.1, 2.1.1, and 2.1.2.

These policies were established by the Board of Directors on the recommendation of the Governance, Nominations and Compensation Committee (GNRC).

— **Eleventh resolution**

Approval of the fixed, variable and exceptional components of total compensation and benefits of any kind paid in or granted for the period to Philippe Benacin, Chairman & Chief Executive Officer

The General Meeting, voting in accordance with Article L.22-10-34 II of the French Commercial Code, approves the fixed, variable and exceptional components of the total compensation and all benefits paid during the past financial year or awarded for the same financial year to Philippe Benacin, Chairman & Chief Executive Officer, as presented in the corporate governance report in the 2024 Universal Registration Document, in Part 4, section 2.3.

— **Twelfth resolution**

Approval of the information referred to in I of Article L.22-10-9 of the French Commercial Code

The General Meeting, voting in accordance with Article L.22-10-34 I of the French Commercial Code, approves the information referred to in I of Article L.22-10-9 of the French Commercial Code contained in the corporate governance report in the 2024 Universal Registration Document, in Part 4, section 2.2.

— **Thirteenth resolution**

Approval of the compensation policy for the Chairman & Chief Executive Officer and/or any other executive corporate officer

The General Meeting, voting in accordance with Article L.22-10-8 of the French Commercial Code, approves the compensation policy for the Chairman and Chief Executive Officer and/or any other executive corporate Director presented in the corporate governance report in the 2024 Universal Registration Document, in Part 4, section 2.1 and in particular section 2.1.1.

— **Fourteenth resolution**

Approval of the compensation policy for Directors

The General Meeting, voting in accordance with Article L.22-10-8 of the French Commercial Code, approves the compensation policy for Directors presented in the corporate governance report in the 2024 Universal Registration Document, in Part 4, section 2.1 and in particular section 2.1.2.

Resolution 15

Proposal to renew the authorization to implement the share buyback program

Explanatory statement

You are invited to approve the renewal of the authorization granted to the Board of Directors, for a period of 18 months, to purchase shares of the Company, in one or more transactions and at times of its choosing, up to a maximum number of shares representing no more than 2.5% of the total number of shares comprising the Company's share capital as of the date of this General Meeting, adjusted as necessary to account for any capital increases or reductions that may occur during the term of the program.

This authorization would supersede the authorization granted by the General Meeting of April 16, 2024, under its 11th ordinary resolution.

The main features of this proposed resolution are as follows:

- no share buybacks may be made during a public offer for the Company's shares;
- the maximum purchase price is set at €80 per share, representing a theoretical maximum total amount of €152,232,400; In the event of a capital operation, particularly a stock split, reverse stock split or the free allocation of shares to shareholders, the aforementioned amount will be adjusted in the same proportions (a multiplier coefficient equal to the ratio between the number of shares composing the capital before the operation and the number of shares after the operation);
- the maximum number of shares repurchased may not exceed 2.5% of the total number of shares comprising the Company's share capital as of the date of the General Meeting;
- the Company does not intend to use options or derivatives.

The objectives, conditions under which shares may be acquired, and the detailed terms of the authorization are set out in the full text of the 15th resolution below.

— **Fifteenth resolution**

Authorization to be granted to the Board of Directors to buy back the Company's own shares in accordance with Article L.22-10-62 of the French Commercial Code

The General Meeting, having reviewed the report of the Board of Directors, authorizes the Board, for a period of eighteen (18) months, in accordance with Articles L.22-10-62 *et seq.* and L.225-210 *et seq.* of the French Commercial Code, to purchase shares of the Company, in one or more transactions and at times of its choosing, up to a maximum number of shares representing no more than 2.5% of the total number of shares comprising the Company's share capital as of the date of this General Meeting, adjusted as necessary to account for any capital increases or reductions that may occur during the term of the program.

This authorization supersedes the authorization granted to the Board of Directors by the General Meeting of April 16, 2024, under its 11th ordinary resolution.

The repurchases may be carried out for the following purposes:

- to support liquidity and enhance the secondary market activity of Interparfums shares through an investment services provider under a liquidity contract in accordance with applicable regulations, provided that for the purpose of calculating the above-mentioned limit, the number of shares taken into account shall correspond to the number of shares purchased, less the number of shares resold;
- to hold the repurchased shares for subsequent use as consideration or payment in the context of mergers, demergers, asset contributions or external growth transactions;
- to cover share option plans and/or bonus share plans (or similar plans) benefiting employees and/or corporate officers of the group, including Economic Interest Groups and affiliated companies, as well as allocations of shares under an employee or group savings plan (or similar schemes), profit-sharing

schemes or any other form of share allocation to employees and/or corporate officers of the group, including Economic Interest Groups and affiliated companies;

- to cover securities that grant rights to receive shares of the Company, in accordance with applicable regulations;
- to cancel the repurchased shares, subject to the authorization granted or to be granted by the Extraordinary General Meeting;
- more generally, to implement any market practice that may be recognized by the AMF, and to carry out any other transaction in compliance with applicable regulations, provided that in such cases, the Company will inform shareholders via a public announcement.

These share buybacks may be carried out by any means, including block trades, and at times determined by the Board of Directors, provided that, unless prior authorization is granted by the General Meeting, the Board may not use this authorization during a public tender offer period initiated by a third party for the Company's shares, until the end of the offer period.

The Company does not intend to use options or derivatives.

The maximum purchase price is set at €80 per share. In the event of a capital operation, particularly a stock split, reverse stock split or the free allocation of shares to shareholders, the aforementioned amount will be adjusted in the same proportions (a multiplier coefficient equal to the ratio between the number of shares composing the capital before the operation and the number of shares after the operation).

The maximum amount of the operation is set at €152,232,400.

The General Meeting grants full authority to the Board of Directors to carry out these operations, determine their conditions and procedures, enter into all agreements, and complete all necessary formalities.

Resolution 16 and 17 Financial delegations and authorizations

Explanatory statement

The Board of Directors wishes to maintain the necessary delegations to carry out, if deemed appropriate, any share issuances that may be required to support the Company's business development.

For this reason, you are invited to renew the financial delegations and authorizations that are due to expire. An overview of the current delegations in force, including the table summarizing delegations and authorizations granted by previous General Meetings and their status of use, is available in the Corporate Governance Report, Part 4 of the 2024 Universal Registration Document, under section 3.2.

Delegation of authority to the Board of Directors to increase capital by incorporation of reserves, profits and/or premiums (16th resolution)

The current delegation of this type expires this year and has already been used twice, for a total amount of €39,630,762, to carry out free share allocations to shareholders.

You are therefore asked to grant the Board of Directors, for a new 26-month period, the authority to decide, on one or more occasions, and at times and under conditions of its choosing, to increase the share capital by capitalizing reserves, retained earnings, premiums or other amounts eligible for capitalization, through the issuance and allocation of free shares, or by increasing the par value of existing ordinary shares, or through a combination of both methods.

The nominal amount of share capital increases resulting from this delegation may not exceed €75,000,000 (representing approximately 32.84% of the Company's share capital as of the date of this report). This amount would exclude any nominal increase required to preserve, in accordance with the law and, where applicable, any contractual provisions providing for other preservation methods, the rights of holders of securities or instruments granting access to the Company's share capital.

This cap would be independent of all the caps set by other resolutions of this General Meeting.

The Board of Directors would be granted full powers to implement this delegation, and, more generally, to take all necessary measures and complete all required formalities for the successful completion of each capital increase, to record its completion and to amend the Company's Articles of Association accordingly.

This delegation would supersede, as of the date of this General Meeting and, where applicable, to the extent not yet used, any prior delegation granted for the same purpose.

Authorization to grant free shares (existing and/or newly issued) to employees and/or certain corporate officers (17th resolution)

You are also invited to renew the authorization to grant free shares to employees of the Company and its affiliated companies or economic interest groupings, and/or to certain corporate officers.

Accordingly, we propose to authorize the Board of Directors, for a period of 38 months, to proceed, on one or more occasions, in accordance with Articles L.225-197-1, L.225-197-2, L.22-10-59, and L.22-10-60 of the French Commercial Code, with the allocation of free shares, resulting from a capital increase by capitalization of reserves, premiums or profits, or existing shares.

The beneficiaries of these allocations may include:

- employees of the Company or of companies or economic interest groupings directly or indirectly affiliated with it within the meaning of Article L.225-197-2 of the French Commercial Code;
- and/or corporate officers who meet the conditions set out in Article L.225-197-1 of the French Commercial Code.

The total number of shares granted free of charge under this authorization may not exceed 0.5% of the Company's share capital as of the date of the award decision. It is further specified that, for corporate officers, the number of shares granted will be limited to 0.10% of the share capital on the same date.

This limit will be increased, if necessary, by the nominal amount of any capital increase required to preserve the rights of the beneficiaries of free share allocations in the event of capital transactions carried out by the Company during the vesting period.

The allotment of shares to beneficiaries will become final at the end of a vesting period, the duration of which shall be set by the Board of Directors, but which may not be less than three years. The General Meeting authorizes the Board of Directors to determine whether or not a retention obligation will apply at the end of the vesting period.

As an exception, the final allotment of shares shall occur before the end of the vesting period in the event of the beneficiary's disability, corresponding to classification in the second or third categories defined in Article L.341-4 of the French Social Security Code.

This authorization would automatically entail the waiver of your pre-emptive right to subscribe for new shares issued by capitalization of reserves, premiums and profits.

The Board of Directors would therefore have full powers to do whatever is necessary to implement this authorization, in accordance with current legislation.

This authorization would supersede, as of the date of this General Meeting and, where applicable, to the extent not yet used, any prior authorization granted for the same purpose.

— **Sixteenth resolution**
Delegation of authority to the Board of Directors to increase capital by incorporation of reserves, profits and/or premiums

The General Meeting, ruling under the *quorum* and majority conditions required for Ordinary General Meetings, having reviewed the report of the Board of Directors, and in accordance with the provisions of Articles L.225-129-2, L.225-130, and L.22-10-50 of the French Commercial Code:

- 1) Delegates to the Board of Directors its authority to decide on an increase in share capital, in one or more transactions, at the times and under the conditions it determines, by incorporating into capital reserves, profits, premiums or other amounts eligible for capitalization, either through the issuance and free allocation of shares or by increasing the nominal value of existing ordinary shares, or by a combination of these two methods.
- 2) Decides that, if the Board of Directors makes use of this delegation, and in accordance with Articles L.225-130 and L.22-10-50 of the French Commercial Code, in the event of a capital increase in the form of the allocation of free shares, fractional share rights shall not be tradable or transferable, and the corresponding capital securities will be sold. The proceeds from the sale will be allocated to the holders of the rights within the timeframe set by the applicable regulations.
- 3) Sets the validity period of this delegation at twenty-six (26) months, starting from the date of this General Meeting.
- 4) Decides that the total capital increase under this resolution shall not exceed the nominal amount of €75,000,000, excluding the nominal amount of any capital increase necessary to preserve, in accordance with the law and, where applicable, any contractual provisions stipulating other preservation methods, the rights of holders of rights or securities granting access to the Company's capital.

This cap is independent of all the caps set by other resolutions of this General Meeting.
- 5) The General Meeting grants full authority to the Board of Directors to implement this resolution and, more generally, to take all necessary measures and complete all required formalities for the successful completion of each capital increase, to record its completion and to amend the Company's Articles of Association accordingly.
- 6) Acknowledges that this authorisation supersedes, as of today and to the extent of any unused portion, any prior authorization with the same purpose.

— **Seventeenth resolution**
Authorization to be given to the Board of Directors to allocate free shares to employees and/or certain corporate officers

The General Meeting, having reviewed the Board of Directors' report and the Statutory Auditors' special report, authorizes the Board of Directors, on one or more occasions, in accordance with Articles L.225-197-1, L.225-197-2, L.22-10-59 and L.22-10-60 of the French Commercial Code, to allot existing or newly issued ordinary shares in the Company to:

- employees of the Company or of companies or economic interest groupings directly or indirectly affiliated with it within the meaning of Article L.225-197-2 of the French Commercial Code;
- and/or corporate officers who meet the conditions set by Article L.225-197-1 of the French Commercial Code.

The total number of free shares allotted under this authorization may not exceed 0.5% of the share capital on the date of the allotment decision. It is specified that for executive Directors, this number shall be limited to 0.10% of the share capital on the date of the allotment decision. This limit will be increased, if necessary, by the nominal amount of any capital increase required to preserve the rights of the beneficiaries of free share allocations in the event of capital transactions carried out by the Company during the vesting period.

The allocation of shares to beneficiaries will become final at the end of a vesting period, the duration of which shall be set by the Board of Directors, but which may not be less than three years.

The General Meeting authorizes the Board of Directors to determine whether or not a retention obligation will apply at the end of the vesting period.

As an exception, the final allocation of shares shall occur before the end of the vesting period in the event of the beneficiary's disability, corresponding to classification in the second or third categories defined in Article L.341-4 of the French Social Security Code.

Full powers are granted to the Board of Directors to:

- determine the conditions and, where applicable, the criteria for the definitive allocation of shares;
- identify the beneficiaries and determine the number of shares allocated to each of them;
- where applicable:
 - verify the existence of sufficient reserves and, at the time of each allocation, transfer the necessary amounts to a restricted reserve account for the release of newly issued shares,
 - decide, when appropriate, on one or more capital increases by incorporating reserves, premiums, or profits, correlating to the issuance of the new shares allocated free of charge,
 - acquire the necessary shares within the framework of the share buyback program and allocate them to the allocation plan,
 - determine the impact on beneficiaries' rights in the event of operations that modify the capital or may affect the value of the allotted shares during the vesting period, and consequently modify or adjust, if necessary, the number of shares allotted to preserve the beneficiaries' rights;
- decide whether to impose a retention obligation after the vesting period, and, where applicable, determine its duration and take all necessary measures to ensure that beneficiaries comply with this obligation;
- and, more generally, do whatever is necessary under applicable law for the implementation of this authorisation.

This authorization entails an automatic waiver by shareholders of their pre-emptive subscription rights to the newly issued shares resulting from the incorporation of reserves, premiums, and profits.

It is granted for a period of thirty-eight months from the date of this General Meeting.

This authorization supersedes, as of today and to the extent of any unused portion, any prior authorization with the same purpose.

Resolution 18, 19 and 20
Amendments to the Articles of Association

Explanatory statement

We propose the following amendments to the Articles of Association:

Amendment of the 5th and 6th paragraphs of Article 14 of the Articles of Association regarding the use of telecommunication means for Board of Directors' meetings

Law No. 2024-537 of June 13, 2024, known as the "Attractiveness Law" has revised the rules governing remote participation of Directors in Board meetings, as set out in Article L.22-10-3-1 of the French Commercial Code, now referring exclusively to the use of telecommunication means. This law also abolished the requirement to include such provisions in the Board's internal rules, and removed the prohibition on using such means for the approval or review of the annual financial statements and the management report.

We propose that Article 14 of the Articles of Association be amended accordingly.

Amendment of the last sentence of Article 14 of the Company's Articles of Association regarding the written consultation of Board members,

The Attractiveness Law has expanded the scope of written consultation, as provided for in Article L.225-37 of the French Commercial Code, which now states that the Articles of Association may provide that Board decisions, or certain decisions, may be taken by written consultation, subject to the inclusion of a right of objection.

We therefore propose to amend the final sentence of Article 14 of the Articles of Association to specify the conditions under which written consultation may be used by the Board of Directors, and to establish a right of objection for each Director, in accordance with the new applicable legal provisions.

Amendment of the 3rd paragraph of the "Access to General Meetings – Representation" section of Article 19 of the Articles of Association regarding the use of telecommunication means for shareholder meetings

We propose to amend the 3rd paragraph of the "Access to General Meetings – Representation" section of Article 19 of the Articles of Association, in order to bring the terminology into line with the provisions of Article L.225-103-1 of the French Commercial Code, as amended by Law No. 2024-537 of June 13, 2024, regarding the use of telecommunication means in shareholder meetings.

— **Eighteenth resolution**

Amendment of the 5th and 6th paragraphs of Article 14 of the Company's Articles of Association regarding the use of telecommunication means for Board of Directors' meetings

The General Meeting, having reviewed the report of the Board of Directors, resolves:

- to amend the 5th and 6th paragraphs of Article 14 of the Articles of Association in light of the provisions of Article L.22-10-3-1 of the French Commercial Code, introduced by Law No. 2024-537 of 13 June 2024, regarding the use of telecommunication means in Board meetings;
- to amend the 5th and 6th paragraphs of Article 14 of the Articles of Association accordingly and as follows:

Previous wording

The internal regulations may provide that Directors participating in Board meetings via videoconference or telecommunication means shall be deemed present for the calculation of the *quorum* and the majority, in accordance with legal and regulatory provisions.

This provision does not apply to decisions concerning the approval of the annual and consolidated financial statements, the preparation of the Company's and/or Group's management report.

New wording

Directors participating in Board meetings via telecommunication means shall be deemed present for the calculation of the *quorum* and the majority, in accordance with legal and regulatory provisions.

The internal regulations may specify that certain decisions cannot be made during meetings held in such conditions.

— **Nineteenth resolution**
Amendment of the last sentence of Article 14 of the Company's Articles of Association regarding the written consultation of Board members

The General Meeting, having reviewed the report of the Board of Directors, resolves:

- to amend Article 14 of the Articles of Association in light of the provisions of Article L.225-37 of the French Commercial Code, as amended by Law No. 2024-537 of 13 June 2024, regarding the written consultation of Board members;
- to amend the last sentence of Article 14 accordingly, while keeping the rest of the article unchanged:

Previous wording

The Board of Directors may also make decisions through written consultation of the Directors, in accordance with legal provisions.

New wording

At the initiative of the Chairman of the Board, the Board of Directors may also make decisions through written consultation of its members. In this case, the Directors are required, at the request of the Chairman, to express their vote by any written means, including electronically, on the proposed decisions within three business days following their receipt. Any Director has two business days from the sending of the request to object to the use of written consultation. In the event of an objection, the Chairman shall immediately inform the other Directors and convene a Board meeting. Directors who fail to respond within the given time and in accordance with the specified process shall be deemed absent and not to have participated in the decision. A decision may only be adopted if at least half of the Directors have participated in the written consultation and if it is approved by a majority of those participating.

The Chairman of the Board shall be deemed to preside over the written consultation and shall have a casting vote in the event of a tie. The internal regulations shall specify any other procedures relating to written consultation that are not defined by applicable legal or regulatory provisions or these Articles of Association.

— **Twentieth resolution**

Amendment of the 3rd paragraph of the “Access to General Meetings – Representation” section of Article 19 of the Articles of Association regarding the use of telecommunication means for shareholder meetings

The General Meeting, having reviewed the report of the Board of Directors, resolves:

- to align the 3rd paragraph of the “Access to General Meetings – Representation” section of Article 19 of the Articles of Association with the provisions of Article L.225-103-1 of the French Commercial Code, as amended by Law No. 2024-537 of June 13, 2024, regarding the use of telecommunication means in shareholder meetings;
- to amend this paragraph accordingly, as follows:

Previous wording

Any shareholder may also, if the Board of Directors so decides at the time of convening the General Meeting, participate in said meeting by videoconference or any other telecommunication and remote transmission means, including the Internet, in accordance with the applicable regulations at the time of its use. If applicable, this decision shall be communicated in the meeting notice published in the Bulletin des Annonces Légales Obligatoires (B.A.L.O.).

New wording

Any shareholder may also, if the Board of Directors so decides at the time of convening the General Meeting, participate in said meeting by a means of telecommunication, in accordance with the applicable regulations at the time of its use. If applicable, this decision shall be communicated in the meeting notice.

Resolution 21
Powers

Explanatory statement

The 21st resolution is a standard resolution enabling all the legal formalities required by law to be carried out after the General Meeting.

— **Twenty-first resolution**
Powers for formalities

The General Meeting confers all necessary powers to the bearer of an original, copy, or extract of these minutes to carry out all filing and publication formalities required by law.

9 — STATUTORY AUDITORS' REPORTS

STATUTORY AUDITORS' REPORT ON THE CONSOLIDATED FINANCIAL STATEMENTS

This is a translation into English of the Statutory Auditors' report on the consolidated financial statements of the Company issued in French and it is provided solely for the convenience of English-speaking users.

This Statutory Auditors' report includes information required by European regulation and French law, such as information about the appointment of the Statutory Auditors or verification of the information concerning the Group presented in the management report and other documents provided to shareholders.

This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France.

To Annual General Meeting of Interparfums,

Opinion

In compliance with the engagement entrusted to us by your Annual General Meeting, we have audited the accompanying consolidated financial statements of Interparfums for the year ended December 31st, 2024.

In our opinion, the consolidated financial statements give a true and fair view of the assets and liabilities and of the financial position of the Group as of December 31st, 2024 and of the results of its operations for the year then ended in accordance with International Financial Reporting Standards as adopted by the European Union.

The audit opinion expressed above is consistent with our report to the Audit Committee.

Basis for Opinion

— Audit Framework

We conducted our audit in accordance with professional standards applicable in France. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the *Statutory Auditors' Responsibilities for the Audit of the Consolidated Financial Statements* section of our report.

— Independence

We conducted our audit engagement in compliance with independence requirement rules required by the French Commercial Code (*Code de commerce*) and the French Code of Ethics (*Code de déontologie*) for Statutory Auditors for the period from January 1st, 2024, to the date of our report, and specifically we did not provide any prohibited non-audit services referred to in Article 5 (1) of Regulation (EU) N° 537/2014.

Justification of Assessments – Key Audit Matters

In accordance with the requirements of Articles L.821-53 and R.821-180 of the French Commercial Code (*Code de commerce*) relating to the justification of our assessments, we inform you of the key audit matters relating to risks of material misstatement that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period, as well as how we addressed those risks.

These matters were addressed in the context of our audit of the consolidated financial statements as a whole and in forming our opinion thereon, and we do not provide a separate opinion on specific items of the consolidated financial statements.

Valuation of brands and other intangible assets

— Identified risk

On December 31, 2024, brands and other intangible assets amounted to 240.4 million euros. These intangible assets mainly comprise expenditure incurred in connection with the acquisition of licenses or brands.

Licenses and license entry fees are subject to impairment tests whenever there is an indication that they may be impaired. Their recoverable amount is determined using the discounted cash flow method over the actual or estimated life of the licenses to be generated by these assets. The data used for this purpose comes from annual budgets and multi-year plans drawn up by management over the life of the licenses.

Own-name brands are also tested for impairment at least annually. Net book value is compared with recoverable value. The recoverable amount is the higher of fair value less costs to sell and value in use, estimated on the basis of cash flow forecasts based on 5-year business plans, discounted to infinity.

A provision for impairment is booked when the value thus determined is lower than the carrying amount.

Concerning Rochas Mode, a valuation of the brand's value on December 31, 2024, was carried out by an independent external expert. This valuation showed a brand value of 6.9 million euros on December 31, 2024, and led to the recognition of an additional impairment loss of 3.7 million euros for the year.

Notes 1.8 and 3.1.2 to the consolidated financial statements describe how the impairment tests were performed.

We considered that the valuation of brands and other intangible assets represents a key point of the audit due to the importance of the assets concerned in the consolidated financial statements, and because the determination of their recoverable amount, based on discounted future cash flow forecasts, requires the use of assumptions, estimates or judgments necessary for their valuation.

— Our response

Our audit consisted mainly in:

- obtaining an understanding of and analyzing the processes and analyses used by the Company to perform these valuations;
- assessing the compliance of the methodology used to perform the impairment tests with IAS 36;
- reconciling the net carrying amounts of the assets tested for impairment with the financial statements;
- verify, on a test basis, the arithmetical accuracy of the model used to determine recoverable amounts;
- analyze the reasonableness of the main assumptions used to determine recoverable amounts, notably through analysis of historical performance, comparison with data used in previous impairment tests, and interviews with management;
- assess the reasonableness of the duration of impairment tests, the long-term growth rate and the discount rate, notably by recalculating the discount rate and comparing it with the calculations made by the company;
- analyze the independent valuation performed for the Rochas Mode brand, and verify the impairment recognized for the year;
- verify sensitivity analyses and the appropriateness of disclosures in the notes to the consolidated financial statements.

Specific Verifications

We have also performed, in accordance with professional standards applicable in France, the specific verifications required by laws and regulations of the Group's information given in the management report of the Board of Directors.

We have no matters to report as to their fair presentation and their consistency with the consolidated financial statements.

Report on Other Legal and Regulatory Requirements

— Format of presentation of the financial statements intended to be included in the annual financial report

We have also verified, in accordance with the professional standard applicable in France relating to the procedures performed by the statutory auditor relating to the annual and consolidated financial statements presented in the European single electronic format, that the presentation of the consolidated financial statements intended to be included in the annual financial report mentioned in article L.451-1-2, I of the French Monetary and Financial Code (code monétaire et financier), prepared under the responsibility of the Executive Vice President, complies with the single electronic format defined in the European Delegated Regulation No 2019/815 of 17 December 2018. As it relates to consolidated financial statements, our work includes verifying that the tagging of these consolidated financial statements complies with the format defined in the above delegated regulation.

Based on the work we have performed, we conclude that the presentation of the consolidated financial statements intended to be included in the annual financial report complies, in all material respects, with the European single electronic format.

Furthermore, we have no responsibility to verify that the consolidated financial statements that will ultimately be included by your company in the annual financial report filed with the AMF are in agreement with those on which we have performed our work.

— Appointment of the Statutory Auditors

We were appointed as Statutory Auditors of Interparfums by the Annual General Meeting held on December 1st, 2004, for FORVIS MAZARS SA and on May 19th, 1995, for SFECO & Fiducia Audit.

As of December 31, 2024, FORVIS MAZARS SA and SFECO & Fiducia Audit were in the 21st year and 30th year of total uninterrupted engagement respectively.

Responsibilities of Management and Those Charged with Governance for the consolidated financial statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with International Financial Reporting Standards as adopted by the European Union and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is expected to liquidate the Company or to cease operations.

The Audit Committee is responsible for monitoring the financial reporting process and the effectiveness of internal control and risks management systems and where applicable, its Internal Audit, regarding the accounting and financial reporting procedures.

The consolidated financial statements were approved by the Board of Directors.

Statutory Auditors' Responsibilities for the Audit of the consolidated financial statements

— Objectives and audit approach

Our role is to issue a report on the consolidated financial statements. Our objective is to obtain reasonable assurance about whether the consolidated financial statements, as a whole, are free from material misstatement. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with professional standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As specified in Article L.821-55 of the French Commercial Code (*Code de commerce*), our statutory audit does not include assurance on the viability of the Company or the quality of management of the affairs of the Company.

As part of an audit conducted in accordance with professional standards applicable in France, the statutory auditor exercises professional judgment throughout the audit and furthermore:

- identifies and assesses the risks of material misstatement of the consolidated financial statements, whether due to fraud or error; designs and performs audit procedures responsive to those risks, and obtains audit evidence considered to be sufficient and appropriate to provide a basis for his opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;

- obtains an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control;

- evaluates the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management in the consolidated financial statements;

- assesses the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. This assessment is based on the audit evidence obtained up to the date of his audit report. However, future events or conditions may cause the Company to cease to continue as a going concern. If the statutory auditor concludes that a material uncertainty exists, there is a requirement to draw attention in the audit report to the related disclosures in the consolidated financial statements or, if such disclosures are not provided or inadequate, to modify the opinion expressed therein;

- evaluates the overall presentation of the consolidated financial statements and assesses whether these statements represent the underlying transactions and events in a manner that achieves fair presentation;

- obtains sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. The statutory auditor is responsible for the direction, supervision and performance of the audit of the consolidated financial statements and for the opinion expressed on these consolidated financial statements.

— **Report to the Audit Committee**

We submit a report to the Audit Committee which includes in particular a description of the scope of the audit and the audit program implemented, as well as the results of our audit. We also report, if any, significant deficiencies in internal control regarding the accounting and financial reporting procedures that we have identified.

Our report to the Audit Committee includes the risks of material misstatement that, in our professional judgment, were of most significance in the audit of the consolidated financial statements of the current period and which are therefore the key audit matters that we are required to describe in this report.

We also provide the Audit Committee with the declaration provided for in Article 6 of Regulation (EU) N° 537/2014, confirming our independence within the meaning of the rules applicable in France such as they are set in particular by Articles L.821-27 to L.821-34 of the French Commercial Code (*Code de commerce*) and in the French Code of Ethics (*Code de déontologie*) for Statutory Auditors. Where appropriate, we discuss with the Audit Committee the risks that may reasonably be thought to bear on our independence, and the related safeguards.

The Statutory Auditors
French original signed by:

FORVIS MAZARS SA

Paris La Défense, on 19th of March 2025

Francisco SANCHEZ
Partner

SFECO & FIDUCIA AUDIT

Paris, on 19th of March 2025

Gilbert BERDUGO
Partner

STATUTORY AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS

This is a translation into English of the Statutory Auditors' report on the financial statements of the Company issued in French and it is provided solely for the convenience of English-speaking users.

This Statutory Auditors' report includes information required by European regulation and French law, such as information about the appointment of the Statutory Auditors or verification of the management report and other documents provided to shareholders.

This report should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France

To the Annual General Meeting of Interparfums,

Opinion

In compliance with the engagement entrusted to us by your Annual General Meeting, we have audited the accompanying financial statements of Interparfums for the year ended December 31st, 2024.

In our opinion, the financial statements give a true and fair view of the assets and liabilities and of the financial position of the Company as of December 31st, 2024 and of the results of its operations for the year then ended in accordance with French accounting principles.

The audit opinion expressed above is consistent with our report to the Audit Committee.

Basis for Opinion

— Audit Framework

We conducted our audit in accordance with professional standards applicable in France. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Our responsibilities under those standards are further described in the Statutory Auditors' section of our report.

— Independence

We conducted our audit engagement in compliance with independence requirements of rules required by the French Commercial Code (*Code de commerce*) and the French Code of Ethics (*Code de déontologie*) for Statutory Auditors for the period from January 1st, 2024, to the date of our report, and specifically we did not provide any prohibited non-audit services referred to in Article 5 of Regulation (EU) N° 537/2014.

Justification of Assessments – Key Audit Matters

In accordance with the requirements of Articles L.821-53 and R.821-180 of the French Commercial Code (*Code de commerce*) relating to the justification of our assessments, we inform you of the key audit matters relating to risks of material misstatement that, in our professional judgment, were of most significance in our audit of the financial statements of the current period, as well as how we addressed those risks.

These matters were addressed in the context of our audit of the financial statements as a whole and in forming our opinion thereon, and we do not provide a separate opinion on specific items of the financial statements.

Valuation of brands and other intangible assets

— Identified risk

On December 31, 2024, the company's intangible assets totaled 197.5 million euros. These intangible assets mainly comprise expenditure incurred in connection with the acquisition of licenses and trademarks.

Licenses and license entry rights are subject to impairment tests whenever there is an indication that they may be impaired. Their recoverable amount is determined using the discounted cash flow method over the actual or estimated life of the licenses to be generated by these assets. The data used for this purpose comes from annual budgets and multi-year plans drawn up by management over the life of the licenses.

Own-name brands are also tested for impairment at least annually. Net book value is compared with recoverable value. The recoverable amount is the higher of fair value less costs to sell and value in use, estimated on the basis of cash flow forecasts drawn up over 5 years and discounted to infinity.

A provision for impairment is booked whenever the value thus determined is lower than the book value.

With regard to Rochas Mode, a valuation of the brand's value on December 31, 2024, was carried out by an independent external expert. This valuation showed a brand value of 6.9 million euros on December 31, 2024, and led to the recognition of an additional impairment loss of 3.7 million euros for the year.

Notes 1.4 and 2.1 to the financial statements describe how the impairment tests were performed.

We considered that the valuation of brands and other intangible assets represents a key point of the audit because of the importance of the assets concerned in the annual financial statements, and because the determination of their recoverable amount, based on discounted future cash flow forecasts, requires the use of assumptions, estimates or judgments necessary for their valuation.

— **Our response :**

The audit procedures we performed included:

- obtaining an understanding of and analyzing the processes and analyses used by the company to perform these valuations;
- reconciling the net book values of the assets tested for impairment with the financial statements;
- verifying, on a test basis, the arithmetical accuracy of the model used to determine recoverable amounts;
- analyzing the reasonableness of the main assumptions used to determine recoverable amounts, notably by analyzing historical performance, comparing with data used in previous impairment tests, and interviewing management;
- assess the reasonableness of the duration of impairment tests, the long-term growth rate and the discount rate, notably by recalculating the discount rate and comparing it with the calculations made by the company;
- analyze the independent valuation performed for the Rochas Mode brand, and verify the impairment recognized for the year;
- verify the sensitivity analyses and the appropriateness of the information provided in the notes to the financial statements.

Specific Verifications

We have also performed, in accordance with professional standards applicable in France, the specific verifications required by French law and regulations.

— **Information given in the management report and in the other documents with respect to the financial position and the financial statements provided to the shareholders.**

We have no matter to report as to the fair presentation and the consistency with the financial statements of the information given in the management report of the Board of Directors and in the other documents with respect to the financial position and the financial statement provided to the shareholders.

In accordance with French law, we report to you that the information relating to payment times referred to in Article D.441-6 of the French Commercial Code (*Code de commerce*) is fairly presented and consistent with the financial statements.

— **Report on corporate governance**

We attest that the Board of Directors' report on corporate governance sets out the information required by Articles L.225-37-4 and L.22-10-9 of the French Commercial Code (*Code de commerce*).

Regarding the information given in accordance with the requirements of Article L.22-10-9 of the French Commercial Code (*Code de commerce*) relating to remunerations and benefits received or allocated by the members of the Executive Board and any other commitments made in their favour, we have verified its consistency with the financial statements, or with the underlying information used to prepare these financial statements and, where applicable, with the information obtained by your company from controlled companies that are included in the scope of consolidation. Based on this work, we attest the accuracy and fair presentation of this information.

— **Other information**

In accordance with French law, we have verified that the required information concerning the purchase of investments and controlling interests and the identity of the shareholders and holders of the voting rights has been properly disclosed in the management report.

Report on Other Legal and Regulatory Requirements

— Format of presentation of the financial statements intended to be included in the annual financial report

We have also verified, in accordance with the professional standard applicable in France relating to the procedures performed by the statutory auditor relating to the annual and consolidated financial statements presented in the European single electronic format, that the presentation of the financial statements intended to be included in the annual financial report mentioned in Article L.451-1-2, I of the French Monetary and Financial Code (*code monétaire et financier*), prepared under the responsibility of the Executive Vice President, complies with the single electronic format defined in the European Delegated Regulation No 2019/815 of 17 December 2018.

Based on the work we have performed, we conclude that the presentation of the financial statements intended to be included in the annual financial report complies, in all material respects, with the European single electronic format.

We have no responsibility to verify that the financial statements that will ultimately be included by your Company in the annual financial report filed with the AMF are in agreement with those on which we have performed our work.

— Appointment of the Statutory Auditors

We were appointed as Statutory Auditors of Interparfums by the Annual General Meeting held on December 1st, 2004, for FORVIS MAZARS SA and on May 19th, 1995, for SFECO & Fiducia Audit.

As of December 31st, 2024, FORVIS MAZARS SA and SFECO & Fiducia Audit were in the 21st year and 30th year of total uninterrupted engagement respectively.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with French accounting principles and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless it is expected to liquidate the Company or to cease operations.

The Audit Committee is responsible for monitoring the financial reporting process and the effectiveness of internal control and risks management systems and where applicable, its Internal Audit, regarding the accounting and financial reporting procedures.

The financial statements were approved by the Board of Directors.

Statutory Auditors' Responsibilities for the Audit of the Financial Statements

— Objectives and audit approach

Our role is to issue a report on the financial statements. Our objective is to obtain reasonable assurance about whether the financial statements, as a whole, are free from material misstatement. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with professional standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As specified in Article L.821-55 of the French Commercial Code (*Code de commerce*), our statutory audit does not include assurance on the viability of the Company or the quality of management of the affairs of the Company.

As part of an audit conducted in accordance with professional standards applicable in France, the statutory auditor exercises professional judgment throughout the audit and furthermore:

- identifies and assesses the risks of material misstatement of the financial statements, whether due to fraud or error, designs and performs audit procedures responsive to those risks, and obtains audit evidence considered to be sufficient and appropriate to provide a basis for his opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control;

- obtains an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control;
- evaluates the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management in the financial statements;

- assesses the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. This assessment is based on the audit evidence obtained up to the date of his audit report. However, future events or conditions may cause the Company to cease to continue as a going concern. If the statutory auditor concludes that a material uncertainty exists, there is a requirement to draw attention in the audit report to the related disclosures in the financial statements or, if such disclosures are not provided or inadequate, to modify the opinion expressed therein;
- evaluates the overall presentation of the financial statements and assesses whether these statements represent the underlying transactions and events in a manner that achieves fair presentation.

— Report to the Audit Committee

We submit a report to the Audit Committee which includes in particular a description of the scope of the audit and the audit program implemented, as well as the results of our audit. We also report, if any, significant deficiencies in internal control regarding the accounting and financial reporting procedures that we have identified.

Our report to the Audit Committee includes the risks of material misstatement that, in our professional judgment, were of most significance in the audit of the financial statements of the current period and which are therefore the key audit matters that we are required to describe in this report.

We also provide the Audit Committee with the declaration provided for in Article 6 of Regulation (EU) N° 537/2014, confirming our independence within the meaning of the rules applicable in France such as they are set in particular by Articles L.821-27 to L.821-34 of the French Commercial Code (*Code de commerce*) and in the French Code of Ethics (*Code de déontologie*) for Statutory Auditors. Where appropriate, we discuss with the Audit Committee the risks that may reasonably be thought to bear on our independence, and the related safeguards.

The Statutory Auditors
French original signed by:

FORVIS MAZARS SA

Paris La Défense, on 19th of March 2025

Francisco SANCHEZ
Partner

SFECO & FIDUCIA AUDIT

Paris, on 19th of March 2025

Gilbert BERDUGO
Partner

STATUTORY AUDITORS' SPECIAL REPORT ON REGULATED AGREEMENTS

This is a free translation into English of the Statutory Auditors' special report on regulated agreements and commitments with third parties that is issued in the French language and provided solely for the convenience of English speaking readers. This report on regulated agreements and commitments should be read in conjunction with, and construed in accordance with, French law and professional auditing standards applicable in France. It should be understood that the agreements reported on are only those provided by the French Commercial Code and that the report does not apply to those related party transactions described in IAS 24 or other equivalent accounting standards.

Annual General Meeting to approve the financial statements for the year ending December 31, 2024

To the Annual General Meeting of Interparfums,

In our capacity as Statutory Auditors of your company, we hereby present our report on regulated agreements.

Our responsibility is to report to shareholders, based on the information provided, about the main terms and conditions of agreements that have been disclosed to us or that we may have discovered in the course of our engagement, and the reasons why these agreements are of interest to the Company. We are not required to comment as to whether they are beneficial or appropriate, nor to identify any undisclosed agreements. It is your responsibility, under the terms of Article R.225-31 of the French Commercial Code, to evaluate the benefits resulting from these agreements prior to their approval.

We are also required to report to shareholders, as required under article R.225-31 of the French Commercial Code (*Code de commerce*), on the performance, during the year, of agreements already approved by the Annual General Meeting.

We performed those procedures which we considered necessary to comply with professional guidance issued by the national auditing body (*Compagnie Nationale des Commissaires aux Comptes*) relating to this type of engagement. These procedures consisted in verifying that the information given to us agrees with the source documents from which it has been extracted.

Agreements submitted for approval at the Annual General Meeting

— Agreement not previously authorized

Pursuant to the provisions of Articles L.225-42 and L.823-12 of the French Commercial Code, we hereby inform you that the following agreement was not authorized by your Board of Directors.

It is our responsibility to inform you of the reasons why the authorization procedure was not followed.

Amicable settlement of the termination of Mr. Frédéric Garcia-Pelayo's employment contract, which expired on December 30, 2024

— Person concerned:

Mr Frédéric Garcia-Pelayo, employee and Chief Operating Officer until December 30, 2024, and Director until April 17, 2025.

— Background and terms of the proposed transaction:

Interparfums and Mr. Frédéric Garcia-Pelayo, Director of International Affairs and Deputy Managing Director of the Company until December 30, 2024, and Director of the Company until April 17, 2025, reached an agreement at a conciliation hearing, the minutes of which were signed by the parties on December 12, 2024, at the Conseil de Prud'hommes de Paris. The purpose of this conciliation hearing was to settle amicably the terms of termination of Mr. Frédéric Garcia-Pelayo's employment contract, which ended on December 30, 2024.

— Financial terms:

The settlement agreement provides for the payment by the Company of a lump-sum indemnity of 1,581,900 euros in connection with the termination of Mr. Frédéric Garcia-Pelayo's employment contract and 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, in respect of the contractual indemnities to which the termination of his employment contract entitles him.

— Reasons for Interparfums' interest in the agreement:

At its meeting on February 25, 2025, the Board of Directors considered that the financial terms of this agreement were in the best interests of Interparfums, given the employee's seniority of over 30 years and the amount established mainly by reference to a scale set by Decree as part of the payment of a lump-sum conciliation indemnity.

Furthermore, in accordance with article L.1235-1 of the French Labor Code, the conciliation minutes recording this agreement between Interparfums and Frédéric Garcia-Pelayo constitute a waiver by the parties of all claims and indemnities relating to the termination of the employment contract. Mr. Frédéric Garcia-Pelayo has also waived all claims in respect of the performance of his employment contract and his duties as a Director and Chief Operating Officer.

At its meeting on February 25, 2025, your Board of Directors decided to authorize this agreement retrospectively.

Agreement already approved by the Annual General Meeting

— Agreements approved during the year

We have also been informed of the following agreement entered into during the year, which was approved by the shareholders' Meeting on April 16, 2024, based on the Statutory Auditors' special report of March 11, 2024.

Project to invest in the capital of ATEKO Capital's Fonds Professionnel de Capital Investissement (FCPI) (Trade name: Label Capital)

— Person concerned:

Véronique Morali, Director of Interparfums, who has an indirect interest in the transaction pursuant to article L.225-38 al. 3 of the French Commercial Code.

— Background and terms of the proposed transaction:

ATEKO Capital's FCPI (trade name Label Capital) is a new consumer-focused investment fund in its start-up phase, investing in retail concepts and brands reinventing the lifestyle experience in the fields of health, beauty and personal care in particular.

— Financial terms and timetable:

Interparfums has committed to invest 2 million euros in ATEKO Capital's FCPI. An investment of 600,000 euros was made on July 5, 2024, after the Annual General Meeting of April 16, 2024.

— Reasons justifying the interest of the agreement for Interparfums:

This fund invests in new consumer concepts in health, beauty, personal care, food and leisure. This investment should enable Interparfums to strengthen its vision of new consumer trends, particularly in the niche beauty and fragrance segment. This investment is intended to contribute to Interparfums' brand image in the world of innovation in the active and changing beauty sector.

The Statutory Auditors
French original signed by:

FORVIS MAZARS SA

Paris La Défense, on 19th of March 2025

Francisco SANCHEZ
Partner

SFECO & FIDUCIA AUDIT

Paris, on 19th of March 2025

Gilbert BERDUGO
Partner

10 — E-CONSENT FORM FOR E-CONVOCAATION

Dear Shareholder,

As an Interparfums shareholder, you receive a meeting notice to participate in the Annual General Meeting each year.

Interparfums now offers you the option of receiving an electronic meeting notice.

By opting for this method of notification, you will receive an e-mail at the address of your choice, instead of by the regular mail.

In order to reduce its ecological footprint as much as possible, Interparfums encourages the use of electronic communications.

Choose e-convocation today

- enter your e-mail address by completing the form below;
- insert the form into the enclosed T envelope, and send it by post;
- or scan the form and send it by e-mail to the following address: serviceproxy@cic.fr.



- I would like to receive by e-mail my invitation** to the next Interparfums General Meeting and the related meeting notice.

Last name:

First name:

Identifier:
(CCN)

Email:
(IN CAPITAL LETTERS)

Place: Date: 2025

Signature:

The data collected will be processed in accordance with our Personal Data Protection policy. We provide shareholders with a document setting out this policy.



NOTICE OF COMBINED GENERAL MEETING APRIL 17, 2025
INTERPARFUMS

11 — REQUEST TO BE SENT STATUTORY DOCUMENTS AND INFORMATION

Combined Ordinary and Extraordinary General Meeting of April 17, 2025

Covered under R.225-83 of the French Commercial Code

To be returned to:
relationsactionnaires@interparfums.fr

Or by regular mail to:
**Interparfums - Relations actionnaires,
Ms. Karine Marty
10 rue de Solférino
75007 Paris**

Ms. Mr. Company
Name (or company name):
First name:
Complete address:
No.: Street:
Postal code: City:
Email:
Owner of: registered shares
And/or of: bearer shares
Registered with⁽¹⁾:

(1) Indicate the bank, financial establishment or brokerage firm maintaining the securities account.

Requests to be sent the documents and information provided for under article R.225-83 of the French Commercial Code, contained in the 2024 Universal Registration Document, available at www.interparfums-finance.fr in the section "Investors/Regulated information".

Place: Date: 2025

Signature:

NB: In accordance with the provisions of article R.225-88, subsection 3 of the French Commercial Code, as from the date of this notice of meeting until the fifth day (inclusive) before the meeting, any shareholder in possession of registered shares may ask to receive a copy of the documents and information covered by articles R.225-81 and R.225-83 of the French Commercial Code, in connection with each of the subsequent General Meetings of the shareholders. In this case, this must be indicated by the shareholder in this request. In addition to the information provided in this document, the information provided for in R.225-81 and R.225-83 is contained in the Universal Registration Document available at www.interparfums.fr in the section "Investors/Regulated information".



INTERPARFUMS

BOUCHERON

COACH

JIMMY CHOO

KARL LAGERFELD

KATE SPADE

LACOSTE

LANVIN

MONCLER

MONTBLANC

ROCHAS

VAN CLEEF & ARPELS