



REGULATED AGREEMENT REFERRED TO IN ARTICLE L. 225-38 OF THE FRENCH COMMERCIAL CODE

(Information published pursuant to Articles L. 22-10-13 and R. 22-10-17 of the French Commercial Code)

Agreement	Protocol entered into between Nexity and Mr. Jean-Claude Bassien (the " Protocol ").
Date of the agreement and of the authorization by the Board of Directors	The Protocol was concluded on 25 February 2026. Nexity's Board of Directors authorized its conclusion during its meeting on 25 February 2026.
Nature and purpose of the agreement and financial conditions	The purpose of the Protocol is to outline the conditions under which Mr. Jean-Claude Bassien will step down from all his roles within the Nexity Group. The Protocol provides in particular: <ul style="list-style-type: none"> • the extension from twelve (12) to twenty-four (24) months of the duration of Mr. Jean-Claude Bassien's non-compete agreement; • the mutual waiver of any action relating to their past relations; • confidentiality and non-solicitation agreements.
Names of interested parties and nature of the relations with Nexity	Mr. Jean-Claude Bassien, Deputy Chief Executive Officer of Nexity.
Interest of the agreement for Nexity and its shareholders	Given Mr. Jean-Claude Bassien's experience within Nexity and his in-depth knowledge of the Nexity Group's strategic orientations, ongoing projects and commercial relations, the Board of Directors considered that the conclusion of the Protocol and the extension of Mr. Jean-Claude Bassien's non-compete agreement were necessary in order to preserve the Company's interests in the context of Mr. Jean-Claude Bassien stepping down from office.
Ratio of Nexity's agreement price to the last annual profit	In return for extending the non-compete agreement, Mr. Jean-Claude Bassien will receive a non-compete indemnity totaling €390,500 gross for the additional twelve (12) months, paid in 12 monthly installments. Nexity SA's financial statements for the 2024 financial year show a net loss of € 39,885,000.

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