

**MAIN ELEMENTS OF THE AGREEMENTS OF THE EXECUTIVE MEMBERS OF THE  
BOARD**

**OF**

**Banijay Group N.V.**

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**FRANÇOIS RIAHI**

Mr. Riahi was reappointed as executive member of the board of Banijay Group N.V. (the "**Board**") with the title of Chief Executive Officer on 23 May 2024 by the general meeting of Banijay Group N.V. ("**Banijay Group**") for a term of four years until 2028, effective as of 23 May 2024. Mr. Riahi entered into a service agreement with Banijay Group for the function of Chief Executive Officer (*Directeur general*).

Mr. Riahi is engaged on the basis of a service agreement under French law with Banijay Group. Mr. Riahi's agreement with Banijay Group is entered into for as long as Mr. Riahi will fulfil his position as executive director of the Board. Pursuant to the articles of association of Banijay Group (the "**Articles**"), the term of office for directors is for a period up to 4 years (unless otherwise specified in the appointment resolution) and is renewable.

Under the service agreement Mr. Riahi is initially entitled to a base salary of €525,000. As of November 2022, Mr. Riahi's base salary will be increased to €750,000. In addition, Mr. Riahi will receive compensation under the LTIP that Banijay Group intends to implement at a later date.

The service agreement of Mr. Riahi provides for a severance payment upon termination of engagement of €450,000 in the event of (i) dismissal other than for serious misconduct or gross negligence, (ii) death or (iii) incapacity. These benefits will not be payable in the event of resignation (or refusal to renew the term of office), dismissal for gross negligence or misconduct or breach of the relevant services agreement.

## **SOPHIE KURINCKX**

Ms. Kurinckx was appointed as executive member of the board of Banijay Group with the title of Chief Financial Officer on 29 June 2022 by the general meeting of Banijay Group for a term of four years until 2026, effective as of 1 July 2022. Ms. Kurinckx entered into a service agreement with Banijay Group for the function of Chief Financial Officer.

Ms. Kurinckx is engaged on the basis of a service agreement under French law with Banijay Group. Ms. Kurinckx' agreement with Banijay Group is entered into for as long as Ms. Kurinckx will fulfil her position as executive director of the Board. Pursuant to the Articles, the term of office for directors is for a period up to 4 years (unless otherwise specified in the appointment resolution) and is renewable.

Under the service agreement Ms. Kurinckx is entitled to a base salary of €475,000. In addition, Ms. Kurinckx will receive compensation under the LTIP that Banijay Group intends to implement at a later date.

The service agreement of Ms. Kurinckx provides for a severance payment upon termination of engagement of €475,000 in the event of (i) dismissal other than for serious misconduct or gross negligence, (ii) death or (iii) incapacity. These benefits will not be payable in the event of resignation (or refusal to renew the term of office), dismissal for gross negligence or misconduct or breach of the relevant services agreement.