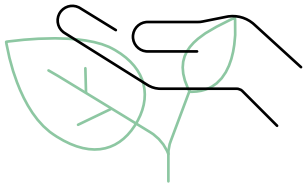


Paris, December 17, 2025

# Information Release



Compensation policy for Directors and executive Officers

(Article R. 22-10-14-IV of the French commercial Code)

The Combined General Meeting of TERACT held on Tuesday, December 16, 2025, approved the resolutions related to the compensation policy applicable to the Directors, the Chairman of the Board, the Chief executive officer and the Deputy Chief executive officer, as presented in the 2024-2025 Universal Registration Document (URD), as follows:

Resolutions	Result of vote	Section in the 2024-2025 URD
<b>16th Resolution</b> Compensation policy applicable to Directors	Approved at 99.94%	Paragraph 3.2.1.5
<b>17th Resolution</b> Compensation policy applicable to the Chairman of the Board	Approved at 99.94%	Paragraph 3.2.1.2
<b>18th Resolution</b> Compensation policy applicable to the Chief executive officer	Approved at 99.94%	Paragraph 3.2.1.3
<b>19th Resolution</b> Compensation policy applicable to the Deputy Chief executive officer	Approved at 99.94%	Paragraph 3.2.1.4

About TERACT :

Since 29 July 2022, TERACT has combined the distribution activities of InVivo Group (formerly InVivo Retail) and those of the former SPAC 2MX Organic. TERACT is a major responsible distribution player in the garden centre, pet retail and food distribution growth markets. Our ambition is to create a unique network of brands combining tradition and modernity, agricultural know-how and innovation and in-store and digital experiences. TERACT meets the demand for a new generation of consumption which is synonymous with quality, sustainability and traceability. TERACT groups together Garden Centre/Pet Retail brands Jardiland, Gamm vert, Delbard and Jardineries du Terroir as well as Food Retail brands Boulangerie Louise, Grand Marché La Marnière and Frais d'ici. TERACT's majority shareholder is InVivo, one of the leading agricultural and agri-food groups in Europe. TERACT is listed on the professional segment of Euronext Paris (ticker code: TRACT, ISIN: FR001400BMH7). Further information is available at [www.teract.com](http://www.teract.com).

CONTACTS :

Investors: [investors@teract.com](mailto:investors@teract.com)  
Media: [media@teract.com](mailto:media@teract.com)

TERACT

Public limited company (société anonyme) with a Board of Directors and share capital of €699.710,17  
Registered office : 83, avenue de la Grande Armée, 75016 Paris, France  
Paris Trade and Companies Register number 889 017 018.