

Information Memorandum on Related-Party Agreements

A new related-party agreement was entered into by the Company during the 2025 financial year.

At its meeting held on December 9, 2025, the Supervisory Board authorized the execution of an employment contract between the Company and Mr. Eric Donnet concerning the position of Director of Diversification.

The execution of this employment contract, due to the mandate held by Mr. Eric Donnet as a member of the Supervisory Board, constitutes an agreement subject to the prior authorization of the Supervisory Board in accordance with the provisions of Article L.225-86 of the French Commercial Code (Code de commerce) relating to the procedure governing so-called “regulated agreements.”

This agreement will be subject to an annual review by the Supervisory Board and the Company’s Statutory Auditors. Their special report is submitted each year to the shareholders’ general meeting for approval.

The key terms of the contract are as follows; it being specified that, as an employee of the Company, Mr. Eric Donnet will report to the Chairman of the Management Board.

- Type of contract: permanent employment contract (indefinite term).
- Duties: The Director of Diversification is responsible for examining, in coordination with ARGAN’s operational and support departments, various diversification strategies aimed at opening up new growth opportunities for the Company, while ensuring control of indebtedness.
- Compensation: In addition to a fixed salary paid over 13 months, Mr. Donnet will benefit from the bonus schemes in force within the Company. These schemes may be updated at the initiative of Executive Management, both in form and in amount, depending on changes in the Company and its competitive environment. These include: An annual profit-sharing bonus (*‘intéressement’*) with a maximum amount equal to two months’ salary (subject to the applicable statutory caps and prorated based on time worked during the year); and a free share allocation plan. As with other employees, the overall allocation envelope and the personalized award criteria are specified annually in the Plan approved by the Supervisory Board.
- Effective date of the contract: January 2, 2026.

2026 financial calendar *(Publication of the press release after closing of the stock exchange)*

- March 26: General Assembly 2026
- April 1: Net sales of 1st quarter 2026
- July 1: Net sales of 2nd quarter 2026
- July 23: Half-year results 2026
- October 1: Net sales of 3rd quarter 2026

2027 financial calendar *(Publication of the press release after closing of the stock exchange)*

- January 4: Net sales of 4th quarter 2026
- January 21: Annual results 2026
- March 25: General Assembly 2027

About ARGAN

ARGAN is the only French real estate company specializing in the DEVELOPMENT & RENTAL OF PREMIUM WAREHOUSES listed on Euronext and is the leading player of its market in France. Building on a unique customer-centric approach, **ARGAN** develops PREMIUM and pre-let AUTONOM[®] -labelled warehouses – i.e., which produce their own energy for self-consumption – for blue-chip companies, with tailor-made services throughout all project phases from the development milestones to the rental management. As at December 31, 2025, **ARGAN** represented a portfolio of 3.8 million sq.m, with more than 100 warehouses located in the continental area of France. Appraised at a total of €4.1 billion, this portfolio generates a yearly rental income of €214 million (yearly rental income based on the portfolio delivered as at December 31, 2025).

Profitability, well-mastered debt and sustainability are at the heart of **ARGAN**'s DNA. The financial solidity of the Group's model is notably reflected in its Investment-grade rating (BBB- with a stable outlook) with Standard & Poor's. **ARGAN** is also deploying a committed ESG policy addressing all its stakeholders. Achievements as part of this roadmap are regularly recognized by third-party agencies such as GRESB (rated: 83/100), Sustainalytics (low extra-financial risk), Ethifinance (gold medal) and Ecovadis (silver medal – top 15% amongst rated companies).

ARGAN is a listed real estate investment company (French SIIC), on Compartment A of Euronext Paris (ISIN FR0010481960 - ARG) and is included in the Euronext SBF 120, CAC All-Share, EPRA Europe and IEIF SIIC France indices.

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