



DEEZER

Departure of Jeronimo Folgueira – Compensation terms

Paris, March 13, 2024 – In relation to the departure of its CEO Jeronimo Folgueira, the Board of Directors of Deezer (Paris Euronext: DEEZR), at its meeting held on March 13, 2024, determined, further to the proposal of the Nomination and Remuneration Committee and in line with the current compensation policy, the compensation components described below.

Fixed annual compensation

Jeronimo will receive his fixed annual compensation pro rata temporis until his final day as CEO (March 31, 2024), that is a total gross amount of EUR 137,499 in respect of 2024.

Variable annual compensation

In respect of 2023 variable annual compensation, following the assessment of the performance conditions made by the Board of Directors, in accordance with the recommendation of the Nomination and Remuneration Committee, which resulted in a global satisfaction of quantitative and qualitative performance conditions of 99.25%, the variable annual compensation in respect of 2023 will be set to EUR 545,860. This amount will be submitted for approval to the shareholders' ordinary annual general meeting called to approve the financial statements for the year 2023, pursuant to article L. 22-10-34 of the French Commercial Code.

In respect of 2024, no variable annual compensation will be due to Jeronimo.

LTIs

All LTIs allocations which have not vested prior to or on March 31, 2024 will be forfeited on such date. This includes the second and third tranches of the allocation made on July 21, 2022 as well as all allocations made on April 24, 2023. In accordance with the Afep-Medef Corporate Governance Code, no allocation has been granted, or will be granted, to Jeronimo in 2024.

Non-compete

The Board of Directors decided to release Jeronimo from complying with the non-competition clause. As a result, no financial compensation will be paid to him in this respect.

Other compensation terms

Jeronimo is not eligible to any exceptional compensation in respect of 2023 and 2024. He is neither eligible to any severance or any supplementary retirement plan.

Jeronimo resigns from all his other corporate offices within the Deezer group and will not benefit from any other compensation paid by any subsidiary of Deezer.

***** ENDS *****



DEEZER

ABOUT DEEZER

Deezer is one of the world's largest independent music experiences platforms, connecting fans with artists and creating ways for people to *Live the music*. The company provides access to a full-range catalog of high quality music, lossless HiFi audio and industry-defining features on a scalable platform available in 180+ countries. Founded in 2007 in Paris, Deezer is now a global company with over 600 people based in France, Germany, UK, Brazil and the US, all brought together by their passion for music, technology and innovation. By building strategic partnerships in key markets across Europe and the Americas, Deezer keeps delivering brand value and end-user engagement across a wide variety of industries, including telecommunications, media, audio hardware and e-retail. As an industry thought leader, Deezer was the first platform to introduce a new monetization model since the inception of music streaming, designed to better reward the artists, and the music that fans value the most. Deezer is listed on Euronext Paris (Ticker: DEEZR. ISIN: FRO01400AYG6) and is also part of the Euronext Tech Leaders segment, dedicated to European high-growth tech companies, and its associated index.

For the latest news, please visit <https://newsroom-deezer.com/>

For Investor Relations, please visit <https://www.deezer-investors.com/>

Please follow [DeezerNews on X](#) and [Deezer on LinkedIn](#) for real time information.