



CASINO, GUICHARD-PERRACHON

A French *société anonyme* (joint stock company) with share capital of €165,892,131.90
Registered office: 1, cours Antoine Guichard,
42000 Saint-Etienne
Registered with the Saint-Etienne Trade and Companies Registry under no. 554 501 171

Executive Compensation

(Published pursuant to the Afep-Medef Corporate Governance Code)

At its meetings on 24 February and 9 March 2022, acting on the recommendation of the Appointments and Compensation Committee, the Board of Directors of Casino, Guichard-Perrachon set the components of the Chairman and Chief Executive Officer's compensation as follows:

Variable compensation in respect of 2021

Pursuant to the compensation policy approved by the Annual General Meeting of 12 May 2021 and detailed in the 2020 Universal Registration Document (page 356 *et seq.*), the Board of Directors set the amount of variable compensation due to the Chairman and Chief Executive Officer for the 2021 financial year, based on the observed rate of achievement of objectives. The Chairman and Chief Executive Officer's total variable compensation for the 2021 financial year therefore came to a gross amount of €96,250, representing 20% of his fixed compensation.

Long-term incentive (LTI) bonus for 2019-2021

Pursuant to the compensation policy approved by the Annual General Meeting of 7 May 2019 detailed in the 2018 Registration Document (pages 344 and 345), the Board of Directors also set the amount of the long-term incentive bonus awarded to the Chairman and Chief Executive Officer in 2019 and assessed over three years (2019-2021). The Board of Directors noted the results achieved and the ultimate amount of the compensation, which came to €240,000 gross.

Compensation in respect of 2022

1 - The Board of Directors, acting on the recommendation of the Compensation and Appointments Committee and the Governance and CSR Committee, decided to propose increasing the fixed compensation component to a gross amount of €825,000.

The Board of Directors decided to maintain the target amount of the variable compensation at €825,000 gross, representing 100% of the fixed compensation, and the maximum amount at up to 150% in the event of over-performance.

Performance will be assessed based on the achievement of exclusively quantitative and demanding financial and non-financial objectives, featuring an increased weighting for CSR-related targets with the addition of internal criteria, and maintaining the heaviest weighting for financial objectives.

The Board of Directors also decided to once again grant, for the 2022 financial year, a long-term incentive bonus contingent on the achievement of performance conditions (exclusively quantitative financial and non-financial criteria) assessed over a three-year period (2022-2024), maintaining its target amount at 150% of the fixed compensation and its maximum amount at 150% of the target in the event of over-performance.

2 - The Board of Directors, at its meeting on 9 March 2022, decided to increase the amount of the Directors' basic compensation (variable component) from €25,000 to €30,000 gross for the 2022 financial year, and to limit the amount allocated to the Chairman and Chief Executive Officer to €15,000 gross.

All of these components are set out in Chapter 6 of the 2021 Universal Registration Document and in the 2022 Notice of Meeting in the section presenting the resolutions in question.

Saint-Etienne, 1 April 2022