



## CASINO, GUICHARD-PERRACHON

A French *société anonyme* (joint stock company) with share capital of €165,892,131.90  
Registered headquarters: 1, cours Antoine Guichard  
42000 Saint-Etienne, France  
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 meeting on 9 March 2023, acting on the recommendation of the Appointments and Compensation Committee, the Board of Directors of Casino, Guichard-Perrachon set the components of executive compensation as follows:

#### Variable compensation in respect of 2022

Pursuant to the compensation policy approved by the Annual General Meeting of 10 May 2022 and detailed in the 2021 Universal Registration Document (page 408 *et seq.*), the Board of Directors set the amount of variable compensation due to the Chairman and Chief Executive Officer for the 2022 financial year based on the observed rate of achievement of objectives. The variable compensation of the Chairman and Chief Executive Officer for 2022 approved by the Board of Directors came to a gross amount of €193,068, representing 23.4% of the fixed component.

#### Long-term incentive (LTI) bonus for 2020-2022

Pursuant to the compensation policy approved by the Annual General Meeting of 7 June 2020 and detailed in the 2020 Universal Registration Document (page 352), the Board of Directors also set the amount of the long-term incentive bonus awarded to the Chairman and Chief Executive Officer in 2020 and assessed over three years (2020-2022). The Board of Directors noted the results achieved and the ultimate amount of the compensation, which came to €336,000 gross.

#### Compensation in respect of 2023

1- The fixed compensation of the Chairman and Chief Executive Officer remains unchanged at a gross amount of €825,000.

The Board of Directors, acting on the recommendation of the Appointments and Compensation Committee, also 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 the financial target related to deleveraging, and maintaining the weighting for the non-financial targets.

The Board of Directors also decided to once again grant the Chairman and Chief Executive Officer, for the 2023 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 (2023-2025), 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 – At its meeting on 9 March 2023, acting on the recommendation of the Appointments and Compensation Committee, the Board of Directors, decided to provide for additional compensation payable to the Lead Director under the 2023 compensation policy for non-executive corporate officers in the event he attends any meetings of Committees of which he is not a member – up to a gross amount of €2,000 per meeting, capped at a gross amount of €6,000 per year. The other terms and conditions of the policy remain unchanged compared with the 2022 compensation policy.

All of these components are set out in Chapter 6 of the 2022 Universal Registration Document.

Saint-Etienne, 4 April 2023