



CASINO, GUICHARD-PERRACHON

A French *société anonyme* (joint stock company) with share capital of €4,009,397.13

Registered office: 1, cours Antoine Guichard – 42000 Saint-Étienne, France

*Registered in the Saint-Étienne Trade and Companies Registry
under number 554 501 171*

Executive compensation

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

. At its meeting on 27 February 2025, acting on the recommendation of the Appointments and Compensation Committee, the Board of Directors of Casino, Guichard-Perrachon set the components of executive compensation:

2024

. The Board of Directors, on the recommendation of the Appointments and Compensation Committee, reviewed the results obtained with respect to a set of defined objectives and set the gross amount of Philippe Palazzi's variable compensation at €618,750, representing 100% of his annual target compensation on a pro rata basis (nine-twelfths of €825,000 gross).

. Following the favourable opinion of the Appointments and Compensation Committee, the Board of Directors also decided to supplement the 2024 compensation policy for the Chief Executive Officer and voted to pay him additional compensation in the form of 183,152 existing Company shares.

This compensation will be paid after the Annual General Meeting to be held on 30 April 2025, subject to the vote of said Meeting.

These components are described in detail in the Board of Directors' corporate governance report in the 2024 Universal Registration Document.

2025

Compensation of the Chairman of the Board of Directors in respect of 2025

Laurent Pietraszewski will receive gross fixed annual compensation of €200,000 (unchanged). The Chairman of the Board of Directors does not receive any other compensation.

Compensation of the Chief Executive Officer in respect of 2025

Philippe Palazzi's fixed annual compensation is set at a gross amount of €825,000 (unchanged).

The target level of the variable compensation is set at a gross amount of €825,000, if all of the objectives are met, corresponding to 100% of the fixed compensation, and a maximum gross amount of €998,250 in the event of over-performance, representing 121% of the fixed compensation.

Performance will be assessed on the basis of quantitative operational and financial performance objectives (75% of the target annual variable compensation), individual performance objectives (10% of the target annual variable compensation), and quantitative CSR objectives (15% of the target annual variable compensation).

A maximum of 1,325,000 shares with a par value of €0.01 each will be allocated to the Chief Executive Officer, distributed in four annual tranches (Tranche 1, Tranche 2, Tranche 3 and Tranche 4) and vesting within one, two, three and four years respectively, subject to applicable service and performance conditions. The number of shares per tranche that vest to the Chief Executive Officer will be determined based on a minimum threshold of 80% achievement of the performance conditions and up to a limit of 100% in the event of their full achievement.

The Chief Executive Officer has no employment contract with Casino, Guichard-Perrachon or any other Group entity.

. These components are described in detail in the Board of Directors' corporate governance report in the 2024 Universal Registration Document and will be submitted to the vote of the Annual General Meeting to be held on 30 April 2025.

The Board of Directors' corporate governance report in the 2024 Universal Registration Document also sets out the 2025 compensation policy for non-executive directors, which will also be submitted to the vote of the Annual General Meeting to be held on 30 April 2025. At its meeting on 27 February 2025, the Board of Directors decided to renew the 2024 compensation policy.

Saint-Étienne, 24 March 2025