



CASINO, GUICHARD-PERRACHON

A French *société anonyme* (joint stock company) with share capital of €1,084,262.30 - 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 27 February 2024, 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 2023

The Board of Directors took note of the decision by Jean-Charles Naouri, Chairman and Chief Executive Officer, to waive payment of his variable compensation for 2023.

Compensation in respect of 2024

1 – The Board of Directors set the compensation policy for Jean-Charles Naouri for 2024 based on the recommendation of the Appointments and Compensation Committee.

In light of him ceasing his duties as Chairman and Chief Executive Officer as part of Casino's ongoing financial restructuring, he will receive compensation for 2024 consisting solely of a fixed and unchanged gross annual amount of €825,000, to be paid on a pro rata basis until his departure.

The Chairman and Chief Executive Officer will also receive compensation in consideration of his position as Director of the Company as determined under the 2024 compensation policy for non-executive corporate officers up until completion of Casino Group's financial restructuring (i.e., an unchanged gross amount of €15,000, to be paid on a pro rata basis).

Upon ceasing his duties as Chairman and Chief Executive Officer, Jean-Charles Naouri will not receive any loss of office or non-compete compensation.

2 – At its 27 February 2024 meeting, on the recommendation of the Appointments and Compensation Committee, the Board of Directors also decided to set the 2024 compensation policy for non-executive corporate officers up until the date of completion of the financial restructuring.

Free translation of the original French version

In light of their role and the work carried out by the members of the Board of Directors and its Committees from 1 January 2024 until the date of completion of the financial restructuring, it is proposed that the 2023 compensation policy for non-executive corporate officers apply for this period and also include compensation of the members of the Ad Hoc Committee as decided by the Board of Directors under an amendment to the 2023 policy which will be submitted for approval at the 2024 Annual General Meeting.

This compensation will be paid after the Annual General Meeting, subject to the vote of said Meeting.

All of these components are set out in Chapter 6 of the 2023 Universal Registration Document.

Saint-Etienne, 13 March 2024