



## **Communication of the Board of Directors' decisions**

Massy, 27 March 2026

The compensation policy of the Company Officers, approved by the Shareholders' Meeting held on May 28, 2025, granted the Chairman and Chief Executive Officer with a long-term incentive plan.

In the context of the 22<sup>th</sup> resolution adopted by the Shareholders' Meeting held on May 28, 2025, the Board of Directors, on the recommendation of the Compensation Committee, decided to grant performance shares to the Chairman and Chief Executive Officer for a value representing 55% of the gross maximum compensation.

These shares will vest on February 19, 2029, if the performance conditions are met and if the Chairman and Chief Executive Officer is with the Company at that date.

The Board of Directors, on the recommendation of the Compensation Committee, also decided to set the compensation policy for Company Officers, the variable compensation allocated to the Chairman and Chief Executive Officer for 2025, as well as the elements composing his compensation for 2026. Those elements will be submitted to the approval of the Shareholders' Meeting to be held on May 22, 2026.

A description of such elements can be found in the Company's Corporate Governance Report, which forms part of Chapter 3 of the Universal Registration Document for 2025, published today on Carrefour's website ([www.carrefour.com](http://www.carrefour.com)).