

## Executive Corporate Officer Compensation

In accordance with the compensation policy approved by the General Meeting on May 27, 2026, and on the recommendation of the Appointments and Compensation Committee, the Fnac Darty Board of Directors decided, at its meeting held on that same date, to implement a long-term incentive scheme for Mr. Enrique Martinez, the Chief Executive Officer.

### Long-Term Compensation

The allocated plan benefits the Chief Executive Officer and, under the same conditions, managers eligible for the long-term profit-sharing schemes set up each year. As for the Chief Executive Officer, the scheme consists of allotting 69,230 performance shares as part of a three-year plan (from May 27, 2026 to May 27, 2029 at midnight).

The vesting of these performance shares is subject to:

- For 20%, the fulfilment of market performance condition to be measured in 2029 based on the the growth of the Company's share price, assessed based on the market performance between the 60 trading days prior to May 1, 2026 and the 60 trading days prior to May 1, 2029;
- For 60%, the fulfilment of financial performance conditions to be measured in 2029 based on the following two criteria, which each account for 30% of the plan:
  - Free Cash-Flow, assessed based on the cash-flow generated by the Group during the years 2026-2028;
  - Current Operating Income, assessed based on the Group's average Current Operating Income for the years 2026–2028;
- For 20%, the fulfilment of CSR performance conditions to be measured in 2029 based on the following two criteria, which each account for 10% of the plan:
  - reduction in CO<sub>2</sub> emissions at Group level, assessed by taking the Group's CO<sub>2</sub> emissions in 2028 and comparing them with its emissions in 2019.
  - the Feminization Rate of the group leadership at the end of 2028.
- The condition of still being at the Company on May 27, 2029, at midnight.

These performance criteria do not permit vesting of the shares in the event that a trigger threshold is not reached.

# FNAC DARTY

The performance conditions of the performance shares plan are detailed below:

|                                      | Weigh of each criterion | Per criterion, % shares under the threshold | Per criterion, % shares acquired at threshold | Per criterion, % shares acquired at target | Threshold objective | Target objective |
|--------------------------------------|-------------------------|---|---|--|---------------------|------------------|
| <b>Market Performance</b>            |                         |   |   |  |                     |                  |
| Share Price Growth                   | 20,00%                  | 0,00%                                       | 0,00%   | 20,00%                                     | 0%                  | Target           |
| <b>Fiinancial Performance</b>        |                         |   |   |  |                     |                  |
| Free Cash-Flow                       | 30,00%                  | 0,00%                                       | 15,00%  | 30,00%                                     | 70% of target       | Target           |
| Current Operating Income             | 30,00%                  | 0,00%                                       | 15,00%  | 30,00%                                     | 82% of target       | Target           |
| <b>CSR Performance</b>               |                         |   |   |  |                     |                  |
| Feminization of the leadership group | 10,00%                  | 0,00%                                       | 5,00%   | 10,00%                                     | 95% of target       | Target           |
| Reduction in CO2 émissions           | 10,00%                  | 0,00%                                       | 5,00%   | 10,00%                                     | 93% of target       | Target           |
|                                      | <b>100,00%</b>          | <b>0,00%</b>                                | <b>40,00%</b>                                 |  |                     |                  |

## Shareholding and Retention Requirement

On the recommendation of the Compensation Committee, the Board of Directors, at its meeting on February 25, 2026, reconducted the retention requirements under Articles L. 225-185 and L. 225-197-1 of the French Commercial Code applicable to shares arising from free share allotments and the exercise of options, in accordance with the following terms and conditions:

Executive corporate officers are required to hold a minimum number of registered shares, until the termination of their duties, corresponding to 25% of the vested shares (net of expenses and taxes and of any divestments required for the exercise of options) for each of the free share allotment plans and stock subscription options plans granted to them by the Board from the date of their appointment. It is specified that any plans from which they may previously have benefited as employees are not included.

However, this percentage is reduced to 10% if the number of shares held by the executive corporate officers under the free share allotment and the exercise of options, under all plans, represents an amount that is equal to twice their gross annual fixed compensation, which is the minimum number of registered shares that the executive corporate officers must hold until the termination of their duties under Section 24 of the French AFEP-MEDEF Code.

In accordance with the recommendations of the AFEP-MEDEF Code, executive corporate officers who are beneficiaries of stock options and/or performance shares make a formal commitment not to use hedging transactions either on options or shares resulting from the exercise of options or on performance shares, until the end of the share retention period set by the Board of Directors.