

## Remuneration for the executive corporate officers

At its meeting on March 2, 2023, the Board of Directors of Kering, acting on the recommendation of the Remuneration Committee, made the following decisions concerning the remuneration of the Chairman and Chief Executive Officer and the Group Managing Director.

### 1. Remuneration for 2022

- **Annual variable remuneration for 2022 payable in 2023**

The Board of Directors has set the gross annual variable remuneration due to the Chairman and Chief Executive Officer and the Group Managing Director for fiscal year 2022 at €943,200, based on the achievement of 83% of the financial targets and 100% of the non-financial targets, i.e., an amount corresponding to 79% of their fixed annual remuneration.

The level of achievement of each performance criterion and the corresponding assessment elements will be presented in detail in the 2022 Universal Registration Document.

In accordance with Article L. 22-10-34 II of the French Commercial Code, this remuneration will only be paid after approval of the corresponding resolution by the Annual General Meeting of April 27, 2023.

### 2. Remuneration for 2023

For fiscal year 2023, the Board of Directors has decided:

- to maintain the fixed annual remuneration for the Chairman and Chief Executive Officer and the Group Managing Director at €1,200,000;
- to maintain an annual variable compensation equal to 150% of the fixed annual remuneration of the Chairman and Chief Executive Officer and the Group Managing Director when targets are met, capped at 203% of fixed remuneration in the event of outperformance, and based on the achievement of financial and non-financial targets representing 70% and 30% of this variable annual remuneration respectively;
- to maintain the long-term remuneration scheme in the form of performance shares awards, which strengthens the link between the remuneration of executive corporate officers and their direct contributions to the long-term performance of the company, while also aligning its interests with the interests of shareholders. This compensation is based on the achievement of financial targets (80%) and non-financial targets (20%), as well as on the Group's share price performance, as detailed in the 2022 Universal Registration Document. The target long-term variable remuneration for the Chairman and Chief Executive Officer and the Group Managing Director is equal to 150% and 100% respectively of the sum of their fixed compensation and the annual variable remuneration due in respect of the 2022 fiscal year.

### Summary of the remuneration components for the executive corporate officers

#### **Chairman and Chief Executive Officer**



(1) Annual variable remuneration: 150% of fixed remuneration.

(2) LTI: 150% of fixed remuneration for year Y + annual variable remuneration due for year Y-1.

#### **Group Managing Director**



(1) Annual variable remuneration: 150% of fixed remuneration.

(2) LTI: 100% of fixed remuneration for year Y + annual variable remuneration due for year Y-1.

Executive corporate officers are also entitled to benefits in kind (company car, international health insurance, international disability and life insurance) as well as a remuneration for their duties as directors. They are not entitled to a supplementary pension plan, a termination payment or a non-competition indemnity.

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