

## **Remuneration for the executive corporate officers**

At its meeting on February 28, 2024, 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 (the latter in office until October 3, 2023) in respect of the 2023 fiscal year, as well as the remuneration of the Chairman and Chief Executive Officer for 2024.

### **1. Remuneration for 2023 for the Chairman and Chief Executive Officer and the Group Managing Director who was in post until October 3, 2023**

- **Annual variable remuneration for 2023 payable in 2024**

The Board of Directors has set the gross annual variable remuneration due to the Chairman and Chief Executive Officer for fiscal year 2023 at €612,000, based on the achievement of 64% of the financial targets and 90% of the non-financial targets, i.e., an amount equal to 51% of his fixed annual remuneration. The gross variable remuneration due to the Group Managing Director in office until October 3, 2023, determined on a *pro rata temporis* basis, amounts to €459,000, i.e., 51% of his fixed remuneration for 2023 (also determined on a *pro rata temporis* basis), in view of the level of achievement of the financial and non-financial targets set out above.

The level of achievement of each performance criterion and the corresponding assessment elements will be presented in detail in the 2023 Universal Registration Document.

In accordance with Article L. 22-10-34 II of the French Commercial Code, this remuneration will be paid after approval of the corresponding resolution by the Annual General Meeting of April 25, 2024.

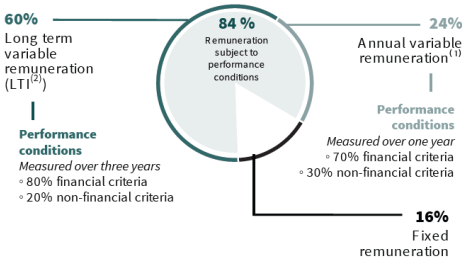
### **2. Remuneration for 2024 for the Chairman and Chief Executive Officer**

For fiscal year 2024, the Board of Directors has decided:

- to maintain the Chairman and Chief Executive Officer's fixed annual remuneration at €1,200,000;
- to maintain an annual variable compensation equal to 150% of the Chairman and Chief Executive Officer's fixed annual remuneration when targets are met, capped at 203% of his fixed annual remuneration in the event of outperformance, and based on the achievement of financial and non-financial targets representing 70% and 30% of this annual variable remuneration respectively;
- to maintain the long-term remuneration scheme in the form of performance shares awards, which strengthens the link between the remuneration of the executive corporate officer and his direct contribution to the long-term performance of the company, while also aligning his interests with that 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 2023 Universal Registration Document. The long-term variable remuneration for the Chairman and Chief Executive Officer is equal to 150% of the sum of his fixed compensation and the annual variable remuneration due in respect of the 2023 fiscal year.

Summary of the remuneration components for the executive corporate officer

**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.

The Chairman and Chief Executive Officer is also entitled to the following benefits in kind: company car with driver and international health insurance.

He is not entitled to a supplementary pension plan, a termination payment or a non-competition indemnity.

As of 2024, subject to the approval by the Annual General Meeting of April 25, 2024 of the resolution on the remuneration policy for the executive corporate officer for 2024, the Chairman and Chief Executive Officer will no longer receive any remuneration in respect of his duties as Director.

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