

**Currys plc (the ‘Company’)
Executive Shareholding Policy (the “Policy”)**

Overview

This Policy requires Executive Directors and the senior management team to build up and retain a minimum shareholding in the Company. A shareholding requirement promotes decision making that leads to the long-term sustainable success of the Company and aligns the interests of this group to those of the Company’s shareholders. The Policy sets out the terms on which the shareholding requirement operates and will be administered and interpreted by the Remuneration Committee.

It is intended to be consistent with the terms of the Directors’ Remuneration Policy, which applies to the Executive Directors.

Shareholding Requirement

The shareholding requirement applies to every Executive Director of the Company, every member of the Company’s Executive Committee (‘ExCo’) and any Grade 8 colleague (or local country equivalent) (together the “Executives”).

Shareholding requirements are expressed in % of base salary terms, as set out in the table below.

Roles	Shareholding Requirement
Executive Directors	250% of base salary
Members of the ExCo and Grade 8s	100% of base salary

Applicable base salary

Applicable base salary is the base salary in place on the Compliance Test Date (as defined below).

Relevant shares

Only shares in the Company (“Shares”) that are beneficially owned, both directly and indirectly, and not subject to outstanding performance conditions, are considered relevant shares for the purposes of the Policy.

The following Shares count towards an individual’s shareholding:

- Shares owned outright by the Executive (including those obtained under the Company’s share plans) or owned by their spouse/civil partner and minor children or owned jointly by all or any of these individuals;
- Shares held in trust for the benefit of the Executive or their spouse/civil partner and minor children or held for the benefit of any of those individuals in a pension or ISA or in a nominee arrangement;
- Shares subject to an unvested award granted under any deferred bonus arrangement or other plan/arrangement in respect of which no post-grant performance conditions apply, operated by the Company or any member of the Company’s group, counted on a 'net-of-tax' basis (e.g. net of tax Shares held under an unvested RSA / deferred bonus award / unvested recruitment awards (as further detailed below));
- Shares vested under a share plan but not yet received, including Shares subject to an unexpired holding period under the terms of any share plan, Shares held under a vested but unexercised option, counted on a 'net-of-tax' basis and provided that no further

- performance targets apply (e.g. net of tax shares held under an unexercised LTIP award during its post vesting holding period);
- Shares comprised in an unexercised Save As You Earn option; and
- Any other Shares the Remuneration Committee determines should be included.

The following Shares will not count towards an individual's shareholding

- Shares subject to an unvested share award which remain subject to any performance conditions; and
- Any other Shares the Remuneration Committee determines should not be included.

For the avoidance of doubt, the requirement to remain employed does not count as a performance condition for the purposes of this Policy.

Recruitment awards

Unvested share awards granted to Executive Directors as part of their recruitment process are covered by this Policy, in line with the treatment above. The expectation is that recruitment awards granted below Executive Director level will also normally be covered by this Policy, unless the Committee has specifically agreed to exclude them (or a portion of them as determined).

Calculation of minimum holding threshold

For the purposes of calculating whether the minimum shareholding requirement has been met, the value of the holding will normally be based on the market value at the time of the Compliance Test Date. Market value will normally be determined on a one-month average basis. Alternatively, the Remuneration Committee may decide in its discretion to determine the value on an alternative basis.

Compliance will typically be tested on the date on which shareholdings are calculated for the purposes of the DRR, and/or prior to the vesting or release of Shares under the Company's share plans, and/or at such other time as the Remuneration Committee may determine (each a "Compliance Test Date").

Timeframe

Executive Directors appointed after 8 September 2022 and all ExCo members will normally be expected to reach the minimum shareholding requirement under the Policy within five years of the date of appointment as an Executive Director or ExCo member. Executive Directors appointed prior to 8 September 2022 will normally have five years from this date (until 8 September 2027) to meet their shareholding requirement.

Disposal of shares

Until the Executive has met the minimum shareholding requirement, they are expected to retain existing Shares held that count towards the shareholding requirement. The Committee may choose to waive this provision in cases where the Executive wishes to sell Shares that they have purchased on their own account.

In respect of share plan awards, if they have not met their minimum shareholding requirement (including moving back out of compliance with the requirement), Executives will be expected to retain the full net of tax amount of future vestings, or, if less, such percentage of the full net of tax amount of any future vesting as enables the Executive to meet their minimum shareholding requirement (or such other amount as the Remuneration Committee

determines), except to the extent that such disposals are required to meet statutory obligations (e.g. to cover tax and social security obligations) and dealing charges.

Compliance

Compliance with the Policy will be assessed as set out above and reported to the Remuneration Committee. All Executive Directors of the Company and members of the ExCo are members of the Permanent Insiders List and require permission to deal in the Company's shares. The Company Secretariat team will check compliance with this Policy whenever a permission to deal request is received from an Executive Director or ExCo member and will not approve any permission to deal requests that would be in breach of this Policy. The Remuneration Committee retains discretion to allow the sale of vested Shares if it considers that exceptional circumstances apply.

Post termination holding requirements

Any Executive Director will also be required to retain shares equivalent to 250% of their base salary on leaving, for a period of two years post stepping down from the Company's Board. The shareholding will typically be defined as a fixed number of shares, determined around the time that the Executive steps down based on the market value at that time, albeit the Remuneration Committee may use an alternative approach. The Remuneration Committee may periodically ask the Executive to attest during the two-year period that they remain in compliance with their shareholding requirement.

If any Executive Director leaves the business prior to reaching their shareholding requirement, they will not be required to purchase additional shares but should normally retain the Shares they have for the same time period, unless the Remuneration Committee determines otherwise.

Review of the Policy

Unless the Remuneration Committee determines otherwise, this Policy will be reviewed every two years.

Date Policy Reviewed: 17 December 2025