



2026 Quarterly Store Team Member Bonus Plan

Effective December 29, 2025

About the Plan

Sprouts Farmers Market (the “company”) offers a quarterly cash incentive plan (the “plan”) for eligible store team members (the “Participants”) to encourage exceptional store performance and to promote an atmosphere of camaraderie and teamwork. The plan is designed to:

- Reward exceptional financial performance
- Support our company’s pay-for-performance philosophy
- Encourage team members to work together to achieve key business objectives
- Encourage team members to remain employed by the company

Please note that all plan conditions must be satisfied to earn bonus compensation under the plan.

Plan Overview



Each Participant will have the opportunity to earn a quarterly bonus under this plan by driving quarterly store sales and achieving at least **105%** of their store sales forecast each quarter. At the beginning of each Plan Period the store will receive notification of their forecasted sales amount.

The amount of bonus a Participant is eligible depends on the position in which the Participant meets the eligibility criteria. Please see the Plan Administration table for eligibility information. Bonus amounts for each position are as follows:

| Position | Quarterly Bonus Amount |
|---|------------------------|
| Courtesy & Utility Clerk | \$50 |
| Cashier | \$100 |
| Bulk/Grocery/Frozen Food/Bakery/Dairy/ Deli/Meat/Produce/Retail/Vitamin Clerks | \$100 |
| Baker | \$100 |
| In-Store Shopping Clerk | \$100 |
| Self-Checkout Host | \$100 |
| Overnight Stocker | \$100 |
| Postal Clerk | \$100 |
| Back Up Receiver | \$125 |
| Receiver | \$125 |
| Administrative Coordinator | \$125 |
| Scan Coordinator | \$125 |
| Product Experience Coordinator | \$125 |
| Back up AC/Back up Scan | \$125 |
| Store Schematics Coordinator | \$125 |
| Head Cashier | \$150 |
| Meat Cutter | \$150 |
| Sales Ambassador | \$150 |
| Senior Bulk/Deli/Meat/Produce Clerks | \$150 |
| CSS – Meat/Deli/Bakery | \$150 |
| Assistant Bakery/Deli/Grocery/Vitamin/ Meat/Produce Manager | \$200 |

How the Plan Works

Individual store performance will be measured based on its quarterly store sales forecast. In order for Participants to be eligible for the bonus, the store must meet or exceed 105% of its quarterly sales forecast. In any quarter where this is met, the Participants will receive the one-time quarterly payment as set forth in the table above.

| SALES PERFORMANCE CALCULATION EXAMPLE | |
|--|---|
| Actual quarterly sales as a percent of forecasted quarterly sales. | |
| <i>Bonus Achieved Example:</i> | |
| • Actual sales = \$2,650,000 |  |
| • Forecasted sales = \$2,495,000 | |
| • Sales Performance = 106.2% ($\$2,650,000 \div \$2,495,000$) | |
| <i>Bonus NOT Achieved Example:</i> | |
| • Actual sales = \$2,500,000 |  |
| • Forecasted sales = \$2,495,000 | |
| • Sales Performance = 102.0% ($\$2,500,000 \div \$2,495,000$) | |

Sales forecast is provided to stores prior at the beginning of the Plan Period/Quarter. Store sales forecasts are subject to quarterly reviews based on the implementation of new sales enhancements (remodels, sales initiatives, relocations, etc.) and/or competitive intrusion events resulting in the changing of the marketplace.

Definition of Terms

| | |
|-----------------------------------|--|
| Quarterly Target Incentive | Quarterly target incentive is defined as the amount a Participant can earn if the store achieves its financial targets and the Participant remains employed on the date of bonus pay-out. When earned, Quarterly target incentive is paid in addition to a Participant's base salary. |
| Participant | <p>An individual is eligible to participate in the Plan effective on the date of employment in a qualifying position or the first day of the Plan Period, whichever is later. A Participant earns bonus compensation if they are:</p> <ul style="list-style-type: none"> • Employed in an eligible position, as approved by the Plan Administrator. • Actively employed in an eligible position for at least seven (7) weeks in the in the Plan Period. • An active team member on the date the payout is made. <p>Please note no bonus compensation is earned unless all components of the Plan have been met.</p> |
| Eligible Position | An eligible position is defined as store team members at the level of assistant department manager and below levels. Full listing of all jobs can be found in the Bonus Amount by Position chart. |
| Plan Year | The Plan Year is defined to match Sprouts' fiscal year. |
| Plan Period | The Plan Period is defined to match Sprouts fiscal quarter. |
| Plan Administrator | The Chief Stores Officer, Chief Human Resources Officer, and/or Chief Financial Officer (or their delegate) are responsible for the interpretation and administration of the Plan. The Plan Administrator has the full power to construe, interpret, administer, change and/or cancel the Plan. |
| Exception Process | Exceptions may be granted by the Chief Stores Officer on case by case basis. |

Plan Administration

Transitional Period Compensation

| Team Member Status | Treatment for Bonus Payments |
|--|---|
| <i>Termination</i> | The Participant will no longer be eligible to participate in the Plan as of the date of termination as Participants must be employed on date of payment. A bonus is not earned under the plan, and not payable at termination, unless all terms and conditions have been met, including employment on date of payment. At the Company's discretion, bonus awards may be granted in the event of involuntary termination due to layoff, disability or death if the Participant had worked through the last day of the Plan Period. |
| <i>Leave of Absence</i> | Time spent in any LOA status is not considered "actively employed" for purposes of this Plan. Participants on a leave of absence remain eligible for a payout for any bonus earned while in active status, as long as they meet the eligibility requirements listed in ' <i>Participant</i> '. |
| <i>New to Position or Job Transfer</i> | The Participant must be in an eligible position for at least seven (7) weeks in the Plan Period. Participants promoted or transferred during the Plan Period will have a pro-rated bonus based on the time spent in each eligible position/location, based on the requirements set forth within the Plan. |
| <i>Special Work Assignment</i> | If the Participant spent at least seven (7) weeks on Special Work Assignment (SWA) during the Plan Period, Participant will be eligible based on the SWA job title and store location. |

General Administration

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| <i>Eligibility within this Compensation Plan</i> | Only the jobs listed as Eligible Position(s) are eligible to participate, and therefore earn compensation under this plan. This plan supersedes any and all previous variable compensation plans the team member may have participated in as of the effective date. |
| <i>Disqualification of Bonus Payment Due to Discipline</i> | If the Participant has received a performance improvement plan, final warning or suspension with incurred discipline during a Plan Period, that may disqualify them from the bonus for the Plan Period/Quarter in which the performance improvement plan, final warning or suspension was issued. |
| <i>Deductions</i> | Bonuses are considered income by the IRS and are subject to all applicable Federal, state and local taxes, withholdings, wage assignments, garnishments, and savings plans contributions. Sprouts will not be responsible for payments, interest, penalties, costs or expenses incurred as a result of Participant's failure to arrange sufficient withholding of deductions from Plan payments. |
| <i>Timing of Compensation Payments</i> | Bonuses are paid on a quarterly basis. Payments under this Plan will be made within 60 days of the end of the quarter (Q1 – Q3), and 90 days of the end of Q4, or sooner as required by law. |
| <i>Employment Guarantee</i> | This plan shall not be construed to or imply the creation of any employment contract between Sprouts and the Plan Participant. There is no guarantee of employment for any specified period of time. Sprouts is an "at-will" employer and the team member's employment can be terminated at any time by either the team member or Sprouts with or without cause. |
| <i>Plan Changes and Adjustments</i> | Management reserves the right to amend, change, or terminate this plan or a Participant's eligibility at any time for any reason. Changes may include adjustments, additions or eliminations of plan components, etc. Adjustments may be made for unusual business activity, such as an acquisition. |
| <i>Plan Interpretation</i> | Any questions or interpretations of this plan not specifically addressed by this document or team management should be submitted in writing to the Plan Administrator, who will review issues related to this plan and will make recommendations for fair and equitable resolutions. Any disputes must be brought up to the Plan Administrator within 30 days of receipt of payment for consideration. |
| <i>The Plan Document</i> | The Plan Document is intended to explain the guidelines for Participant compensation. The Plan Document is not intended to explain the Participant's work duties or responsibilities. |
| <i>Choice of Law</i> | The Plan is made in Arizona and shall in all respects be interpreted, enforced, and governed by and under the laws of Arizona except as otherwise required by state law. To the extent anything in the Plan is contrary to the laws of Arizona, state law will prevail. To the extent that any provision of this Plan conflicts with any applicable state or federal law, Sprouts will follow and comply with applicable law and not the conflicting terms of this Plan. |
| <i>Fraud</i> | Any activities or efforts involving falsifying or manipulating performance metrics or attainment amounts for the purpose of altering bonus earnings will be considered fraud and is grounds for disciplinary actions, including and up to immediate termination of employment. Additionally, any incentive/payment earned because of fraudulent activity, as defined above, will be owed back to Sprouts. |
| <i>Questions</i> | Any questions about the Plan should be directed to your immediate supervisor or your District Director. |

SPROUTS™

FARMERS MARKET

Approval, as required by Delegation of Authority

Dustin Hamilton, Chief Stores Officer

Date

Timmi Zalatoris, Chief Human Resources Officer

Date

Curtis Valentine, Chief Financial Officer

Date