

## Semi-Annual Store Process & Control Review (PCR) Bonus Plan

Effective January 1, 2026

### About the Plan

Sprouts Farmers Market (the “company”) offers an annual cash incentive plan (the “plan”) for eligible store team members (the “Participants”) to encourage process compliance, as well as to promote an atmosphere of camaraderie and teamwork. The plan is designed to:

- Reward exceptional operational execution.
- 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

The Store PCR bonus rewards eligible positions for ensuring the store meets all standards on the compliance audits. The Store PCR bonus is paid semi-annually (two times per year). For a Participant to qualify for the Store PCR bonus, their store must meet or exceed a **91%** rating for the Plan Period and meet Participant Eligibility requirements. Please see the Plan Administration Table for eligibility information following mid-period job changes and/or transfers.

### Definition of Terms

<b>Participant</b>	<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 is eligible to earn bonus compensation if they are:</p> <ul style="list-style-type: none"> <li>• Employed in an eligible position, as approved by the Plan Administrator.</li> <li>• “Actively employed” in an eligible position for at least 13 weeks during the Plan Period.</li> <li>• An active team member on the date the payout is made, unless otherwise specified by law.</li> </ul> <p>Please note no bonus compensation is earned unless all components of the Plan have been met.</p>
<b>Eligible Position</b>	<p>An eligible position is defined as any current regular full-time or regular part-time Store Manager, Assistant Store Manager, Perishable/Non-Perishable Manager, Administrative Coordinator, Receiver, Scan Coordinator, and Store Schematics Coordinator and all Department Managers. Full list can be found in the Appendix.</p>
<b>Eligibility</b>	<p>To be eligible for the Store PCR bonus the Participant must be actively employed on the date the bonus is paid, unless otherwise specified by law, and in an eligible position for at least 13 weeks of the Plan Period.</p>
<b>Plan Period</b>	<p>The Plan Periods are defined as:</p> <ul style="list-style-type: none"> <li>• Plan Period 1: Q1 and Q2, Sprouts fiscal quarters.</li> <li>• Plan Period 2: Q3 and Q4, Sprouts fiscal quarters.</li> </ul>

<b>Plan Administrator</b>	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.
<b>Exception Process</b>	Exceptions may be granted by the Chief Stores Officer on an individual basis.

## Plan Administration

### *Transitional Period*

<b>Team Member Status</b>	<b>Treatment for Bonus Payments</b>
Termination	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.
Leave of Absence	Time spent in any LOA status is not considered "active employment" for purposes of this Plan. The Participant remains eligible for a payout for any bonus earned while in active status, as long as they meet the eligibility requirements listed in 'Participant' and 'Eligibility'.
New Position or Job Transfer	A Participant is eligible for the job and/or store they worked at for at least 13 weeks of the Plan Period. If the Participant worked in multiple PCR eligible jobs and/or at multiple stores during the Plan Period, a pro-rated bonus will be applied on the time spent in each eligible position/location, based on the requirements set forth within the Plan.
Special Work Assignment	The Participant must work in an eligible position 13+ weeks of the Plan Period. If the Participant spent the majority of the Plan Period on Special Work Assignment (SWA), the Participant will be eligible based on the SWA job title and store location.
New Stores	<p>New stores will automatically qualify for the PCR bonus in the Plan Period that they receive their first PCR audit (after baseline audit). Future Periods are subject to meeting the required score for the PCR audit to achieve the bonus. If the new store does not receive their first PCR audit during the first Plan Period they open, the store will not be eligible for that period.</p> <p>An individual Participant is not automatically eligible based on the Participants assignment to a new store. Individual Participant eligibility will be determined based on the "Eligibility" section of the Definitions, unless a team member exception request is submitted and approved.</p>

### **General Administration**

Eligibility within this Compensation Plan	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.
Disqualification of Bonus Payment Due to Discipline	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 that Plan Period.
Deductions	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.
Timing of Compensation Payments	Bonuses are paid on a semi-annual basis. Payments under this Plan will be made within 90 days of the end of the Plan Period, or sooner as required by law.
Employment Guarantee	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 or notice.
Plan Changes and Adjustments	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, but are not limited to, adjustments, additions or eliminations of plan components, and other similar changes. Adjustments may also be made for unusual business activity, such as an acquisition.
Plan Interpretation	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.
The Plan Document	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.
Choice of Law	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.
Fraud	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.
Questions	Any questions about the Plan should be directed to your immediate supervisor or your District Director.

**Appendix A: Bonus Amounts Per Plan Period**

Position Title	Bonus Amount
Store Manager	\$1,000
Assistant Store Manager	\$475
Administrative Coordinator	\$750
Receiver	\$750
Scan Coordinator	\$750
Store Schematics Coordinator	\$750
Service Manager	\$250
Produce Manager	\$145
Bulk Manager	\$145
Grocery Manager	\$145
Vitamin/HBA Manager	\$145
Meat/Seafood Manager	\$145
Deli Manager	\$145
Bakery Manager	\$145
Frozen Manager	\$145
Dairy Manager	\$145

# 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**