



Paris, December 20, 2019

Information about the compensation of corporate officers

Further to the recommendations of the Compensation Committee, the Board of Directors of December 17, 2019, decided the freeze of the defined benefits pension plan of Rexel SA.

Freeze of the occupational defined benefits pension plan (so called article 39 by reference to the French tax code)

New rules about defined benefits pension plan

As a reminder, an additional defined benefit pension plan has been implemented unilaterally within REXEL SA on July 1, 2009.

In accordance with the applicable legal and regulatory provisions (law n° 2019-486 of May 22, 2019 relating to the growth and transformation of companies, known as the "PACTE law", ordonnance n° 2019-697 of July 3, 2019 relating to defined benefits pension plan), and following the decision of the Board of Directors, at its meeting on December 17, 2019, the rights will be frozen, consisting of interrupting on December 31, 2019 the acquisition of new conditional rights under the plan. The periods of work after December 31, 2019 will therefore not be taken into account for the assessment of seniority and therefore for the calculation of the amount of the additional pension.

CEO, Patrick Berard

Access to the Rexel defined benefit supplementary retirement plan was in fact closed to new managers in 2016. However, Mr. Berard was retained in this plan given his seniority within the Group and his career (date of entry in 2003).

Bringing the plan into compliance with the order of July 3, 2019 implies the freezing of the conditional rights of Mr. Berard, as of December 31, 2019. Pursuant to the closing clauses of the plan, his seniority will in any event be counted down to the date limit of December 31, 2019. However, his end-of-career compensation will be taken into account, in accordance with the terms of the plan regulations and the order of July 3, 2019.

Chapter 3 of the registration document

The details of the defined benefits pension plan are specified in chapter 3 of the 2018 registration document. The yearly amount of the retirement of the CEO is estimated to €188,202 as disclosed in the 2018 registration document. These elements will be updated in the 2019 registration document.