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Compensation of Corporate Officers

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The Board of Directors of September 28, 2020, decided the following in relation to the compensation of Corporate officers.

1. Allocation of 2020 performance shares to Patrick Berard, Chief Executive Officer

As part of the allocation of performance shares to employees and executives of the Rexel Group, in accordance with the allocation and performance conditions presented in the eighteen resolution approved by the Shareholders' Meeting of June 25, 2020, the Board of Directors decided to allocate 100,000 shares to Patrick Berard, Chief Executive Officer.

These performance shares are allocated on the condition that he remains with the company and are all subject to performance conditions assessed over a three-year period.

2. Compensation for Chairman of the Board of Directors, Ian Meakins

In light of market practices and taking into account the other non-executive functions of Ian Meakins from December 1st, 2020, the Board of Directors decided, in total agreement with Ian Meakins himself, to reduce the gross annual fixed compensation of the Chairman of the Board of Directors to 300,000 euros, from January 1st 2021.