

Paris, April 20, 2023

Compensation of Corporate Officers

Published pursuant to the recommendations of the AFEP-MEDEF Code of Corporate Governance

The Board of Directors has maintained Ian Meakins' compensation at a fixed amount of EUR 300,000 per year, in accordance with the compensation policy for 2023 approved by the shareholders at the Shareholders' Meeting of April 20, 2023 (fifth resolution).

It is specified that the compensation policy for Directors as approved by the Shareholders' Meeting of April 20, 2023 (sixth resolution) applies to Agnès Touraine, newly appointed Vice-Chairman of the Board of Directors and Senior Independent Director.

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 22nd resolution approved by the Shareholders' Meeting of April 21, 2022, the Board of Directors held on April 20, 2023 decided to allocate 106,000 shares to Guillaume Texier, 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.