

Compensation paid to the Executive Corporate Officer

The Board of Directors of Fnac Darty, at its meeting on February 28, 2017, on the recommendation of the Appointments and Compensation Committee, reviewed and approved the following compensation for Mr. Alexandre Bompard, the Chairman and Chief Executive Officer.

Fixed and variable compensation for 2016

For the financial year 2016, the fixed annual compensation for the Chairman and Chief Executive Officer was set at a gross amount of €900,000, identical to that for 2015, 2014 and 2013.

The structure of the variable annual compensation for the Chairman and Chief Executive Officer remained unchanged relative to 2015 and 2014, i.e.:

- A maximum amount of 105% of the fixed annual compensation
- Financial and qualitative targets split as follows:
 - 80% for meeting financial targets:
 - Group current operating income (COI);
 - Group free cash flow (FCF);
 - Group revenues;
 - Evolution of Group market share.
 - 20% for meeting qualitative targets.

The level of attainment of the 2016 financial target was 103.50% of the fixed annual compensation, and the amount payable for 2016 was €931,500.

Fixed and variable compensation for 2017

The Board of Directors, on the recommendation of the Appointments and Compensation Committee decided to keep the €900,000 compensation set for its Chairman and Chief Executive Officer unchanged for the financial year 2017.

Additionally, to better take outperformance into account and to align with market practices, it was decided to increase the maximum variable annual compensation to 120% of fixed compensation.

Variable compensation remains 80% for financial targets and 20% for qualitative targets.

The nature of the 2016 financial targets was renewed and a financial target for synergies was also added.

These targets were set precisely in advance.