

Compagnie Financière Jacques Cœur employee remuneration policy

Employee remuneration is decided by the Executive Board. Employee remuneration consists of a fixed remuneration which may be supplemented by a variable portion.

Through its activities, CFJC is not concerned by employees whose variable remuneration is likely to have a significant impact on CFJC's exposure to risks.

In any event, and to the extent that the measure would be applicable to CFJC, the following principles will be considered and respected:

- The variable part must be intended to maximize employee involvement by rewarding performance, provided that the employees help achieve real gains for the company by addressing the interests of customers;
- The basis of the variable part of the remuneration must be consistent with the objectives assigned to employees, their teams and the company;
- The basis must take into account all the costs generated by the activity used as a benchmark;
- The part paid for the financial year must not anticipate future results;
- It is desirable to vary over time a significant part of the variable remuneration since in some cases, it takes several years before the full results of an operation can be known.