2.5.2 Table of earnings

Earnings correspond to a corporate mandate.

Values in thousands of euros.

Operational Board members Chairman & CEO and Deputy CEO	Earnings fixed and variable (due and paid)								
	Fixed part			Variable part			Total earnings		
	2019	2018	2017	2019	2018	2017	2019	2018	2017
Christophe Arquillière [3], Board member	**141**	139	137	**88**	78	80	**229**	217	217
Jean François Bonnefond [2], Board member, audit committee member and Deputy CEO									
- Earnings as CEO of Jetly	**163**	160	156	**89**	82	82	**252**	242	238
- Earnings as Deputy CEO of Thermador Groupe	**26**	26	26				**26**	26	26
Patricia Mavigner [1], secretary of the Board of Directors and Deputy CEO since May 1, 2016	**141**	139	124	**91**	88	82	**232**	227	206
Guillaume Robin [1], Chairman & CEO	**197**	194	190	**111**	108	101	**308**	302	291
Subtotal	**668**	658	633	**379**	356	345	**1,047**	1,014	978
External Board members	**Attendance fees (due and paid)**								
Marylène Boyer [4]			4				**0**		4
Guy Vincent	**10.4**	12.2	12				**10.4**	12.2	12
Hervé Le Guillerm [5]		4.1	18				**0**	4.1	18
Janis Rentrop	**11.4**	12.2	10				**11.4**	12.2	10
Independent Board members	**Attendance fees (due and paid)**								
Karine Gaudin, audit committee chairman	**20.5**	17.4	14				**20.5**	17.4	14
Caroline Meignen	**15**	13.8	11,5				**15**	13.8	11.5
Laurence Paganini	**13.4**	12.2	10				**13.4**	12.2	10
Laurence Verdickt [6]	**2**	12.2	14				**2**	12.2	14
Olivier V. de la Clergerie, audit committee member	**19.7**	12.2	14				**19.7**	12.2	14
Mathilde Yagoubi	**11.4**						**11.4**	0	
Subtotal	**103.8**	**96.3**	**107.5**	**0**	**0**	**0**	**103.8**	96.3	**107.5**
Total	**771.8**	**754.3**	**740.5**	**379**	**356**	**345**	**1,150.8**	**1,110.3**	**1,086**

Earnings of operational Board members, CEO and Deputy CEOs:

(1) The variable earnings of Guillaume Robin and Patricia Mavigner will be subject to the AGM's approval on April 6, 2020. In the event of a favourable vote by the AGM on April 6, 2020, their variable remuneration will be paid in April 2020.

(2) The variable component of Jean-François Bonnefond's earnings is based on Jetly's result and is therefore linked to the position of CEO of Jetly only. As a result, it will not be voted on at the AGM on April 6, 2020. It is due on December 31, 2019 and will be paid in 2020.

(3) The variable component of Christophe Arquillière's earnings is based on Sferaco's result and is therefore linked to the position of CEO of Sferaco only. As a result, it will not be voted on at the AGM on April 6, 2020. It is due on December 31, 2019 and will be paid in 2020.

Earnings of external Board members:

(4) Marylène Boyer's mandate was not renewed at the AGM of April 4, 2016. She retired on April 30, 2016.

(5) The Board member mandate of Hervé Le Guillerm's was not reviewed at the Annual General Meeting of April 9, 2018. He retired on March 31, 2016.

Earnings of independent Board members:

(6) The Board member mandate of Laurence Verdickt was not reviewed at the Annual General Meeting of April 8, 2019.

Corporate officers receive no fringe benefit or stock options based on performance.

There are no golden parachutes or golden handshakes for corporate officers. Corporate officers have no special retirement plan. They do not receive any compensation linked to non-competition clauses or termination compensation.