



PRESS RELEASE

**MAISONS DU MONDE**  
**INFORMATION REGARDING THE COMPENSATION OF FRANCOIS-MELCHIOR DE**  
**POLIGNAC, DEPUTY CHIEF EXECUTIVE OFFICER**

Vertou, 25 January 2023

In accordance with the Afep-Medef Corporate Governance Code and the recommendations of the French Financial Markets Authority (Autorité des marchés financiers), Maisons du Monde (Euronext Paris: MDM; ISIN Code: FR0013153541) is publicly disclosing the decisions taken by its Board of Directors meeting held on 25 January 2023 regarding the components of the compensation of Mr. François-Melchior de Polignac, the Company's new Deputy Chief Executive Officer.

**Mr. François-Melchior de Polignac's compensation**

On 25 January 2023, Maison du Monde's Board of Directors decided to appoint Mr. François-Melchior de Polignac as Deputy Chief Executive Officer until 15 March 2023, on which date he will succeed Ms. Julie Walbaum, whose term of office as Chief Executive Officer will expire (it is noted that the compensation conditions applicable to his position as chief executive officer will be consistent with the compensation policy applicable to the chief executive officer as approved by the Company's shareholders on 31 May 2022).

Upon the Nominations and Compensation Committee's recommendation, the Board of Directors defined Mr. François-Melchior de Polignac's compensation components in respect of his position as Deputy Chief Executive Officer as follows, which components are aligned with the Chief Executive Officer's compensation terms approved by shareholders' meeting on 31 May 2022:

- Annual fixed compensation

Annual fixed compensation in the amount of 500,000 euros (gross) per year, calculated on a pro rata temporis basis in view of the duration of the exercise of his appointment as Deputy Chief Executive Officer.

- Annual variable compensation

The terms and the amounts of Mr. François-Melchior de Polignac's annual variable compensation in his capacity as Deputy Chief Executive Officer will be set, pro rata temporis, on the basis of criteria that will be applied to his appointment as chief executive officer and will be assessed by the Board of Directors in March 2024. This annual variable compensation may be between 0% and 125% of the according to the achievement of those objectives:

- Medium/long-term incentivization

The Deputy Chief Executive Officer is not granted any medium/long-term incentivization in respect of his position.

- Non-compete undertaking

The Deputy Chief Executive Officer is subject to a 12-month non-compete obligation commencing upon the end of his term of office as Deputy Chief Executive Officer and covering companies that are likely to compete with the Company and whose main activity is the wholesale, semi-wholesale or retail sale of home furnishings. The non-compete obligation applies within the European Economic Area, Switzerland and Great Britain. In consideration and throughout the undertaking period, he will receive a special monthly lump-sum indemnity equal to 50% of his average fixed monthly compensation earned over the 12 last full months of his employment. The Company may waive the application of this non-compete obligation up until the day his corporate office expires. This non-compete obligation will lapse once he is appointed chief executive officer, as this non-compete obligation will be reproduced in identical terms in respect of his position as chief executive officer.

- Health expenses, provident scheme (« prévoyance »), retirement

The Deputy Chief Executive Officer shall benefit from additional guarantees equivalent to those applicable to all the Company's senior executives and will be added to contracts between the Company and its insurers. In this regard, the Deputy Chief Executive Officer will benefit from the "disability – invalidity – death" (*incapacité – invalidité – décès*) provident scheme and health expense scheme applicable within the Company. He will also benefit from the "PERO" complementary retirement scheme applicable within the Company and benefiting the Company's executive officers.

- Unemployment insurance

The Deputy Chief Executive Officer will benefit from unemployment insurance taken out from GSC (known as the "formule 70" plan) for a 12-month indemnity term.

- Benefits in kind

The Deputy Chief Executive Officer will receive benefits in kind corresponding to the private use of a company car. The Company will pay all maintenance and insurance expenses relating to such vehicle. A gas card will be made available to him for the exercise of his professional functions.

- Severance pay

The Deputy Chief Executive Officer will not be granted any severance pay.