



INFORMATION

MAISONS DU MONDE

INFORMATION ON THE COMPENSATION OF JULIE WALBAUM, CHIEF EXECUTIVE OFFICER

Vertou, 24 March 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 22 March 2023 regarding the components of the compensation of Ms. Julie WALBAUM, the Company's former Chief Executive Officer.

Ms. Julie WALBAUM's variable compensation for the period of 1 January to 15 March 2023

At the Board of Directors meeting held on 25 January 2023, on the proposal of the Nominations and Compensation Committee, the Board set Ms. Julie WALBAUM's variable compensation for the period of 1 January – 15 March 2023 (corresponding to the transition period preceding the effective date of Mr. François-Melchior de POLIGNAC's appointment as Chief Executive Officer) as follows:

- the Chief Executive Officer's annual variable compensation could be between 0% and 100% of her annual gross fixed compensation on a *pro rata temporis* basis in relation to the duration her mandate, i.e., from 1 January 2023 to 15 March 2023, according to the achievement of objectives defined by the Board of Directors;
- the cumulative objectives to be attained, which will be assessed by the Board of Directors, are as follows: quality of the transition with the future Chief Executive Officer and quality of internal and external communications about the Company.

On the recommendation of the Nominations and Compensation Committee, the Board of Directors assessed the overall achievement of these objectives to stand at 100%.

By applying the achievement rate to the reference fixed gross salary of the Chief Executive Officer on a *pro rata temporis* basis (i.e. 2 and a half months of the year), the variable compensation due for 2023 stands at €104,166, rounded to €104,000.

The actual payment of this variable compensation will be submitted for approval to the shareholders at the General Meeting that approves the 2023 accounts.

Vesting of the Chief Executive Officer's free performance shares under the "2020" plan

At the Board of Directors' meeting held on 8 March 2023, upon the proposal of the Nominations and Compensation Committee, the Board of Directors approved the 100% achievement rate concerning



the “2020” performance share grant plan, as well as the final number of shares to be acquired by Ms. Julie WALBAUM, corresponding to 53,900 shares.

This vesting remained conditioned on the Chief Executive Officer meeting the continued employment condition at 10 March 2023.

On the Nominations and Compensation Committee’s recommendation, the Board officially acknowledged that this continued employment condition had indeed been satisfied and acknowledged the final delivery of the 53,900 free shares to Ms. Julie WALBAUM pursuant to the plan rules.

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