



**MAISONS DU MONDE**  
Public limited company  
With capital of 146,583,736.56 euros  
Registered office: Le Portereau - 44120 Vertou  
793906728 RCS Nantes  
ISIN FR 0013153541

## **INFORMATION ON THE COMPENSATION OF THE CHIEF EXECUTIVE OFFICER** **In application of the Afep-Medef Code**

In accordance with the AFEP-MEDEF Code of Corporate Governance and Article L.225-42-1 of the French Commercial Code, Maisons du Monde (hereafter the "Company") publishes the components of the total compensation, as well as the benefits of any kind attributable to Gilles Petit, in his capacity as Chief Executive Officer, approved by the Board of Directors at its meeting of 20 March 2018.

The total compensation attributable to the Chief Executive Officer of the Company is determined by the Board of Directors, on the recommendation of the Appointments and Compensation Committee, in accordance with the following principles:

- the total compensation of the Chief Executive Officer submitted to the vote of the Board takes into account the general interest of the company, market practices and the performance of the Chief Executive Officer;
- clearly stated reasons are given for each component of the compensation of the Chief Executive Officer. The appropriateness of the compensation recommended is assessed in the Company's business environment and by reference to French and international market practices;
- the compensation of the Chief Executive Officer of the Company is determined fairly and consistently with that of the other executives of the Maisons du Monde Group, taking into account in particular their respective responsibilities, skills and personal contributions to the Group's performance and development;
- the variable portion of the Chief Executive Officer's compensation is consistent with his annual performance review and with the Group's strategy. The performance criteria used to determine the variable portion of the Chief Executive Officer's compensation, whether in the form of bonuses or stock options or performance shares, are simple to establish and explain, satisfactorily reflect the Group's performance and economic development objective at least in the medium term, allow for transparency with regard to shareholders in the annual report and at general meetings, and are consistent with the Company's objectives and normal practices with respect to executive compensation.

The total compensation attributable to Gilles Petit for fiscal 2018 is composed of the following elements:

### **Fixed Compensation:**

Gilles Petit will continue to receive gross annual fixed compensation of 400,000 euros.

### **Variable Compensation**

At its meeting of 20 March 2018, the Board of Directors:

- confirmed that Gilles Petit achieved the quantitative and qualitative criteria for the variable compensation for the 2017 financial year and consequently decided that the Chief Executive Officer would receive gross annual variable compensation of a maximum of 340,000 euros, representing 85% of the gross annual fixed compensation, subject to the achievement of the following quantitative and qualitative criteria: 60% of the total annual variable compensation determined on a quantitative target

based on the Group's EBIT, and 40% on Gilles Petit's performance, based on precise and predefined qualitative targets. These targets and objectives had been precisely defined by the Company and Gilles Petit and are not made public for confidentiality reasons. It is specified that this amount will be definitively acquired subject to approval by the General Meeting of 18 May 2018;

- set the amount and performance criteria of Gilles Petit's gross annual variable compensation for 2018. The Chief Executive Officer will receive variable compensation of a maximum amount of 340,000 euros representing 85% of the gross annual fixed compensation, subject to the achievement of the following quantitative and qualitative criteria: 60% of the total annual variable compensation will be determined on a quantitative objective based on the Group's EBIT, and 40% on Gilles Petit's performance, based on precise and predefined qualitative objectives, which have been defined precisely by the Company and Gilles Petit and are not made public for confidentiality reasons;

#### **Medium/Long-Term Incentive Plan**

As in the previous financial year, the Chief Executive Officer will be eligible for free performance shares up to an annual amount valued at 150% of total compensation (fixed plus maximum variable). He must also hold 40% of the shares definitively acquired in registered form for the duration of his term of office up to an amount representing two years' base salary.

#### **Company car**

Gilles Petit will continue to have a company car that he may use for personal purposes constituting a benefit in kind within the meaning of tax and social regulations.