



MAISONS DU MONDE:

INFORMATION REGARDING JULIE WALBAUM'S COMPENSATION

Nantes, 1 April 2019

According to the AFEP-MEDEF Corporate Governance code and the Financial Markets Authority's recommendations, [Maisons du Monde](#) (Euronext Paris: MDM, ISIN Code: FR0013153541) publishes the decisions taken by its Board of Directors on 22 March 2019 regarding the compensation components of the Chief Executive Officer, Mrs. Julie Walbaum.

Mrs. Julie Walbaum's variable compensation for the second half of 2018

During the meeting held on 22 March 2019, based on the Nomination and Compensation Committee's recommendation, the Board of Directors fixed Mrs. Julie Walbaum's variable compensation as of 1 July 2018 until 31 December 2018.

It is recalled that during the meeting held on 29 June 2018, the Board of Directors fixed the following variable compensation modalities: the gross annual variable bonus whose target value is 60% of her gross annual fixed compensation. The amount of the variable bonus can be set between 0% and 150% of the target value depending on the performance. The annual variable bonus ceiling is 90% of Mrs. Julie Walbaum's annual fixed compensation. The benefit of this variable bonus is conditional on the achievement of both the quantitative and qualitative objectives defined annually by the Board of Directors. For the second half of 2018, the quantitative and qualitative objectives are set as follows: 70% of the annual variable bonus are determined on a quantitative objective based on both the Group's sales and EBIT in accordance with the budget, and 30% are determined on a qualitative objective, based on pre-established qualitative objectives defined in a precise way. The level of achievement of the quantifiable criteria has moreover been established precisely. The qualitative objectives used and the level of achievement of the quantifiable criteria are not disclosed for confidentiality reasons.

During the meeting held on 29 March 2019, based on the Nomination and Compensation Committee's recommendation, the Board of Directors assessed the overall impairment at 90% of the target performance, with a quantitative part reached on a weighted average of 97% of the target and a qualitative part reached on a weighted average of 73% of the target. The variable compensation for the period is set at a rounded amount of EUR 110,000, representing 55% of the basic compensation for the period.

Mrs. Julie Walbaum's compensation for FY2019

For the current financial year, the Board of Directors fixed the following compensation modalities:

Fixed compensation: Based on an external benchmark indicating a positioning below the first quartile of the market composed of listed groups of size and similar issues, the Nomination and Compensation Committee's recommendation has proposed positioning Julie Walbaum's gross annual fixed compensation at EUR 450,000 compared with EUR 400,000 for the full-year 2018. This increase in base compensation is justified by the full mastery of the position held by Julie Walbaum from now on at the head of the Group.



Variable compensation: The gross annual variable bonus will have a target value of 60% of her gross annual fixed compensation. The amount of the variable bonus can be set between 0% and 150% of the target value depending on the performance. The annual variable bonus ceiling is 90% of Mrs. Julie Walbaum's annual fixed compensation. The benefit of this variable bonus is conditional on the achievement of both the quantitative and qualitative objectives including a corporate social responsibility / environmental responsibility criteria. Thus, the target variable bonus will be structured as follows:

- Quantitative objective based on the Group's sales: 20% of the target variable bonus;
- Quantitative objective based on the Group's EBIT: 50% of the target variable bonus;
- Qualitative objectives: 30% of the target variable bonus.

Those objectives pre-established and defined in a precise way, as well as the level of achievement of the quantifiable criteria are not disclosed for confidentiality reasons.

The terms of Mrs. Julie Walbaum's compensation are however and either way subject to the approval of the General meeting of shareholders 3 June 2019.

About Maisons du Monde

Maisons du Monde is a creator of inspirational lifestyle universes in the homeware industry, offering distinctive and affordable decoration and furniture collections that showcase multiple styles. The Group develops its business through an integrated and complementary omnichannel approach, leveraging its international network of stores, its websites and its catalogues. The Group was founded in France in 1996 and has expanded profitably across Europe since 2003, reporting sales of €1,111 million and EBITDA of €148 million in 2018. At 31 December 2018, the Group operated 336 stores in 9 countries including France, Italy, Spain, Belgium, Luxembourg, Germany, Switzerland, the United States and the United Kingdom, and derived 40% of its sales outside France. The Group has also built a successful complementary and comprehensive ecommerce platform, whose sales grew by over 30% per year on average between 2010 and 2018. This platform, which accounted for 23% of the Group's sales in 2018, is available in the countries where it operates stores plus Austria, the Netherlands and Portugal. In 2018, the Group acquired a majority stake in Modani, a furniture chain present in the United States through its stores and ecommerce business. Modani, founded in 2017, is an aspirational lifestyle brand, offering high-quality proprietary modern, contemporary and mid-century furniture at affordable price points, with a nationwide presence through a network of 13 showrooms.

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