

## Nicola Thompson, CEO - remuneration arrangements for FY22

On 8 March 2022, it was announced that Nicola Thompson was appointed as the permanent CEO of Made.com Group Plc with effect from 7 March 2022.

Nicola's remuneration arrangements have been set in accordance with the Directors' Remuneration Policy which will be put forward to shareholders at the forthcoming AGM in May 2022.

Nicola's new remuneration package has been set at a rate which is competitive to the market in which the Company competes for talent and capital and is consistent with that of the outgoing CEO's package. Nicola's remuneration package will take effect from when she was appointed interim CEO on 21 February 2022.

Nicola's remuneration package comprises:

- Base salary of £465,000
- Pension in line with the wider workforce rate of 5% of base salary
- A maximum bonus opportunity of 150% of base salary
- A long-term incentive award (PSP award) of 200% of base salary

Details of the performance targets for the FY22 PSP award will be set out in the Directors' Remuneration Report within the FY21 Annual Report and Accounts. Full details of Nicola's FY22 remuneration package will also be set out in the Directors' Remuneration Report within the FY22 Annual Report and Accounts.