

## **Patrick Lewis, Chief Financial Officer - remuneration arrangements for FY22**

On 16 May 2022, it was announced that Patrick Lewis will be appointed as the Chief Financial Officer of Made.com Group Plc with effect from 27 June 2022.

Patrick's remuneration arrangements have been set in accordance with the Directors' Remuneration Policy.

Patrick's remuneration package has been set at a rate which is competitive to the market in which the Company competes for talent and capital. Patrick's remuneration package comprises:

- Base salary of £350,000
- Pension in line with the wider workforce rate of 5% of base salary
- A maximum bonus opportunity of 150% of base salary (prorated for FY22)
- A long-term incentive award (PSP award) of 200% of base salary for FY22 (to be granted as soon as practicable when Patrick commences employment)

Details of the performance targets for the FY22 PSP award are set out in the Directors' Remuneration Report for the financial year ended 31 December 2021. Full details of Patrick's FY22 remuneration package will also be set out in the Directors' Remuneration Report for the financial year ending 31 December 2022.