

INFORMATION RELATING TO THE COMPENSATION OF THE CHAIRMAN AND OTHER MEMBERS OF THE EXECUTIVE BOARD OF KLÉPIERRE SA

Paris, May 3, 2024

In accordance with the recommendations of the AFEP-MEDEF Code, Klépierre SA discloses the compensation package for the Chairman and other members of the Executive Board as determined by the Supervisory Board, based on the favorable recommendations of the Nomination and Compensation Committee, and approved by the Shareholders General Meeting of Klépierre SA held today.

- **Fixed compensation:**

The fixed remuneration of the Chairman and other members of the Executive Board for the 2023 fiscal year is as follows:

- Jean-Marc Jestin (Chairman of the Executive Board): €825,000; and
- Stéphane Tortajada (member of the Executive Board, Chief Financial Officer): €450,000.

The fixed compensation of the Chairman and the other members of the Executive Board for the 2024 fiscal year is set as follows:

- Chairman of the Executive Board: €825,000; and
- Members of the Executive Board: €500,000.

- **Short-term variable compensation**

The short-term variable compensation of the Chairman and other members of the Executive Board for fiscal year 2023, paid in fiscal year 2024, amounts to:

- €1,237,500 for the Chairman of the Executive Board, Jean-Marc Jestin; and



- €675,000 for the member of the Executive Board, Chief Financial Officer, Stéphane Tortajada.

Details of the rates of achievement of the quantitative and qualitative criteria used to determine the amount of the short-term variable compensation of the Chairman and the other members of the Executive Board for the 2023 fiscal year are presented on pages 275 to 280 of Klépierre SA's 2023 Universal Registration Document.

For 2024 fiscal year, the short-term variable compensation will be determined according to the quantitative and qualitative criteria described on pages 265 and 266 of Klépierre SA's 2023 Universal Registration Document.

- **Long-term variable compensation**

For 2024, annual grants to the Chairman of the Executive Board and other members of the Executive Board may not exceed 100% of their respective short-term compensation⁽¹⁾.

The final allocation of these performance shares will be subject to a condition of presence and four performance conditions, assessed over a period of three years, presented on pages 267 and 268 of Klépierre SA's 2023 Universal Registration Document.

- **Severance pay**

In the event of the forced departure from Klépierre SA of the Chairman of the Executive Board and/or another member of the Executive Board, a severance package has been put in place.

The details of this mechanism are presented on pages 269 and 271 of Klépierre SA's 2023 Universal Registration Document.

- **Other compensation elements**

The benefits of any kind enjoyed by the Chairman of the Executive Board and the other members of the Executive Board in 2024 are set out on pages 269 and 271 of Klépierre SA's 2023 Universal Registration Document.

All information relating to the 2023 compensation of the Chairman of the Executive Board and the other members of the Executive Board and the 2024 compensation policy applicable to them is included in Klépierre SA's 2023 Universal Registration Document. This document is available on Klépierre's website (<https://www.klepierre.com>).

⁽¹⁾ Calculated as follows: annual fixed compensation + target quantitative portion of short-term variable compensation + maximum qualitative portion of short-term variable compensation.