

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

Paris, May 12, 2023

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 on May 11, 2023.

▪ **Fixed compensation:**

The fixed remuneration of the Chairman and other members of the Executive Board for the 2022 fiscal year is as follows:

- Jean-Marc Jestin (Chairman of the Executive Board): €789,658;
- Stéphane Tortajada (Chief Financial Officer, member of the Executive Board as of June 22, 2022): €237,945;
- Jean-Michel Gault (Chief Financial Officer, member of the Executive Board until June 21, 2022): €226,192;
- Beñat Ortega (Chief Operating Officer, member of the Executive Board until January 31, 2022): €38,219.

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

- Chairman of the Executive Board : €825,000;
- Members of the Executive Board⁽¹⁾ : €500,000.

⁽¹⁾ It is specified that, in its meeting of February 14, 2023, the Supervisory Board set Stéphane Tortajada's fixed annual compensation for 2023 at €450,000 (i.e., compensation unchanged from 2022, payable pro rata temporis for the period from June 22, 2022, to December 31, 2022).

▪ **Short-term variable compensation**

The short-term variable compensation of the Chairman and other members of the Executive Board for fiscal year 2022, paid in fiscal year 2023, amounts to:

- €1,184,486 for the Chairman of the Executive Board, Jean-Marc Jestin,
- €356,918 for the Chief Financial Officer, member of the Executive Board, Stéphane Tortajada,
- €294,049 for the Chief Financial Officer, member of the Executive Board, Jean-Michel Gault.

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 2022 fiscal year are presented on pages 300 to 312 of Klépierre's 2022 Universal Registration Document.

For 2023 fiscal year, the short-term variable compensation will be determined according to the quantitative and qualitative criteria described on page 291 of Klépierre's 2022 Universal Registration Document.

▪ **Long-term variable compensation**

For 2023, 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⁽²⁾.

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 293 and 294 of Klépierre's 2022 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, an severance package has been put in place.

The details of this mechanism are presented on pages 295 and 297 of Klépierre's 2022 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 2023 are set out on pages 295 to 297 of Klépierre's 2022 Universal Registration Document.

All information relating to the 2022 compensation of the Chairman of the Executive Board and the other members of the Executive Board and the 2023 compensation policy applicable to them is

⁽²⁾ Short-term compensation is equal to the sum of the fixed compensation and the short-term variable compensation at target.

included in Klépierre's 2022 Universal Registration Document. This document is available on Klépierre's website (<https://www.klepierre.com>).