

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

Paris, April 25, 2025

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 on April 24, 2025.

▪ **Fixed compensation:**

The fixed remuneration of the Chairman and other members of the Executive Board for the 2024 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): €500,000.

The fixed compensation of the Chairman and the other members of the Executive Board for the 2025 fiscal year is set as follows:

- Chairman of the Executive Board:
 - €825,000 payable on a pro rata basis for the period from January 1, 2025, to the date of his re-appointment in 2025,
 - €950,000 payable on a pro rata basis for the period between the date of his re-appointment in 2025 and December 31, 2025,
- Members of the Executive Board:
 - €500,000 payable on a pro rata basis for the period from January 1, 2025, to the date of his re-appointment in 2025,
 - €620,000 payable on a pro rata basis for the period between the date of his re-appointment in 2025 and December 31, 2025.



▪ **Short-term variable compensation**

The short-term variable compensation of the Chairman and other members of the Executive Board for fiscal year 2024, paid in fiscal year 2025, amounts to:

- €1,237,500 for the Chairman of the Executive Board, Jean-Marc Jestin; and
- €750,000 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 2024 fiscal year are presented on pages 317 to 324 of Klépierre SA's 2024 Universal Registration Document.

For fiscal year 2025, the short-term variable compensation will be determined according to the quantitative and qualitative criteria as described on pages 307, 308 and 313 of Klépierre SA's 2024 Universal Registration Document.

▪ **Long-term variable compensation**

For 2025, annual grants to the Chairman of the Executive Board and other members of the Executive Board may not exceed 160% of their respective fixed compensation.

The final allocation of these performance shares will be subject to a service condition and four performance conditions, assessed over a three-year period, as presented on pages 309 to 311 of Klépierre SA's 2024 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 package are presented on pages 312 and 314 of Klépierre SA's 2024 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 2025 are set out on pages 312 and 314 of Klépierre SA's 2024 Universal Registration Document.

All information relating to the 2024 compensation of the Chairman of the Executive Board and the other members of the Executive Board and the 2025 compensation policy applicable to them is included in Klépierre SA's 2024 Universal Registration Document. This document is available on Klépierre's website (<https://www.klepierre.com/en/finance/document-d-enregistrement-universel-2024-67d9af6bac02e>).