

PRESS RELEASE

SUPPLEMENTAL INFORMATION WITH RESPECT TO THE KLÉPIERRE COMPENSATION POLICY FOR 2018

Paris – March 30, 2018

In response to queries regarding its compensation policy for 2018 to be voted upon at its shareholders general meeting on April 24, 2018, Klépierre wishes to disclose the following supplemental information.

TERMINATION PACKAGE APPLICABLE TO JEAN-MICHEL GAULT

Regarding the performance conditions used for the termination package of Mr. Jean-Michel Gault, the Company notes that the performance conditions applied are strictly similar to those included in the termination package for Jean-Marc Jestin, which has been approved at 98.89% at the last AGM. The Company notes that it would be unfair to apply different performance conditions to the two Executive Board members. However, the Company has taken note of the concerns raised by certain investors or proxy advisors regarding the period over which such performance conditions are assessed and will make sure that those concerns are properly addressed when the termination packages of the Executive Board members will be reviewed upon renewal of the Executive Board members in 2019.

COMPENSATION POLICY APPLICABLE THE CHAIRMAN OF THE EXECUTIVE BOARD (INCREASE IN THE FIXED COMPENSATION):

In addition to Klépierre disclosed compensation policy and particularly as regards the proposed increase of the fixed compensation of the Chairman of the Executive Board, Klépierre gives the following information to assess the relevance of the peer groups used. This additional information shall be deemed to be part of the Klépierre compensation policy (as such compensation policy is included page 240 and seq. of the 2017 annual report).

Composition of the peer groups

- Composition of the panel of SBF 120 companies (comprising (i) the 10 CAC 40 companies with the lowest market capitalization, (ii) the 20 Next 20 companies and (iii) the 10 SBF 80 companies with the highest market capitalization – based on the 2017 3rd quarter average market capitalization, source: Bloomberg) :



CAC 40	NEXT 20	SBF 80
Accor Hotels	Alstom	ADP
Atos	Arkema	Amundi
Bouygues	Bureau Veritas	BioMérieux
Legrand	Dassault Systemes	Bolloré
Publicis Groupe	Edenred	CNP Assurances
Solvay	EDF	Dassault Aviation
STMicroelectronics	Eiffage	Gecina
Technip	Gemalto	Ipsen
Valeo	Groupe Eurotunnel	JC Decaux
Veolia Environnement	Hermes International	SEB Groupe
	Iliad	
	Ingenico	
	Natixis	
	Scor SE	
	SES Global FDR	
	Suez Environnement	
	Teleperformance	
	Thales	
	Zodiac Aerospace	

- Composition of the panel of companies with comparable activities (STOXX® Europe 600 – Real Estate – based on the Stoxx Europe 600 – Real Estate's index components' market capitalization, source: Stoxx):

Real Estate Europe
Immofinanz (Aus)
Cofinimmo (Bel)
PSP Swiss Property AG (Che)
Swiss Prime Site (Che)
Merlin Properties Socimi (Esp)
Foncière des Régions (Fr)
Gecina (Fr)
Icade (Fr)
Unibail-Rodamco (Fr)
Deutsche Euroshop (Germ)
Deutsche Wohnen Br Shs (Germ)
Leg Immobilien (Germ)
Vonovia (Germ)
Wereldhave (Germ)
Castellum (Swe)
Jm (Sw)
British Land (UK)
Capital & Cnts Props (UK)
Derwent London (UK)
Great Portland Estates (UK)
Hammerson (UK)
Intu Properties (UK)
Land Securities Group (UK)
Segro (UK)
Shaftesbury (UK)

Positioning of Klépierre in terms of market capitalization vs. peers

- The median market capitalization of the peer group comprising SBF 120 Companies is equal to €10,855 million which is comparable to Klépierre market capitalization of €10,805 million

<i>In € millions</i>	Klépierre	10th %tile	25th %tile	Median	75th %tile	90th %tile
Market capitalization	10,805	5,345	7,275	10,855	13,755	20,045

(All figures are issued from the Willis Towers Watson report and based on the 2017 3rd quarter average market capitalization, source: Bloomberg)

- The median market capitalization of the STOXX® Europe 600 – Real Estate peer group is equal to €4,710 million which is significantly lower than Klépierre market capitalization of €10,805 million

<i>In € millions</i>	Klépierre	25th %tile	Median	75th %tile
Market capitalization	10,805	2,450	4,710	6,650

(All figures are issued from the Willis Towers Watson report and based on the Stoxx Europe 600 – Real Estate's index components' market capitalization, source: Stoxx)

Overview of benchmark

- Peer group comprising SBF 120 Companies

<i>In euros</i>	<i>10th %tile</i>	<i>25th %tile</i>	<i>Median</i>	<i>75th %tile</i>	<i>90th %tile</i>
Base salary 2017	445,000	695,000	900,000	1,005,000	1,405,000
Bonus					
- Granted bonus for 2016 (as a % of base salary)	20%	70%	105%	135%	160%
- Granted bonus for 2016 (in amount)	65,000	580,000	980,000	1,330,000	1,565,000
- Target bonus (as a % of base salary)	60%	100%	100%	120%	130%
- Maximum bonus (as a % of base salary)	70%	130%	150%	180%	200%
Total granted compensation	450,000	1,260,000	1,900,000	2,410,000	2,725,000
Long Term Incentive granted, valued with WTW methodology					
- Value (as a % of base salary)	---	---	110%	195%	340%
- Value (in amount)	---	---	795,000	1,780,000	4,090,000
- Value (in amount, only on groups granting LTI)	430,000	680,000	1,295,000	1,940,000	5,795,000
Global granted compensation	450,000	1,815,000	2,535,000	3,920,000	6,340,000

Extract from Willis Towers Watson report issued in 2017; each compensation element (base salary, bonus, ...) has been separately analyzed. Consequently, totals and sub-totals do not reflect the sum of comprising elements.

– Peer group comprising STOXX® Europe 600 – Real Estate

<i>In euros</i>	<i>10th %tile</i>	<i>25th %tile</i>	<i>Median</i>	<i>75th %tile</i>	<i>90th %tile</i>
Base salary 2017	330,000	510,000	655,000	815,000	975,000
Bonus					
- Granted bonus for 2016 (as a % of base salary)	30%	45%	75%	130%	140%
- Granted bonus for 2016 (in amount)	165,000	255,000	500,000	800,000	1,225,000
- Target bonus (as a % of base salary)	35%	60%	75%	90%	100%
- Maximum bonus (as a % of base salary)	45%	70%	135%	150%	160%
Total granted compensation	565,000	850,000	1,340,000	1,675,000	1,985,000
Long Term Incentive granted, valued with WTW methodology					
- Value (as a % of base salary)	---	---	115%	135%	175%
- Value (in amount)	---	---	735,000	1,155,000	1,420,000
- Value (in amount, only on groups granting LTI)	120,000	360,000	875,000	1,255,000	1,450,000
Global granted compensation	575,000	1,030,000	1,935,000	2,495,000	3,150,000

Extract from Willis Towers Watson report issued in 2017; each compensation element (base salary, bonus, ...) has been separately analyzed. Consequently, totals and sub-totals do not reflect the sum of comprising elements.

As indicated in the Klépierre compensation policy, and even though the SBF 120 peer group appears to be the most relevant in terms of market capitalization, the Supervisory Board has decided to set the fixed annual compensation at a level that is considered reasonable and close to the average of the median values for fixed compensation paid to executives in the two peer groups studied.