

Paris, February 13, 2026

PUBLICATION OF ITEMS OF COMPENSATION FOR THE EXECUTIVE CORPORATE OFFICERS¹

Board of Directors' meeting on February 10, 2026

I. Compensation for the Chairman of the Board of Directors

As recommended by the Governance, Appointments and Compensation Committee, Gecina's Board of Directors, at its meeting on February 10, 2026, kept the annual fixed compensation of the Chairman of the Board of Directors at €300,000 for 2026, unchanged compared with 2025.

The Chairman of the Board of Directors does not receive any variable compensation in cash or securities, or any compensation linked to the performance of the Company and/or the Group.

Neither does he receive any compensation for his position as a Director.

II. Compensation for Mr Beñat Ortega, Chief Executive Officer

As recommended by the Governance, Appointments and Compensation Committee and in accordance with the legal provisions and the recommendations from the Afep-Medef Code regarding compensation for executive corporate officers, Gecina's Board of Directors, at its meeting on February 10, 2026, set the following items of compensation for the Chief Executive Officer, Mr Beñat Ortega.

The compensation policy is detailed in section 4.2 of the 2025 Universal Registration Document which is to be published.

Fixed compensation

As recommended by the Governance, Appointments and Compensation Committee, Gecina's Board of Directors, at its meeting on February 10, 2026, kept the annual fixed compensation of the Chief Executive Officer at €700,000 for 2026, unchanged compared with 2025.

Annual variable compensation for 2025

After reviewing the achievement of the quantifiable and qualitative criteria for Mr. Beñat Ortega's variable compensation for 2025, the Board of Directors, as recommended by the Governance, Appointments and Compensation Committee, acknowledged that the targets set had been achieved with an outperformance, and decided to set his annual variable compensation at 130% of his basic fixed compensation for 2025, i.e. €910,000 out of a possible maximum of 150%.

This 130% can be broken down into 80% for the quantifiable component (out of a maximum of 90%) and 50% for the qualitative component (out of a maximum of 60%), taking into account Mr. Beñat Ortega's performance.

The criteria for assessment for this compensation are detailed in section 4.2 of the 2025 Universal Registration Document which is to be published.

¹ Published in accordance with the Afep-Medef Corporate Governance Code for listed companies, subject to the 2026 Annual General Meeting's vote on (i) the items of compensation awarded during or for 2025 to the Chairman of the Board of Directors and the Chief Executive Officer, and (ii) the elements from the compensation policy for the Chairman of the Board of Directors and the Chief Executive Officer for 2026.

Annual variable compensation for 2026

The Board of Directors, as recommended by the Governance, Appointments and Compensation Committee, decided to confirm the Chief Executive Officer's annual variable compensation structure, setting his target variable compensation at 100% of his fixed compensation, with an option to reach a maximum of 150% of his fixed compensation if the target quantifiable or qualitative performance criteria are exceeded (detailed in the 2025 Universal Registration Document, which is to be published, section 4.2).

Performance shares

As part of the grant of performance shares to the Chief Executive Officer, the Company engaged the independent firm AON to establish an actuarial valuation of the shares to be awarded.

Based on Gecina's share price of €80.90 as of December 31, 2025, the valuation for the plan to which the Chief Executive Officer would be eligible stands at €30.36 per share. This valuation was reviewed and validated by Mercer, duly mandated by the Governance, Appointments and Compensation Committee.

At its meeting on February 10, 2026, the Board of Directors decided to use a reference unit value of €32.77 per share to determine the number of performance shares to be granted to the Chief Executive Officer under the 2026 plan. On this basis, the number of performance shares granted is 23,500 shares, equivalent to 110% of his annual fixed compensation for 2026, i.e. €770,000 excluding taxes.

The vesting period is three years, and the lock-in period is two years.

The definitive acquisition of the performance shares is subject to compliance with the presence condition and the achievement of demanding performance conditions, as presented in section 4.2 of the 2025 Universal Registration Document which is to be published.

Benefits in kind

The Chief Executive Officer is entitled to a company car, in line with the Company's practices, and is covered by the health insurance and welfare benefits policies set up by the Company.

Insurance

The Chief Executive Officer is entitled to unemployment insurance cover (under the Garantie Sociale des Chefs d'entreprises - GSC - or an equivalent system) set up for him by the Company, as well as the Group's "directors and officers" insurance cover.

Severance benefits

The Chief Executive Officer is entitled to severance benefits in the event of his involuntary departure based on the conditions presented in section 4.2 of the 2025 Universal Registration Document which is to be published.