## MERCIALYS



TO THE ORDINARY AND EXTRAORDINARY GENERAL MEETING

## Thursday April 26, 2018 at 10:30 ам *сет*

At: Mercialys' head office 148, rue de l'Université 75007 Paris, France

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This registration document can be consulted and downloaded at the Company's website <u>www.mercialys.com</u>





### Message from Éric Le Gentil

Chairman and Chief Executive Officer

"Mercialys' long-term outperformance is made possible by the excellent command of its competitive advantages."

Dear Shareholder,

I am pleased to invite you to Mercialys' General Shareholders' Meeting, which will be held on **Thursday, April 26, 2018** from 10:30 am in Paris, at Mercialys' head office.

The General Shareholders' Meeting is a privileged time for shareholders to get informed, meet and talk to the leadership team, focusing in particular on the Company's strategy, results and achievements.

It is also an opportunity to share your opinion, through your votes, on the resolutions submitted to you for approval.

I hope you will be able to attend this meeting in person. Still, should you be unable to do so, you have the option to vote before the General Shareholders' Meeting, either online or by post. Alternatively, you can appoint the Chairman or any person of your choice to represent you.

In this brochure, you will find all the useful information for this General Shareholders' Meeting, and in particular the agenda, the presentation and the text of draft resolutions, as well as all the practical information needed to take part in this meeting.

I would like to thank you for your confidence, trust and interest in Mercialys, and I look forward to seeing you on Thursday, April 26, 2018.

Yours sincerely,

PRESENTATION HI AND TEXT OF P DRAFT RESOLUTIONS

## 1. Mercialys in 2017

### Key consolidated figures

GOVERNANCE

In millions of euros	2017	2016	Change
Invoiced rents	183.5	187.6	-2.2%
Organic growth in invoiced rents (excluding indexation)	+2.6%	+3.5%	-
Rental revenues	185.3	189.8	-2.4%
EBITDA	155.1	160.5	-3.4%
Funds from operations (FFO)	114.0	114.4	-0.4%
Consolidated net income, attributable to owners of the parent	86.7	110.0	-21.2%

### - Another year of outperformance

Organic growth in invoiced rents remained on a strong upward trend in 2017, with +2.6% increase excluding indexation, a level significantly higher than the +2% objective. This trend remains robust and is the result, in particular, of a +14% reversion, a dynamic letting and merchandising mix diversification policy, as well as a targeted marketing strategy driven by digital tools.

The current financial vacancy rate was 2.5%, unchanged from December 31, 2016. Footfall and retailers' sales growth at Mercialys shopping centers both outperformed by +390bp the national index of the French Council of shopping centers (CNCC).

### — Completion of twelve highly accretive projects -

Nine large food stores transformation projects were completed during the year. This represents annualized additional rental income of Euro 1.9 million and further improves the marketability of the sites with the installation of eight new medium-sized stores and 18 differentiating shops over an area of more than 18,000 sq.m. For example, Vib's and Armand Thiery opened stores at the Fréjus site, Kiabi joined the offering of the Rennes shopping center, New Yorker moved into the Poitiers shopping center, while Fnac opted for the Saint-Étienne Monthieu shopping center. The yield on costs was 7.5%.

### Disposal of eight assets

In 2017, Mercialys also disposed of eight assets for a total of Euro 177 million including transfer taxes, resulting in a -130 bp reduction in LTV (excluding transfer taxes) to 39.9% at the end of December 2017.

In January 2017, the Company sold five service malls to the Casino Group for a total amount of Euro 38.9 million including transfer taxes and an exit yield of 5.8%. These sales involved geographically dispersed assets that are unsuitable for large-scale transformation projects owing to their individual size (less than 5,000 sq.m).

The same month, Mercialys also sold the transformed Toulouse Fenouillet hypermarket to the Casino Group for Euro

EBITDA stood at Euro 155.1 million, representing a 83.7% margin. The Funds From Operations (FFO), restated for disposals made in 2017, grew by +6.1%, representing a slight decline of -0.4% to  $\notin$ 114 million including the impact of these changes in scope.

EPRA NNNAV at end-2017 is up +1.4% compared to end-2016, to Euro 20.54 per share. Mercialys' financial structure remains very sound, with an LTV at 39.9% and an ICR at 5.2x.

In addition, in the fourth quarter of 2017, Mercialys also completed three shopping center extensions at the Morlaix, Rennes and Saint-Étienne Monthieu sites. These new retail spaces, which cover an area of 16,000 sq.m, have accommodated an extra 68 retailers, 10 of which are new to the Mercialys portfolio. They represent Euro 3.3 million of additional annualized rents, or an average yield on costs of 7.0%.

32.8 million including transfer taxes, with an exit yield of 5.0%. Mercialys had previously embarked on two projects to create additional retail space on surfaces formerly occupied by the hypermarket, thereby enhancing the site's appeal.

In July, Mercialys sold the Fontaine-lès-Dijon site to a fund created by Stam Europe for Helaba Invest for Euro 27.5 million including transfer taxes, generating an exit yield of 5.4%. This shopping center has been subjected to three waves of redevelopments and renovations since 2008.

MERCIALYS IN 2017

E-NOTICE

### An acquisition and a strong increase in the projects portfolio

In a more readable economic and political environment, Mercialys was also in a position to acquire a major 9,600 sq.m extension project for its Le Port site in Reunion island in December 2017, for almost Euro 28 million including transfer taxes.

Mercialys has also significantly increased in the second half of the year its project portfolio compared with June 30, 2017, identifying

### Subsequent events

GOVERNANCE

Asset disposals continue in early 2018. Mercialys signed a preliminary sales agreement in January for Euro 14.6 million including transfer taxes.

In addition, on February 20, 2018, Mercialys successfully placed a bond issue of Euro 300 million maturing in eight years.

Euro +239 million of additional development projects for the period 2018-2024. This now represents investments of Euro 825 million and additional rental income of Euro 50 million, resulting in a highly accretive average yield on cost of 6.7% and making a significant contribution to growth in FFO and NAV in the medium and long term.

This transaction covers the Company's general requirements and provides for the redemption of the Euro 479.7 million bond issue at maturity in March 2019.

It follows the issue of a private placement of Euro 150 million of bonds made last November.

### Mercialys Group

Mercialys SA, the Group's parent company, opted for the "SIIC" statuts for French listed real estate investment trusts in November 2005.

in millions of euros	2017 *	2016 *	Change
Rental revenues	135.6	142.7	-5.0%
Net income	287.2	114.2	+151.6%

\* parent company accounts

The Group made by Mercialys SA and its subsidiaries owns and manages 63 real estate assets, including 57 shopping centers and high-street assets, mainly located in territories with a strong development potential, namely the coastal regions in southeastern and western France, Brittany and along the border with Switzerland.





\* Foncière Euris also holds an option of 0.99% through a derivative instrument with physical settlement. In addition, with Rallye it is economically exposed on 4.5% with cash settlement only.

Dividend (gross amounts) -



\* Subject to the approval of the 3<sup>th</sup> resolution

### Consolidated earnings history

The strong growth in rental revenues and funds from operations (FFO) since 2013 reflects Mercialys team's expertise and the balanced investment policy rolled out over the period. The slight dip posted in 2017 is linked exclusively to the asset disposals carried out through the year, the organic growth in invoiced rents (+2.6%) and in underlying FFO (+6.1%) achieved by the Company remaining very healthy.

Its portfolio of development projects enables Mercialys to continuously strengthen its sites and improve the appeal of the merchandising mix, through redevelopments, extensions and the setup of medium-sized stores. Mercialys benefits in this matter from still favorable financing conditions, allowing it to invest while keeping a sound balance sheet, with its loan to value ratio remaining close to 40%. The rating agency Standard & Poor's confirmed its BBB/ stable outlook rating in 2017.

Mercialys - Consolidated financial accounts	2017	2016	2015	2014 <sup>(1)</sup>	2013
Income statement (in millions of euros)					
Rental revenues	185.3	189.8	169.0	152.8	149.0
Net rental income	172.2	178.1	158.8	143.1	139.4
EBITDA	155.1	160.5	144.1	127.8	129.5
Net financial income/(expense)	-32.0	-31.3	-28.8	-23.9	-32.1
Consolidated net income	95.0	118.7	82.1	152.5	123.4
attributable to non-controlling interests	8.3	8.7	2.5	0.0	0.0
attributable to owners of the parent	86.7	110.0	79.6	152.5	123.4
Funds from operations (FFO)	114.0	114.4	108.5	102.6	96.2
Balance sheet and financial situation (in millions of euros	)				
Fair value of property portfolio (including rights)	3,736.7	3,797.3	3,541.8	2,893.6	2,464.9
Net financial debt	1,427.0	1,485.8	1,361.1	1 017.6	741.9
Loan-to-value ratio (excluding rights %)	39.9%	41.2%	41.0%	37.4%	31.8%
Interest Cost ratio (ICR x)	5.2x	5.3x	5.1x	4.7x	4.2x
Average cost of drawn debt (%)	1.9%	2.0%	2.4%	3.1%	3.6%
Share capital	92.0	92.0	92.0	92.0	92.0
Outstanding number of shares (units)	92,049,169	92,049,169	92,049,169	92,049,169	92,049,169
Average number of shares fully-diluted (units)	91,830,447	91,856,715	91,767,764	91,826,157	91,865,817
Cash flow statement (in millions of euros)					
Net cash flow from operating activities	164.0	150.5	133.4	116.2	106.2
Net cash flow from investing activities	34.4	-144.6	-498.0	-256.4	114.9
Net cash flow from financing activities	-17.3	-3.6	256.6	250.7	-414.0
Net cash at end of year	196.5	15.3	13.0	121.0	10.5
Dividend/share (€/share)	1.09 (2)	1.06	1.33	1.24	1.16
Other indicators					
Number of employees (under open-ended contracts)	98	96	91	81	70

 $^{(1)}$  Restated in 2015 following the retrospective application of the interpretation of IFRIC 21

<sup>(2)</sup> Dividend to be proposed at the 2018 general shareholders' meeting

## 2. Governance

In terms of its composition, Mercialys' Board of Directors is committed to ensuring the balance, expertise and engagement of its members.

GOVERNANCE

To ensure this, it takes the following factors into account when reviewing each candidate:

- independence;
- balanced representation of men and women;
- experience, diverse and complementary skills, aligned with Mercialys' strategy and development.

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Considering the Company's geographical exposure, all the Directors are French nationals.

### Position of the members of the Board of Directors during 2017

With a 58.3% independence rate and full gender parity, the composition of Mercialys' Board of Director has been aligned with the best international standards all through 2017.

				Date of the Annual		Membership of	Committees / Atte	endance rate
	Sex	Age (at 12/31)	First appointed on	General Meeting at which the directorship expires	Rate of attendance at Board meetings	Audit, Risks and Sustainable development Committee	Investment Committee	Appointments and Compensation Committee
Executive officer								
Éric Le Gentil	$(\mathfrak{D})$	57	02/13/2013	2019	100%		M 100%	
Independent members								
Victoire Boissier	$\bigcirc$	50	04/20/2016	04/26/2018	100%			M <sup>2</sup> 100%
Bernard Bouloc (until 10/24/2017)	$(\mathfrak{Q})$	81	10/14/2005	2019	100%	M 100%		С 100%
Anne-Marie de Chalambert	$\bigcirc$	74	07/23/2013	04/26/2018	89%		<b>C</b> 100%	M 100%
Élisabeth Cunin-Diéterlé	$\bigcirc$	57	06/06/2012	2019	100%			<b>M / C</b> <sup>2</sup> 100%
Marie-Christine Levet	$\bigcirc$	50	06/06/2012	2019	89%	C 100%		
Ingrid Nappi-Choulet	$\bigcirc$	51	04/30/2014	2020	67%	M 75%		
Pascale Roque <sup>1</sup> (since 10/24/2017)	$\bigcirc$	56	10/24/2017	2019	100%	M <sup>3</sup>		
Generali Vie			04/30/2014	04/26/2018				
Bruno Servant. representative of the company	$(\mathfrak{Q})$	57	04/30/2014		100%		M 100%	
Members representing the ma	njority sl	hareholder	•					
La Forézienne de Participations			12/10/2010	04/26/2018				
Yves Desjacques. representative of the company (until 11/13/2017)	$(\mathfrak{Q})$	50	06/08/2012		62.5%			M 100%
David Lubek. representative of the company (since 11/13/2017)	$\Omega$	44	11/13/2017		100%	M <sup>3</sup>		
Jacques Dumas	$(\mathfrak{Q})$	65	08/22/2005	2020	100%	M <sup>4</sup> 100%		M <sup>3</sup>
Casino. Guichard-Perrachon			08/19/1999	2020		-		
Antoine Giscard d'Estaing. representative of the company	$(\mathfrak{Q})$	56	04/06/2009		78%		M 100%	
Michel Savart	( )	55	05/06/2010	2020	100%		M 80%	M 80%
Number of meetings					9	4	5	5
Attendance rate					91%	75%	96%	96%

<sup>1</sup> Ratification of the appointment by cooptation presented to the Annual General Meeting of April 26, 2018

<sup>2</sup> Since October 24, 2017

<sup>3</sup> Since December 21, 2017 – No meeting held between December 21 and 31, 2017

<sup>4</sup> Until December 21, 2017

M: Member C: Chairman

MERCIALYS IN 2017	GOVERNANCE	COMPENSATION POLICY	AUTHORIZED SHARE CAPITAL NOT ISSUED	AGENDA	PRESENTATION AND TEXT OF DRAFT RESOLUTIONS	HOW TO TAKE PART IN THE GENERAL MEETING?	PRACTICAL	E-NOTICE	REQUEST FOR DOCUMENTS AND INFORMATION
		Average age				1	Average senior	rity	
		56 years					6 years		
E	Board of Direc	tors rate of in	dependence			Board of	Directors gene	der balance	
		58.3%					$\bigcirc$	) <sub>50%</sub>	

If the 8<sup>th</sup> to 12<sup>th</sup> resolutions are approved by the General Meeting on April 26, 2018, these rates would remain unchanged following the Meeting.

### Diversity of the skills represented on the Board as at December 31, 2017

Besides a best-in-class composition, Mercialys' Board of Directors benefited from a wide range of expertise and competences, throughout the year 2017.

	Real estate / construction / city planning	Research	Legal / human resources	Finance / accounting	New technologies	Company management	Insurance	Retail / Hotel trade	Other *
Éric Le Gentil			•	•		•	•		
Victoire Boissier	•			-				•	
Anne-Marie de Chalambert	•			-			•		
Élisabeth Cunin-Diéterlé	-		•	-					-
Jacques Dumas	•		•					-	
Antoine Giscard d'Estaing	-			-				-	
Marie-Christine Levet			•	-	•				
David Lubek	-			-			-	•	
Ingrid Nappi-Choulet	-	•		-					-
Pascale Roque	-		•	-				-	
Michel Savart	-		•	-				-	
Bruno Servant	•						•		•

### ---- Changes in 2017 to the composition of the Board of Directors ----

The table below provides a summary of the changes in 2017 to the composition of the Board of Directors.

Date	Departures	Appointments
Board of Directors	Bernard Bouloc: Director, Member of the Audit and Risks	<ul> <li>Pascale Roque: Independent Director;</li> </ul>
of October 24, 2017	Committee and Member and Chairman of the Appointments and Compensation Committee.	<ul> <li>Victoire Boissier: Member of the Appointments and Compensation Committee;</li> </ul>
		<ul> <li>Elisabeth Cunin-Diéterlé: Chairman of the Appointments and Compensation Committee.</li> </ul>
November 13, 2017	<ul> <li>Yves Desjacques: Permanent representative of La Forézienne de Participations and Member of the Appointments and Compensation Committee.</li> </ul>	<ul> <li>David Lubek: Permanent representative of La Forézienne de participations.</li> </ul>
Board of Directors of December 21, 2017	<ul> <li>Jacques Dumas: Member of the Audit, Risks and Sustainable development Committee.</li> </ul>	<ul> <li>Jacques Dumas: Member of the Appointments and Compensation Committee replacing Yves Desjacques;</li> </ul>
		<ul> <li>Pascale Roque: Member of the Audit, Risks and Sustainable development Committee;</li> </ul>
		David Lubek: Member of the Audit, Risks and Sustainable development Committee.

Its duties are:

to examine the investment strategy and planned ensure that acquisitions and disposals are consistent with this strategy; in this respect, the Committee shall be regularly informed of planned investments and disposals:

The Board of Directors is supported in its work by three specialized Committees. The membership of these Committees consists only of directors.

**Investment Committee** 

- to examine and issue an opinion on the annual investment budget;
- to study and issue an opinion on planned investments and disposals subject to prior authorization by the Board of Directors;
- to examine all negotiations (annual or others) concerning the Partnership Agreement signed with Casino concerning property development and acquisitions, on which it issues an opinion to the Board of Directors;
- to carry out all appropriate studies or assignments.

Appointments and Compensation Committee

Its duties are:

- to prepare decisions on the compensation of the Chief Executive Officer and any Chief Operating Officer(s) and to propose, as required, qualitative and quantitative criteria for determining the variable portion of such compensation:
- to assess all the other benefits and compensation awarded to the Chief Executive Officer and any Chief Operating Officer(s);
- to consider proposed stock warrant, stock option and bonus share plans for employees and senior managers so that the Board of Directors may set the aggregate and/or individual number of warrants, options or shares awarded and the terms and conditions for awarding them;
- to examine the composition of the Board of Directors:
- to examine candidacies for directorships, having regard to the candidates' business experience and skills and the extent to which they are representative in economic, social and cultural terms;
- to consider candidacies for the position of Chief Executive Officer and, where applicable, Chief Operating Officer;
- to obtain disclosure of all useful information relating to the methods of recruitment, compensation and status of the senior of Company executives the and its subsidiaries;
- to make any proposals and issue any opinion on the directors' fees or other compensation and the benefits granted to Directors and nonvoting Directors;
- to assess the position of each Director in light of any relationship they might have with the Company or with the Group's companies that might compromise their freedom of judgment or lead to potential conflicts of interest with the Company;
- to start regularly assessing the Board of Directors.

MERCIALYS

4 MEMBERS	5 MEMBERS	5 MEMBERS
75% are independent	40% are independent	60% are independent
4 meetings in 2017	5 meetings in 2017	5 meetings in 2017

The activities carried out by these Committees are presented in chapter 4.1.4 of 2017 Registration Document.



Its duties are: to assist the Board of Directors in its task relating to the examination and approval of

Audit, risks and sustainable

development Committee

- full-year and half-year financial the statements: to review the Group's full-vear and half-vear financial statements and associated reports
- before they are presented to the Board of Directors; to hear the Statutory Auditors and receive
- information about their auditing proceedings and their findings; to review and express an opinion on
- applications for the position of Statutory Auditor of the Company and its subsidiaries on the occasion of all appointments;
- to ensure the independence of the Statutory Auditors with whom it has regular contact and examine in this respect, all their relations with the Company and its subsidiaries and to express an opinion on the requested fees;
- to periodically examine the internal control procedures and, in general, the audit, accounting and administration procedures in effect in the Company and in the Group, in liaison with the Chief Executive Officer, Internal Audit Departments and the Statutory Auditors
- to examine all transactions, facts or events that may have a significant impact on the position of Mercialys or its subsidiaries in terms of commitments and/or risk;
- to verify that the Company and its subsidiaries have the appropriate means (audit, accounting, and legal) to guard against risks and anomalies in the management of the business of the Company and of its subsidiaries;
- to approve the provision of services other than the certification of accounts in accordance with the legislation applicable.

At its meeting of October 24, 2017, the Board of Directors decided that this Committee would be responsible for reviewing all non-financial information and in particular information on development. The Audit and Risk Committee was therefore renamed the "Audit, Risks and Sustainable Development Committee".

Rate of attendance at meetings of the Board of Directors and specialized Commitees

MERCIALYS IN 2017

GOVERNANCE

Specialized Committees as at December 31, 2017

HOW TO TAKE PART IN THE GENERAL MEETING? PRESENTATION

PRACTICAL E-NOTICE



The presentation of the Members of the Board of Directors is provided on the following pages (pages 12 to 16).

If the General Meeting on April 26, 2018 approves the ratification, renewals and appointment proposed, the Board of Directors will keep a majority of independent members (58.3%) and an equal numbers of men and women.

### EXPERTISE AND EXPERIENCE Pascale Roque is a graduate of ESSEC. She began her career in 1985 at Air France, a group where she spent 15 years, and became involved in topics with major operational issues and organization transformation. In 2001, she joined the Accor hotel group, where she worked as the group's

Director of international sales, then sales force and then call centers. In 2006, she was promoted to Chief Executive Officer of the Formule 1 and Etap Hôtel hotels. In 2009, she joined the Pierre & Vacances group as Chief Executive Officer of Résidences Pierre & Vacances and Maeva. In 2013, she became Chief Executive Officer of the B&B Hotels chain. Since 2016, Pascale Roque has been Chief Executive Officer of Pierre & Vacances Tourisme and member of the group executive committee. MAIN POSITIONS

Chief Executive Officer of Pierre & Vacances Tourisme Member of the Executive Committee of Pierre & Vacances group

### DIRECTORSHIPS AND POSITION HELD WITHIN THE COMPANY

Directorship/Position Date appointed Date when term expired Director October 24, 2017 AGM of 2019 Independent member of the Audit, Risks and Sustainable development December 21, 2017 AGM of 2019 Committee

### OTHER DIRECTORSHIPS AND POSITIONS HELD IN 2017 AND IN EFFECT AT FEBRUARY 14, 2018

None

### OTHER DIRECTORSHIPS ANS POSITIONS HELD DURING THE PAST FIVE YEARS (other than the directorships and positions above) None

Pascale Roque's competences are presented on page 9.

The ratification of the cooptation would allow to consolidate the Board's expertise in terms of management of the property portfolio.

Pascale Roque - Independent Director

Date of birth: February 14, 1961 French citizen

GOVERNANCE

Business address: Groupe Pierre & Vacances L'Artois - Espace Pont de Flandre - 11, rue de Cambrai - 75019 Paris, France Number of Mercialys shares held: 900

E-NOTICI

### Director whose ratification of the cooptation is being submitted for approval at the General Meeting –

AND TEXT OF DRAFT RESOLUTIONS

PART IN THE GENERAL

## Victoire Boissier - Independent Director Date of birth: December 28, 1967 French citizen EXPERTISE AND EXPERIENCE she joined the Grandir/Les Petits Chaperons Rouges educational group, as Chief Operating Officer. MAIN POSITION Group Chief Operating Officer Finance with Grandir/Les Petits Chaperons Rouges DIRECTORSHIPS AND POSITION HELD WITHIN THE COMPANY OTHER DIRECTORSHIPS AND POSITIONS HELD IN 2017 AND IN EFFECT AT FEBRUARY 14, 2018 Within and outside the Mercialys Group None Director, Member of the Strategic Committee and the Accounts Committees of Gascogne (listed company); Managing Partner of Achats Services\*:

In case of renewal of her directorship, the Board of Directors would keep on benefiting from her financial and strategical expertise, particularly in

Chairman of Jekk ; Director of Proxipierre and Shopping Property Fund 1.	None		
OTHER DIRECTORSHIPS ANS POSITIONS HELD DURIN	IG THE PAST FIVE YEARS (oth	er than the directorships and position	ns above)
None			
	stiens is since Neurashan 10,00	(7. Devided back also by the term	

and Sustainable development Committee since December 21, 2017. Subject to be renewed, the company has indicated its intention not to change the Permanent representative.

**Outside the Casino Group** 

(EHESS). He began his career as assistant economics professor at ENSAE. He joined the Ministry of Finance in 2000 at the Budget Department where occupied several managerial positions (research budget, budget execution synthesis). In 2006, he joined the Finance Auditing division where he was in charge of consulting and audit assignments for the public and private sectors. He joined Groupama in 2010 as Director of the group's general audit. He has been Director of management control for the Casino group since 2013.

La Forézienne de Participations is a representative of the reference shareholder.

MERCIALYS IN 2017

Business address: 6, allée Jean Prouvé - 92110 Clichy, France Number of Mercialys shares held: 800

PRESENTATION

HOW TO TAKE PART IN THE GENERAL MEFTINCO

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\* Directorships and positions ended in 2017

Head office: 1, cours Antoine Guichard - 42000 Saint-Etienne, France

With degrees from EM Lyon (major in Finance) and the INSEAD (International Executive Program), Victoire Boissier began her career in 1990 in the banking sector (Barclays) and then she joined Générale de Restauration. Between 1995 and 2008, she held a series of positions within Yum France: Financial Analyst, Manager of Strategic Planning, Senior Financial Manager and Chief Financial Officer. From 2009 to 2017, Victoire Boissier has held the position of Vice-President Finance within the Louvre Hotels Group and is a member of the Executive Committee. In 2017,

Directorship/Position	Date appointed	Date when term expired
Director Independent member of the Appointments and Compensation Committee	April 20, 2016 October 24, 2017	AGM of April 26, 2018 AGM of April 26, 2018

OTHER DIRECTORSHIPS ANS POSITIONS HELD DURING THE PAST FIVE YEARS (other than the directorships and positions above)

Member of the Executive Committee and Vice-President Finance of Louvre Hotels Group\*.

Victoire Boissier's competences are presented on page 9.

La Forézienne de Participations - Director Simplified joint-stock company with share capital of €568,599,197

**Outside the Mercialys Group** Within the Casino Group

the field of real estate.

501 655 336 R.C.S. Saint-Etienne	Number	of Mercialys shares held: 36,042,460		
DIRECTORSHIPS AND POSITION HELD WITHIN THE COMPAN	IY			
Directorship/Position	Date appointed	Date when term expired		
Director	December 10, 2010	AGM of April 26, 2018		
OTHER DIRECTORSHIPS AND POSITIONS HELD IN 2017 AND IN EFFECT AT FEBRUARY 14, 2018				

The Permanent representative of La Forézienne de participations is, since November 13, 2017, David Lubek. He is member of the Audit, Risks David Lubek, born on May 13, 1973, is a degree from the Ecole Polytechnique and ENSAE, holder of a post-graduate degree in economics

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French corporation with share capital of €299,197,104 602 062 481 R.C.S. Paris		2, rue Pillet-Will - 75009 Paris, France per of Mercialys shares held: 7,373,57
DIRECTORSHIPS AND POSITION HELD WITHIN THE COMPANY		
Directorship/Position	Date appointed	Date when term expired
Director	April 30, 2014	AGM of April 26, 2018
OTHER DIRECTORSHIPS AND POSITIONS HELD IN 2017 AND IN <u>Outside the Mercialys Group</u> Within the Generali France Group	I EFFECT AT FEBRUARY 14, 2018 Outside the Generali France	
<u>Outside the Mercialys Group</u> Within the Generali France Group	Outside the Generali France	9 Group
<u>Outside the Mercialys Group</u> Within the Generali France Group Director of Generali IARD, Generali Luxembourg and GFA	Outside the Generali France Director of Foncière Développ Observation Sélection, Palatir	e Group pement Logements <i>(listed company),</i> ne Mediterranea, Reconnaissance
<u>Outside the Mercialys Group</u> Within the Generali France Group Director of Generali IARD, Generali Luxembourg and GFA	Outside the Generali France Director of Foncière Développ Observation Sélection, Palatir Europe, Risque & Sérénité, F	e Group bement Logements <i>(listed company),</i> he Mediterranea, Reconnaissance onds Nouvel Investissement 1, Fonds
<u>Outside the Mercialys Group</u> Within the Generali France Group Director of Generali IARD, Generali Luxembourg and GFA	Outside the Generali France Director of Foncière Développ Observation Sélection, Palatir Europe, Risque & Sérénité, F Nouvel Investissement 2, Car company under German law);	e Group bement Logements <i>(listed company)</i> , ne Mediterranea, Reconnaissance onds Nouvel Investissement 1, Fonds te Blanche, Vigeo and Immeo <i>(a</i>
Outside the Mercialys Group	Outside the Generali France Director of Foncière Développ Observation Sélection, Palatir Europe, Risque & Sérénité, F Nouvel Investissement 2, Car company under German Iaw) ; Director for the rental of Monc	e Group bement Logements <i>(listed company)</i> , ne Mediterranea, Reconnaissance onds Nouvel Investissement 1, Fonds te Blanche, Vigeo and Immeo <i>(a</i> sey - Beeotop ;
<u>Outside the Mercialys Group</u> Within the Generali France Group Director of Generali IARD, Generali Luxembourg and GFA	Outside the Generali France Director of Foncière Développ Observation Sélection, Palatir Europe, Risque & Sérénité, F Nouvel Investissement 2, Car company under German Iaw) ; Director for the rental of Monc	e <b>Group</b> bement Logements <i>(listed company)</i> , ne Mediterranea, Reconnaissance onds Nouvel Investissement 1, Fonds te Blanche, Vigeo and Immeo <i>(a</i> sey - Beeotop ; pard of Foncière des Murs <i>(listed</i> )

Chairman of Haussmann Investissement\*;

Non-voting Director of Mercialys (listed company);

Director of Cofitem-Cofimur. Europ Assistance Holding\*, Expert et Finances\*, Foncière de Paris SIIC (*listed company*), Generali Actions Plus. Euro Actions, Euro sept/dix ans, Generali Gérance, Generali Trésorerie, SAI Les trois collines de Mougins, SICAV Fairview Small Caps, SICAV Generali Actions diversifiées and Mercialys (*listed company*);

Member of the Supervisory Board of Foncière de Paris SIIC (listed company), Foncière des Régions, Generali Habitat and Rocher Pierre 1.

The Permanent representative of Generali Vie is, since April 30, 2014, **Bruno Servant**. He is member of the Investment Committee since December 21, 2017.

Subject to be renewed, the company has indicated its intention not to change the Permanent representative.

**Bruno Servant**, born on February 26, 1960, holds a degree from ESSEC and the Institut d'Etudes Politiques de Paris, Public Service section, and the Institut des Actuaires. He began his career at Crédit Lyonnais in August 1985. In January 1986, he became portfolio manager at Citibank, and in May 1988 he joined Banque Shearson Lehman Hutton. He joined Deutsche Bank in May 1990 where he cas head of the Institutional Investment Management department and Chairman of the Management Board of Deutsche Asset Management S.A. In September 2003, he became Chief Operting Officer of UBS Global Asset Management France SA. He then joined the Generali group in September 2007 as Chief Operating Officer and Corporate Secretary of Generali Investments France. Since March 2012, he has been Investment Director at Generali Vie.

\* Directorships and positions ended in 2017

Generali Vie is the second largest shareholder of the Company after the Casino group.

MERCIALYS

After scientific studies, Dominique Dudan joined the real estate industry. Admitted as a Member of the Royal Institution of Chartered Surveyors (MRICS), she has become a Fellow. Between 1996 and 2005, Dominique Dudan held the position of Head of development with Accor Hotels & Resorts. She later joined HSBC Reim as Head of Operations and member of the Management Board, and then BNP Paribas Reim as Executive Vice-President and Head of Regulated Real Estate Funds. In 2009, Dominique Dudan created her own firm. Artio Conseil, while holding the

Resorts. She later joined HSBC Reim as Head of Operations and member of the Management Board, and then BNP Paribas Reim as Executive Vice-President and Head of Regulated Real Estate Funds. In 2009, Dominique Dudan created her own firm, Artio Conseil, while holding the position of Chief Executive Officer of Arcole Asset Management. In 2011, Dominique Dudan became Chairman of Union Investment Real Estate France, a position she held until July 2015. She has been a member of the Board of Directors of Gecina sing 2015, and a member of the Supervisory Board of Swiss Life Reim (France). Dominique Dudan is also a member of RICS France, of the MEDEF Economic commission for the Groupement de Professions de Services, of the Cercle des Femmes de l'Immobilier, of the Club de l'Immobilier d'Ile-de-France, of the Institut d'Etudes Immobilières et Foncières and of the VoxFemina association. She is a *Chevalier* of the French National Order of Merit.

### MAIN POSITION

Member of the Board of Director

### OTHER DIRECTORSHIPS AND POSITIONS HELD IN 2017 AND IN EFFECT AT FEBRUARY 14, 2018

### **Outside the Mercialys Group**

Director and Member of the Audit and Risks Committee of Gecina (*listed company*); Member of the Supervisory Board and Member of the Audit and Risks Committee of Swiss Life Reim (France); Chairman of the Supervisory Board of Sofidy Pierre Europe (*OPCI*); Chairman of the Supervisory Board of Sofidy Pierre Europe (*OPCI*); Chairman of the Supervisory Board of Sofidy Pierre Europe (*OPCI*); Chairman of the Supervisory Board of Sofidy Pierre Europe (*OPCI*); Chairman of the Supervisory Board of Sofidy Pierre Europe (*OPCI*); Chairman of the Supervisory Board of Sofidy Pierre Europe (*OPCI*); Chairman of the Supervisory Board of Sofidy Pierre Europe (*OPCI*); Chairman of the Right Supervisory Board of Sofidy Pierre Europe (*DPCI*); Chairman of the Supervisory Board of Sofidy Pierre Europe (*DPCI*); Chairman of the Right Supervisory Board of Sofidy Pierre Europe (*DPCI*); Chairman of the Right Supervisory Board of Sofidy Pierre Europe (*DPCI*); Chairman of the Right Supervisory Board of Sofidy Pierre Europe (*DPCI*); Chairman of the Right Supervisory Board of Sofidy Pierre Europe (*DPCI*); Chairman of the Right Supervisory Board of Sofidy Pierre Europe (*DPCI*); Chairman of the Right Supervisory Board of Sofidy Pierre Europe (*DPCI*); Chairman of the Right Supervisory Board of Sofidy Pierre Europe (*DPCI*); Chairman of the Right Supervisory Board of Sofidy Pierre Europe (*DPCI*); Chairman of the Right Supervisory Board of Sofidy Pierre Europe (*DPCI*); Chairman of the Right Supervisory Board of Sofidy Pierre Europe (*DPCI*); Chairman of the Right Supervisory Board Supervisor

### OTHER DIRECTORSHIPS ANS POSITIONS HELD DURING THE PAST FIVE YEARS (other than the directorships and positions above)

Chairman of Union Investment Real Estate France;

Co-manager of Warburg-HIH Invest France\*;

Director and Vice-President of the Observatoire Régional de l'Immobilier d'Entreprise en lle-de-France (ORIE)\*.

\* Directorships and positions ended in January 2018

Highly recognised in the real estate sector, Dominique Dudan will bring her proven expertise to the Board of Directors.

Dominique Dudan – Independent Director

Date of birth: January 19, 1954 French citizen

### EXPERTISE AND EXPERIENCE

GOVERNANCE

Director whose appointment is being submitted for approval at the General Meeting

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Business address: 1, rue de Condé - 75006 Paris, France

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### Other Directors in office

GOVERNANCE

### Éric Le Gentil – Chairman and Chief Executive Officer

Date of birth: June 20, 1960 Date elected: February 13, 2013 End of term: 2019 Number of Mercialys shares held: 18,400 Main position: Chairman and CEO of Mercialys

Member of the Investment Committee

### Élisabeth Cunin-Diéterlé – Independent Director

Date of birth: September 17, 1960 Date elected: June 6, 2012 End of term: 2019 Number of Mercialys shares held: 1,000 Main position: Chairman of the Camaïeu Group

Independent member of the Appointments and Compensation Committee (Chairman since October 24, 2017)

### Jacques Dumas - Director

Date of birth: May 15, 1952 Date elected: August 22, 2005 End of term: 2020 Number of Mercialys shares held: 508 Main positions: Advisor to the Chairman of Casino, Guichard-Perrachon (*listed company*) and Executive Vice-President of Euris

Member of the Audit, Risks and Sustainable Development Committee until December 21, 2017 - Member of Appointments and Compensation Committee since December 21, 2017

### Ingrid Nappi-Choulet - Independent Director

Date of birth: April 1, 1966 Date elected: April 30, 2014 End of term: 2020 Number of Mercialys shares held: 950 Main position: Professor and researcher

Independent member of the Audit, Risks and Sustainable Development Committee

### Casino. Guichard-Perrachon - Director

554 501 171 R.C.S. Saint-Etienne Date elected: August 19, 1999 End of term: 2020 Number of Mercialys shares held: 26,452

### Antoine Giscard d'Estaing - Permanent representative

Date of birth: January 5, 1961 Date elected: April 6, 2009 Number of Mercialys shares held: 500 Main positions: Chief Financial Officer and Member of the Executive Committee of the Casino group

Member of the Investment Committee

### \_\_\_\_ Chief Operating Officer, non-Director

### Vincent Ravat - Chief Operating Officer

Date of birth: March 15, 1974 Date elected: August 30, 2016 Principal position: Chief Operating Officer of Mercialys

### Marie-Christine Levet - Independent Director

Date of birth: March 28, 1967 Date elected: June 6, 2012 End of term: 2019 Number of Mercialys shares held: 1,000 Main position: Company director

Independent member of the Audit, Risks and Sustainable Development Committee (Chairman)

### Michel Savart - Administrateur

Date of birth: April 1, 1962 Date elected: May 6, 2010 End of term: 2020 Number of Mercialys shares held: 500 Main positions: Advisor to the Chairman of the Rallye/Casino Group and Chairman and CEO of Foncière Euris *(listed company)* 

Member of the Investment Committee and of the Appointments and Compensation Committee

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## 3. Compensation policy

The Mercialys principles for determining the compensation of the corporate executive officers submitted to the General Meeting on April 26, 2018 are those of the Afep-Medef Corporate Governance Code: completeness, balance among the compensation components, benchmark, consistency, intelligibility of the rules and measurements.

Informations about the compensation and the benefits of the executive officers and corporate officers are set forth in Chapter 4.2.2 of the 2017 Registration Document.

### Information about the components of the compensation due or awarded to the Chairman and Chief Executive Officer and the Chief Operating Officer for fiscal year 2017

(4th and 5th resolutions of the General Meeting on April 26, 2018)

### Compensation package of the Chairman and Chief Executive Officer for 2017

Components of the compensation paid or awarded for the previous fiscal year	Amounts or accounting valuation submitted to the vote	Presentation
Fixed compensation	Euro 450,000 (amount paid)	Amount unchanged since March 1, 2015
Annual variable compensation	Euro 344,250 (amount awarded subject the approval of the 4 <sup>th</sup> resolution)	<ul> <li>The amount of the variable portion, expressed as a percentage, breaks down as follows:</li> <li>75% for the organic growth of rental revenue: Euro 33,700;</li> <li>10% for FFO growth: Euro 45,000;</li> <li>0% for the EBITDA margin;</li> <li>10% for the prorated impact of 2017 openings: Euro 45,000;</li> <li>9% for the IRR of projects opened in 2017: Euro 40,500;</li> <li>0% for the current financial vacancy rate;</li> <li>10% for the spread: Euro 45,000;</li> <li>30% for the managerial objectives: Euro 135,000.</li> <li>In total, the gross amount of the 2017 variable portion is Euro 344,250 or 76.50% of his fixed compensation.</li> <li>The detailed information is set forth in chapter 4, para. 4.2.2.1, B., 3, page 240 of the 2017 Registration Document.</li> </ul>
Multi-year variable compensation	Euro 182,812	Éric Le Gentil benefits from two long term variable incentive plans set up by the Board of Directors meetings of March 23, 2015 and March 11, 2016 on the advice of the Appointments and Compensation Committee. These long term variable incentive plans will only be paid at the end of a period of three years, subject to the condition of continued employment, and to two specific conditions of presence, in respect of which the methodology and analysis of the performance conditions are described in chapter 4, para. 4.2.2.1, B, 4, page 240 of the 2017 Registration Document. With respect to the long term variable compensation decided by the Board of Directors on March 23, 2015, Éric Le Gentil will receive the sum of Euro 182,812 subject to the approval of the fourth resolution presented to the Annual General Meeting. He is required to reinvest 75% of the incentive thus acquired, after deducting social security contributions and income tax at the maximum marginal rate, and to hold the corresponding shares throughout the term of his directorship.
Exceptional compensation	Not applicable	In accordance with the 2017 compensation policy, as approved at the Ordinary General Meeting of April 27, 2017, Éric Le Gentil will not receive any exceptional compensation for 2017.
Bonus share allotment	Bonus share allotment valued at Euro 97,116 (accounting valuation of the instruments awarded for the previous fiscal year)	Pursuant to the authorization granted by the Extraordinary General Meeting of April 27, 2017 ( <i>26<sup>th</sup> resolution</i> ), the Board of Directors' meeting of 27 April, 2017 decided to allot 19,269 shares to Éric Le Gentil, which may be increased to 28,904 if the performance criteria are exceeded. This allotment represents 0.02% of the share capital. The performance methods and criteria are described at chapter 4, para. 4.2.2.1, A, 1, c), pages 236 and 237, and the valuation in chapter 4, para. 4.2.2.1, B, 6, page 242 of the 2017 Registration Document.

	MERCIALYS IN 2017 GOVERNANCE	COMPENSATION POLICY	AUTHORIZED SHARE CAPITAL NOT ISSUED	AGENDA	PRESENTATION AND TEXT OF DRAFT RESOLUTIONS	HOW TO TAKE PART IN THE GENERAL MEETING?	PRACTICAL	E-NOTICE	REQUEST FOR DOCUMENTS AND INFORMATION
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Eléments de la rémunération versés ou attribués au titre de l'exercice antérieur	Montants ou valorisation comptable soumis au vote	Présentation
Directors' fees	Euro 50,000	As a director, Éric Le Gentil gets director's fees.
	(amount paid)	The gross amount of individual directors' fees has been set at Euro 15,000 per year, comprising a fixed portion of Euro 5,000 a year and a variable portion of Euro 10,000 a year awarded on the basis of attendance at Board meetings. An additional Directors' fee of Euro 20,000 gross a year is paid to the Chairman of the Board of Directors.
		Éric Le Gentil is also a member of the Investment Committee. As such, like the other members of the Committee, he receives an additional Directors' fee comprising a fixed portion of Euro 4,000 gross a year and a variable portion of Euro 11,000 gross a year.
Benefits of all kinds	Euro 14,301 (accounting valuation)	The Chairman and Chief Executive Officer participates in the insurance plan in effect in the Company for all employees and benefits from the executive unemployment insurance.
Severance pay	Not applicable	No commitment to pay a severance allowance for the termination of duties.
Non-compete allowance	-	If his position were terminated, the Chairman and Chief Executive Officer would be bound by a non-compete and non-solicitation obligation that would apply for a period not to exceed the time of employment in the Company, up to a maximum of one year; it being understood that the Company may reduce or waive the application period. In exchange, the Chairman and Chief Executive Officer would be paid a monthly compensation equivalent to one-twelfth of 50% of his annual fixed compensation.
Supplementary pension scheme	Not applicable	He participates in the mandatory group pension and insurance plan ( <i>ARRCO and AGIRC</i> ) in effect within the Company for all employees. He also benefits from senior executive unemployment insurance. He does not receive any other benefit of any kind.

### Compensation package of the Chairman and Chief Executive Officer for 2017

Components of the compensation paid or awarded for the previous fiscal year	Amounts or accounting valuation submitted to the vote	Presentation
Fixed compensation	Euro 300,000 (amount paid)	Compensation set up with effect from March 1, 2017, unchanged in 2018.
Annual variable compensation	Euro 172,800 (amount awarded subject to the approval of the 5 <sup>th</sup> resolution)	The amount of the variable portion, expressed as a percentage, breaks down as follows:
	approvar of the 5 resolution)	6% for the organic growth of rental revenues: Euro 18,000;
		<ul> <li>8% for FFO growth: Euro 24,000;</li> </ul>
		<ul> <li>0% for the EBITDA margin;</li> </ul>
		8% for the prorated impact of 2017 openings: Euro 24,000;
		<ul> <li>7.2% for the IRR of projects opened in 2017: Euro 21,600;</li> </ul>
		0% for the current financial vacancy rate;
		8% for the spread: Euro 24,000;
		20.40% for the managerial objectives: Euro 61,200.
		In total, the gross amount of the 2017 variable portion is Euro 172,800 or 57.6% of his fixed compensation.
		The detailed information is set forth at chapter 4, para. 4.2.2.1, C, 3, page 244 of the 2017 Registration Document.
Multi-year variable compensation	Not applicable	Vincent Ravat does not receive a multi-year incentive.
Exceptional compensation	Not applicable	In accordance with the 2017 compensation policy, as approved by the Ordinary General Meeting of April 27, 2017, no exceptional compensation was paid for 2017.

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Components of the compensation paid or awarded for the previous fiscal year	Amounts or accounting valuation submitted to the vote	Presentation
Allotment of bonus shares	Bonus share allotment valued at Euro 43,163 (accounting valuation of the instruments awarded for the previous fiscal year)	Pursuant to the authorization granted by the Extraordinary General Meeting of April 27, 2017 ( <i>26<sup>th</sup> resolution</i> ), the Board of Directors' meeting of April 27, 2017 decided to allot 8,564 shares to Vincent Ravat, which may be increased to 12,846 if the performance criteria are exceeded. This allotment represents 0.01% of the share capital.
		The performance methods and criteria are described in chapter 4, para. 4.2.2.1, A, 2, c), pages 238 and 239, and the valuation in chapter 4, para. 4.2.2.1, C, 5, page 245 of the 2017 Registration Document.
Directors' fees	Not applicable	Not awarded
Benefits of all kinds	Euro 13,337 (accounting valuation)	The Chief Operating Officer participates in the insurance plan in effect in the Company for all employees and benefits from the executive unemployment insurance. He also has a company car.
Severance pay	Not applicable	No commitment to pay a severance allowance for the termination of duties.
Non-compete allowance	-	If his position were terminated, the Chief Operating Officer would be bound by a non-compete and non-solicitation obligation that would apply for a period not to exceed the time of employment in the Company, up to a maximum of one year; it being understood that the Company may reduce or waive the application period.
		In exchange, the Chief Operating Officer would be paid a monthly compensation equivalent to one-twelfth of 50% of his annual fixed compensation.
Supplementary pension scheme	Not applicable	The Chief Operating Officer does not benefit from any additional pension plan. He participates in the mandatory group pension and insurance plan (ARRCO and AGIRC) in effect within the Company for all employees. He also benefits from senior executive unemployment insurance.

## Overview of the structure of the compensation of the Chairman and Chief Executive Officer and of the Chief Operating Officer for fiscal year 2017

(subject to the approval of the 4<sup>th</sup> and 5<sup>th</sup> resolutions of the General Meeting on April 26, 2018)



Chairman and Chief Executive Officer compensation decreased in the fiscal year 2017. It was Euro 1,334,000 in the fiscal year 2016.

Éric Le Gentil, Chairman and Chief Executive Officer

Vincent Ravat, Chief Operating Officer

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## Principles and criteria for determining, distributing and awarding the compensation components of the Chairman and Chief Executive Officer and of the Chief Operating Officer for fiscal year 2018

(6<sup>th</sup> and 7<sup>th</sup> resolutions of the General Meeting on April 26, 2018)

Pursuant to the provisions of Article L.225-37-2 of the French Commercial Code, the principles and criteria for determining, distributing and awarding the fixed, variable and exceptional components of the total compensation and benefits of any kind attributable for 2018 to the Chairman and Chief Executive Officer and the Chief Operating Officer for their corporate directorships, were submitted for adoption by the Annual General Meeting on April 26, 2018.

In this connection, the Board of Directors, at its meeting on March 7, 2018, established, on the basis of the recommendations of the Appointments and Compensation Committee, the principles for determining the structure of the compensation of the Chairman and Chief Executive Officer and the Chief Operating Officer for 2018.

### **Principles**

The Board of Directors refers to the principles of the Afep-Medef Code for determining the compensation of the corporate executive officers: completeness, balance among the compensation components, benchmark, consistency, intelligibility of the rules and measurements.

In accordance with the recommendations of the Afep-Medef Corporate Governance Code, the Board of Directors deliberates without the interested parties being present.

The Board of Directors ensures that the compensation policy is aligned with the corporate interests and with the interests of the shareholders and stakeholders. The performance indicator selected for the variable compensation component must be in line with the Mercialys strategy.

### Compensation components of the Chairman and Chief Executive Officer

### Fixed compensation

Fixed at Euro 450,000 on March 1, 2015, this compensation will remain unchanged in 2018.

### Annual variable compensation

In order to firmly place Corporate Social Responsibility (*CSR*) at the core of the Group's strategic priorities, it is proposed to change the mechanism for the 2018 variable compensation paid in 2019 to the corporate officers.

This change involves incorporating a quantifiable CSR target and reducing the percentage for managerial targets, taking out the measurement of the social and societal criterion.

The variable compensation will therefore be structured around two types of objectives:

- quantitative objectives, weighted at 80% (vs 70% in 2017) of which 1 CSR objective at 10%; and
- managerial targets, which is reduced to 20% (vs 30% in 2017).

The results of the compensation benchmarking performed in 2017 with the Mercer consultancy firm show that:

- the fixed compensation for the Chairman and Chief Executive Officer ranks in the 1<sup>st</sup> quartile of the market median;

- the target bonus is less competitive, as it ranks below the  $1^{\rm st}\,{\rm quartile}$  of the market.

In order to reduce the difference in level with respect to market practices, and to motivate and retain the Chairman and Chief Executive Officer, it was decided that the target variable compensation of the Chairman and Chief Executive Officer would be changed and would be raised to the level of the 1<sup>st</sup> quartile, that is 70% vs the current 50%.

The variable compensation may therefore represent 70% of his fixed annual compensation if the fixed objectives are achieved and may be up to 140% (vs 100% in 2017) of his fixed annual compensation if the objectives are exceeded.

It is determined on the basis of having achieved 80% (vs 70% in 2017), of the quantitative objectives and of having achieved 20% (vs 30% in 2017) of the managerial targets.

The selected criteria, and their weighting in determining the variable compensation, are as follows:

		% of the	e fixed comp	ensation
		Minimum	Target	Maximum
Quantitative objectives Mercialys	FFO growth excluding the carrying cost of the 2019 debt refinancing	0%	14%	28%
(80% of the total variable compensation)	Organic growth in rental revenues (excluding indexation)	0%	7%	14%
compensationy	EBITDA margin	0%	7%	14%
	Improvement in CSR classifications: GRESB and EPRA	0%	7%	14%
	Spread of footfall at Mercialys shopping centers vs the French Council of Shopping Centers total market	0%	7%	14%
	Current financial vacancy rate	0%	7%	14%
	Annualized rental income from 2018 openings	0%	7%	14%
Managerial objectives (20% of	of the total variable compensation)	0%	14%	28%
Total variable compensation	on as % of fixed compensation	0%	70%	140%

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For each quantitative criterion, a minimum threshold of achievement is set, as is a target level corresponding to the objectives of Mercialys for a performance that meets objectives, and a performance level that exceeds the target. Variable compensation is calculated in a linear fashion between the minimum threshold and the maximum threshold.

### Long term compensation

Remenber that Éric Le Gentil benefits from a long term variable incentive plan, established on the advice of Appointments and Compensation Committee, by the Board of Directors' meeting of March 11, 2016. This compensation will only be paid to Mr. Le Gentil after a period of three years, *i.e.* in 2019, subject to his continuing employment in the company, and to two performance conditions, as described in para. 4.2.2.1.B, 4, of the 2017 Registration Document. In 2017, the Board resolved to adopt the principle of a bonus share award in order to associate the Chairman and Chief Executive Officer over the long term with the Company's performance, subject to compliance with the provisions of Article L.225-197-6 of the French Commercial Code. This award would replace the previously granted long term variable incentive plan. This principle of awarding bonus shares has been renewed for 2018.

So, that bonus shares may only be awarded to corporate officers if the Company grants to its employees, and to at least 90% of the employees of its subsidiaries, one of the following benefits:

- stock options and/or stock warrants;
- bonus shares;
- the introduction of a profit sharing arrangement or of an exceptional participation agreement. For companies that already have such agreements, the first allocation authorized by the Ordinary General Meeting held after the Law of December 3, 2018, assumes that each of them (the listed company, and its concerned subsidiaries) changes the manner of calculating one of these agreements or pays an additional profit share or profit sharing supplement.

This award would represent a target of 75% of his fixed salary *(i.e. Euro 337,500)* and could represent up to 112.50% of his fixed salary *(i.e. Euro 506,250)* in the event of outperformance.

The bonus shares awarded would only be fully vested by the Chairman and Chief Executive Officer at the end of a three-year vesting period, subject to conditions of continued employment and of company performance, the latter being assessed on all three years, on the basis of the following criteria and evaluation grids:

 Relative performance of the Mercialys share, dividend included (*Total Shareholder Retum – TSR*), compared to the performance of the companies composing the EPRA/NAREIT Eurozone index at January 1, 2018, measured between January 1, 2018 and December 31, 2020, for 50% of the allotted shares:

Ranking of the three-year average annual TSR of Mercialys compared with the companies comprising the index	Multiplier
[0 à 20%]	150%
]20 à 40%]	125%
]40 à 50%]	100%
]50 à 60%]	75%
]60 à 80%]	50%
]80% à 100%]	0%

Pursuant to the provisions of Article L.225-37-2 of the French Commercial Code, payment of the variable portion of the compensation due for the 2018 fiscal year, after determining its amount based on the achievement of the objectives defined above, is conditional on approval by the Company's Ordinary General Meeting to be held in 2019.

- Organic growth of rental revenues, including casual leasing, excluding indexation, measured in annual average over three years between January 1, 2018 and December 31, 2020, for 25% of the initial allocation.

At the end of the three-year period, the number of shares vested under this performance criterion will be determined in accordance with the average obtained, based on the grid presented below:

Three-year annual average of organic growth in rental revenues	Multiplier
2.00%	0%
2.30%	100%
2.60% or more	150%

The multiplier moves in a straight line between the defined limits.

 FFO growth (excluding the carrying costs of the 2019 debt financing, for fiscal year 2018) measured as the three-year annual average between January 1, 2018 and December 31, 2020, for the remaining 25% of the initial allocation.

At the end of the three-year period, the number of shares vested under this performance criterion will be determined in accordance with the average obtained, based on the grid presented below:

Three-year annual average of FFO growth	Multiplier
2.00%	0%
3.00%	100%
4.00% ou plus	150%

The multiplier moves in a straight line between the defined limits.

The bonus shares awarded in 2018 will become the property of the beneficiary after a vesting period of at least three years which will end in 2021.

At the end of this three-year vesting period, the Chairman and Chief Executive Officer will be required to hold 50% of his shares for a period of two years after they are fully vested, and to hold the remaining 50% until the termination of his position.

Furthermore, in accordance with the provisions of the final subparagraph of Article 24.3.3 of the Afep-Medef Code, revised in November 2016, the Chairman and Chief Executive Officer undertakes not to make use of risk hedging transactions until the end of the period for holding the shares.



### Other compensation components

The Chairman and Chief Executive Officer does not benefit from any additional pension plan. He participates in the mandatory group supplementary pension plan (*ARRCO and AGIRC*) in the pension plan in force within the Company for all employees. He also benefits from senior executive unemployment insurance. He does not receive any other benefit of any kind.

No severance allowance shall be paid to the Chairman and Chief Executive Officer as a result of the termination of, or change in, his position.

The Chairman and Chief Executive Officer may also benefit from an allowance relating to a non-compete clause. Indeed, if his position is terminated, the Chairman and Chief Executive Officer will be bound

by a non-compete and non-solicitation obligation that would apply for a period not to exceed the time of his employment in the Company, up to a maximum of one year, it being specified that the Company may reduce or waive the application period. In return, the Chairman and Chief Executive Officer will be paid a monthly compensation equivalent to one-twelfth of 50% of his annual fixed compensation.

In addition, the Chairman and Chief Executive Officer receives, for his service on the Board of Directors, directors' fees comprising a fixed and a variable component determined on the basis of attendance at Board meetings. For 2017, these fees totaled Euro 50,000.

### **Compensation components of the Chief Operating Officer**

### Fixed compensation

The annual fixed compensation of the Chief Operating Officer was set at Euro 270,000 on his appointment on August 30, 2016, with effect from September 1, 2016, on the basis of the benchmarking conducted by a specialized firm. At the Appointments and Compensation Committee meeting of August 30, 2016, it was duly recorded that the Chief Operating Officer's compensation would change in time to reflect the successful assumption of his position. Given the successful assumption of his position, the Board of Directors, at its meeting held on February 14, 2017 and on the recommendation of the Appointments and Compensation Committee,

### Annual variable compensation

In order to firmly place Corporate Social Responsibility (CSR) at the core of the Group's strategic priorities, it is proposed to change the mechanism for the 2018 variable compensation paid in 2019 to the corporate officers.

This change involves incorporating a quantifiable CSR target and reducing the percentage for managerial targets, taking out the measurement of the social and societal criterion.

The variable compensation will therefore be structured around two types of objectives:

- quantitative objectives, weighted at 80% (vs 70% in 2017) of which 1 CSR objective at 10%; and

decided to raise his annual fixed compensation to Euro 300,000 with effect from March 1, 2017, *i.e.* an increase of 11%. This amount will remain unchanged in 2018.

The annual fixed and variable compensation of the Chief Operating Officer is divided in two: two-thirds paid by Mercialys and one-third by Mercialys Gestion, a wholly owned subsidiary of Mercialys, because he keeps his salaried positions as Manager of Lettings within Mercialys Gestion.

- managerial targets, which is reduced to 20% (vs 30% in 2017).

The variable compensation of the Chief Operating Officer may represent 40% of his fixed annual compensation if the defined objectives are achieved and may equal up to 80% of his fixed annual compensation if these objectives are exceeded.

It is determined on the basis of having achieved 80% (vs 70% in 2017) of the quantitative objectives and of having achieved 20% (vs 30% in 2017) of the managerial targets.

The selected criteria, and their weighting in determining the variable compensation, are as follows:

		% of the fixed compensation		
		Minimum	Target	Maximum
Quantitative objectives	FFO growth excluding carrying cost of 2019 debt refinancing	0%	4%	8%
Mercialys (80% of the total variable	Organic growth in rental revenues (excluding indexation)	0%	4%	8%
compensation)	EBITDA margin	0%	4%	8%
	Improvement in CSR rankings: GRESB and EPRA	0%	4%	8%
	Spread of footfall at Mercialys shopping centers versus the French Council of Shopping Centers total market	0%	4%	8%
	Current financial vacancy rate	0%	4%	8%
	Annualized rental income from 2018 openings	0%	4%	8%
	Number of qualified customers in the Mercialys databases	0%	4%	8%
Managerial targets (20% of th	ne total variable compensation)	0%	8%	16%
Total variable compensation	on as% of fixed compensation	0%	40%	80%

PRESENTATION HOW TO TAKE AND TEXT OF PART IN THE DRAFT GENERAL RESOLUTIONS MEETING?

E-NOTICI

For each quantitative criterion, a minimum threshold of achievement is set, as is a target level corresponding to the objectives of Mercialys for a performance that meets objectives, and a performance level that exceeds the target. Variable compensation is calculated in a linear fashion between the minimum threshold and the maximum threshold.

### Long term compensation

In order to permanently associate the Chief Operating Officer with the Company's shareholding performance, the Board of Directors has decided, subject to compliance with the provisions of Article L.225-197-6 of the French Commercial Code (as cited above for the Chairman and Chief Executive Officer), on the principle of bonus share awards.

This allotment would represent a target of 50% of his fixed salary (*i.e.* Euro 150,000) and could represent up to 75% of his fixed salary (*i.e.* Euro 225,000) in the event of outperformance.

The awarded bonus shares will only be fully vested by the Chief Operating Officer at the end of a three-year vesting period, subject to conditions of employment and company performance, the latter being assessed on all three years on the basis of the following criteria and evaluation grids:

 Relative performance of the Mercialys share, dividend included (*Total Shareholder Return – TSR*), compared to the performance of the companies composing the EPRA/NAREIT Eurozone index at January 1, 2018, measured between January 1, 2018 and December 31, 2020, for 50% of the allotted shares:

Ranking of the three-year average annual TSR of Mercialys compared with the companies comprising the index	Multiplier
[0 à 20%]	150%
]20 à 40%]	125%
]40 à 50%]	100%
]50 à 60%]	75%
]60 à 80%]	50%
]80% à 100%]	0%

 Organic growth of rental revenues, including casual leasing, excluding indexation, measured in annual average over three years between January 1, 2018 and December 31, 2020, for 25% of the initial allocation.

At the end of the three-year period, the number of shares vested under this performance criterion will be determined in accordance with the average obtained, based on the grid presented below:

Three-year average annual organic growth in rental revenues	Multiplier
2.00%	0%
2.30%	100%
2.60% ou plus	150%

#### Other compensation components

The Chief Operating Officer does not benefit from any additional pension plan. He participates in the mandatory group supplementary pension plan (*ARRCO and AGIRC*) and in the pension plan in force within the Company for all employees. He also benefits from senior executive unemployment insurance. He does not receive any other benefit of any kind, except a company car.

No severance allowance shall be paid to the Chief Operating Officer resulting from the termination of, or change in, his position.

Pursuant to the provisions of Article L.225-37-2 of the French Commercial Code, payment of the variable portion of the compensation due for the 2018 fiscal year, after determining its amount based on the achievement of the objectives defined above, is conditional on approval by the Company's Ordinary General Meeting to be held in 2019.

The multiplier moves in a straight line between the defined limits.

- FFO growth (*excluding debt financing carrying costs for 2019, for the 2018 fiscal year*) measured as the annual average over three years between January 1, 2018 and December 31, 2020 for the remaining 25% of the initial allocation.

At the end of the three-year period, the number of shares vested under this performance criterion will be determined in accordance with the average obtained, based on the grid presented below:

Three-year annual average of FFO growth	Multiplier
2.00%	0%
3.00%	100%
4.00% or more	150%

The multiplier moves in a straight line between the defined limits.

The bonus shares awarded in 2018 will become the property of the beneficiary after a vesting period of at least three years which will end in 2021.

At the end of this three-year vesting period, the Chief Operating Officer will be required to keep 50% of his shares for a period of two years after they are fully vested, and to hold the remaining 50% until the termination of his position.

Moreover, in accordance with the provisions of the final paragraph of Article 24.3.3 of the Afep-Medef Code, revised in November 2016, the Chief Operating Officer undertakes not to make use of risk hedging transactions until the end of the period for holding the shares.

Furthermore, remember that Vincent Ravat is the beneficiary of bonus share plans which were awarded to him as a Mercialys employee, prior to his appointment as Chief Operating Officer.

The Chief Operating Officer may also benefit from an indemnity relating to a non-compete clause. In effect, in the event of the termination of his position, the Chief Operating Officer will be bound by a non-compete and non-solicitation obligation that would apply for a period not to exceed the time of his employment in the Company, up to a maximum of one year; it is specified that the Company may reduce or waive the application period. In return, the Chief Operating Officer would be paid a monthly compensation equivalent to one-twelfth of 50% of his annual fixed compensation.

MERCIALYS IN 2017 GOVERNANCE	COMPENSATION POLICY	AUTHORIZED SHARE CAPITAL NOT ISSUED	AGENDA	PRESENTATION AND TEXT OF DRAFT RESOLUTIONS	HOW TO TAKE PART IN THE GENERAL MEETING?	PRACTICAL	E-NOTICE	REQUEST FOR DOCUMENTS AND INFORMATION
IN 2017 GOVERNANCE		NOT 1000ED	AGENDA	RESOLUTIONS	MEETING:	INFORMATION	E-NOTICE	

### Overview of the structure of the compensation of the Chairman and Chief Executive Officer and of the Chief Operating Officer for fiscal year 2018

(subject to the approval of the 6<sup>th</sup> and 7<sup>th</sup> resolutions of the General Meeting on April 26, 2018)

### Éric Le Gentil, Chairman and Chief Executive Officer

### Vincent Ravat, Chief Operating Officer



- Stable fixed compensation since March 1, 2015 (15% below the median of the market)
- Annual variable compensation: increase of the quantitative criteria (80% vs 70%)
- Long term compensation: bonus share allotment:
  - vesting period: 3 years
  - continued employment condition: yes
  - performance conditions assessed over 3 years and not per third:
  - absolute performance: 25% of the allocation
  - · relative performance: 75% of the allocation
  - retention obligation:
    - · at least 2 years: 100% of the allocated shares
    - · until the end of the mandate: 50% of the allocated shares



- Fixed compensation amounting to Euro 300,000 since March 1, 2017 (20% below the median of the market)
- Annual variable compensation: increase of the quantitative criteria (80% vs 70%)
- Long term compensation: bonus share allotment:
- vesting period: 3 years
- continued employment condition: yes
- performance conditions assessed over 3 years and not per third:
- absolute performance: 25% of the allocation
- relative performance: 75% of the allocation
- retention obligation:
- · at least 2 years: 100% of the allocated shares
- $\cdot\,$  until the end of the mandate: 50% of the allocated shares

AUTHORIZED SHARE CAPITAL NOT ISSUED PRESENTATION AND TEXT OF DRAFT PESOLUTIONS

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## 4. Authorized share capital not issued

The Board of Directors benefits from the following authorizations to issue securities giving access to share capital, granted by the Annual General Meeting of April 27, 2017:

	Operation	Maximum amount	Term	Expiry
a)	Capital increase with PSR <sup>(1)</sup> maintained through the issuing of shares, or securities giving access to share capital, or debt securities.	Euro 32 million <sup>(2) (3)</sup>	26 months	June 26, 2019
b)	Capital increase with cancellation of PSR <sup>(1)</sup> through the issuing of shares, or securities giving access to share capital or debt securities, via public offering.	Euro 9.2 million <sup>(2) (3)</sup>	26 months	June 26, 2019
c)	Capital increase with cancellation of PSR <sup>(1)</sup> through the issuing of shares, or securities giving access to share capital or debt securities, by an offering as stated in II of the article L.411-2 of the French Monetary and Financial Code.	Euro 9.2 million <sup>(2) (3)</sup>	26 months	June 26, 2019
d)	Capital increase through the incorporation of reserves, profits, premiums or other amounts that may be capitalized.	Euro 32 million <sup>(3)</sup>	26 months	June 26, 2019
e)	Capital increase through the issuing of shares, or securities giving access to share capital in exchange for contributions in kind granted to the Company and comprising shares, or securities giving access to share capital, with cancellation of PSR <sup>(1)</sup> .	10% of the share capital $^{(3)}$	26 months	June 26, 2019
f)	Issuing of shares or securities giving access to share capital in the event of a public offering for the shares of another listed company with cancellation of PSR <sup>(1)</sup> .	Euro 9.2 million <sup>(2) (3)</sup>	26 months	June 26, 2019
g)	Capital increase reserved for employees subscribed to a savings plan of the Company or any of its affiliates with cancellation of PSR <sup>(1)</sup> .	2% of the total number of shares in the Company's share capital at April 27, 2017 <i>(i.e. 1,840,983 shares)</i>	26 months	June 26, 2019
j)	Bonus share awards to the Company's salaried employees and to the Company's corporate officers, and to the salaried employees of its affiliates.	0.5% of the total number of shares in the Company's share capital at April 27, 2017 <i>(i.e. 460,245 shares)</i> including 0.15% for the corporate officers <i>(138,073 shares)</i>	38 months	June 26, 2020

<sup>(1)</sup> *PSR* = preferential subscription right.

<sup>(2)</sup> The total par value of the debt securities that may be issued on the basis of this delegation may not exceed Euro 200 million euros or the exchange value of this amount in any other currency, or in any unit of account established by reference to multiple currencies.

(3) The total par value of the debt securities that may be issued on the basis of delegations a), b), c), d), e) and f) may not exceed Euro 200 million or the equivalent value in another currency or composite monetary unit. The total par value of share capital increases that may be made, immediately and/or in the future on the basis of delegations a), b), c), d), e) and f) may not exceed Euro 32 million, it being specified that the total amount of capital increases that may be made, immediately and/or in the future set that may be made, immediately and/or in the future, without preferential subscription rights, may not exceed Euro 9.2 million, not taking account of the par value of additional shares to be issued to protect the rights of holders of securities in accordance with the law.

None of the authorizations granted was used during 2017 with the exception of those relating to the allocation of bonus shares (see para. 7.2.5 of the 2017 Reference Document). In 2017, the Board of Directors allocated 85,697 bonus shares.

As no authorization is expiring, there will be no resolution concerning these authorizations at the Annual General Meeting of April 26, 2018, with the exception of the resolution on free bonus share awards.

The tax and social regime for bonus share awards has been amended by the French finance law for 2018 and the social security financing law for 2018. However, it only applies to bonus share awards made pursuant to an authorization granted by decision of an Extraordinary General Meeting subsequent to the publication of these laws. Therefore, to enable the Company to benefit from the new tax and social regime, the Annual General Meeting of April 26, 2018 is being asked to vote on a resolution aimed at terminating the authorization granted by the Extraordinary General Meeting of April 27, 2017 (*for the unused portion*) and to replace it with a new authorization. The characteristics of the authorization remain unchanged except for the term of the authorization which is granted for the remaining period of the initial authorization, namely for 26 months.

The Board of Directors is also authorized to reduce the Company's share capital by canceling treasury stock representing up to 10% of existing share capital at the date of cancellation, per period of twenty-four months. No use has been made of this authorization, which was granted for a period of twenty-six months from April 27, 2017, *i.e.* until June 26, 2019.

AGENDA

## 5. Agenda

Board of Directors' report and Statutory Auditors' report

### - Within the competence of the Ordinary General Meeting

- Approval of the corporate accounts for the fiscal year ended December 31, 2017 (<u>1st resolution</u>)
- Approval of the Consolidated financial statements for the year ended December 31, 2017 (2<sup>nd</sup> resolution)
- Appropriation of income Setting of the dividend (<u>3<sup>th</sup> résolution</u>)
- Approval of the fixed, variable and exceptional components of the compensation package and the benefits in kind paid or awarded in respect of 2017 to the Chairman and Chief Executive Officer (4<sup>th</sup> resolution)
- Approval of the fixed, variable and exceptional components of the compensation package and the benefits in kind paid or awarded in respect of 2017 to the Chief Operating Officer (<u>5<sup>th</sup> resolution</u>)
- Approval of the principles and criteria for determining, distributing and awarding the compensation components of the Chairman and Chief Executive Officer and the Chief Operating Officer in respect of fiscal year 2018
   (6<sup>th</sup> and 7<sup>th</sup> resolutions)

- Ratification of the appointment of Pascale Roque (<u>8<sup>th</sup> resolution</u>)
- Renewal, for a period of three years, of the directorship of Victoire Boissier, of La Forézienne de Participations and of Generali Vie (<u>9<sup>th</sup> to 11<sup>th</sup> resolutions</u>)
- Appointment of Dominique Dudan as Director (<u>12<sup>th</sup> resolution</u>)
- Regulated agreement: approval of Addendum no.1 to the document amending the Advisory Services Framework Agreement signed with L'Immobilière Groupe Casino and Plouescadis (<u>13th resolution</u>)
- Authorization for the Company to purchase its own shares (<u>14<sup>th</sup> resolution</u>)

### Within the competence of the Extraordinary General Meeting

- Authorization granted to the Board of Directors to allocate existing or future bonus Company shares to employees and corporate officers of the Company and its affiliates; automatic waiver by shareholders of their preferential subscription rights (<u>15th resolution</u>)
- Powers for completion of formalities (<u>16<sup>th</sup> resolution</u>)

GOVERNANCE



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## 6. Presentation and text of the draft resolutions

### Resolutions within the competence of the Ordinary General Meeting

### **RESOLUTIONS 1 AND 2 - APPROVAL OF THE FINANCIAL STATEMENTS FOR THE YEAR**

In connection with the first and second resolutions, the shareholders are invited to approve the Company's corporate accounts and then its consolidated financial statements as at December 31, 2017, as well as the transactions reflected in these accounts.

The financial statements for the period do not take account of the non-deductible expenses referred to in Article 39-4 of the French General Tax Code.

These financial statements have been certified without qualification by the Statutory Auditors (see Statutory Auditors' reports, chapter 3, pages 159 and 189 of the 2017 Registration Document).

### FIRST RESOLUTION

Presentation

### Approval of the corporate accounts for the fiscal year ended December 31, 2017

The Ordinary General Meeting, after reviewing the Board of Directors' report and the Statutory Auditors' report, approves the financial statements for the fiscal year ended December 31, 2017, as presented to it, together with all the transactions they reflect or are mentioned in these reports. The accounts for this fiscal year end with profit of Euro 287,280,180.51.

The Annual General Meeting acknowledges that the financial statements for the past fiscal year do not take account of the nondeductible expenses referred to in Article 39-4 of the French General Tax Code.

It also notes the transfer to the "Retained earnings" account, in accordance with the resolution adopted by the Annual General Meeting of April 20, 2017, of the dividends allocated for the 2016 fiscal year to the shares held by the Company on the dividend payment date and totaling Euro 311,001.09.

### SECOND RESOLUTION

Approval of the consolidated financial statements for the fiscal year ended December 31, 2017

The Ordinary General Meeting, after reviewing the Board of Directors' report and the Statutory Auditors' report, approves the Consolidated Financial Statements for the fiscal year ended December 31, 2017, as presented to it, together with all of the transactions reflected or mentioned in these reports. The consolidated financial statements for the fiscal year in question report a consolidated net profit of Euro 86.666 million.

### **RESOLUTION 3 - APPROPRIATION OF INCOME - SETTING THE DIVIDEND**

With the third resolution, the Board of Directors requests your approval for the distribution of a dividend of Euro 1.09 per share. The proposed dividend corresponds to 88% of the 2017 FFO, in accordance with the objective announced by Mercialys (range of 85% to 95% of the 2017 FFO and at least unchanged compared with 2016), up by 2.8% compared to 2016.

Taking into account the interim dividend of Euro 0.41 per share paid on October 23, 2017, the final dividend amounts to Euro 0.68 per share.

The ex-dividend date for the final dividend is April 30, 2018. The payment date will be May 03, 2018.

### THIRD RESOLUTION

Presentation

## Appropriation of income - Setting the dividend Retained earning: The Ordinary General Meeting, after reviewing the Board of Directors' report, resolves to allocate income for the fiscal year ended December 31, 2017, as follows: Distributable income for the fiscal year ended December Dividend

Profit for the year		Euro 287,280,180.51
Retained earnings	(+)	Euro 112,725,649.20
Distributable income	(=)	Euro 400,005,829.71
Dividend	(-)	Euro 100,333,594.21
Appropriation to "Retained earnings"	(=)	Euro 299,672,235.50

MERCIALYS		COMPENSATION	AUTHORIZED SHARE CAPITAL		PRESENTATION AND TEXT OF DRAFT	HOW TO TAKE PART IN THE GENERAL	PRACTICAL		REQUEST FOR DOCUMENTS
IN 2017	GOVERNANCE	POLICY	NOT ISSUED	AGENDA	RESOLUTIONS	MEETING?	INFORMATION	E-NOTICE	AND INFORMATION

Each share will receive a dividend of Euro 1.09.

The Ordinary General Meeting hereby notes that:

- the amount of the dividend it has determined (*Euro 1.09*) includes the interim dividend of Euro 0.41 per share paid on October 23, 2017;
- consequently, the final dividend amounts to Euro 0.68 per share and will be paid on May 3, 2018.

The distribution under the exempt sector represents 100% of the amount of the dividend.

Distributions of dividends from exempt profits of listed real estate investment companies (*SIIC*) do not qualify for the 40% deduction mentioned in Article 158-3.2 of the French General Tax Code. Only distributions of dividends from the non-exempt profits of SIICs are eligible for this reduction.

The General Meeting notes that the dividends distributed in respect of the last three years were as follows:

Fiscal year	Dividend per share	Distributed dividend eligible for the 40% allowance	Distributed dividend not eligible for the 40% allowance
December 31, 2016			
Interim dividend (paid in 2016)	Euro 0.43	None	Euro 0.43
Final dividend (paid in 2017)	Euro 0.63	None	Euro 0.63
Total	Euro 1.06	None	Euro 1.06
December 31, 2015			
Interim dividend (paid in 2015)	Euro 0.76	None	Euro 0.76
Final dividend (paid in 2016)	Euro 0.57	None	Euro 0.57
Total	Euro 1.33	None	Euro 1.33
December 31, 2014			
Interim dividend (paid in 2014)	Euro 0.36	None	Euro 0.36
Final dividend (paid in 2015)	Euro 0.88	None	Euro 0.88
Total	Euro 1.24	None	Euro 1.24

## RESOLUTION 4 - APPROVAL OF THE FIXED, VARIABLE AND EXCEPTIONAL COMPONENTS OF THE COMPENSATION PACKAGE AND THE BENEFITS IN KIND PAID OR AWARDED IN RESPECT OF 2017 TO THE CHAIRMAN AND CHIEF EXECUTIVE OFFICER

While the Afep-Medef Code provided for an advisory vote of the shareholders on the compensation due or awarded to the Chairman and Chief Executive Officer for the previous fiscal year, the Law of December 9, 2016 relating to transparency, the fight against corruption and the modernization of economic life (known as the «Sapin Law II») introduced a vote binding on the shareholders (Article L.225-100 II of the French Commercial Code).

Under the fourth resolution, pursuant to Article L. 225-100 II of the French Commercial Code, you are hereby requested to approve the fixed, variable and exceptional components of the compensation package and benefits in kind paid or awarded in respect of fiscal year 2017 to Éric Le Gentil, in connection with his duties as Chairman and Chief Executive Officer, as detailed and commented upon in the table enclosed on pages 17 and 18 of this brochure, all these items are also presented in the part of the Board of Directors' report on corporate governance in chapter 4, para. 4.2.2.1, B, p. 239, of the 2017 Registration Document.

We recall that the fixed compensation of Éric Le Gentil has been the same since March 1, 2015. His annual variable compensation has increased by 7% compared to 2016 particularly in view of his having exceeded three objectives (versus two in 2016), namely: exceeding the prorated impact of openings in 2017; exceeding the IRR of the projects started in 2017; and exceeding the footfall spread of Mercialys shopping centers compared with the French Council of shopping centers (CNCC) total market. The variable compensation therefore amounts to Euro 344,250 and he does not receive any exceptional compensation in respect of fiscal year 2017.

As required by Articles L.225-37-2 and L.225-100 of the French Commercial Code, the payment of the variable portion of the Chairman and Chief Executive Officer's compensation for 2017 is thus contingent on the approval of this resolution by the Annual General Meeting.

We recall that the principles and criteria used for determining, allocating and awarding the components of the Chairman and Chief Executive Officer's compensation for 2017 were subject, as required by Article L.225-37-2 of the French Commercial Code, to the vote of the Annual General Meeting held on April 27, 2017, which approved them (by a majority of 70.85%). The components of variable compensation payment of which was conditional on the approval of the Annual General Meeting, had in this context been determined in accordance with the law. (see chapter 4, para.4.2.2.1, A, page 236, of the 2017 Registration Document).

### FOURTH RESOLUTION

Approval of the fixed, variable and exceptional components of the compensation package and the benefits in kind paid or awarded in respect of 2017 to the Chairman and Chief Executive Officer

The Ordinary General Meeting, pursuant to Articles L.225-37-2 and L.225-100 of the French Commercial Code, after reviewing the Board of Directors' report on corporate governance attached to the management report, approves the fixed, variable and exceptional components of the compensation package and the benefits in kind paid or awarded in respect of fiscal year 2017 to the Chairman and Chief Executive Officer, in connection with his mandate, as presented in the said report.

RESOLUTION 5 - APPROVAL OF THE FIXED, VARIABLE AND EXCEPTIONAL COMPONENTS OF THE COMPENSATION PACKAGE AND THE BENEFITS IN KIND PAID OR AWARDED IN 2017 TO THE CHIEF OPERATING OFFICER

Presentation

Presentation

While the AFEP-MEDEF Code provided for an advisory vote of the shareholders on the compensation due or awarded to the Chairman and Chief Executive Officer for the previous fiscal year, the Law of December 9, 2016 relating to transparency, the fight against corruption and the modernization of economic life (known as the «Sapin Law II») introduced a vote binding on the shareholders (Article L.225-100 II of the French Commercial Code).

Under the fifth resolution, pursuant to Article L.225-100 II of the French Commercial Code, you are hereby requested to approve the fixed, variable and exceptional components of the compensation package and benefits in kind paid or awarded in respect of fiscal year 2017 to Vincent Ravat, for his duties as Chief Operating Officer, as detailed and commented upon in the table on pages 18 and 19 of this brochure,

all these components are also presented in the Board of Directors' report on corporate governance in chapter 4, para. 4.2.2.1, C, p. 243, of the 2017 Registration Document.

We recall that Vincent Ravat was appointed Chief Operating Officer on August 30, 2016. In this capacity, the compensation paid or awarded for 2017 is therefore not comparable to the compensation paid or awarded for 2016.

The fixed compensation of Vincent Ravat was set at Euro 300,000 starting from March 1, 2017, two thirds of which is paid by Mercialys and one third by Mercialys Gestion, a wholly owned subsidiary of Mercialys within which Vincent Ravat holds the position of Director in charge of operations, letting and marketing. His annual variable compensation amounts to Euro 172,800 and he receives no exceptional compensation for 2017.

Pursuant to Articles L.225-37-2 and L. 225-100 of the French Commercial Code, the payment of the variable portion of the Chief Operating Officer's compensation for 2017 is thus conditional on the approval of the present resolution by the Annual General Meeting.

We recall that the principles and criteria used for determining, allocating and awarding the components of the Chief Operating Officer's compensation for 2017 were subject, as required by Article L.225-37-2 of the French Commercial Code, to the vote of the Annual General Meeting held on April 27, 2017, which approved them (by a majority of 72.56%). The components of variable compensation payment of which was conditional on the approval of the Annual General Meeting, had in this context been determined in accordance with the law (see chapter 4, para. 4.2.2.1, A, page 236, of the 2017 Registration Document).

### **FIFTH RESOLUTION**

### Approval of the fixed, variable and exceptional components of the compensation package and the benefits in kind paid or awarded in respect of 2017 to the Chief Operating Officer

The Ordinary General Meeting, pursuant to Articles L.225-37-2 and L.225-100 of the French Commercial Code, after reviewing the Board of Directors' report on corporate governance attached to the management report, approves the fixed, variable and exceptional components of the compensation package and the benefits in kind paid or awarded in respect of fiscal year 2017 to the Chief Operating Officer, in connection with his mandate, as presented in the said report.

RESOLUTIONS 6 AND 7 - APPROVAL OF THE PRINCIPLES AND CRITERIA FOR DETERMINING, DISTRIBUTING AND AWARDING THE COMPENSATION COMPONENTS OF THE CHAIRMAN AND CHIEF EXECUTIVE OFFICER AND OF THE CHIEF OPERATING OFFICER FOR FISCAL YEAR 2018

- Pursuant to Article L.225-37-2 of the French Commercial Code, the principles and criteria for determining, distributing and awarding the fixed, variable and exceptional components of the compensation package and the benefits of any kind, attributable to the Chairman and Chief Executive Officer and the Chief Operating Officer for their corporate positions, must be submitted at least annually for the approval of the Annual General Meeting.
- Presentation Under the sixth and seventh resolutions, you are hereby requested to approve the principles and components of the compensation of Éric Le Gentil, Chairman and Chief Executive Officer and of Vincent Ravat, Chief Operating Officer, determined by the Board of Directors' meeting of March 7, 2018 on the recommendation of the Appointments and Compensation Committee as presented on pages 20 to 23 of this brochure, and in chapter 4, para. 4.2.3, p. 246, of the 2017 Registration Document.

### SIXTH RESOLUTION

Approval of the principles and criteria for determining, distributing and awarding the compensation components of the Chairman and Chief Executive Officer in respect of fiscal vear 2018

The Ordinary General Meeting, pursuant to the provisions of Article L.225-37-2 of the French Commercial Code, after reviewing the Board of Directors' report on corporate governance attached to the management report, approves the principles and criteria for determining, distributing and awarding the fixed, variable and exceptional components of the compensation package and the benefits of any kind attributable to the Chairman and Chief Executive Officer, by reason of his position, as detailed in the said report.

### SEVENTH RESOLUTION

Approval of the principles and criteria for determining, distributing and awarding the compensation components of the Chief Operating Officer in respect of fiscal vear 2018

The Ordinary General Meeting, pursuant to the provisions of Article L.225-37-2 of the French Commercial Code, after reviewing the Board of Directors' report on corporate governance, attached to the management report, approves the principles and criteria for determining, distributing and awarding the fixed, variable and exceptional components of the compensation package and the benefits of any kind to which the Chief Operating Officer is entitled in connection with his position, as detailed in the said report.

### **RESOLUTION 8 - RATIFICATION OF THE APPOINTMENT OF PASCALE ROQUE**

Under the eighth resolution, you are being asked to ratify the appointment of Pascale Roque, temporarily appointed by the Board Meeting of October 24, 2017 to replace Bernard Bouloc, for the remaining period of his directorship.

Pascale Roque is an independent director, in accordance with the recommendations of the Afep-Medef Code.

### **EIGHTH RESOLUTION**

Presentation

### Ratification of the appointment of Pascale Roque as Director

The Ordinary General Meeting hereby ratifies the temporary appointment made by the Board of Directors, at its meeting on October 24, 2017, of Pascale Roque, as Director, to replace Bernard Bouloc, for the remaining period of his directorship, i.e., until the Ordinary Shareholders' Meeting to be held in 2019 to approve the financial statements for the fiscal year ended December 31, 2018.

Presentation

GOVERNANCE



E-NOTICE

## RESOLUTIONS 9 TO 12 - RENEWAL OF THE DIRECTORSHIPS OF THREE DIRECTORS AND THE APPOINTMENT OF AN INDEPENDENT DIRECTOR

The Board of Directors is currently composed of 12 Directors. Under the ninth, tenth and eleventh resolutions, you are being asked, on the recommendation of the Appointments and Compensation Committee, to renew, for a period of three years, the directorships of Victoire Boissier, of La Forézienne de Participations, and of Generali Vie (see presentations pages 13 and 14).

Under the twelfth resolution, you are being asked to approve the appointment of a new independent director, Dominique Dudan. After completing her scientific studies, she joined the real estate sector. Admitted as a Member of the Royal Institution of Chartered Surveyors (*RICS*), of which she is now a Fellow. Between 1996 and 2005, Dominique Dudan held the position of Development Manager with Accor Hotels & Resorts. She then joined, first, HSBC Reim as Operations Manager and member of the Management Board and then BNP Paribas Reim, as Executive Vice-President and Head of regulated real estate funds. In 2009, Dominique Dudan created her own organization, Artio Conseil, while holding the position of Chief Executive Officer of Arcole Asset Management. In January 2011, Dominique Dudan became President of Union Investment Real Estate France, a position she held until July 2015. Since 2015 she has been a Senior Advisor at LBO France Gestion and a director of Gecina, and, since 2017, a member of the Supervisory Board of Swiss Life Reim (France). Dominique Dudan is also a member of RICS France, of the MEDEF Economic commission for the Groupement de Professions de Services, of the Cercle des Femmes de l'Immobilier, of the Club de l'Immobilier d'Ile-de-France, of the Institut d'Etudes Immobilières et Foncières and of the VoxFemina association. She is a Chevalier of the French National Order of Mert (*see presentation page 15*).

If you approve these proposals, the Board will maintain its equal gender representation, since it will include 50% of women, and 58.3% of independent Directors.

### NINTH RESOLUTION

### Renewal of the directorship of Victoire Boissier

After reviewing the Board of Directors' report and acknowledging that Victoire Boissier's directorship is expiring at the end of this Meeting, the Ordinary General Meeting resolves to renew the directorship of Victoire Boissier for a period of three years, *i.e.* until the end of the Ordinary General Meeting that will be held in 2021 to approve the financial statements for the fiscal year ended December 31, 2020.

### **TENTH RESOLUTION**

### Renewal of the directorship of La Forézienne de Participations

After reviewing the Board of Directors' report and acknowledging that the directorship of La Forézienne de Participations is expiring at the end of this Meeting, the Ordinary General Meeting resolves to renew the directorship of La Forézienne de Participations for a period of three years, *i.e.* until the end of the Ordinary General Meeting that will be held in 2021 to approve the financial statements for the fiscal year ended December 31, 2020.

### ELEVENTH RESOLUTION

### Renewal of the directorship of Generali Vie

After reviewing the Board of Directors' report and acknowledging that the directorship of Generali Vie is expiring at the end of this Meeting, the Ordinary General Meeting resolves to renew the directorship of Generali Vie for a period of three years, *i.e.* until the end of the Ordinary General Meeting that will be held in 2021 to approve the financial statements for the fiscal year ended December 31, 2020.

### TWELFTH RESOLUTION

### Appointment of Dominique Dudan as Director

After reviewing the Board of Directors' report, the Ordinary General Meeting resolves to appoint Dominique Dudan as Director for a period of three years, *i.e.* until the Ordinary General Meeting convened in 2021 to approve the financial statements for the fiscal year ended December 31, 2020.

### RESOLUTION 13 - REGULATED AGREEMENT WITH L'IMMOBILIÈRE GROUPE CASINO AND PLOUESCADIS

Under the thirteenth resolution, the Board of Directors is asking you to approve Addendum no. 1 to the document amending the Advisory Services Framework Agreement of March 23, 2015 for advice granted by Mercialys to L'Immobilière Groupe Casino and Plouescadis.

In connection with this agreement, and in its capacity as service provider, Mercialys has undertaken to provide advisory services for the completion of shopping center enhancement projects. These services may include asset management tasks, letting assignments on sites in operation or on planned sites (excluding projects completed in connection with the Partnership Agreement between Mercialys and Casino), as well as wider marketing activities or strategic operations initiated and announced prior to the launch of the offering.

The purpose of Addendum no. 1 is to grant the subsidiaries directly controlled by L'Immobilière Groupe Casino and Plouescadis the benefit of the services delivered by Mercialys and to update the financial terms of the Agreement which, for fiscal year 2017, amounts to Euro 280,000 *(compared with Euro 208,000 previously).* This change has become necessary because of the volume of projects implemented on behalf of L'Immobilière Groupe Casino and Plouescadis. This addendum entered into force on January 1, 2017.

Therefore, for fiscal year 2017, Mercialys received remuneration of Euro 280,000 excluding tax, compared with Euro 208,000 excluding tax in 2016.

### THIRTEENTH RESOLUTION

### Regulated agreement: approval of Addendum no. 1 to the document amending the Advisory Services Framework Agreement signed with L'Immobilière Groupe Casino and with Plouescadis

The Ordinary General Meeting, after reviewing the Statutory Auditors' special report on the agreements referred to in Article L.225-38 of the French Commercial Code, approves Addendum no. 1, to the document amending of the Advisory Services Framework Agreement signed with L'Immobilière Groupe Casino and with Plouescadis which entered into force on January 1, 2017.

Presentation

### RESOLUTION 14 - PURCHASE BY THE COMPANY OF ITS OWN SHARES

HARE CAPITAL

Presentation

MERCIALYS IN 2017

GOVERNANCE

The fourteenth resolution renews the authorization given to the Board of Directors, for a period of 18 months, to purchase the Company's shares. The maximum purchase price is set at Euro 25 per share and the maximum number of shares that may be purchased would be limited to 10% of the number of shares comprising the Company's share capital on the date of the Annual General Meeting. For example, on the basis of the capital at January 31, 2018, after deducting the 202,115 shares held in treasury, the maximum theoretical amount which the Company could devote to share purchases would be Euro 225 million, corresponding to 9,002,801 shares.

PRESENTATION AND TEXT OF DRAFT RESOLUTIONS

In connection with the authorization granted by the Annual General Meeting of April 27, 2017 and on the basis of the information at January 31, 2018, the Company bought 2,021,552 shares, and sold 2,079,869 shares.

At January 31, 2018, the Company held 202,115 shares (0.22% of share capital), including 44,427 shares allocated for the purpose of covering any stock option plans, savings plans or bonus share plans, and 157,688 shares under the liquidity agreement.

Details of the objectives of the share buyback program are provided below in the fourteenth resolution, and in the description of the share buyback program in chapter 7, para. 7.1.2.3, page 295, of the 2017 Registration Document.

In the event of a public tender offer relating to the shares or securities issued by the Company, the Company may only use this authorization to meet its commitments regarding the delivery of securities, particularly in the context of bonus share award plans or strategic transactions undertaken and announced before the launch of the tender offer.

### FOURTEENTH RESOLUTION

### Authorization for the Company to purchase its own shares

The Ordinary General Meeting, after reviewing the Board of Directors' report, authorizes the Board of Directors to purchase, or arrange for the purchase, of the Company's shares in accordance with the provisions of Articles L.225-209 *et seq.* of the French Commercial Code, of Articles 241-1 to 241-5 of the General Regulation of the *Autorité des Marchés Financiers (AMF)*, and the European regulation applicable to market abuse (*and specifically European Regulations no.* 596/2014 of April 16, 2014 and no. 2273/2003 of December 22, 2003), primarily for the following purposes:

- to maintain liquidity and stimulate the market for the Company's shares via an investment services provider acting independently and on behalf of the Company, in connection with a liquidity contract compliant with a code of conduct recognized by the AMF;
- to implement any Company stock option plan, under the provisions of Articles L.225-177 et seq. of the French Commercial Code, any savings scheme in accordance with Articles L.3332-1 et seq. of the French Employment Code or any award of bonus shares under the provisions of Articles L.225-197-1 et seq. of the French Commercial Code, or any other stock based compensation scheme;
- to deliver these shares when the rights attached to negotiable securities conferring a right to shares are exercised via a reimbursement, conversion, exchange, the presentation of a warrant or a debt security convertible or exchangeable into shares of the Company, or by any other means that confers a right to shares of the Company;
- to hold them for the purpose of subsequently using them as payment or exchange in connection with or following any external growth transaction within the limit specified by Article L.225-209, sub-paragraph 6 of the French Commercial Code;
- to cancel them all or in part in order to optimize net earnings per share in connection with a share capital reduction transaction in the manner provided for by the law;
- to implement any market practice that becomes authorized by the AMF and, more generally, to carry out any transaction compliant with applicable regulations.

These shares may be acquired, sold, transferred, or exchanged in any manner, including on the market or over the counter, and through block trades. These means shall include the use of any derivative financial instrument traded on a regulated market or over the counter

and the implementation of options strategies in the manner authorized by the competent market authorities, provided that such means do not contribute to a significant increase in share price volatility. The shares may also be loaned, pursuant to Articles L.211-22 et seq. of the French Monetary and Financial Code.

PRACTICAL FORMATION

E-NOTICE

The purchase price of the shares shall not exceed Euro 25 *(excluding purchase costs)* per share of 1 (one) euro par value.

This authorization may be implemented within the limit of a number of shares representing 10% of the Company's share capital on the date of this General Meeting, or, for information, 9,002,801 shares based on the share capital as of January 31, 2018, after deducting the 202,115 shares held in treasury, for a maximum amount of Euro 225 million, on the understanding that when the Company's shares are purchased under a liquidity agreement, the number of these shares taken into account in calculating the 10% threshold specified above, will correspond to the number of those purchased shares, after deducting the number of shares resold under the liquidity agreement during the period of authorization. However, the number of shares purchased by the Company to be held and subsequently used as payment or exchange in connection with an external growth transaction may not exceed 5% of the share capital. Purchases made by the Company may not, under any circumstances, result in the Company holding, at any time whatsoever, more than 10% of the shares comprising its share capital.

The authorization granted to the Board of Directors is given for a period of eighteen months. It terminates and supersedes the authorization previously granted by the eleventh resolution of the Ordinary General Meeting of April 27, 2017.

In the event of a public tender offer relating to the shares or securities issued by the Company, the Company may only use this authorization to meet its commitments regarding the delivery of securities, particularly in the context of bonus share award plans or strategic transactions undertaken and announced before the launch of the public tender offer.

Consequently, full powers are granted to the Board of Directors, which may be delegated, in order to implement this authorization, to place any stock market orders and enter into any agreements in order, particularly, to keep records of the buying and selling of shares, to allocate or reallocate the shares acquired for the various purposes in question, in the applicable legal and regulatory manner, to make any declarations to the AMF and carry out any other formalities, and, in general, to take all necessary measures.

E-NOTICE

### - Resolutions within the competence of the Extraordinary General Meeting

### RESOLUTION 15 - ALLOCATION OF BONUS COMPANY SHARES TO EMPLOYEES AND CORPORATE OFFICERS OF THE COMPANY

The Combined Annual and Extraordinary Meeting of April 27, 2017, in its twenty-sixth resolution, authorized your Board of Directors, for a period of 38 months to award bonus shares of the Company to employees of the Company and its affiliates and to the Company's corporate officers. Corporate officers may thus benefit from this authorization provided they meet performance criteria, in addition to being employed by Mercialys.

However, in order for the Company to benefit from the new regime introduced by the 2018 Finance Act, you are being asked under the 15th resolution, on the recommendation of the Appointments and Compensation Committee, to cancel the authorization granted by the Annual General Meeting of April 27, 2017 under its twenty-sixth resolution for the unused portion, and to replace it with a new authorization, for a period reduced to 26 months (*the only change*).

No change has been made to the maximum amount of shares that may be awarded under bonus share award plans as set by the twentysixth resolution of the Annual General Meeting of April 27, 2017.

The proposed resolution thus maintains the total number of bonus shares that may be distributed over 26 months at 0.5% of the share capital as of the General Meeting date of April 27, 2017 (*excluding adjustments*). This ceiling includes the bonus shares granted under the twenty-sixth resolution of the Annual General Meeting of April 27, 2017.

We recall that all bonus share award plans currently in force exclusively concern existing shares, without dilutive impact on the share capital. The total number of existing shares that may be definitively allocated under allocations granted but not yet vested is set at 0.15% of the share capital at December 31, 2017.

Just as the authorization granted by the General Meeting of April 27, 2017, the authorization states that, according to legal requirements, shares are definitely allocated to their beneficiaries at the end of a vesting period set by the Board of Directors. However, the period must not be less than one year and the shares must be held by their beneficiaries for a period set by the Board of Directors, on the understanding that the aggregate vesting and holding period must not be less than two years. However, insofar as the vesting period for all or part of one or more allocations is at least two years, the Board of Directors would be authorized not to impose a holding period for the shares in question. Furthermore, if the invalidity of a beneficiary corresponds to classification in categories 2 or 3 provided for in Article L.341-4 of the French Social Security Code, or the foreign equivalent, the Board of Directors would be authorized to arrange for the shares to be definitively allocated to the beneficiary before the end of the outstanding vesting period.

### **FIFTEENTH RESOLUTION**

Authorization granted to the Board of Directors to allocate existing or future bonus Company shares to employees and corporate officers of the Company and its affiliates; automatic waiver by shareholders of their preferential subscription rights

After reviewing the Board of Directors' report and the Statutory Auditors' report in accordance with Article L. 225-197-1 et seq. of the French Commercial Code, the Extraordinary General Meeting:

- authorizes the Board of Directors, in accordance with and in the manner stipulated by the provisions of Articles L.225-197-1 to L.225-197-5 of the French Commercial Code, to allocate existing or future bonus shares, on one or more occasions, to employees of the Company or to certain categories of said employees and to corporate officers, as well as to employees of companies or economic interest groups affiliated to the Company, as defined under the terms of Article L.225-197-2 of the French Commercial Code;
- resolves that the total number of shares that may be allocated may not exceed 0.5% of the total number of shares representing the Company's share capital on this date, including 0.15% for corporate officers, not taking into account the adjustments likely to be applied to protect the rights of the beneficiaries in accordance with the legal and regulatory provisions and any applicable contractual provisions;
- resolves that with regard to the Company's corporate officers, the vesting of shares in full shall be subject to fulfilling performance conditions, in addition to being employed by the Company or any company associated with it. These performance conditions shall be set by the Board of Directors in accordance with several criteria, including, as a minimum, the Total Shareholder Return (TSR) compared with that of peer companies. They will be assessed over a minimum period of three consecutive business years.

The Annual General Meeting resolves that the definitive allocation of shares to employees may be subject to one or more performance conditions to be determined by the Board of Directors:

- the allocation of shares resulting from Company's buybacks in the manner stipulated in Articles L.225-208 and L.225-209 of the French Commercial Code; and/or
- the allocation of shares to be issued through an increase in capital; in this case, the Annual General Meeting authorizes the Board of Directors to increase the share capital by the maximum nominal amount corresponding to the number of shares allocated and takes note that this authorization automatically implies that the beneficiaries of the bonus shares allocated shall waive their preferential subscription rights to the shares to be issued.

The Annual General Meeting resolves that the shares shall be definitely allocated to the beneficiaries at the end of a vesting period set by the Board of Directors. However, the period must not be less than one year and the shares must be held by their beneficiaries for a period set by the Board of Directors, on the understanding that the aggregate vesting and holding period must be no less than two years. However, the Annual General Meeting authorizes the Board of Directors not to impose any holding period for the relevant shares insofar as the vesting period for all or part of one or more allocations is at least two years. For all practical purposes, it should be borne in mind that the Board of Directors will have the right to set different vesting and holding periods according to the regulations in force in beneficiaries' countries of residence. In addition, the Annual General Meeting authorizes the Board of Directors to decide that, in the event that the beneficiary suffers a disability classifiable in the second or third category set forth in Article L.341-4 of the French Social Security Code, or their respective equivalents in other countries, the shares may be definitively delivered to him or her prior to the expiration of any remaining acquisition period.

AUTHORIZED MERCIALYS COMPENSATION SHARE CAPITAL IN 2017 GOVERNANCE POLICY NOT ISSUED AGENDA	PRESENTATION AND TEXT OF DRAFT RESOLUTIONS	HOW TO TAKE PART IN THE GENERAL MEETING?	PRACTICAL INFORMATION	E-NOTICE	REQUEST FOR DOCUMENTS AND INFORMATION
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The Annual General Meeting resolves that the definitive allocation of shares to employees may be subject to one or more performance conditions to be determined by the Board of Directors.

The Annual General Meeting grants full authority to the Board of Directors, which may subdelegate such powers in accordance with the law, subject to the limits set out above:

- to determine the identity of the beneficiaries, or the categories of beneficiaries of share allocations, bearing in mind that shares may not be allocated to employees and corporate officers individually holding more than 10% of the share capital, and that the allocation of bonus shares may not result in any individual beneficiary holding more than 10% of the share capital;
- to distribute the share allocation rights on one or more occasions and at the times it considers appropriate;
- to set the conditions and criteria for share allocation, including but not limited to length of service, maintaining a contract of employment or retaining corporate duties during the vesting period, and any other financial condition, or conditions relating to individual or collective performance;
- to determine, in accordance with legal conditions and limits, the final vesting period and, where appropriate, the required holding period;
- to register, where appropriate, the allocated bonus shares in a registered account opened in the name of their holder, stipulating the holding period and their term;
- to cancel the holding period attached to the shares in cases of redundancy, retirement or invalidity corresponding to categories 2 or 3 stipulated in the provisions of Article L.341-4 of the French Social Security Code, or in the event of death;

- to set aside, as appropriate, an unavailable reserve, allocated to the rights of the beneficiaries, for an amount equal to the total nominal value of shares likely to be issued through an increase in capital, by deducting the necessary sums from all reserves freely available to the Company;
- to determine the date of taking possession, even retroactively, of the new shares resulting from the allocation of bonus shares;
- make the necessary deductions from this unavailable reserve in order to release the nominal value of the shares to be issued to their beneficiaries;
- in the event of a capital increase, to amend the articles of association accordingly and carry out all necessary formalities;
- carry out, as appropriate, during the vesting period any adjustments to the number of bonus shares allocated in connection to transactions involving the Company's capital in order to protect the rights of beneficiaries; it is specified that any shares allocated by virtue of such adjustments will be deemed to have been allocated on the same day as the shares initially allocated.

In accordance with the provisions of Articles L. 225-197-4 and L.225-197-5 of the French Commercial Code, a special report will be drawn up each year to inform the Ordinary General Meeting of the transactions carried out under this authorization.

The Annual General Meeting sets the period during which the Board of Directors may make use of this authorization at twenty-six months. It terminates the authorization for the same purpose granted by the Annual General Meeting held on April 27, 2017 (26<sup>th</sup> resolution), as regards the unused portion.

### **RESOLUTION 16 - POWERS FOR FORMALITIES**

The sixteenth resolution is a standard resolution that permits legal publication and formalities to be carried out.

### SIXTEENTH RESOLUTION

Presentation

### Powers for completion of formalities

The Ordinary General Meeting grants full powers to any bearer of an original version, a copy or an extract of the minutes of this General Meeting to perform the filing, disclosure or other formal requirements prescribed by law.

PRESENTATION AND TEXT OF DRAFT RESOLUTIONS HOW TO TAKE PART IN THE GENERAL MEETING?

E-NOTICE

## 7. How to take part in the General Meeting?

All shareholders who hold shares on a registerd or bearer basis by 0:00 AM CET on Tuesday, April 24, 2018, may take part in the General Meeting on Thursday, April 26, 2018.

Submitting instructions						
BY POST	ONLINE					
Deadline for receiving voting forms	Deadline for taking part on VOTACCESS					
Monday, April 23, 2018	Wednesday, April 25, 2018 at 3:00 PM CET *					

\* To avoid potential bottleneck situations on VOTACCESS, shareholders are advised to not wait until the last day before the General Meeting to enter their instructions.

### Prerequisites for taking part in the General Meeting

To take part in the General Meeting, shareholders must be able to provide proof of their status as shareholders with their shares registered in an account by,

### no later than 0:00 AM CET on Tuesday, April 24, 2018

- either in their name in registered securities accounts held for the Company by BNP Paribas Securities Services, for registered shareholders;
- or in the bearer securities accounts held by the authorized intermediary responsible for managing their securities accounts, acknowledged with a shareholding certificate issued by the intermediary.

A certificate must also be issued to shareholders who wish to attend the General Meeting in person and have not received their admission card **by Tuesday, April 24, 2018**.

Shareholders may sell all or part of their shares at any time. However, if the transaction is settled before 0:00 AM CET on the second business day preceding the General Meeting.

### i.e. before 0:00 AM CET on Tuesday, April 24, 2018

the Company may therefore void or amend, as applicable, the shareholding certificate, admission card, proxy form and postal or online votes. To this end, the intermediary mentioned in Article L.211-3 of the French monetary and financial code (*Code monétaire et financier*) informs the Company or its agent of the sale and provides it with the information required.

No transfer of ownership carried out after 0:00 AM CET on the second business day preceding the General Meeting, regardless of the means used, will be reported by the intermediary mentioned in Article L.211-3 of the French monetary and financial code or taken into consideration by the Company, notwithstanding any agreement to the contrary.

### - Ways to take part in the General Meeting

To exercise their voting rights, shareholders have several options:

- attending the General Meeting in person;
- voting remotely with the voting form (by post or online);
- appointing the General Meeting's Chairman to represent them; or
- appointing any named individual or legal entity, whether or not they are shareholders, to represent them.

Shareholders who have already requested their admission card or shareholding certificate to attend the General Meeting in person, cast postal votes, voted online or sent in proxy forms, may no longer choose another form of taking part in the Shareholders' Meeting (*Article R.225-85 of the French commercial code*).

Instructions concerning shareholders' participation may be submitted before the General Meeting:

- online on the secure VOTACCESS platform (see page 35);
- either using the paper form proxy or postal voting (see page 37).

If you decide to submit your instructions for taking part in the General Meeting online, you must not return your "paper" voting form, and vice versa.

### You attend the Meeting and vote personally:

### The shareholder must have:

- the admission card made out in their name (process for requesting a card set forth below); and
- a proof of his ID.

If you do not have an admission card on the day of the General Meeting, before signing in, you will need to go to the reception desk staffed by BNP Paribas Securities Services and provide **proof of ID**, and, for bearer shareholders, a **shareholding certificate** issued by the account-keeping institution.

### If you are represented by a Proxy:

The shareholder's proxy, the person to whom or which the shareholder has given <u>a proxy before the Meeting</u>, via VOTACCESS or by using a paper form, must report to the reception desk staffed by BNP Paribas Securities Services on the day of the Meeting, together with **proof of ID**.

PRACTICAL

E-NOTICI

Any person appearing on the day of the Meeting at the sign-in desk with an **admission Card** <u>not bearing his, her, or its name</u> must produce the **proxy** given to him, her or it as well as **proof of ID**.

### \_\_\_\_\_ Take part in the General Meeting online

Via the secure platform VOTACCESS, you may, as with a paper form:

- request your admission card then download it (to be shown on the day of the Shareholders' Meeting, either printed out on paper, or on a smartphone or tablet);
- vote on each of the resolutions;

- appoint the Chairman of the General Meeting to represent you; or
- appoint any other named individual or legal entity, whether or not they are shareholders, to represent you (proxies may be dismissed by following the same procedures as those required for appointing representatives).

You can also access the documents and information relating to the Shareholders' Meeting.

### The VOTACO

The VOTACCESS platform will be accessible from Monday, April 9, 2018 until the day before the General Meeting, *i.e.* until 3:00 PM CET on Wednesday, April 25, 2018.

### Step 1: connect up

### Your shares are held in a direct or administered registered account:

You need to log in to the following website:

### https://planetshares.bnpparibas.com

<u>If e-notice</u>: the email notice contains allowing for direct access to PLANETSHARES.

• Your shares are held in a direct registered account: use the normal access codes as well as the password which you already use to access your registered securities account.

Your username and access codes are indicated on the email notice (*if an e-notice*) or paper form enclosed with the notice brochure (*if notice by post*).

• Your shares are held in an administered registered account: use your login indicated in the top right-hand section of your paper voting form included with the meeting brochure.

If you do not have your password (*first-time log-in or password forgotten*), you will need to follow the on-screen instructions in order to obtain one.

On the PLANETSHARES home page, click on "Take part in the vote", you will be directed toward Votaccess.

Dedicated helpline: +33 1 40 14 31 00 (standard rate charges), from Monday to Friday, 8:45 AM to 6:00 PM CET

### Your shares are held in a bearer account:

The Company offers the option for bearer shareholders to enter their instructions for participation online.

Only bearer shareholders whose account-keeping institution are part of the VOTACCESS system and offers them this service for this General Meeting will be able to access it.

You will need to log in to the online portal of the institution in charge of managing your account, with your usual access codes, then click on the icon displayed on the line relating to your Mercialys shares to access the VOTACCESS site and submit your instructions.

Access to the VOTACCESS platform via the online portal of the shareholder's account-keeping institution may be subject to specific terms of use set by this institution. Bearer shareholders who are interested in this service are therefore invited to contact their account-keeping institution to find out about any such terms of use.

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### Step 2: select your instructions



However, for bearer shareholders whose account-keeping institution is not connected to VOTACCESS, notice of the appointment and dismissal of a representative may be given electronically, in accordance with Article R.225-79 of the French commercial code.

Shareholders will then need to:

send an email to:

-

paris.bp2s.france.cts.mandats@bnpparibas.com

This email must contain the following information:

- Company name (Mercialys);
- General Meeting date (April 26, 2018);
- surname, first name, address and bank details of the shareholder, as well as the surname, first name and, if possible, the address of their representative;

 ask the financial intermediary managing their securities account to send written confirmation to:

BNP Paribas Securities Services CTO - Service Assemblées Grands Moulins de Pantin - 9, rue du Débarcadère 93761 PANTIN Cedex, France.

To be taken into account, confirmation of requests submitted electronically to appoint or dismiss representatives will need to be received at least one day before the General Meeting, *i.e.* **by 3 PM** CET on **Wednesday, April 25, 2018**.

Only notices for the appointment or dismissal of representatives may be sent to the abovementioned email address; no other requests or notifications concerning any other purpose will be taken into consideration or processed.

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Any request to revoke and appoint a new proxy must be received by BNP Paribas Securities Services, by post to the attention of "Service Assemblées" (no later than Monday, April 23, 2018) or by email at paris.bp2s.france.cts.mandats@bnpparibas.com (no later than Wednesday, April 25, 2018).

#### REQUEST FOR DOCUMENTS AND INFORMATION

E-NOTICI

### Request for inclusion of points or proposed resolutions on the Agenda and written questions

### Request for inclusion of points or proposed resolutions on the Agenda

One or more shareholders representing at least the fraction of the share capital set forth in applicable law and regulations may request inclusion on the Agenda for the Meeting of points or resolution proposals on the terms and conditions provided in Articles L.225-105 and R.225-71 to R.225-73 of the French code of commerce.

The request for the inclusion of points or proposed resolutions on the Agenda must reach the Company's head office no later than the 25<sup>th</sup> calendar day that precedes the date of the General Shareholders' Meeting but sent not less than 20 calendar days after publication of the notice of meeting in the *Bulletin des Annonces Légales Obligatoires (BALO)*:

- by registered letter, return receipt requested, to the attention of the Chairman of the Board of Directors, at the following address: Mercialys - 148, rue de l'Université - 75007 Paris - France; or
- by e-mail at the following address: <u>finance@mercialys.com</u>.

The request must be accompanied by:

- the point or points to be put onto the Agenda with a brief explanation of the reasons in support; or
- the text of the proposed resolutions, which may be supported by a brief explanation of the reasons for it and, if appropriate, the information set forth in Article R.225-71, section 9 of the French commercial code; and
- a certificate of registration in an account, either in the accounts for registered shares managed for the Company by BNP Paribas Securities Services, or in the account for shares in bearer form managed by an authorised intermediary ensuring management of the securities account, proving possession or representation by the persons making the request of the fraction of the share capital required under Article R.225-71 of the French commercial code.

Review of the point or of the resolution will be subject to transmission by the persons making the request of a new certificate proving registration of the shares in the same accounts on the 2<sup>nd</sup> business day preceding the Shareholders' Meeting at 0:00 AM *CET*, *i.e.* **Tuesday**, **April 24, 2018** at 0:00 AM *CET*.

### Written questions for the Board of Directors

Any shareholder has the right to submit written questions to the Company's Board of Directors.

Written questions will be accepted from the date on which the documents submitted to the General Shareholders' Meeting are posted on the Company's webpage, *i.e.* no later than Thursday, April 5, 2018, and must be sent no later than the 4<sup>th</sup> business day preceding the date of the Meeting, *i.e.* Friday, April 20, 2018 (*Article R.225-84, section 1 of the French commercial code*).

Such questions should be sent:

- by registered letter, return receipt requested, to the attention of the Chairman of the Board of Directors at the following address: Mercialys - 148, rue de l'Université - 75007 Paris - France; or
- by email at the following address: <u>finance@mercialys.com</u>.

To be taken into consideration, they must be accompanied by a shareholding certificate either in the accounts for registered shares managed for the Company by BNP Paribas Securities Services, or in the account for shares in bearer form managed by an authorized intermediary ensuring management of the securities account.

A single response may be made to the questions having the same content, or that involve the same subject.

The Board of Directors is required to respond to you during the Shareholders' Meeting. But the response to a written question shall be deemed to have been made when it is posted on the Company's website <u>www.mercialys.com</u>, under the heading for questions and answers.

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You will be able to access all the documents and information relating to the General Meeting:

- on the Company website <u>www.mercialys.com</u>, under « <u>Investors / Shareholders / Annual general meetings / Annual</u> <u>general meeting</u>, <u>April 26, 2018</u> »; or
- on the VOTACCESS platform, accessible via the website <u>https://planetshares.bnpparibas.com</u> (see the conditions presented on page 35).

More specifically, you will be able to find the meeting notice published in the *Bulletin des Annonces Légales Obligatoires* (*BALO*) on March 19, 2018, which presents detailed information on how to take part in and vote at the General Meeting on April 26, 2018.

All information and documents are available in French and in English.

MERCIALYS IN 2017	GOVERNANCE	COMPENSATION POLICY	AUTHORIZED SHARE CAPITAL NOT ISSUED	AGENDA	AND TEXT OF DRAFT RESOLUTIONS	PART IN THE GENERAL MEETING?

E PRACTICAL INFORMATION

REQUEST FOR DOCUMENTS AND INFORMATION

E-NOTICE

## 8. Practical information

### Conduct of the General Shareholders' Meeting

Reception as well as the sign-in desk will open at 9:30 AM CET.

For security reasons, visual inspection will be conducted by security agents who will ask you to open your bags. Any backpacks or other bags will have to be deposited at the counter provided for that purpose.

This year, Mercialys, as part of its CSR policy and wishing to modernize the signature's technical, chose to use the digital signage device which consists of a signature made manually on the touch screen of a tablet.

The vote will take place through an **electronic voting device** which will be made available at the entrance to the meeting room. At the conclusion of the Meeting, the voting device should be returned to the hostesses.

The shareholders are advised that, for purposes of this Shareholders' Meeting, the latest time for signing the attendance sheet will be the moment that the Meeting begins. In the event of late arrival, shareholders will not be able to vote during the Meeting.

### To get to the General Meeting, at Mercialys' head office \_\_\_\_\_\_ 148, rue de l'Université - 75007 Paris, France



### Bus:

Lines 24, 28, 42, 63, 72, 73, 80, 83, 84, 92

### Parking:

Tour-Maubourg (45, quai d'Orsay)



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For any further information, please call +33 1 53 65 24 39 or +33 6 49 49 19 13.

MERCIALYS IN 2017	GOVERNANCE	COMPENSATION POLICY	AUTHORIZED SHARE CAPITAL NOT ISSUED	AGENDA	PRESENTATION AND TEXT OF DRAFT RESOLUTIONS	HOW TO TAKE PART IN THE GENERAL MEETING?	PRACTICAL	E-NOTICE	REQUEST FOR DOCUMENTS AND INFORMATION

### 9. E-notice

Mercialys offers its direct registered shareholders, the option to benefit from the free "e-notice" service: you receive every year your meeting notification by email.

will also contain a direct link to the PLANETSHARES platform as well as your usual codes (login - access code) making it possible to access the secure VOTACCESS platform where you can transmit your instructions for participating in the General Shareholders' Meeting and consult all the documentation relating to it.

If you haven't already done so, you may opt to receive an e-notice at any time.

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But, to be taken into consideration, subscription to the e-notice service must be received by BNP Paribas Securities Services no later than 35 days before the date of the General Shareholders' Meeting with respect to which you wish to receive an e-notice.

Thus, to opt as of now for an e-notice for General Shareholder Meetings subsequent to the one to be held on April 26, 2018, please refer to the mechanisms described below.

### How to choose the « e-notice » online?

Log onto the website https://planetshares.bnpparibas.com, with your usual codes (login - access code) and your password, and register for this service (see below).

If necessary, you can find full explanations and the steps to follow on the Company's website www.mercialys.com, under « Investors / Shareholders / E-notice ».



### How to choose the « e-notice » by post?

All you have to do is complete the reply coupon below by legibly writing your last name, first name, date of birth, number of shares, and email address, then returning it to BNP Paris Securities Services.

GOVERNANCE

PRESENTATION AND TEXT OF DRAFT RESOLUTIONS HOW TO TAKE PART IN THE GENERAL MEETING

E-NOTICE

## MERCIALYS

BNP Paribas Securities Services CTO - Service Assemblées Grands Moulins de Pantin 9. rue du Débarcadère 93761 PANTIN Cedex - France

### Request to opt for e-notice

I wish to receive an "e-notice" for future General Shareholder Meetings starting with the one on April 26, 2018.

Ms., Mr.:	 	 	 

Date of birth: .....

Shareholder in direct registered form, owner of: .....shares

Please find below my email address (please print in capital letters):

Signature

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MERCIALYS IN 2017 GOVERNANCE	COMPENSATION SHAP	THORIZED RE CAPITAL DT ISSUED AGENDA	PRESENTATION AND TEXT OF DRAFT RESOLUTIONS	HOW TO TAKE PART IN THE GENERAL MEETING?	PRACTICAL INFORMATION	E-NOTICE	REQUEST FOR DOCUMENTS AND INFORMATION
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E-NOTICI

# 10. Request for additional documents and information

**BNP Paribas Securities Services** CTO - Service Assemblées Grands Moulins de Pantin 9. rue du Débarcadère 93761 PANTIN Cedex - France

## MERCIALYS

### Ordinary and Extraordinary General Meeting of April 26, 2018

The documents and information covered under Article R.225-83 of the French commercial code are available on <u>www.mercialys.com</u>, in the following section: « <u>Investors / Shareholders / Annual general meetings / Annual general meeting</u>, <u>April 26, 2018</u> »

It is however possible, under the provisions of Article R.225-88 of the French commercial code, for you to receive all documents and information, by post, by returning this application form to **BNP Paribas Securities Services**.

Signature

## CONTACTS

contact@mercialys.com

Finance +33 1 53 70 23 85 / finance@mercialys.com

Retail letting +33 1 53 70 23 23 / commercialisation@mercialys.com

Casual Leasing +33 1 53 70 55 48 / <u>contact@mercialys.com</u>

Marketing & communication +33 1 53 65 24 54 / communication@mercialys.com

> Corporate social responsibility +33 1 53 70 51 03 / rse@mercialys.com



French corporation *(société anonyme)* with share capital of Euro 92,049,169 Head office: 148, rue de l'Université, 75007 Paris, France Registered in the Paris Trade and Companies Register (RCS) under no. 424 064 707

