

Addition to the Remuneration Report 2015

This Addition to Citycon Oyj's Remuneration Report 2015 discloses performance bonuses paid in March 2016 to the CEO and other members of the Corporate Management Committee for the financial year 1 January–31 December 2015 as well as shares allocated to the CEO and other members of the Corporate Management Committee on basis of the company's share plans 2015 as per March 2016.

CEO

Performance bonuses paid to the CEO in 2016 and, for comparison, corresponding information from the previous two years are listed in the table below (EUR):

CEO's performance bonuses	2016	2015	2014
Cash bonus related to CEO's performance bonus for the previous financial year (EUR)	246,000.00	200,000.00	185,065.00
Share bonus related to CEO's performance bonus for the previous financial year (Citycon share)	113,192	62,630	68,948

To evaluate the achievement of the CEO's performance targets and to confirm the performance bonus amount for the financial years 2014 and 2013, the Board of Directors utilised an overall performance evaluation.

For the financial year 2015, the CEO's performance target measures and their mutual weights, as determined by the Board, were EPRA EPS (weight 20%), net rental income growth (weight 15%), fair value development of the like-for-like properties (weight 10%), progress of investments, divestments and developments (weight 25%) and discretionary (weight 30%). It had, however, been decided that the Board, at its discretion and based on its overall performance evaluation, could adjust the CEO's performance bonus amount within the maximum bonus sum stipulated in the CEO's service agreement. On February 2016, the Board evaluated the CEO's achievement of his performance targets for the financial year 2015. Based on the company's solid financial and operating performance, accelerated non-core property divestments of EUR 205 million (including the forward sale of Porin Asema-aukio property), successful growth strategy implementation by the acquisition of Sektor Gruppen in Norway, successful refinancing of the Sektor acquisition and fast consolidation and integration of the Norwegian operations within Citycon, the Board awarded the CEO 100% of his performance bonus for the financial year 2015. The CEO's performance bonus was, according to the CEO's service agreement, paid 50% in cash and 50% in company's shares in March 2016. The detailed payout break-down is shown in the above table.

The CEO may be granted a maximum of 219,974 shares on the basis of the performance periods 2015–2017 and 2016–2018 of the performance share plan 2015, i.e. a total maximum of 439,948 shares.

Members of the Corporate Management Committee

Performance bonuses paid to the members of the Corporate Management Committee in 2016 and, for comparison, corresponding information from the previous two years, are presented in the table below (EUR):

Performance bonuses of the members of the Corporate Management Committee (excluding the CEO)	2016	2015	2014*
Performance bonuses for the previous financial year	447,513.00	438,652.85	338,289.54

** In 2014, in addition to the CEO, the Corporate Management Committee consisted of Eero Sihvonen, Executive Vice President and CFO; Anu Tuomola, General Counsel and Head of Legal Affairs; Jurn Hoeksema, Chief Operating Officer (since June 2014); Nils Styf, Chief Investment Officer; and Harri Holmström, Chief Commercial Officer (as Chief Operating Officer until June 2014).*

The performance bonus amounts paid to the members of the Corporate Management Committee have been based on the Citycon group's and business units' profit and personal performances of the members.

The members of the Corporate Management Committee may be granted a maximum total of 434,053 shares on the basis of the performance period 2015–2017 of the performance share plan 2015 and a maximum total of 519,812 shares on the basis of the performance period 2016–2018.

On basis of the restricted share plan 2015, the members of the Corporate Management Committee have been allocated a total of 63,811 shares. The shares are vesting on 08/2017 or at the end of year 2017.