



UNIBAIL-RODAMCO-WESTFIELD

December 9, 2021 decision of the Supervisory Board with respect to the remuneration of the new Chief Resources and Sustainability Officer

Chief Resources and Sustainability Officer (“CRSO”) Remuneration

Upon the recommendation of the Governance, Nomination and Remuneration Committee, the Supervisory Board decided that the Unibail-Rodamco-Westfield SE remuneration policy as detailed in the 2020 Universal Registration Document shall apply to M. Sylvain Montcouquiol as CRSO and Member of the Management Board, as from January 1, 2022, as follows:

- An annual gross Fixed Income of €400,000 until December 31, 2022, then €500,000;
- A Short-Term Incentive, with a maximum of 150% of the Fixed Income;
- An annual Long-Term Incentive grant, for which the target economic value is 70% to 90%, and the maximum economic value is 180% of the Fixed Income;
- A Supplementary Contribution of €45,000, plus 10% of the combined Fixed Income and Short-Term Incentive paid in respect of the previous year; and
- The other benefits include health and life insurance, unemployment insurance, company car and company savings plan.

The remuneration elements described above comply with the current remuneration policy, approved by the shareholders at the 2021 AGM.