

**November 18, 2020 decision of the Supervisory Board  
with respect to the remuneration of the new Group CEO**

Group CEO Remuneration

On November 18, 2020, upon the recommendation of the Remuneration Committee, the Supervisory Board decided that the Unibail-Rodamco-Westfield SE remuneration policy as it appears in the 2019 Universal Registration Document shall apply to Mr Jean-Marie Tritant when he begins his mandate as Group CEO and Chairman of the Management Board on January 1, 2021, with the following components:

- An annual gross Fixed Income of €1,000,000,
- A Short-Term Incentive, with a maximum of 150% of the Fixed Income,
- An annual Long-Term Incentive grant, for which the maximum economic value is 180% of the Fixed Income,
- A Supplementary Contribution of €90,000, plus 10% of the combined Fixed Income and Short-Term Incentive paid in respect of the previous year, and
- Other benefits (health and life insurance, unemployment insurance, company car and company savings plan (no top-up contribution)).

An updated remuneration policy will be submitted to the approval of shareholders at the 2021 AGM.