



UNIBAIL-RODAMCO-WESTFIELD

**December 8, 2020 decision of the Supervisory Board
with respect to the remuneration of the new Group CFO**

Group CFO Remuneration

On December 8, 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 Fabrice Mouchel when he begins his mandate as Group CFO and Member of the Management Board on January 5, 2021, with the following components:

- An annual gross Fixed Income of €750,000,
- 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 €45,000, 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.