



UNIBAIL-RODAMCO-WESTFIELD

**January 7, 2021 decision of the Supervisory Board  
with respect to the remuneration of the new Group Chief Investment Officer  
and Group Chief Resources Officer**

Group Chief Investment Officer Remuneration

On January 7, 2021, upon the recommendation of the Governance, Nomination and 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. Olivier Bossard when he begins his mandate as Group CIO and Member of the Management Board on January 7, 2021, as follows:

- An annual gross Fixed Income of €650,000;
- 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)).

Group Chief Resources Officer Remuneration

On January 7, 2021, upon the recommendation of the Governance, Nomination and 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 Ms. Astrid Panosyan when she begins her mandate as Group CRO and Member of the Management Board on January 7, 2021, as follows:

- An annual gross Fixed Income of €650,000;
- 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)).

The remuneration elements described above comply with the current remuneration policy, approved by the shareholders at the 2020 AGM. An updated remuneration policy will be submitted to the approval of shareholders at the 2021 AGM, and future evolutions related to the Management Board remuneration policy will be announced at a later date.