



UNIBAIL-RODAMCO-WESTFIELD

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Press release

Unibail-Rodamco-Westfield Germany is Top Employer 2020



URW receives the Top Employer Award again this year
(credit: Top Employers Institute)

Unibail-Rodamco-Westfield (URW) Germany has once again been named Top Employer 2020 in Germany by the Top Employers Institute. The independent Top Employers Institute certifies companies worldwide that place their employees at the center of their entrepreneurial activities and offer them an outstanding working environment. URW Germany shows itself as a pioneer in the field of human resources through future-oriented thinking with regard to its employees and continuous investment in employee development.

"Our success is based on the commitment, passion and talents of our employees", explains Bruno Bittis, Director of Human Resources at Unibail-Rodamco-Westfield in Germany. "The renewed Top Employers certification is both a pleasure and an incentive for us. It confirms our ambitious efforts and encourages us to be one of the best employers all around Europe for years to come."

Compared to last year's edition, URW has improved in all ten categories of the survey in Germany. In particular, results in the areas of Talent Acquisition as well as Career & Succession Management have been encouraging, showing double-digit growth rates. As in the previous year, excellent results can be seen in the fields of Talent Strategy and Performance Management.

Certified by Top Employers Institute

The Top Employers Institute is a global authority on the certification of outstanding employee conditions. This year, the institute, which was founded over 28 years ago, identified and awarded more than 1,600 top employers in 119 countries and regions on five continents. Among other things, the company's offerings in the areas of talent strategy, human resources planning, talent acquisition, onboarding, training and development, performance management, leadership development, career and succession planning, compensation and benefits and corporate culture were evaluated.

Top Employers Institute CEO David Plink says, "To become recognised as a Top Employer, an organisation will have to prove that the implementation of their people strategies enriches the world of work of their employees. The certified participants are a shining example of a dedication to people practices as they continuously commit to empowering their employees for a better world of work. Congratulations!"

Unibail-Rodamco-Westfield Germany regularly undergoes external benchmarks to ensure the quality of its Human Resources practices. This includes the "Fair Graduate Program" award from

trendence institute, which is presented annually for career-promoting and fair trainee programmes. URW receives the certificate in Germany for 2020 due to its International Graduate Programme (IGP) - now for the fifth time in a row.

More about the International Graduate Program and the URW Academy at <https://www.urw.com/en/careers>

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About Unibail-Rodamco-Westfield

Unibail-Rodamco-Westfield is the premier global developer and operator of flagship destinations, with a portfolio valued at €65.0 Bn as at June 30, 2019, of which 86% in retail, 7% in offices, 5% in convention & exhibition venues and 2% in services. Currently, the Group owns and operates 92 shopping centres, including 55 flagships in the most dynamic cities in Europe and the United States. Its centres welcome 1.2 billion visits per year. Present on 2 continents and in 12 countries, Unibail-Rodamco-Westfield provides a unique platform for retailers and brand events, and offers an exceptional and constantly renewed experience for customers.

With the support of its 3,700 professionals and an unparalleled track-record and know-how, Unibail-Rodamco-Westfield is ideally positioned to generate superior value and develop world-class projects. The Group has a development pipeline of €10.3 Bn.

Unibail-Rodamco-Westfield distinguishes itself by its Better Places 2030 agenda, that sets its ambition to create better places that respect the highest environmental standards and contribute to better cities.

Unibail-Rodamco-Westfield stapled shares are listed on Euronext Amsterdam and Euronext Paris (Euronext ticker: URW), with a secondary listing in Australia through Chess Depositary Interests. The Group benefits from an A rating from Standard & Poor's and from an A2 rating from Moody's.

For more information, please visit www.urw.com

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Access the URW 2018 report at <https://report.urw.com/2018/>