



UNIBAIL-RODAMCO-WESTFIELD

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Press release

Unibail-Rodamco-Westfield Germany awarded as Top Employer 2022 – for the fourth time in a row

For the fourth year in a row, Top Employers Institute has once again recognised Unibail-Rodamco-Westfield (URW) as a Top Employer in Germany. The independent institute's award is based on a certification process that identifies companies worldwide that place their employees at the centre of their corporate activities and offer them an outstanding working environment. According to Top Employers Institute, URW Germany scored particularly well in the categories of Business Strategy, Values, Leadership and Sustainability in the area of Human Resources and Organisation in this year's certification. URW was able to significantly increase the already high level of the previous year, especially in the fields of Organisation & Change and Employer Branding.

Claudia Karschti, Director of Human Resources at Unibail-Rodamco-Westfield in Germany, says: "For almost two years now, economy and society, our industry, the individual companies, but also all employees – professionally and privately – have been facing great challenges. Especially in times like these, the passionate commitment and exceptional competence of our colleagues as well as a corporate culture characterised by team spirit are particularly valuable. This requires sustained efforts on our part to maintain a vibrant corporate culture, to create the best possible working environment and atmosphere, and to intensify well-being offers, including for remote working. We are very happy about the renewed certification by Top Employers Institute, which confirms the strategy we have developed as well as the effectiveness of the measures derived from it."

With the beginning of the pandemic, URW pushed to strengthen and establish a hybrid work culture. This has helped to create a sustainable balance between social and personal interaction in the offices on the one hand, and flexible remote working on the other, over the past two years. In 2022, URW will continue to focus its HR work on the topics of corporate culture, employer branding, diversity and inclusion, in addition to the further development of the well-being programme. Furthermore, the personal development of employees and the support of individual career opportunities will receive even more attention.

Top Employers Institute

The Top Employers Institute examines companies on the basis of their responses to the HR Best Practices Questionnaire. The questionnaire includes overarching HR dimensions and various subdivisions, such as People Strategy, Work Environment, Talent Acquisition, Learning, Well-being and Diversity & Inclusion. Founded 30 years ago, the institute is the global institution for certification of outstanding employee conditions and supports companies in this way in assessing and improving their own employee conditions. This year, 1,691 Top Employers in 120 countries and regions were identified and awarded. Together, these certified Top Employers have a positive impact on the lives of seven million employees worldwide.

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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 €55.0 Bn as at June 30, 2021, of which 86% in retail, 7% in offices, 5% in convention & exhibition venues and 2% in services. Currently, the Group owns and operates 85 shopping centres, including 53 Flagships in the most dynamic cities in Europe and the United States. Present on two 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 2,900 professionals and an unparalleled track-record and know-how, Unibail- Rodamco- Westfield is ideally positioned to generate superior value and develop world-class projects. 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 a BBB+ rating from Standard & Poor's and from a Baa2 rating from Moody's.

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