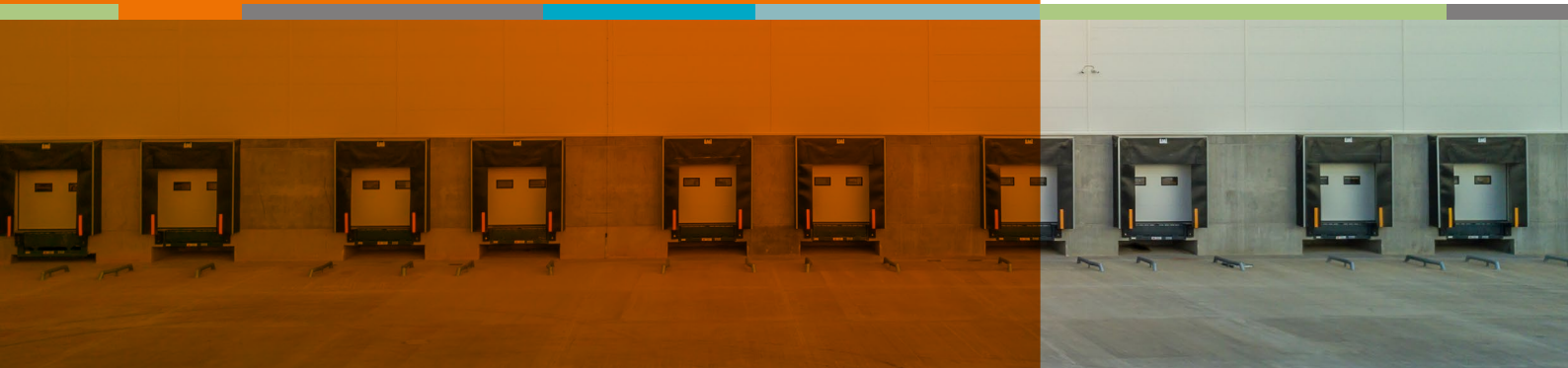


06

ESG

The WDP team spirit fuelled my love of sport and inspired me to pick up running again, together with my colleagues. It's wonderful to run in the green surroundings of our offices. The Move Team now has a dozen or so regular runners, and every year one third of our colleagues participates in the Immorun.

Kelly De Waegeneer
Office Manager WDP



WDP ESG Framework

WDP has made sustainable enterprise a key pillar of its strategy, and implemented this in its day-to-day work. Taking the United Nations Sustainable Development Goals as a guide, a special working framework was created, focusing on specific societal issues relevant to the organisation and to the sector. This ESG Framework consists of seven areas of focus that are relevant to WDP and provide the basis for the multi-year ESG

Roadmap for the period 2019-23, which sets out clear actions in the Environmental, Social and Governance sphere. In this chapter, we report on the actions carried out in the course of 2019 and our objectives for 2020 within the framework of these seven areas of focus.



CONTRIBUTION TO THE UNITED NATIONS SDGS

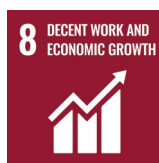
WDP seeks to improve the personal and professional development of its staff by means of general and individual training and personalised development plans.



Implementation of an Energy Monitoring System is intended to map out and optimise the energy consumption of WDP and its clients. WDP is also tapping renewable energy by installing solar panels on the roofs of its warehouse sites.



As a long-term investor, WDP can play a role in further sustainable deployment of infrastructure in the regions where we operate. WDP firmly believes that good governance leads to a good balance between the interests of the different stakeholders and the community.



A safe and healthy working environment is a vital aspect of WDP's operational management. A good mix of different talents, cultures and personalities is critical to the recruitment policy. In order to retain talent within the company, WDP strives for continuous development and engagement with the company and its projects.

STAKEHOLDER ENGAGEMENT

Stakeholder	Expectation	Engagement
Customers	<ul style="list-style-type: none"> Strategic location Sustainable property with a view to well-being, safety and ecology Optimisation of supply chain and operating activities Reliable partnership with WDP 	<ul style="list-style-type: none"> Warehouses with brains 2019-23 ESG Roadmap In-house knowhow: continuous interaction between the facility, project and commercial managers of WDP and current and future clients Fast and flexible response to client demands Creation of long-term partnerships
#TeamWDP	<ul style="list-style-type: none"> Work-life balance Personal and professional development Attractive salary package Health & safety Ethical conduct Corporate social responsibility 	<ul style="list-style-type: none"> Pleasant working framework to support creativity, well-being and motivation Code of Conduct Corporate engagement activities Annual and semi-annual feedback moments Training and coaching programmes Annual analysis of the remuneration policy
Investors Financiers Shareholders	<ul style="list-style-type: none"> Value creation and profit generation Long-term business model with clear targets and strategy with a view to further growth Stable partnership with WDP ESG as part of the business plan Transparency 	<ul style="list-style-type: none"> Long-term investments and creation of long-term cash flows Defined growth plan with quantified targets 2019-23 ESG Roadmap Transparent communication and financial information Expansion of strong long-term relationships through continuous and intensive dialogue, such as annual roadshows and investor fairs, recurring moments of consultation and Investor Day Annual General Meeting
Suppliers	<ul style="list-style-type: none"> Reliable and long-term partnership Doing business correctly Safe working environment 	<ul style="list-style-type: none"> Collaboration based on clear agreements and interaction Payment deadline compliance Creation of a long-term relationship Continuous brainstorming with partners on innovation and sustainable solutions HSES Team - HSES Corporate Action plan Code of Conduct
Policymakers	<ul style="list-style-type: none"> Compliance with applicable regulations 	<ul style="list-style-type: none"> Continuous monitoring and compliance with current regulations Open dialogue via professional associations Open and proactive dialogue with local and national regulating associations during the project development cycle
Community	<ul style="list-style-type: none"> Minimal impact of activities on the immediate environment Measures to reduce ecological impact Economic growth Employment Sustainable management 	<ul style="list-style-type: none"> Continuous dialogue between client, community and WDP Direct and transparent contact with the community (e.g. via an information evening) Support to campaigns for charity 2019-23 ESG Roadmap Contribution to the infrastructure

More information on the ESG Framework is available in the annex 11.3 Annexes – Background information on ESG reporting in this annual financial report:

- Development of WDP ESG Framework
- Decision-making process



Corporate culture

Based on the spirit of a family business, a flexible, flat corporate structure and hands-on and can-do entrepreneurship are inherent to WDP's DNA. We stay on the ball and support long-term partnerships with all stakeholders. This corporate culture requires enterprising people with like-minded motivation. Every employee in #TeamWDP makes their own valuable contribution to the success of the organisation.

Promoting this corporate culture starts with the onboarding process for new staff, providing space to get to know WDP's values. A visit to a construction site or an existing property immerses them in the day-to-day operation of the company.

A united corporate culture is further conveyed through team spirit, synergies in the organisation and streamlined processes across national boundaries and business units. The linking communication platform WDP Connect! ensures that

#TeamWDP continues to be informed of all news, internal communications and practical info. The company strives for continuous and ad hoc multidisciplinary and interdisciplinary reflection. That means each person is introduced to everyone else's job content, which automatically increases the engagement of each employee and the mutual respect for each other's work. New initiatives or tools are also integrated into the corporate processes more quickly when they are mutually promoted by staff rather than imposed by the management.

Of course, this characteristic process filters through in each of the focus themes of the WDP ESG Framework.

ACCOMPLISHMENTS IN 2019

ESG ROADMAP

- Formulation and implementation of a multi-annual ESG Roadmap
- Concrete actions and targets for 2019-23
- KPIs for the whole company

CHARITY BY #TEAMWDP



- Shelter Aalst vzw, 5,000 euros
- Support to several charity programmes in Romania, 27,500 euros: Asociația Spontania supports children with autism, Fundația Comunitară București is responsible for scientific projects for the development of children and Hospice Casa Speranței cares for incurably sick children.

WDP 20Y TEAM DAY



- Workshops for all WDP platforms
- Working towards growth together
- Getting to know each other better

EYNOVATION™ WDP LAUNCHPAD MEETUP | INNOVATION DAY



- Innovation
- New opportunities in the market
- Forum for startups en scale-ups



2020 OBJECTIVES

WDP Team Day

3 platforms
Team building
Workshops

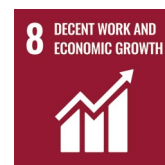
Charity by #TeamWDP

Charity campaigns in all
WDP platforms

ESG Roadmap

Annual update as part of the updated environment

Attraction and retention of talent



Warehouse of talent

As a growing organisation, WDP has to attract the right talent and integrate this into the company and the corporate culture in order to guarantee the future-proofing of the WDP Group, increase the company's resilience and in doing so facilitate its continual growth.

A good mixture of different talents, cultures and personalities is of the utmost importance. WDP is looking for staff with the best skills, with the best match with the corporate culture and activities, with due regard to objective selection procedures and diversity.

The family atmosphere within the company ensures that staff are regarded as individuals and are not purely seen in terms of their professional performance. It is vital that everyone on the team feels good and valued and has space to deploy their talents. WDP employees receive leeway for their own initiative, and Management does its utmost to feed and stimulate the ideas of its people, rather than pushing through top-down decisions. The innovative, flat organisational structure ensures a continuous dynamic and fosters involvement, responsibility and ownership. Ongoing education and continuous involvement in the company and its projects stimulate the professional and personal development of employees.

New talent

- A brief but thorough selection process, clear information and attention for the right match are of fundamental importance.
- The onboarding procedure wishes to provide close understanding to the business of WDP:

- an extensive onboarding procedure, a well-equipped workplace and the right tools
- allocation of a mentor who will show the new employee around the company informally
- personal introductory talks with colleagues from all departments across country borders, including a talk with the compliance officer for a further explanation and a formal introduction to the WDP policies (e.g. the [Dealing Code](#) and the [Code of Conduct](#))
- a visit to building sites and/or a visit to the clients accompanied by one of the project managers or the facility manager
- feedback interviews with the HR person responsible after one month and after six months

Ownership | diversity of thoughts

- Interdisciplinary and multidisciplinary project groups
- a project leader, who works with a number of staff in order to complete a project, is allocated to each project group

Fair and balanced remuneration

WDP applies a remuneration policy that is based on 3 principles: it is straightforward, transparent and in keeping with the corporate strategy.

As is the case with the remuneration of the members of the Management Committee, the remuneration of staff consists of a fixed and a variable remuneration, where relevant supplemented with non-statutory benefits such as a company car, a smartphone and group insurance (defined contribution).

The concrete details of these three components always depends, of course, on aspects such as the job and social insurance regime of the person in question, as well as the local regulations to which the employee is subjected.

On an annual basis, WDP compares its remuneration policy with that of other listed and non-listed property companies and other non-property companies with a similar scope and interest. We are currently using the services of the internationally recognised payment consultant Willis Towers Watson for this purpose. This way, WDP can be assured that it is offering its employees compensation packages in line with market conditions.

Variable remuneration for employees consists of:

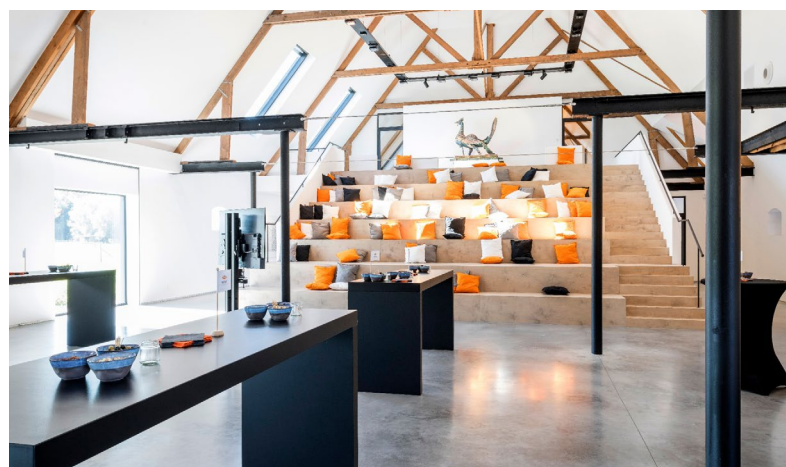
- a payment linked to **individual performance goals**, and
- a payment linked to **collective performance goals**, resulting directly from WDP's 2019-23 growth plan. The EPRA EPS and the occupancy rate, among other things, determine to what degree the collective variable remuneration is awarded and paid to staff.

The payment of the variable remuneration takes place depending on the place of employment, bearing in mind local legislation and the job and social insurance regime of the employee, in cash, via the assignment of warrants in the context of a warrant plan, via a non-recurrent result-based benefit and/or via a contribution to the group insurance.

As is the case with regard to the directors and the members of the Management Committee, there is currently no share or share option scheme for the staff of WDP.

Obviously, the remuneration is based on the "equal pay for equal work" principle.

In principle, all our staff are employed on the basis of a permanent employment contract; we can provide a fixed-term contract for temporary replacement in exceptional cases.



What does the **#TeamWDP** say about

Team

- Motivation
- Open doors
- Good atmosphere at work
- Proud
- Support
- Enjoyment
- Dynamic
- Autonomy
- Open communication

20Y WDP

- Great track record
- Wonderful time
- Growth company

JOB

- Challenging
- Professional cooperation
- Interesting projects
- Knowledge sharing
- Scope for growth
- Innovative ideas
- Leadership

Don't wait for the perfect moment. Seize the moment and make it perfect!

Willy De Pauw
WDP Facility manager



DIVERSITY BEYOND GENDER

#TeamWDP¹

84

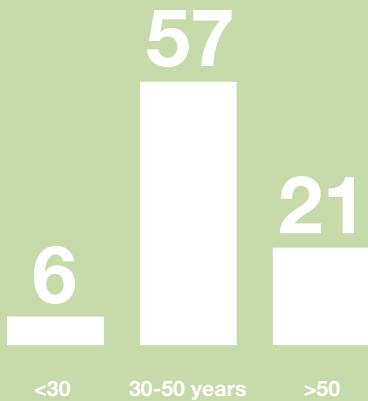
Employees



57%



43%



Educational background

83% university or college
17% secondary education

WDP Management Committee



7

Number of members



100% 0%

0

<30

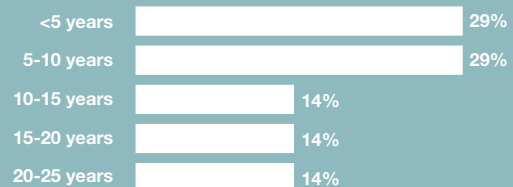
4

30-50 years

3

>50

Seniority



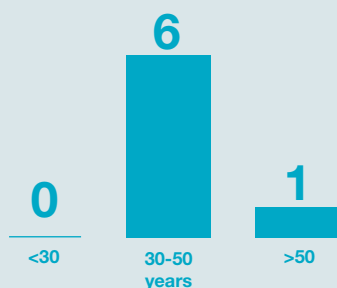
1. On the basis of a permanent employment contract or as an independent manager or an independent service provider.

In-House Group Shared Services

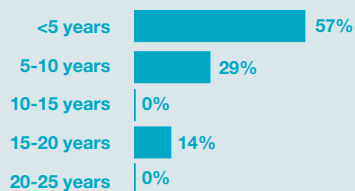
7

Project development
Finance
HR
Investor relations
Special Projects
Marketing
Legal

♂ 43% 57% ♀



Seniority



#TeamWDP¹

Nationality

55% Belgium 26% Romania
18% Netherlands 1% Ukraine

100%
mentorship

100%
of employees fall
under Collective
Bargaining Agreements

Administrative staff – Joint Committee 200
Labourers – Joint Committee 124

New staff

16 new employees

♂ 11 | 5 ♀

7 Belgium 4 <30 years of age
2 Netherlands 11 >30 years of age and
7 Romania 1 >50 years of age

Average processing time of vacancies: 2 months

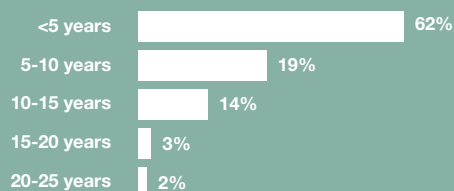
Employees on the move

10 employees left WDP

1 has retired 3 dismissals by WDP
4 employees whose contract came to an end 2 employees decided to take on a new challenge

Seniority

Retaining talent #TeamWDP



ACCOMPLISHMENTS IN 2019**PROJECT GROUPS**

Sharing knowledge and cooperation in order to achieve the predefined goal

- Brains
- HSES
- ESG
- ABB

TEAM BUILDING

- WDP 20Y Team Day



- EYnovation™ WDP Launchpad Meetup | Innovation Day

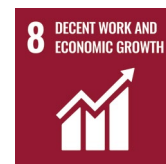
2020 OBJECTIVES**Talent** retention

Rollout of employee satisfaction survey
Maintaining gender balance

Attracting **talent**

Dedicated HR job website

Health and safety



A **safe and healthy living and working environment** is essential to the management of WDP. We strive for continuous improvement in this area, for the well-being of all stakeholders (employees, visitors, clientele, contractors, subcontractors, etc.)

The staff constitute the company's foundations. Their **physical and mental health** are extremely important. Everyone, irrespective of their position, is expected to help recognise and prevent health and safety risks.

The values and objectives have been defined in the [Policy Statement Welfare at Work](#) by the HSES team. This team consists of several facility managers (at least one from each platform), a representative of the project managers, the prevention officer and the CTO, and rolls out an annual HSES Action Plan step by step.

WORK/LIFE BALANCE

FLEXIBLE WORK

- Launching of a formal guideline for flexible working at WDP and its application to #TeamWDP in 2019.
- Principle: Flexible working is organised at WDP on the basis of common sense, mutual trust and consultation. A recurring fixed teleworking day is not permitted. However, flexible working is possible on an ad hoc basis and occasionally, for example due to private reasons, weather conditions, etc., or because this contributes to a more efficient schedule for the day (e.g. teleworking in combination with appointments or training outside the office).

PART-TIME WORKING ON THEME-BASED LEAVE OR CONTRACTUALLY

25% OF THE STAFF

Maternity leave

Provided by law per child:

- Belgium: 15 weeks
- Netherlands: 16 weeks
- Romania: 18 weeks to 2 years

Adoption leave

Provided by law per child:

- Belgium: 15 weeks
- Netherlands: 16 weeks
- Romania: 18 weeks to 2 years

Paternity leave

Provided by law per child:

- Belgium: 10 days
- Netherlands: 5 days
- Romania: 5 days

Parental leave

Provided by law per child:

- Belgium: 4 months for each child aged up to 12
- Netherlands: 26 weeks for each child aged up to 8
- Romania: 1 month

Care leave

Provided by law per child:

- Belgium: 1 to 3 months
- Netherlands: maximum of 2 weeks
- Romania: 6 weeks for each child aged up to 7

Time credit

Provided by law in Belgium

ACCOMPLISHMENTS IN 2019

0.002% WORK-RELATED ACCIDENTS	<ul style="list-style-type: none"> 0 deaths
100% HEALTH AND SAFETY EVALUATION	<ul style="list-style-type: none"> 0 Incidents of non-compliance with regulations concerning health and safety impacts
1 PREVENTION ADVISER	
1 FIRST AIDER	
OFFICE WELL-BEING	<ul style="list-style-type: none"> Daily fresh fruit Daily fresh soup
NEW CORPORATE OFFICES FOR WDP ROMANIA	<ul style="list-style-type: none"> Flexible and open workplace Natural light Adapted ergonomics Adequate informatics and tools
HSES TEAM HSES CORPORATE ACTION PLAN	<ul style="list-style-type: none"> Electricity course BA4/BA5 at recognised training centre Electrotest 12 employees with a certificate of competence #TeamWDP was provided with personal protective equipment HSES Audit by SECO (technical supervisory board for the building sector) of the new WDP corporate offices in Wolvertem
ABSENCE DUE TO ILLNESS	<ul style="list-style-type: none"> 0.1% long absence 0.1% short absence
# FLU VACCINES	<ul style="list-style-type: none"> 21 flu vaccinations for Team BE
MOVE TEAM	<ul style="list-style-type: none"> Jump Walking Run – Immorun: 27 participants Spinning

2020 OBJECTIVES

HSES Corporate **Action plan**

Onsite promotion: a safe working environment for everyone

At least 1 audit for one of the 3 pillars (in particular existing buildings, developments or offices of WDP)

0 workplace accidents

Absence due to **illness**

<1% long absence

<1% short absence

0 deaths

Employee development



The continuous development, growth and motivation of all employees ensures that they **feel good** within the company and that they can continue to expand their **competencies**. WDP strives to promote the skills of its employees to facilitate a sustainable team and continuously build capacity. However, employee development should not be focused purely on the required job-related skills, but also on the development of soft skills.

Personalised development plans and opportunities for internal mobility promote strong performance and development for both employees and the company. **Individual or group trainings** help build and share expertise, such as through in-house

Learn@lunch sessions. Moreover, WDP also provides individual **coaching projects**, such as to develop specific competencies, both technical and soft skills or adapted employment plans for its older employees (Werkbaar Werk).

All employees have annual formal **feedback moments** with direct supervisors. In addition to the evaluation and assessment of individualised performance targets, these also give extensive attention to job performance, team atmosphere, work resources, training and further personal development. Regular informal chats give everyone an opportunity to offer or receive additional feedback.

Accomplishments in 2019¹

100 %

of employees evaluated annually



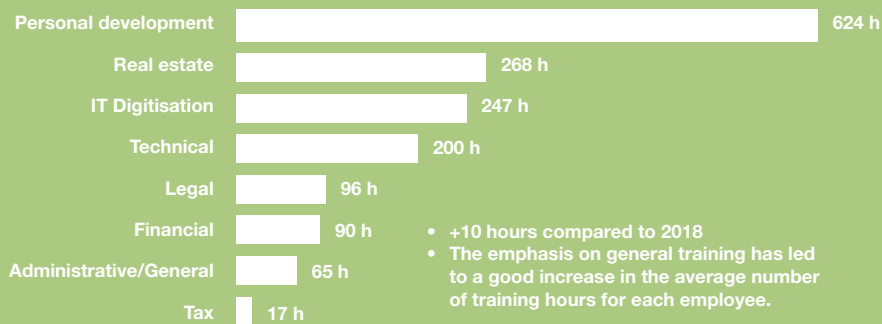
19.7 hours

of training per employee on average



690 euros

for training per employee on average



Training plan

Launching of a formal training plan for #TeamWDP, with a selection of general training, team training and individual training.



#TeamWDP general training

- DISC
- Office 365
- Governance
- ESG
- WDP annual and semi-annual results
- HR

”

I gained more insight into my personality and into that of my colleagues. This way we can interact more smoothly and tackle certain issues better together.



DISC

- Personality analysis that provides insight into behaviour and communication, expressed in four colours



On-the-job mentoring

1. On the basis of a permanent employment contract or as an independent manager or an independent service provider.

2020 OBJECTIVES

of **training** hours per employee

At least 20 hours per employee on average

General training

Office 365 package – OneNote – Sharepoint - Excel

Performance targets **#TeamWDP**

Individual ESG target for each member #TeamWDP

Digitisation

The integration of new digital technologies should lead to an improvement of the corporate processes, the optimisation of the cooperation between the different teams across the different countries, as well as the quality and service for all

stakeholders. Each project is logically based on the most efficient approach, supported by (new) innovative, digital tools that offer added value for both employees and clients.

ACCOMPLISHMENTS IN 2019

PROJECT BRAINS

Analysis and architectural model for digitisation of the corporate processes

Focus:

- changeover from documents to data
- Integration of existing source systems to increase efficiency and security

OPTIMISATION OF SERVER ENVIRONMENT

Virtualisation of existing IT infrastructure

Focus:

- increase efficiency of the IT server park
- Business Continuity, Security and Performance

2020 OBJECTIVES

Project **Brains**

Optimisation of WDP data flows

Business **Continuity**

Further rollout of planning and tooling

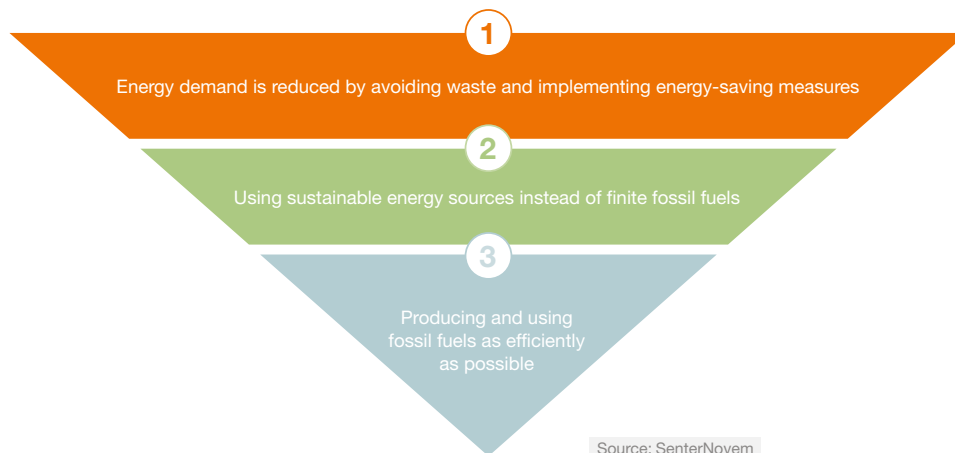
Energy efficiency



It is WDP's ambition to evolve to CO₂ neutrality, on the basis of a strategy of reduction and compensation of energy consumption. WDP refers to the recognised Trias Energetica model for this purpose. In addition to measures for the reduction of its CO₂ emissions, WDP has opted for offsetting the

CO₂ emissions that nevertheless still take place by investing in renewable energy sources that generate an equivalent amount of energy, and thereby compensate for these emissions.

The Trias Energetica concept: the most sustainable energy is the energy you save



Green finance framework

Option to issue Green Bonds, Green Private Placements or Green Loans based on clear and transparent criteria on

investments in renewable energy, measures to optimise energy efficiency or other energy-friendly projects.



Eligible assets under
Green finance framework
430 million euros



Financial debt via
green financing

9%
175 million euros

ACCOMPLISHMENTS IN 2019



Relighting with LEDs at existing locations

236,600 m²

Energy Monitoring System

70% roll-out
Monitoring of grey and green power, gas and water

Solar energy
80 MWp at 85 sites
1/3 of the WDP property portfolio is fitted with a PV installation
Ambition: 100 MWp

in 2019
+20 MWp
20 buildings
3,268 tCO₂ prevented

Green electricity **34%**Heat pump **4** buildings

Energy-efficient WDP corporate offices

WDP HQ: geothermal heat pump
WDP Nederland: municipal DH&C (District Heating and Cooling) – tap water instead of bottled water – Energy class A
WDP Romania: newly built offices fitted with LEED Gold certification, charging stations for electric vehicles and modern sustainable materials



Paper consumption at WDP corporate offices

Staff are encouraged to use the printer less often and more efficiently, and so reduce the use of paper at the office.

- Optimisation of existing printer settings
- New printer policies
- Secure printing via PaperCut
- Automatic monitoring of paper use



Charging points for electric vehicles

The WDP corporate offices were equipped with charging points with a higher capacity.

BREEAM® Certification

13 WDP sites
1 Excellent, 7 Very Good, 5 Good

2020 OBJECTIVES

WDP CLIMATE PLAN

WDP will draft a climate plan with specific actions and targets, also taking into account the 2030 climate goals for the European Union and the European Green Deal.

ENERGY MONITORING SYSTEM

Make data available to clients and engage in dialogue to optimise energy consumption

SOLAR ENERGY

Ambition: 100 MWp by 2021 year-end

CERTIFIED EPC VALUE

Offices WDP HQ

PAPER CONSUMPTION AT WDP CORPORATE OFFICES

- Number of colour prints < 40% of the total number of prints
- Total number of prints -10%

RESEARCH INTO OTHER RELEVANT CERTIFICATION OPTIONS FOR THE WDP PROPERTY PORTFOLIO



Good governance

Doing business honestly and correctly, open communication and **transparent reporting** with regard to good governance guarantee responsible business practices. Therefore, WDP takes into consideration a good balance between the interests of the different stakeholders and the community.


An improved and high-quality report on good governance is only possible if WDP develops a long-term vision that safeguards sustainable employment practices and sustainable business practices, as has been formulated and described in the specific focus themes.

ACCOMPLISHMENTS IN 2019

NEW GOVERNANCE MODEL	Conversion of Comm. VA to NV/SA
CORPORATE GOVERNANCE CHARTER	New charter that takes into account the structure of a one-tier Board of Directors
CODE OF ETHICS	Ethical, responsible and sustainable enterprise
EMPLOYEE CODE OF CONDUCT	WDP values and policies
2019-23 ESG ROADMAP	Multi-annual roadmap with concrete actions and targets at the level of the 7 focus themes of the ESG framework #TeamWDP learned about these in a variety of workshops.
COMPLIANCE TRAINING	Various Learn@lunch sessions by the compliance officer to the full #TeamWDP about the following themes: <ul style="list-style-type: none"> • GDPR@WDP • Impact of the conversion of WDP into a public limited company • Dealing Code • Code of Ethics
BREACHES AND/OR CONVICTIONS FOR BREACHES OF COMPETITION LAW OR DUE TO CORRUPT OR FRAUDULENT CONDUCT	<ul style="list-style-type: none"> • No breaches • No fines

WDP ESG Reporting - future ambition

Reporting standards

	Previous	2019	2023
EPRA sBPR			Gold
GRI		Core ▲	Core

Corporate ratings

	Previous	2019	2023
MSCI	BB Dec 2018	BBB ▲ Dec 2019	A.
ISS ESG		Not Prime D+ Feb 2019	Prime C

Index

	Ambition: Inclusion
---	------------------------

Live score

	Previous	2019
ISS CORPORATE SOLUTIONS	E 3 S 3 G 7 Dec 2018	E 3 S 3 ▲ G 1 ▲ Dec 2019

2020 OBJECTIVES

COMPLIANCE TRAINING

Development of a training course that can be repeated on a recurrent basis, about the behavioural principles and values set out in the Code of Ethics, the Code of Conduct, the Corporate Governance Charter and also in terms of HSES and risk management.

DELEGATION MATRIX

Development of a delegation matrix that determines the specific powers of decision and representation granted to the co-CEOs and Management Committee members.

SUPPLIERS' CODE OF CONDUCT

Kick-off of a two-year project to implement a WDP Suppliers' Code of Conduct




DATA DISASTER RECOVERY PLAN

Further rollout

WDP INFORMATION SECURITY TOOLS & POLICIES

Further rollout

Reporting and recognition

							
2019	 	Core	MSCI ESG RATINGS  CCC B BB BBB A AA AAA	Not Prime D+	E 3 S 3 G 1	Best Press Release	
2018	 					Best Mid & Small Caps	
2017	 					Best Press Release	
2016							
2015							
2014							
2013							
2012							

1. WDP's use of MSCI ESG Research LLC's or its subsidiaries' ("MSCI") data, and the use of MSCI logos, trademarks, service marks or indexes, do not constitute sponsorship, encouragement, recommendation or promotion of MSCI by WDP. MSCI's services and data remain the property of MSCI or its information providers and are presented "as-is" without guarantee. The names and logo of MSCI are considered trademarks or service marks of MSCI.

7.2

EPRA SUSTAINABLE PERFORMANCE INDICATORS

METHODOLOGY CONCERNING THE WDP PROPERTY PORTFOLIO

The warehouses that are included within the reporting scope represent an area of around 1,200,000 m² (less for fossil fuels) and concern these properties where WDP has direct access to the data due thanks to the Energy Monitoring System nanoGrid which is data recording. As a coverage this represents 13% (natural gas), 18% (water) and 26% (electricity) of the total warehouse portfolio. The methodology for the portfolio has changed completely with the nanoGrid system: now all consumption data is available for an entire year, while previously missing months had to be estimated. Note however that since 2019 was a transition year, the increase in data coverage isn't as large as might be expected, due to installation of some nanoGrid equipment during the year 2019, and thus not leading to data coverage for all sites or no full-year data was available yet. This is mostly notable in the Netherlands, where data coverage dropped compared to last year. Note however that for other countries, data coverage has increased significantly and that this coverage will continue to increase in 2020. Apart from the nanoGrid coverage, the data was complemented with invoices and reports of PV production and injection. Only sites were considered with a full-year data coverage.

Indicator	Performance measurement	Measuring unit	Description	Coverage	Comments
Total surface		m ²		100% WDP-property-portfolio	
Electricity	Absolute	MWh	Gross total	26%	Coverage of sites with 100% nanoGrid coverage (supplemented with some invoice data) and 100% coverage of PV installations.
	Like-for-like	MWh	Constant perimeter		The same scope as 2018 was considered, excluding some sites where the deviation of consumption was deemed too high. No data had to be extrapolated, however for some PV installations no exact injection data was available. For these cases average injected power was assumed. Note that due to sale and/or redevelopment of some sites in the Netherlands no corresponding sites were available to calculate a LFL indicator in the Netherlands.
Fuels	Absolute gross	MWh	Gross total	13%	Coverage of sites with 100% nanoGrid coverage, supplemented with some invoice data.
	Absolute normalised	nMWh	Standardised degree/day		
	Like-for-like normalised	nMWh	Constant perimeter		The same scope as 2018 was used, excluding some sites where the deviation of consumption was deemed too high. No data had to be extrapolated. Note that due to sale and/or redevelopment of some sites in the Netherlands no corresponding sites were available to calculate a LFL indicator in the Netherlands.
Direct greenhouse gas emissions	Absolute	tCO ₂ e	Gross total	13%	n.a.
	Like-for-Like	tCO ₂ e	Constant perimeter		n.a.

Indirect green-house gas emissions	Absolute	tCO2e	Gross total	26%	n.a.
	Like-for-like	tCO2e	Constant perimeter		n.a.
Water	Absolute	m³	Gross total blue water	18%	Coverage of sites with 100% nanoGrid coverage, supplemented with some invoice data.
	Like-for-like	m³	Constant perimeter		Coverage of sites with 100% nanoGrid coverage, supplemented with some invoice data.

METHODOLOGY CONCERNING WDP CORPORATE OFFICES

The boundary for the WDP corporate offices reporting represents all our corporate offices. Data was available for the entire year, except for the Netherlands, where data was available from January until end of September. No new data for the Romania office was available. This site was in a transition year because the activities moved to another site, which explains the missing data. Same data as previous year were considered here. Finally, the like-for-like analysis takes into account FY 2018 as base-year. There were no changes in scope between the two reporting years.

Indicator	Performance measurement	Measuring unit	Description	Coverage	Comment
Total surface		m²		100% WDP corporate offices (BE, NL, RO)	
Electricity	Absolute	MWh	Gross total	100%	Romania: no new data available
	Like-for-Like	MWh	Constant perimeter		Netherlands: extrapolation last quarter
Fuel	Absolute gross	MWh	Gross total	100%	Romania: no new data available
	Absolute normalised	nMWh	Normalised degree/day		Netherlands: no fuel consumption, DH&C only
	Like-for-Like normalised	nMWh	Constant perimeter		
Direct green-house gas emissions	Absolute	tCO2e	Gross total	100%	Based on the above extrapolated consumption (fuels and electricity) to have a full view on 2019
	Like-for-Like	tCO2e	Constant perimeter		Based on the above extrapolated consumption (fuels and electricity) to have a full view on 2019
Indirect green-house gas emissions	Absolute	tCO2e	Gross total	100%	Based on the above extrapolated consumption (fuels and electricity) to have a full view on 2019
	Like-for-Like	tCO2e	Constant perimeter		
Water	Absolute	m³	Gross total water	100%	Romania: no new data available
	Like-for-Like	m³	Constant perimeter		Netherlands: due to a lack of information in FY 2019, the 2018 data was used, extrapolated based on the surface.
Waste	Absolute	tonnes	Gross total	100%	Data of previous year is extrapolated for increased/decreased FTE's in the different offices.

EPRA SUSTAINABLE KEY PERFORMANCE INDICATORS

EPRA sustainable performance indicator	GRI Standards (CRESD) indicators	Measuring unit	WDP property portfolio	
			2018	2019
Sustainability – Environmental indicators				
Elec-Abs	302-1	annual kWh	21,734,194	56,324,248
Elec-LfL 2018	302-1	annual kWh	16,168,190	15,531,893
DH&C-Abs (normalised)	302-1	annual kWh	n.r.	n.r.
DH&C-LfL (normalised)	302-1	annual kWh	n.r.	n.r.
Fuels-Abs (normalised)	302-1	annual kWh	25,420,448	21,179,919
Fuels-LfL 2018 (normalised)	302-1	annual kWh	18,026,314	19,086,494
Energy-Int	302-3, CRE1	kWh/m²	57	77
GHG-Dir-Abs	305-1	annual t CO₂e	4,736	3,917
GHG-Indir-Abs	305-2	annual t CO₂e	0	7,076
GHG-Dir-LfL 2018	305-1	annual t CO₂e	3,695	3,913
GHG-Indir-LfL 2018	305-2	annual t CO₂e	0	3,250
GHG-Int	305-4, CRE3	kg CO₂e/m2	6.5	12.1
Water-Abs	303-1	annual m³	46,340	47,205
Water-LfL 2018	303-1	annual m³	10,538	10,429
Water-Int	CRE2	m³/m²	0.08	0.06
Waste-Abs	306-2	annual tonnes of residual waste	n.r.	n.r.
		annual tonnes of PMD waste	n.r.	n.r.
		annual tonnes of paper waste	n.r.	n.r.
		annual tonnes of organic waste	n.r.	n.r.
Cert-Tot	CRE8	total number of BREEAM certificates	13	13

EPRA sustainable performance indicator	GRI Standards (CRESD) indicators	Description
Sustainability – Social indicators		
Diversity-Emp	405-1	Employee gender diversity (%man/%woman)
		- entire WDP company - WDP-management
Diversity-Pay	405-2	Gender pay gap ratio
Emp-Training	404-1	Training and development of employees (average number of hours)
Emp-Dev	404-3	Employee evaluations (%)
Emp-New hires	401-1	New employees (abs/%)
Emp-Turnover	401-1	Employee turnover (abs/%)
H&S-Emp / Injury rate	403-2	Workplace accidents (number of employees involved/total number of hours)
H&S-Emp / Lost day rate	403-2	Incapacity for work (number of days when incapable of working/total number of hours)
H&S-Emp / Absentee rate (long-term)	403-2	Incapacity for work due to long-term illness (number of days incapacitated/total number of hours)
H&S-Emp / Absentee rate (short-term)	403-2	Incapacity for work due to short-term illness (number of days incapacitated/total number of hours)
H&S-Emp	403-2	Work-related deaths
H&S-Asset	416-1	Percentage of health and safety assessments
H&S-Comp	416-2	Incidents of non-compliance with regulations concerning health and safety impacts
Comty-Eng	413-1	Engagement with society
Gov-Board	102-22	Composition of the highest governing body
Gov-Selec	102-24	Procedure for nominating and selecting the highest governing body
Gov-Col	102-25	Procedure for managing conflicts of interest

1. All EPRA indicators marked with a ✓ were checked by certified Deloitte auditors in the context of a limited assurance with regard to the WDP property portfolio and the WDP corporate offices in scope for 2019.

WDP corporate offices		Scope for statutory auditor ¹
2018	2019	
296,571	280,927	✓
296,571	280,927	✓
39,666	40,851	✓
16,281	16,767	✓
319,045	286,733	✓
319,045	258,695	✓
366	340	✓
68	60	✓
2.9	47.8	✓
68	60	✓
12	48	✓
42	79	✓
1,197	1,090	✓
1,197	1,090	✓
0.7	0.6	✓
31.5	34.2	✓
0.3	0.3	✓
47.2	44.9	✓
1.8	2.0	✓
-	-	✓

Changes during 2018-19:

- Increase for the indicators 'Absolute' following the increased coverage due to the energy monitoring system nanoGrid.
- Increase for the Energy Intensity indicators following a change of building type in scope. The initial scope was mainly focused on multitenant buildings where utility invoices were managed by WDP. The extended scope of the energy monitoring system covers more cooled warehouses which are more energy intensive.
- Change for the GHG indicators due to the fact that - from an economic point of view - it was no longer acceptable to purchase green electricity for the Belgian properties (for the renewal of the energy contract at the end of 2018, electricity prices rose firmly in combination with the original guarantees of which the price was multiplied as opposed to its market price). For 2020, this electricity contract for the Belgian property portfolio is again switched to green electricity.

WDP corporate offices		Scope statutory auditor ¹
2018	2019	
55/45	58/42	✓
100/0	100/0	✓
0.56	0.62	✓
9.72	19.09	✓
100%	100%	✓
12/15%	16/21%	✓
4/5.5%	8/9%	✓
0.000%	0.002%	✓
0.000%	0.019%	✓
-	0.113%	✓
-	0.139%	✓
0	0	✓
100%	100%	✓
0	0	✓
See 6. Corporate social responsibility - Sustainable employment practices - Corporate culture	See 6. ESG - Stakeholder engagement and 11.3 Annexes - Background information on ESG reporting	✓
See 4.7.4 Management report - Corporate governance - The Board of Directors of statutory manager De Pauw NV - Appointment of the director	See 5. Corporate Governance Statement - Board of Directors - Composition	✓
See 4.7.4 Management report - Corporate governance - The Board of Directors of statutory manager De Pauw NV - Appointment of the director	See Corporate Governance Statement - Board of Directors - Composition	✓
See 4.7.9. Management report - Corporate governance - Conflicts of interest	See Corporate Governance Statement - Conflicts of interest	✓

7.3

GRI

STANDARDS INDEX

GRI standard		Page, URL or comment
GRI 102: General information		
102-1	Name of the organisation	255
102-2	Activities, brands, products and services	13-19, 22-49
102-3	Location of headquarters	2, 256
102-4	Location of operations	138
102-5	Ownership and legal form	94, 255
102-6	Markets served	13-19, 19, 68-82
102-7	Scale of the organisation	68-82, 94, 188-197, 238
102-8	Information on employees and other workers	151-152, 172-173, 238
102-9	Supply chain	17-18
102-10	Significant changes to the organisation and its supply chain	22-49
102-11	Precautionary principle or approach	13-19, 140, 277-279
102-12	External initiatives	142, 277
102-13	Membership of associations	281
102-14	Statement from senior decision-maker	WDP website
102-15	Key impacts, risks and opportunities	13-19, 177-184, 277-279, WDP website
102-16	Values, principles, standards and norms of behaviour	13-19, 131-134, 140, WDP website
102-17	Mechanisms for advice and concerns about ethics	128-130, 132
102-18	Governance structure	97-118, 279
102-19	Delegating authority	279
102-20	Executive-level responsibility for economic, environmental, and social topics	101-108, 114-118, 279
102-21	Consulting stakeholders on economic, environmental, and social topics	13-19, 277-278
102-22	Composition of the highest governance body and its committees	97-113
102-23	Chair of the highest governance body	102, 108
102-24	Nominating and selecting the highest governance body	108
102-25	Conflicts of interest	128-130
102-26	Role of highest governance body in setting purpose, values and strategy	107, 279
102-27	Collective knowledge of highest governance body	102-106, 279
102-28	Evaluating the highest governance body's performance	109
102-29	Identifying and managing economic, environmental, and social impacts	131-134, 139-143, 277-279
102-30	Effectiveness of risk management processes	107-108, 131-135
102-31	Review of economic, environmental and social topics	131-135
102-32	Highest governance body's role in sustainability reporting	279
102-33	Communicating critical concerns	128-130, 132, 142, 279
102-35	Remuneration policies	119-127
102-36	Process for determining remuneration	119-127
102-37	Stakeholders' involvement in remuneration	119-127
102-40	List of stakeholder groups	13-19, 142, 277-278

102-41	Collective bargaining agreements	149
102-42	Identifying and selecting stakeholders	13-19, 142, 277-278
102-43	Approach to stakeholder engagement	13-19, 142, 277-278
102-44	Key topics and concerns raised	278
102-45	Entities included in the consolidated financial statements	54-61
102-46	Defining report content and topic boundaries	277-278, 280
102-47	List of material topics	140
102-48	Restatements of information	n.r.
102-49	Changes in reporting	n.r.
102-50	Reporting period	280 Financial year from 01.01.2019 to 31.12.2019.
102-51	Date of most recent report	This report explains the activities for the 2019 financial year. This follows the Annual financial report 2018, published on 22 March 2019.
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	2
102-54	Claims of reporting in accordance with the GRI Standards	This report was prepared in line with GRI standards - Option: Core.
102-55	GRI content index	174-176
102-56	External assurance	89-90, 269-276 Deloitte Bedrijfsrevisoren issues a report on the EPRA Earnings forecast, the consolidated financial statements and a selection of environmental, social and governance indicators, published in this annual financial report.

Materiality	GRI Standard	Page, URL or comment
Corporate culture		
GRI 103 Management approach	103-1 Explanation of the material topic and its boundary	143-145, 280
	103-2 The management approach and its components	143-145
	103-3 Evaluation of the management approach	143-145
GRI 102 General information	102-16 Values, principles, standards and norms of behaviour	13-19, 140, 171-173, WDP website
Attracting and retaining talent		
GRI 103 Management approach	103-1 Explanation of the material topic and its boundary	145-150, 280
	103-2 The management approach and its components	145-150
	103-3 Evaluation of the management approach	145-150
GRI 401 Employment	401-1 Average hours of training per year per employee	154-155, 172-173
GRI 405 Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	106, 118, 172-173, WDP website
	405-2 Ratio of basic salary and remuneration of women to men	172-173
Digitisation		
GRI 103 Management approach	103-1 Explanation of the material topic and its boundary	155, 280
	103-2 The management approach and its components	155
	103-3 Evaluation of the management approach	155
GRI 203 Indirect economic impacts	203-1 Infrastructure investments and services supported	155
Employee development		
GRI 103 Management approach	103-1 Explanation of the material topic and its boundary	153-155, 280
	103-2 The management approach and its components	153-155
	103-3 Evaluation of the management approach	153-155
GRI 404 Training and education	404-1 Average hours of training per year per employee	154-155, 172-173
	404-3 Percentage of employees receiving regular performance and career development reviews	154
Energy efficiency		
GRI 103 Management approach	103-1 Explanation of the material topic and its boundary	156-157, 280
	103-2 The management approach and its components	156-157
	103-3 Evaluation of the management approach	156-157
GRI 302 Energy	302-1 Energy consumption within the organisation	172-173
	302-2 Energy consumption outside of the organisation	172-173
	302-3 Energy intensity	172-173
	302-4 Reduction of energy consumption	172-173
	302-5 Reductions in energy requirements of products and services	172-173
Health and safety		
GRI 103 Management approach	103-1 Explanation of the material topic and its boundary	151-153, 280
	103-2 The management approach and its components	151-153
	103-3 Evaluation of the management approach	151-153
GRI 403 Occupational health and safety	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism and number of work-related fatalities.	152, 172-173
GRI 416 Customer health and safety	416-1 Assessment of the health and safety impacts of product and service categories	172-173
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	172-173
Good governance		
GRI 103 Management approach	103-1 Explanation of the material topic and its boundary	158, 280
	103-2 The management approach and its components	158
	103-3 Evaluation of the management approach	158
GRI 102 General information	102-22 Composition of the highest governance body and its committees	100-113
	102-24 Nominating and selecting the highest governance body	100-113
	102-25 Conflicts of interest	128-130
GRI 307 Environmental compliance	307-1 Non-compliance with environmental laws and regulations	158, 182
GRI 419 Socioeconomic compliance	419-1 Non-compliance with laws and regulations in the social and economic area	177-185

Report of the statutory auditor on environmental, social and governance performance indicators

Statutory auditor's report on the limited review performed on selected environmental, social and governance performance indicators published in the document "Annual report" of Warehouses De Pauw NV/SA for the year ended 31 December 2019

To the Board of Directors

As statutory auditors we have been engaged to perform review procedures to express a limited assurance on selected environmental, social and governance performance indicators published in the document "Annual report" of Warehouses De Pauw NV for the year ended 31 December 2019 (the "Document"). The CSR Data have been defined following the Best Practices Recommendations of the European Public Real Estate Association (EPRA) regarding sustainable development reporting (EPRA BPR on Sustainability Reporting, 3rd version). The CSR Data are identified with the symbol ✓ in the Document.

The scope of our work has been limited to the CSR Data covering the year 2019 and includes only the environmental performance indicators of the buildings and the social and governance indicators retained within the reporting scope defined by Warehouses De Pauw NV/SA.

As shown in the Annual Report (7.2 EPRA sustainable key performance indicators), the reporting scope for environmental performance indicators runs from 13% for gas to 26% for electricity for Warehouses De Pauw NV's property portfolio (in m²). The reporting scope for social and governance performance indicators covers the entire organisation of Warehouses De Pauw NV/SA.

The limited review was performed on the data gathered and retained in the reporting scope by Warehouses De Pauw NV/SA. Our conclusion as formulated below covers therefore only these CSR Data and not all information included in the Document.

Responsibility of the Board of Directors

The Board of Directors of Warehouses De Pauw NV/SA is responsible for the CSR Data and the references made to it presented in the Document as well as for the declaration that

its reporting meets the requirements of the EPRA BPR on Sustainability Reporting.

This responsibility includes the selection and application of appropriate methods for the preparation of the CSR Data, for ensuring the reliability of the underlying information and for the use of assumptions and reasonable estimations. Furthermore, the Board of Directors is also responsible for the design, implementation and maintenance of systems and procedures relevant for the preparation of the CSR Data.

Nature and scope of work

Our responsibility is to express an independent conclusion on the CSR Data based on our limited review. Our assurance report has been made in accordance with the terms of our engagement letter.

We conducted our work in accordance with the international standard ISAE (International Standard on Assurance Engagements) 3000 (Revised).

Applying these standards, our procedures are aimed at obtaining limited assurance on the fact that the CSR data does not contain any material deviations. These procedures are less profound than the procedures of a reasonable assurance engagement.

The scope of our work included, amongst others, the following procedures:

- Assessing and testing the design and operating effectiveness of the systems and procedures used for data gathering, processing, classification, consolidation and validation, and for the methods used for calculating and estimating the 2019 CSR Data identified with the symbol ✓ in the table on pages 172-173 as mentioned in the Document;
- Conducting interviews with responsible officers;
- Examining, on a sample basis, internal and external supporting evidence and performing consistency checks on the consolidation of these CSR Data.

Conclusion

Based on our limited review, as described in this report, nothing has come to our attention that causes us to believe that the CSR data related to Warehouses De Pauw NV/SA, identified with the symbol ✓ in the Document, has not been prepared, in all material respects, in accordance with EPRA Best Practices Recommendations on Sustainability Reporting (3rd version).

Zaventem, 25 March 2020

The statutory auditor

Deloitte Bedrijfsrevisoren CVBA/SCRL

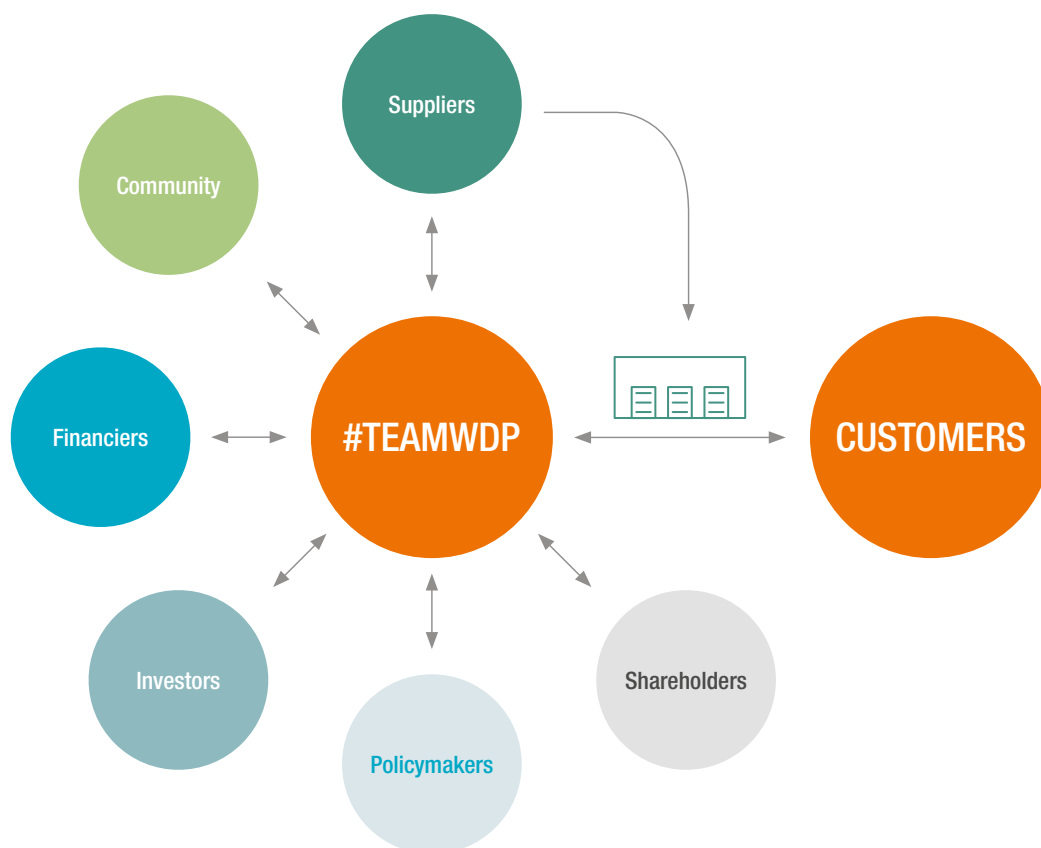
Represented by Rik Neckebroeck

11.3

**BACKGROUND INFORMATION ON
ESG REPORTING****Development of WDP ESG Framework***Analysis*

The ESG Framework was determined based on the United Nations Sustainable Development Goals (SDGs) and the trends and developments in the sector. In addition, various ESG-frameworks and benchmarks were analysed, taking into account the specific areas of focus for each industry under the requirements of these frameworks and benchmarks: the

European Public Real Estate Association (EPRA), Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB). The priorities and findings of several leading rating and research agencies, such as Vigeo, MSCI, ISS and the Dow Jones Sustainability Index (DJSI) were also taken into consideration.



Selection of stakeholders

The stakeholders relevant to WDP are those parties with whom and on whose behalf our company offers property solutions as a commercial real estate company.

Materialities

Based on the findings of the aforementioned analysis, thirteen materialities were taken into account, which in the first

phase were graded according to stakeholder relevance: “What degree of importance do our stakeholders attach to each of these materialities?”

In the second phase, these materialities were graded according to business impact on the basis of an internal workshop: “What is the potential impact of a specific materiality on WDP, bearing in mind the resulting opportunities or the associated risks?”



Relevant focus themes

The result of this analysis is a matrix that shows a clear divide and leads us to the seven focus themes that are currently most relevant.

The areas of focus relevant to WDP can be categorised into two pillars:

- Sustainable employment practices**
 Sustainable employment practices contribute to the future-proofing and operational success of our organisation with #TeamWDP as our cornerstone. This lets us

create an optimal framework for each employee. After all, it is vital that everyone feels good and valued and that their skills and talents are developed optimally and put to optimal use.

- Sustainable management**
 Sustainable operational management is intended to contribute to the optimal functioning of the organisation, with a view to efficiency and transparency. In this way, WDP intends to create added value for all stakeholders, with special attention to client satisfaction and a positive impact on people and the environment.

DECISION-MAKING PROCESS



Scope and perimeter of the reporting

The ESG report of WDP is part of the annual financial report and is therefore intended to interpret the ESG policy of the organisation based on comparable indicators and parameters.

The period covered by this report equals that of the annual financial report, namely the financial year 2019. WDP publishes an annual update on its ESG activities in this report.

When the report states WDP, this refers to the entire Group, including its subsidiaries.

This report is in keeping with WDP's strategy of open and transparent communication. In this way, the company wishes to create a clear picture of its sustainable activities in ecological, economic and social terms that are most relevant to the company and its stakeholders. This report gives a clear overview of both the strengths and the weaknesses for each of the defined material aspects, and thereby provides insight into the processes and performance aspects that require improvement.

Focus themes	EPRA indicator	GRI/CRES D			Perimeters within the organisation	Perimeters outside the organisation
		Standard disclosure	Category	Aspect		
Attraction and retention of talent	Emp-Turnover	401-1	Social	Employment	WDP Group	-
	Emp-New Hires	401-1	Social	Employment	WDP Group	-
	Diversity-Emp	405-1	Social	Diversity and equal opportunity	WDP Group	-
	Diversity-Pay	405-2	Social	Diversity and equal opportunity	WDP Group	-
Corporate culture	-	-	-	-	-	-
Employee development	Emp-Training	404-1	Social	Employment	WDP Group	-
	Emp-Dev	404-3	Social	Training and education	WDP Group	-
Good governance	Gov-Board	102-22	Economic	Governance	WDP Group	All stakeholders
	Gov-Selec	102-24	Economic	Governance	WDP Group	All stakeholders
	Gov-Col	102-25	Economic	Governance	WDP Group	All stakeholders
	-	307-1	Economic	Environmental Compliance	WDP Group	All stakeholders
	-	419-1	Economic	Socio-economic Compliance	WDP Group	All stakeholders
Digitisation	-	-	-	-	-	-
Energy efficiency	Cert-Tot	CRE8	Environmental	Energy	WDP Group	Customers
	Elec-Abs	302-1	Environmental	Energy	WDP Group	Customers
	Elec-LfL	302-1	Environmental	Energy	WDP Group	Customers
	DH&C-Abs	302-1	Environmental	Energy	WDP Group	Customers
	DH&C-LfL	302-1	Environmental	Energy	WDP Group	Customers
	Fuels-Abs	302-1	Environmental	Energy	WDP Group	Customers
	Fuels-LfL	302-1	Environmental	Energy	WDP Group	Customers
	Energy-Int	CRE1, 302-3	Environmental	Energy	WDP Group	Customers
Health and safety	H&S-Emp	403-2	Social	Health and safety	WDP Group	-
	H&S-Asset	416-1	Social	Health and safety	WDP Group	Clients and suppliers
	H&S-Comp	416-2	Social	Health and safety	WDP Group	Clients and suppliers

Associations and corporate memberships

WDP has opted for membership in various associations and societies relevant to its activities and sector. These strategic partnerships support the organisation by means of R&D and networking. The various memberships are evaluated regularly to ensure that they are in line with the values and objectives of the organisation.

WDP does not make any monetary contributions to political parties or campaigns.



The European Public Real Estate Association is a non-profit organisation that represents exchange-listed real estate companies in Europe. This association strives for optimal transparency for investors and stakeholders, including with best practice recommendations, such as the EPRA performance indicators.

epra.com



VIL is an innovation platform for the logistics sector in Flanders that helps Flemish companies carry out innovative logistics projects to boost their competitiveness. As a member organisation, VIL brings together companies and organisations from different sectors, both shippers and logistics service providers, as well as research institutions, government bodies and companies from the IT, engineering, temporary staffing, construction and real estate sectors.

vil.be



The Belgian REIT Association represents 17 Belgian regulated real estate companies. These companies are active in the major real estate segments (office space, logistics, healthcare, residential, retail, etc.).

be-reit.be



The Belgian Institute for Corporate Attorneys ("IBJ") is the national professional association of and for corporate attorneys and supports its members in the exercise of their profession with training and the exchange of knowledge. The Institute represents and protects the interests of the profession in general and of corporate attorneys in particular.

ije.be

VBFV

Dutch REIT
Association for promotion of common interests for listed fiscal property investment institutions.



VOKA is a Flemish employers' organisation representing over 18,000 companies in Flanders and Brussels.

voka.be



The Belgian Investor Relations Association supports Belgian Investor Relations and provides a platform for the exchange of knowledge and experience by means of networking events and workshops.

belgian-ir.be



Vlaamse Federatie van Beleggers

The Flemish Federation of Investors ("Vlaamse Federatie van Beleggers vzw") is a non-profit organisation intended to provide independent information and training in financial asset management to individual investors and investment clubs.

vfb.be



Global Property Research (GPR) supports financial institutions by means of high-end benchmarking, based on an extensive worldwide database of exchange-listed real estate and infrastructure companies.

globalpropertyresearch.com

BVBV

The Belgian Association of Exchange-listed Companies is a platform within the VBO that protects the interests of Belgian exchange-listed companies. It offers them a platform for questions or regulations and strives to provides support with outside authorities.



The Federation of Belgian Enterprises (VBO/FEB) is the Belgian interprofessional employers' organisation made up of various sector associations representing the leading sectors in the Belgian economy.

vbo-feb.be



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company number: BE 0417.199.869 (Register of Legal Entities of Brussels, Dutch section)

www.wdp.eu