



STAKEHOLDER ENGAGEMENT

We achieve our objectives by depending on a strong network of business partners. Our activities bring us into contact with numerous stakeholders that we categorized into the categories below. These are listed along with their expectations and how these are met by WDP. We validate these stakeholder groups on a regular basis. Most recently, we tested, validated and consulted these ahead of the double materiality analysis in 2024. Before engaging in the stakeholder panels, a Stakeholder Salience Model was analyzed that contrasted Power, Urgency and Legitimacy for each stakeholder group.

Stakeholder	Their expectations	Our engagement
<p>Clients</p>	<ul style="list-style-type: none"> ◆ Strategic location ◆ Sustainable real estate with a focus on well-being, safety, environment and energy efficiency ◆ Optimisation of supply chain and operating activities ◆ Reliable partnership with a clear understanding of customer expectations ◆ Competent business partner with expertise and know-how ◆ Easy contact with WDP ◆ Supports customers' contribution to the climate issue 	<ul style="list-style-type: none"> ◆ Contemporary and future-oriented Warehouses with brains – logistics real estate in all of its facets including the infrastructure for improved energy efficiency and reduced CO₂ emissions: <ul style="list-style-type: none"> ◆ Solar panel programme ◆ Energy monitoring system in all WDP warehouses ◆ Energy-efficient measures in the buildings ◆ In-house know-how: continuous interaction between our property, project, and commercial managers and (future) customers ◆ Leases at market conditions ◆ Property managers respond quickly and flexibly to customer demands ◆ Creation of long-term partnerships ◆ Continuous brainstorming with respect to innovation and sustainable solutions
<p>#TeamWDP</p>	<ul style="list-style-type: none"> ◆ Work-life balance ◆ Personal and professional development ◆ Attractive salary package ◆ Health and safety 	<ul style="list-style-type: none"> ◆ Pleasant working environment to support creativity, wellbeing, and motivation for #TeamWDP ◆ Employee Code of Conduct ◆ Corporate engagement activities

- ◆ Ethical conduct
- ◆ Corporate social responsibility
- ◆ Good understanding of any staff concerns

- ◆ #HealthyAndSafe statement
- ◆ Regular communication with all staff
- ◆ #SpeakUp
- ◆ Annual and semi-annual feedback moments
- ◆ Training and coaching programmes
- ◆ Annual analysis of the remuneration policy
- ◆ An open culture offering constructive feedback and innovation
- ◆ Minimum employee score of 8/10

Investors Financiers Shareholders Third-party benchmarks Analysts

- ◆ 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
- ◆ Transparent communication at regular intervals with publications containing accurate and complete information on WDP and its business plan
- ◆ Objective performance benchmarking via participation in ESG questionnaires
- ◆ Mutual dialogue
- ◆ WDP contribution to the climate issue and the objectives of the EU Green Deal

- ◆ Sustained profitability with constant EPS and DPS growth according to quantified targets
- ◆ Stringent capital discipline
- ◆ Defined growth plan with quantified targets, including ESG
- ◆ Transparent communication and financial information via quarterly publications and (interim) annual reports
- ◆ Participation in and knowledge of the expectations within a selection of ESG questionnaires
- ◆ 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

- ◆ Reliable and long-term partnership where WDP expectations of suppliers are clearly stated, including in the area of sustainability
- ◆ Doing business correctly
- ◆ Safe working environment

- ◆ Collaboration based on clear agreements and interaction
 - ◆ Payment deadline compliance
 - ◆ Creation of a long-term relationship
 - ◆ HSES Team - HSES Corporate Action Plan
 - ◆ Supplier Code of Conduct
 - ◆ #HealthyAndSafe statement
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Policymakers

- ◆ Minimal negative impact of activities on the immediate environment
- ◆ Clear communication regarding (the possible impact of) WDP projects in development
- ◆ Measures to reduce ecological impact
- ◆ Economic growth
- ◆ Employment
- ◆ Sustainable management
- ◆ Mutual dialogue
- ◆ Corporate citizenship strategy
- ◆ Continuous monitoring and compliance with prevailing regulations
- ◆ Open dialogue through membership of reputable professional organisations
- ◆ Open dialogue with policymakers in the spirit of transparency and ethical awareness
- ◆ Open and proactive dialogue with local and national regulating associations during the project development cycle
- ◆ No monetary contributions to political parties or campaigns

Community

- ◆ Minimal negative impact of activities on the immediate environment
 - ◆ Clear communication regarding (the possible impact of) WDP projects in development'
 - ◆ Measures to reduce ecological impact
 - ◆ Economic growth
 - ◆ Employment
 - ◆ Sustainable management
 - ◆ Mutual dialogue
 - ◆ Corporate citizenship strategy
 - ◆ Continuous and mutual dialogue between client, community, and WDP
 - ◆ Direct and transparent contact with the community (e.g. via an information evening) and relevant stakeholders
 - ◆ Corporate citizenship via #WeMakeADifference
 - ◆ Contribution to the infrastructure
 - ◆ Membership of various associations and societies
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