



## STATEMENT BY THE BOARD OF DIRECTORS AND THE CEO ON SUSTAINABILITY

March 2025

WDP is a leading real estate partner for the logistics property sector and is extremely conscious of its responsibility towards sustainable development. Our mission is clear: provide smart warehouses to build a sustainable shell around the logistics process. This is part of our integrated strategy that joins economic value creation with ecological and social added value. Our employees and stakeholders collaborate on building a future where sustainable logistics is the norm.

Our strategy focuses on three key elements: client focus, innovative entrepreneurship and #TeamWDP – a culture of commitment, responsibility and inclusiveness. Sustainable value creation is part of our company's DNA and this is reflected in WDP's value pillars: Future logistics, Sustainable growth, Vitally engaged, and Impact by responsibility guide our day-to-day operations. A comprehensive analysis of the sustainability matters that are material to WDP ensures we develop an impactful strategy. This analysis considers every stage of WDP's value chain and engages every stakeholder we encounter in that chain.

The WDP Climate Action Plan M.A.D.E. for FUTURE defines our path towards net zero by 2050. It is clearly aligned with the 1.5 °C scenario and ambitious targets of the EU Green Deal. This climate action plan has three pillars: WDP ENERGY focuses on energy efficiency and the production of renewable energy. WDP DECARB+ strives to achieve CO<sub>2</sub> reduction with attention to biodiversity. WDP GREEN should ensure a sustainable and future-proof WDP with continued easy access to (green) capital. These targets are part of WDP's multi-year growth plan #BLEND2027, which is committed to earnings growth through multiple drivers over the 2025-27 period.

We are committed to a strong corporate culture where diversity, safety and well-being are paramount. Tangible proof of this is our Great Place to Work certification. We also strive for positive impact of our activities on the immediate environment and local communities and are mindful of the vulnerable in our society. We are committed to the health and safety of our employees and all relevant stakeholders throughout our value chain.

WDP believes that sustainable growth can only be achieved with good governance and ethical business practices. We are regarded as a reliable business partner and insist on perpetuating this.

Our sustainability strategy is fully integrated as evidenced within our governance structure: the ESG team is the central link between #TeamWDP, the Executive Committee and the ESG Committee, which is part of the Board of Directors. It goes without saying that every employee has been assigned operational and ESG objectives and all involved teams and managing bodies have been assigned clear roles and responsibilities.

Our efforts are reflected in our performance in reputable benchmarks, such as the EPRA sBPR, Dow Jones Best-in-Class, MSCI ESG, ISS ESG and CDP. Our net-zero ambitions can also count on recognition by the SBTi. Furthermore, the WDP environmental management system is aligned with the principles of the international standard ISO 14001. Following the guidelines of the CSRD and TCFD, we report at least annually on our progress, risks and opportunities and the trends and environment in which we operate. We adjust our strategy as needed... transparently, responsibly and with a view to the long term.

Sustainability is integral to our growth story. It is inherent in our activities and strategy. Sustainability stands for the future-proofing and resilience of our company and the planet.

Rik Vandenberghe  
Chairman of ESG Committee within the Board of Directors



Joost Uwents  
CEO of WDP

