



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 these ahead of the materiality matrix in 2022. 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
Clients	<ul style="list-style-type: none"> ◆ Strategic location ◆ Sustainable real estate with a focus on well-being, safety, and environment ◆ 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 ◆ In-house know-how: continuous interaction between our property, project, and commercial managers and (future) customers ◆ Solar panel programme ◆ Energy monitoring system in all WDP warehouses ◆ Energy-efficient measures in the buildings ◆ Leases at market conditions ◆ Property managers respond quickly and flexibly to customer demands ◆ Creation of long-term partnerships ◆ Continuous brainstorming with
#TeamWDP	<ul style="list-style-type: none"> ◆ Work-life balance ◆ Personal and professional development ◆ Attractive salary package ◆ Health and safety ◆ Ethical conduct ◆ Corporate social responsibility 	<ul style="list-style-type: none"> ◆ Pleasant working environment to support creativity, wellbeing, and motivation for #TeamWDP ◆ Employee Code of Conduct ◆ Corporate engagement activities ◆ #HealthyAndSafe statement ◆ Regular communication with all staff

-
- ◆ Good understanding of any staff concerns

- ◆ #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
- ◆ 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
-

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
-

Stakeholder	Engagement in 2023
Clients	<ul style="list-style-type: none"> ◆ 99% lease renewal ◆ 30% repeat business ◆ Dialogue with the client: <ul style="list-style-type: none"> - each client meets with the property team at least twice a year - each client meets with the sales team at least once a year ◆ Thinking along with the client: the multi-layered new construction project for De Jong Packaging demonstrates WDP's participation in its customer's innovation plans ◆ WDP Climate Action Plan ◆ MyWDP, an online and responsive customer portal and mobile app ◆ Green Mobility Hub: first pilot project in Zellik (B)
#TeamWDP	<ul style="list-style-type: none"> ◆ Training plan for each employee ◆ 21 hours of training on average per FTE in 2023 ◆ The annual HSES Corporate Action Plan 2023 and the #HealthyAndSafe statement ensure a safe and healthy work environment ◆ Average score of 8/10 for the employee satisfaction score ◆ Annual feedback in open dialogue and interaction for all staff ◆ #SpeakUp related to the Employee Code of Conduct: no reports ◆ Inspiration and team building at TeamDay 2023 ◆ Digital HRHub: online HR platform for all employees

Investors Financiers Shareholders Third-party benchmarks Analysts

- ◆ Profitable growth in line with targets within the business plan – Envisaged 2025 earnings target on year early in sight and introduction new growth plan 2024-27
- ◆ Stringent capital discipline
- ◆ Annual 360° consultations with each partner bank
- ◆ One-on-one and group discussions with approximately 300 institutional investors at international roadshows, real estate events, and multiple calls
- ◆ [Capital Markets Day](#)
- ◆ Dialogue with the existing shareholder via the General Meeting
- ◆ Press conference following the annual results and replay webcast
- ◆ Online [Financial calendar](#) that announces the quarterly publications, interim or yearly report, (Extraordinary) General Meeting, and other relevant dates
- ◆ [Shareholder rights](#)
- ◆ Conference calls with analysts and investors following quarterly results
- ◆ Benchmark performance and proactive interaction of ISS ESG, MSCI, DJSI and CDP
- ◆ Transparent communication on consensus and analyst expectations
- ◆ [WDP Climate Action Plan](#)
- ◆ [MyWDP](#), an online and responsive customer portal and mobile app

Suppliers

- ◆ The long-term relationships are supported by framework contracts with a selection of the existing contractors
- ◆ Our collaboration with a permanent pool of contractors, architects, engineering firms, and legal advisers reflects the importance WDP places on long-term relationships
- ◆ The annual [HSES Corporate Action Plan 2023](#) and the [#HealthyAndSafe statement](#) ensure a safe and healthy work environment
- ◆ [Supplier Code of Conduct](#): due diligence for our most critical suppliers

Policymakers

- ◆ Neighbourhood consultations or information meeting, in collaboration with the competent authorities, e.g. for the project in Kontich (B)
 - ◆ In 2023, 49 building applications were submitted
 - ◆ Proactive interaction with FSMA and AFM
 - ◆ Proactive consultation with competent authorities
 - ◆ WDP did not make any monetary contributions to political parties or campaigns
-

Community

- ◆ Sharing knowledge:
 - Joost Uwents teaches at AMS, is a member of the general council of Vlerick Business School, and is a jury member for an ASRE graduation project
 - Joost Uwents is a board member of Logistics in Wallonia, a member of the EPRA Advisory Board and a member of the VBO strategic committee
 - Marc De Bosscher is a member of the EPRA PropTech Committee
 - Mickaël Van den Hauwe is President of the BE-REIT Association and a member of the Regulatory & taxation committee of EPRA
 - ◆ Regular neighbourhood consultations, in collaboration with the competent authorities, e.g. for the project in Kontich (B)
 - ◆ Cooperation with the Dutch Industrial & Logistics Association (DILAS), which brings together innovative and sustainable stakeholders in the logistics and industrial real estate chain in the Netherlands
 - ◆ In 2023, 49 building applications were submitted
 - ◆ [#WeMakeADifference](#) in 2023:
 - #WeEducate: 258 hours of training support by #TeamWDP
 - #WeCare: 70,000 euros for charity and favourable lease terms for MaatWERKbedrijf BWB
-