



Wereldhave

# Diversity & Inclusion Policy

Version: 2024

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## Wereldhave Diversity & Inclusion Policy

At Wereldhave, we believe that our Full Service Centers contribute to a “better everyday life.” Our FSCs are a central point in communities where people come together to shop, relax and enjoy themselves. As a publicly traded company engaged in investing, managing, and operating shopping centers, we realize that these centers are not just physical spaces, but also reflect the diversity and dynamism of our society. The success of our enterprise is inseparably linked to the wealth of cultures, backgrounds, and perspectives represented by our tenants and visitors. It is, therefore, essential that we commit to diversity and inclusion (D&I), not only as a moral duty, but also as a strategic move to make Wereldhave more resilient, innovative and future-proof. We believe focusing on D&I will help us become an organization capable of thriving in a rapidly changing world where economic, social and cultural factors are intertwined.

Wereldhave aims to create a corporate culture where all individuals, regardless of their background, gender and gender identity, age, ethnicity, competencies, views, work disabilities, and sexual orientation, can fully realize their potential. At Wereldhave, we will give space and support to anyone willing to contribute their energy, talent and resources toward achieving our goals.

Diversity and inclusion are permanently on the agenda at Wereldhave, and we report on them annually in our Integrated Annual Report. This Diversity & Inclusion Policy describes the objectives and measures we will take to promote diversity and inclusion at all levels within our organization.

### Objectives

Wereldhave has set the following objectives for diversity and inclusion:

- To promote diversity within our workforce through recruitment and career advancement to reflect the composition of broader society
- We strive to at least one-third of members of our Higher and Senior Management, our Board and our Supervisory Board are women, and at least one-third men
- To provide equal pay for equal work<sup>1</sup>
- To include questions in our annual employee satisfaction survey relating to perceptions of inclusion, respect, and whether the work environment is safe and free from discrimination

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<sup>1</sup> Each year, HR analyzes our performance against this principle. Results are reported each year in our Integrated Annual Report.

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## Definitions

- **Diversity:** All aspects and personal characteristics that differentiate people, including gender and gender identity, age, ethnicity, competencies, views, work disabilities, and sexual orientation
- **Inclusion:** An environment where everyone feels they belong and can be authentic and unique, without exclusion

**Recruitment and Advancement:** To offer equal opportunities, we aim for objective and transparent recruitment, selection, internal advancement and promotion processes. For example, candidates may choose to omit their date of birth, gender and place of birth in their résumés.

**Onboarding:** Through onboarding, we welcome all new employees and facilitate a smooth introduction to their colleagues. As part of this, all new employees are required to commit to Wereldhave's Code of Conduct and other internal regulations.

**Talent Development:** At Wereldhave, we provide equal opportunities to all employees, including for personal development.

**Workforce Composition:** We focus on gender diversity at all levels and report annually on our progress and objectives concerning gender diversity both in our Integrated Annual Report and, separately, to the Sociaal-Economische Raad (SER), according to the Netherlands' "ingroeiquotum en streefcijfers" law.

**Code of Conduct and Business Integrity Policy:** The Wereldhave Code of Conduct and Business Integrity Policy guide our actions and decisions, emphasizing a safe and pleasant work environment free from discrimination and exclusion. Inappropriate behavior is not tolerated. The Code of Conduct and Business Integrity Policy also outline how Wereldhave contributes to society by respecting and protecting human rights.

**Confidential Advisor:** For issues such as bullying or discrimination, employees can contact an internal or external confidential advisor who provides:

- A central point of contact for complaints
- Initial support, help and advice
- Proper handling of complaints and agreements
- Support and advice on dealing with and responding to inappropriate behavior
- Support for mediation to resolve complaints of inappropriate behavior

**Continuous Attention:** Diversity, equality and inclusion remain a permanent part of our corporate agenda as we strive to achieve the standards set out in this policy. Each year, we report on the results of our diversity, equality and inclusion initiatives in our Integrated Annual Report.