

Wereldhave
BELGIUM

Recycle Point



Adding value to everyday life

Sustainability report 2025

better everyday life, better business

Sustainability strategy

The Company's Life Central strategy is linked to A Better Tomorrow, the 2030 sustainability programme, which made significant progress in 2025 - the Company completed "Paris-proof" roadmaps for all its centers, achieved a four-star GRESB rating with the parent company and adopted the new smart energy system.

The Company also received a 'B' score in the Carbon Disclosure Project (CDP). The CDP assesses companies on their efforts to manage climate change, with a focus on transparency and concrete reduction measures.

The Company's sustainability programme is divided into three pillars and specific targets were set for each pillar:

Better Footprint

To reduce carbon emissions by 30% by 2030 and make the Company Paris proof by 2045

To maintain the Global Real Estate Sustainability Benchmark (GRESB) five-star rating, the most widely used sustainability benchmark in the industry

Better Nature

To improve the climate resilience of its centers

Better Living

To increase positive impact on local communities by contributing at least 1% of the net rental income at each center to charities

Better footprint

To help achieve the targets under Better footprint, the Company finalized climate roadmaps for all its centers in Belgium. These roadmaps set out clear priorities to reduce our carbon footprint, in alignment with the 2030 and 2045 Science Based Targets initiative-compliant targets (SBTi) and the Paris proof commitment. The measures layed out in the Paris Proof Roadmaps will be included in annual business plans and future investment proposals for all assets. In 2025, the portfolio was analysed using the CRREM methodology (Carbon Risk Real Estate Monitor). Based on the results of this analysis, science-based targets will be set in 2026.

One focus of these roadmaps is the reduction of emissions by improving energy efficiency and switching to renewable energy at our centers, where possible. To support this, the energy monitoring system developed in 2025 was implemented across all Belgian centers (Shopping Belle-Île, Shopping Nivelles, Shopping Les Bastions, Ring Kortrijk, and Shopping 1 Genk).

In the near future, the system will also be rolled out in the Luxembourg centers and offices. It will help prevent energy loss by alerting managers to abnormal spikes in energy or water consumption, which may indicate leaks or inefficiencies.

Renovation Belle-Île

In 2025 the Company successfully completed the transition to new energy-efficient technologies at Belle-Île. Thanks to these technologies, the ventilation system was made gas-free, resulting in an interim reduction in gas consumption of 18%. The system will be further optimised in 2026. This renovation had a direct impact on the energy efficiency of the buildings.

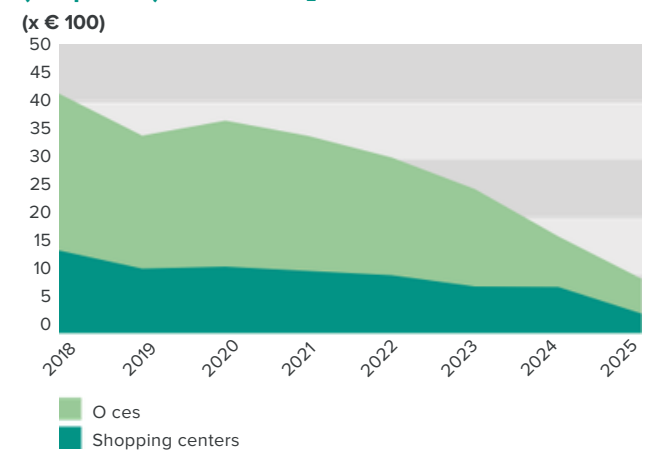
Common areas in the Company's malls are already powered by renewables. The Company is speeding up its energy transition by adding more solar panels at its sites. The Company now have 10,823 panels providing just over 14.2% of its total energy needs. Where possible, these panels are added as part of ongoing Full Service Center transformation work. In 2025, The Company installed additional solar panels at Ring Kortrijk and conducted further studies for additional optimisations at other locations. At the same time, the Company purchases only green electricity for its remaining electricity needs.

Our progress since 2018 – SBTi base year

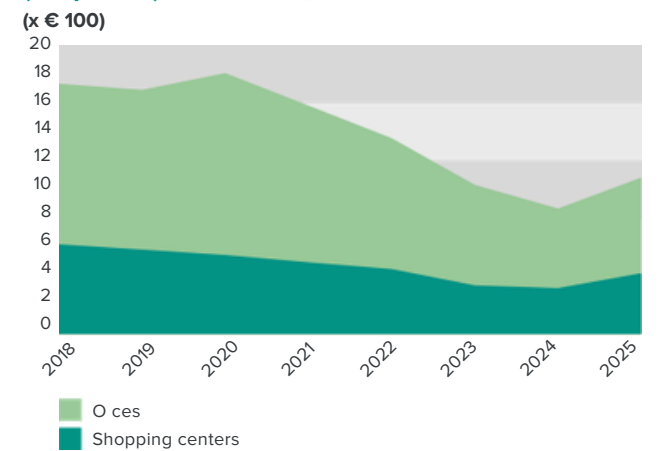
In 2025, scope 1 and 2 market based carbon emissions from the Company's operations totaled 957 metric tons – an increase of

20.1% (+1.0% like-for-like portfolio) on the previous year and 40.4% (-49.9% like-for-like portfolio) lower than our benchmark year of 2018, and 931 metric tons – reduction of 31% on the previous year and 77.8% lower than our benchmark year of 2018, thanks to these energy saving initiatives and declining emission factors. In addition to the target of reducing CO₂ emissions by 30% by 2030, the Company will revise its science-based targets in 2026 based on the CRREM methodology (Carbon Risk Real Estate Monitor).

Total emission location based (scope 1+2) in Tons CO₂



Total emission market based (scope 1+2) in Tons CO₂



Sustainability



Scope 3 emissions

The majority of the Company's emissions fall under scope 3 – generated as a consequence of our business relations with suppliers, contractors and tenants – and therefore the Company works with tenants, visitors and suppliers to reduce emissions throughout the value chain.

Another key focus in 2025 was gaining a more accurate understanding of tenant emissions. Efforts were made to fill in missing data, which resulted from limited reporting within the centers. Thanks to improved tenant data reporting, the Company can work more closely with tenants to reduce electricity and gas consumption. This collaboration not only helps tenants lower their emissions but also optimises their operational costs.

Charging stations and sustainable energy infrastructure

As part of its energy policy, the Company took further steps in 2025 to further refine its energy strategy. This strategy focuses not only on improving the service to visitors, but also on optimizing the already existing infrastructure. The Company currently operates 193 charging points across all its assets, and additional charging points will be installed in 2026. In addition to investments in solar energy, the Company continues to focus on the development and roll-out of charging station infrastructure. The implementation of these charging stations is planned for the period 2025-2026. This initiative aligns with the Company's broader sustainability ambitions, combining economic benefits with environmental responsibility. By integrating sustainable solutions, the Company demonstrates that sustainability is not only cost-effective but can also generate revenue. In addition, this approach strengthens its locations for visitors and tenants, as the availability of charging stations responds to the growing demand for electric mobility.

Furthermore, the Company is working on a more accurate insight into the emissions of its tenants. The priority in 2025 is to fill in missing data due to a lack of reporting for its centers. By improving tenants' data, the Company can work more closely with them to reduce electricity and gas consumption – and help its tenants reduce costs and emissions.

External benchmarks and certifications

In 2025, the reference shareholder (Wereldhave NV) achieved a four-star rating from GRESB, retaining a top score of 88/100 – meeting one of the "A Better Tomorrow" targets and underlining the Company's position as a leader in sustainability. 2025 was the year in which the Company worked on the recertification of all its shopping centers and offices. The reason for the lower score is that these certifications have not yet been awarded for all assets.

	2024	2025
GRESB (reference shareholder Wereldhave NV)	5 stars (92 points)	4 stars (88 points)
BREEAM ¹ (rating 'very good' or excellent ¹)	79.0%	48.2%
Sustainalytics	18.1 Low Risk	11.2 Low Risk

¹ BREEAM (Building Research Establishment Environmental Assessment Method) rating is the global leading method for assessing the sustainability of projects in the built environment.

Better nature

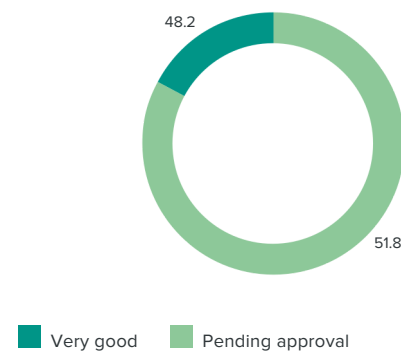
The central aim of the Better nature pillar is to improve the resilience of the Company's centers against the principal climate risks, which are flash floods, heavy rainfall and heat stress. To mitigate these risks, the Company has climate resilience plans built-in as part of its Paris-proof roadmaps.

To ensure that the Company's plans are adequate, the Company includes physical climate risks in its regular assessments, which the Company conducts based on the guidelines of: BREEAM In-Use, CDP and GRESB. In 2025, the Company carried out two physical climate risk assessments at its centers, using the Climate Portal Flanders (VMN). Drought, flood risks and heat waves were identified as potential threats to the centers and their visitors. The results of these studies serve as a basis for developing climate adaptation plans for the assets where necessary.

In addition, the Company is investigating how to further increase the amount of green space around its buildings and on rooftops. At the end of 2025, the Company had 23,250m² of green space on its sites.

BREEAM¹ certifications

(as % of total leasable area – Full Service Centers)



¹ All of the Company's Full Service Centers have received a "very good" rating. Measures are taken internally to improve this score in the next recertification. Some assets are not certified as they do not apply to the BREEAM certification scope. 2025 was the year in which the Company focused on the recertification of all its Full Service Centers. The lower score is explained by the fact that these certifications have not yet been received for all assets.

Better living

The centers of the Company connect communities. They provide access to services, and – by offering a welcoming environment and hosting events – help combat loneliness and social exclusion. The Company looks to boost local community engagement through our Better living goals.

The Better Living goal requires shopping centers to dedicate at least 1% of net rental income to supporting charities. This includes making space available for charities, social enterprises and social impact investments in the shopping centers. In 2025, the Company donated € 1.0M, equal to about 1.3% of the net rental income. Some of the good causes the Company supported in 2025 are as follows:

- Too Good to Go
- Child Focus
- Eco days
- WWF

Attractive environments

The Company aims to create safe and healthy environments at its centers as part of Better living. 100% of its locations now have regular health and safety assessments, which involve regular surveys with visitors and other users of its assets, assessment of the health conditions within its centers and since 2024 health and safety is also included in its social impact assessment.

SDG's

As part of A Better Tomorrow, the Company has linked its ambitions directly to the United Nations Sustainable Development Goals (SDG's). The Company has chosen six SDG's as strategic ambitions – where the Company believes it can contribute the most. Through its Full Service Center transformations, SDG's are also tied directly to our LifeCentral strategy. In addition, use of proceeds under its Green Finance Framework are mapped to three of its strategic SDG's (SDG's 7, 11 and 13).

Better footprint

Priorities&ambitions	Performance in 2025 (like-for like)	Relevant SDG's
Energy & carbon Reduce carbon emissions by 30% by 2030	<ul style="list-style-type: none"> • Carbon emissions (CO₂ equivalent, scopes 1 and 2, market based): 957 metric tons (-49.9% vs. 2018 like-for-like) • Carbon emissions (CO₂ equivalent, scopes 1 and 2, location based): 931 metric tons (-77.87,8% vs. 2018 like-for-like) • Onsite solar energy production: 2.790 MWh (+31.3% vs 2024) • Renewable energy use (as % of total consumption: 14.2% (vs. 11,11,1% in 2024) 	SDG 7 Affordable and clean energy
Materials Zero waste going to landfill and increased use of circular solutions	<ul style="list-style-type: none"> • Percentage of waste going to landfill: 0.9% (vs. 3.8% in 2024) • Percentage of waste recycled: 38.9% (vs. 39.2% in 2024) • Water consumption: 121,520 m³ (+34.9% vs. 2024) 	SDG 12 Responsible production and consumption
Increasing the recycling rate to 40%	<ul style="list-style-type: none"> • Recycling rate: 95.3% (vs. 83.2% in 2024) 	SDG 12 Responsible production and consumption

Better nature

Priorities&ambitions	Performance in 2025	Relevant SDG's
Resilience 100% of its centers have a risk analysis in place, for high-risk centers, action plans have been developed to mitigate the physical impacts of climate change.	<ul style="list-style-type: none"> • Percentage of centers with climate resilience plans: 100 % (vs. 100% at end 2024) 	SDG 11 Sustainable cities and communities
Habitats Double surface of vegetation on roofs and green spaces by 2030 (compared with 2018)	<ul style="list-style-type: none"> • Total green spaces within the Company's portfolio: 23,250 m² 	SDG 13 Climate action

Better living

Priorities&ambitions	Performance in 2025	Relevant SDG's
Well-being Aim for zero safety incidents	<ul style="list-style-type: none"> • Percentage of centers covered by health and safety assessments: 100% (vs. 100% in 2024) • Number of safety incidents at its centers: 0 (vs. 0 in 2024) 	SDG 8 Decent work and economic growth
Employees Employee engagement score of at least 7.5 for each of our operating countries	<ul style="list-style-type: none"> • Employee engagement score: 8 (vs. 8 in 2024) 	SDG 11 Sustainable cities and communities
Communities Contribute at least 1% of net rental income to socio-economic and social inclusion initiatives	<ul style="list-style-type: none"> • Support for social activities and charities: € 1.0M (vs. € 0.9M in 2024) • Social investment as percentage of net rental income: 1.3% (vs. 1.4% in 2024) 	SDG 17 Partnerships for the goals

Upcoming EU regulatory frameworks

Welcoming the imperative shifts in sustainability reporting and disclosure regulations, the Company is proactively positioning itself for compliance with the EU Taxonomy and Corporate Sustainability Reporting Directive (CSRD).

People and partners

The Company has a limited but agile employee base. To ensure maximum effectiveness of its approach and progression of Life-Central, employee engagement is crucial. In 2025, the Company's employees told us they were proud to work for the Company, overall engagement was slightly weaker. The Company is working hard in response to this by, for example, presenting more learning and development opportunities and implementing a new diversity, equity and inclusion policy.



7 AFFORDABLE AND CLEAN ENERGY
Affordable and clean energy
 Reduce carbon emissions 30% by 2030 (versus 2018) – for those areas in our centers under our operational control.
 Partner with tenants and visitors to reduce carbon and waste (ambition: net zero value-chain by 2050).

12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Responsible consumption and production
 Increase recycling and zero waste to landfill.
 Reduce water consumption.
 Partner with tenants and visitors to reduce carbon and waste (ambition: net zero value-chain by 2050).

8 DECENT WORK AND ECONOMIC GROWTH
Decent work and economic growth
 Aim for zero safety incidents in our centers.

13 CLIMATE ACTION
Climate action
 Increase % of Wereldhave buildings with plans in place to mitigate physical effects of climate change (extreme heat, flooding, storms etc.).

11 SUSTAINABLE CITIES AND COMMUNITIES
Sustainable cities and communities
 Increase m² of green areas on and around our centers with ecological value and climate resilience. 1% NRI-equivalent contribution to socioeconomic and social inclusion initiatives.

17 PARTNERSHIPS FOR THE GOALS
Partnership for the goals
 Partnering with suppliers, tenants & society.

Our workforce

The Company employed 72 people at the end of 2025. A 26.3% increase compared to 2024.

Through salaries, fringe benefits and talent development, the Company mainly creates added value for its employees and seeks to attract talent. The Company values a diverse workforce and therefore aims for 1/3 of management team positions to be female. Currently, it is below its target with a percentage of 14%. If the Heads of and Shopping Managers of the Company, who are also team managers, are included, this percentage increases to 35%.

All employees are bound by the Company's Code of Conduct and business integrity policies, including temporary hires. There is also an employee handbook, covering pay, development, culture and health & safety in the workplace, which is constantly updated when new topics emerge.

Employee engagement and working environment

To encourage greater employee engagement, the Company conducts a regular employee engagement survey, the results of which are discussed by management and are used to help shape working conditions and the employee-employer relationship.

The latest survey was conducted in Q3 2025 with 82% of employees took part in. Job satisfaction scored highly, as did pride in working for the Company – two indicators that show employees are engaged with the Company. However, the eNPS score – the measurement of how likely our employees would recommend working for the Company – decreased slightly from 25 in 2024 to 24 in 2025, and the overall engagement score increased to 8 (0.5 above the long-term target of at least 7.5).

Learning and development

The opportunity to develop within the Company and grow as a person is crucial for employee engagement, which is why maintaining a culture of learning and encourage mentorship across the business is important. Employees can take part in training programs and professional development opportunities – such as HR-onboarding emphasizes training possibilities (Fonds 323, TalentExcellence program), the Company integrates mentorship and coaching components to provide ongoing support for individuals as they apply their newly acquired skills in the workplace.

Employees also receive clear performance guidance during at least two annual management feedback sessions, to guide them in setting direction for professional development. The Company also encourages employees to pursue degrees or certifications that relate to their roles or potential future roles within the Company by offering scholarships, grants, and other financial assistance. In 2025, employees on average spend 52 hours next to their work on extra learning and development.

Health and well-being

The Company has a responsibility to provide a safe, healthy environment for employees. To provide this wellbeing is particularly emphasized on.

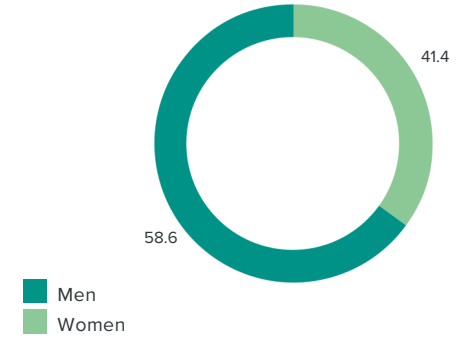
The Company also tries to look after staff by providing mental health resources – such as yearly anti-flu vaccination & free medical checkup organized by our partner Securex. Employees are able to consult a GP and/or psychologist free of charge, 24/7, via DKV Teleconsultation. DKV Teleconsultation is ideal for those who have a medical problem and cannot visit their GP and/or for those in need of psychological help.

Diversity, equity and inclusion

Strong diversity, equity and inclusion (DEI) practices make the Company a better company. DEI supports recruitment, retention and development, improves decisions within the business and, ultimately, brings the Company closer to the communities we serve. Gender diversity remains a priority, although the the number of women in the management team, the team of head of's and the shopping manager team is unchanged compared to 2023.

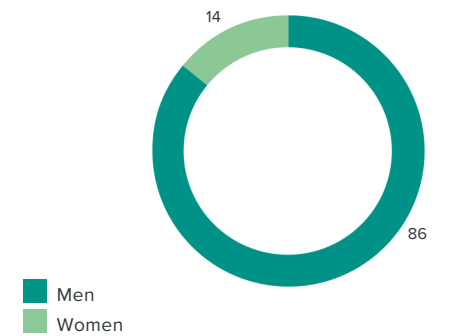
Gender diversity at Wereldhave Belgium At company level

(in %)



At management* team level

(in %, *excluding women who perform as shopping manager or as head of)



Suppliers and subcontractors

The Company's activities requires external support, usually in maintenance, cleaning and security. In 2025, the Company worked with approximately 750 suppliers and sub-contractors. All the Company's suppliers are governed by the Company's Sustainable Supplier Code. For contracts worth € 10,000 or more, specific sign-off's are required from the suppliers. Standards in the Code cover the following:

- Compliance with relevant laws and regulations
- Human and labor rights (child labor, forced labor, discrimination, freedom of association & collective bargaining)
- Health & safety
- Corruption
- Environment (environmentally friendly alternatives, transportation, materials & waste)
- Maintenance and product requirements

The Code – part of our Better Tomorrow program – is based on the United Nations Global Compact, BREEAM in-use requirements and the conventions of the International Labor Organization (ILO). The Code's standards apply across our entire value chain, including second tier suppliers and sub-contractors, as well as employees and agency workers.

Environmental performance indicators Retail part 1

Impact areas	Absolute portfolio		Like-for-like portfolio	
	2025	2024	2025	2024
Energy (MWh)				
Common services electricity	7,619	6,710	5,667	6,710
Electricity on submeters for tenants	-	18	-	18
Total electricity obtained by landlords	406	-	277	-
Share of electricity from renewable sources (market-based)	8,025	6,728	5,944	6,728
Share of electricity from self-generated renewable sources	100%	100%	100%	100%
District heating and cooling shared services	31%	26%	31%	26%
District heating and cooling on submeters for tenants	0	0	0	0
Total landlord-procured district heating	0	0	0	0
Share of heating and cooling from renewable sources	0	0	0	0
Fuels shared services	0%	0%	0%	0%
Fuels on submeter for tenants	3140	2,534	2495	2,534
Total fuels obtained by landlord	0	335	0	335
Share of fuels from renewable sources	3,140	2,869	2,495	2,869
Total energy from shared services	0%	0%	0	0%
Total energy passed on to tenants	10,759	9,244	8,162	9,244
Total energy obtained by landlord	0	18	0	18
Total renewable energy produced on site	11,166	9,597	8,439	9,597
Greenhouse gas emissions from energy (tCO₂e)				
Total direct greenhouse gas emissions Scope 1 (market-based)	611	462	459	462
Total indirect greenhouse gas emissions Scope 2 (market-based)	-	-	-	-
Total indirect greenhouse gas emissions Scope 2 (location-based)	526	817	489	817
Total indirect greenhouse gas emissions Scope 3 (market-based)	-	64	-	64
Total indirect GHG emissions Scope 3 (location-based)	35	64	29	64
Total GHG emissions - lessor obtained/sub-measured (market-based)	611	526	459	526
Total GHG emissions - lessor obtained/sub-measured (location-based)	1,172	1,343	978	1,343

Environmental performance indicators Retail part 2

Impact areas	Absolute portfolio		Like-for-like portfolio	
	2025	2024	2025	2024
Water (m³)				
Water from municipal water supply or other public	85,335	60,547	75,728	60,547
Water from directly collected and stored rainwater	5,390	9,794	5,390	9,794
Water from groundwater	29,695	7,014	29,695	7,014
Surface water	0	0	0	0
Waste water (from other organizations)	0	0	0	0
Total water consumption obtained by landlord	106,658	77,355	98,968	77,355
Water on submeter for tenants	46,283	38,838	46,283	38,838
Direct water supply for tenants	13,762	-	11,845	-
Waste (metric tons)				
Hazardous waste	0	0	0	0
Non-hazardous waste	1,650	1,512	1,496	1,512
Total weight of waste by disposal route (metric tons)				
Recycling	674	596	590	596
Composting	3	30	3	30
Energy from waste	836	608	832	608
Incineration without energy recovery	0	0	0	0
Landfill	82	63	15	63
Other	55	212	55	212
Percentage of waste by disposal route (%)				
Recycling	41%	39%	39%	39%
Composting	0%	2%	0%	2%
Energy from waste	51%	40%	56%	40%
Incineration without energy recovery	0%	0%	0%	0%
Landfill	5%	4%	1%	4%
Other	3%	14%	4%	14%

Environmental intensity indicators Retail

Impact areas		Absolute portfolio		Like-for-like portfolio	
		2025	2024	2025	2024
Energy intensity of buildings	kWh/m ² /year	36.13	36.22	34.56	36.22
Greenhouse gas intensity from building energy use	kg CO ₂ e /m ² /year	1.98	1.99	1.88	1.99
Intensity of water use buildings	m ³ /m ² /year	0.35	0.29	0.41	0.29

Environmental performance indicators Offices part 1

Impact areas	Absolute portfolio		Like-for-like portfolio	
	2025	2024	2025	2024
Energy (MWh)				
Shared services electricity	3,998	4,688	3,998	4,688
Electricity on submeters for tenants	1,670	978	1,670	978
Electricity consumption of charging stations	181	-	181	-
Total electricity obtained by landlords	5,848	5,666	5,848	5,666
Share of electricity from renewable sources	100%	100%	100%	100%
Share of electricity from self-generated renewable sources	0%	0%	0%	0%
District heating and cooling shared services	0	0	0	0
District heating and cooling charged to tenants	0	0	0	0
Total district heating obtained by landlord	0	0	0	0
Share of heating and cooling from renewable sources Fuels shared services	0	0	0	0
Fuels submetered to tenants	1,888	1,835	1,888	1,835
Total fuels obtained by landlord	0	0	1,888	0
Share of fuels from renewable sources	0%	1,835	0%	1,835
Total energy from shared services	5,886	0%	5,886	0%
Total energy passed on to tenants	1,670	6,523	1,670	6,523
Total energy obtained by landlord	7,737	978	7,737	978
Total renewable energy produced on site	-	7,501	-	7,501

Environmental performance indicators Offices part 2

Impact areas	Absolute portfolio		Like-for-like portfolio	
	2025	2024	2025	2024
Greenhouse gas emissions (tCO₂e)				
Total direct greenhouse gas emissions Scope 1 (market-based)	346	334	346	334
Total indirect greenhouse gas emissions Scope 2 (market-based)	-	-	-	-
Total indirect greenhouse gas emissions Scope 2 (location-based)	405	773	405	773
Total indirect greenhouse gas emissions Scope 3 (market-based)	-	-	-	-
Total indirect greenhouse gas emissions Scope 3 (location-based)	196	156	196	156
Total greenhouse gas emissions (market-based)	346	334	346	334
Total greenhouse gas emissions (location-based)	947	1,263	947	1,263
Water (m³)				
Water from public water supply - shared services	10,707	12,705	10,707	12,705
Water from public water supply - submetered	-	-	-	-
Water from directly collected and stored rainwater	-	-	-	-
Water from groundwater/surface water	-	-	-	-
Total water consumption by landlord	10,707	12,705	10,707	12,705
Waste (metric tons)				
Hazardous waste	-	-	-	-
Non-hazardous waste	133	145	133	145
Total weight of waste by disposal route (metric tons)				
Recycling	43	44	43	44
Composting	-	-	-	-
Energy from waste	85	78	85	78
Incineration without energy recovery	-	-	-	-
Landfill	-	-	-	-
Other	5	23	5	23
Percentage of waste by disposal route (%)				
Recycling	33%	30%	33%	30%
Composting	0%	0%	0%	0%
Energy from waste	64%	54%	64%	54%
Incineration without energy recovery	0%	0%	0%	0%
Landfill	0%	0%	0%	0%
Other	4%	16%	4%	16%

Environmental intensity indicators Offices

Impact areas	Absolute portfolio		Like-for-like portfolio			
	2025	2024	2025	2024		
Energy intensity of buildings	CRESS CRE1	kWh/m ² /year	79.9	87.6	79.9	87.6
Greenhouse gas intensity from energy in buildings	CRESS CRE3	kg CO ₂ -e /m ² /year	3.6	3.5	3.6	3.5
Intensity of water consumption building	CRESS CRE2	m ³ /m ² /year	0.11	0.13	0.11	0.13

BREEAM

% GLA retail center	2025	2024
BREEAM certifications available		
Outstanding	0%	0%
Excellent	0%	0%
Very Good	41%	100%
Good	0%	0%
Pass	0%	0%
In process of (re-)certification	34%	0%
Percentage of GLA that is BREEAM certified	41%	78%
Percentage of eligible GLA that is BREEAM certified	55%	100%

EPC

% of retail GLA	2025	2024
A	0%	0%
B	0%	0%
C	0%	0%
D	18%	0%
E	6%	0%
F	0%	0%
G	6%	0%
XX	53%	86%
No label	16%	14%
Total	100%	100%

Solar Panels

Solar panels (number)	2025
Shopping 1 Genk	1,765
Shopping Belle-Île Liège	3,566
Shopping Nivelles	1,728
Shopping Les Bastions	1,428
Ring Kortrijk	812
Shopping Ville2	766
Knauf Shopping Pommerloch	758
Total	10,823

Age group by gender

Category	2025			2024		
	% total employees	Male	Female	% total employees	Male	Female
Age group <30	17.1%	8.6%	8.57%	15.8%	55.6%	44.4%
Age group 30-40	30.0%	12.9%	17.1%	26.3%	33.3%	66.7%
Age group 40-50	28.6%	10.0%	18.6%	33.3%	31.6%	68.4%
Age group > 50	24.3%	10.0%	14.3%	24.6%	28.6%	71.4%
Total number of employees	72	41.4%	58.6%	57	35.1%	64.9%
Employees in management team		85.7%	14.3%		85.7%	14.3%
Non-executive board of directors		50%	50%		50%	50%

New employees

New employees hired by gender	2025	2024
Male employees	52.6%	66.7%
Female employees	47.4%	33.3%

New employees (age group)

New employees hired by age group	2025	2024
Age group < 30	31.6%	33.3%
Age group 30-40	47.4%	33.3%
Age group 40-50	10.5%	25.0%
Age group > 50	10.5%	8.3%

Training costs

Training costs	2025	2024
Training hours total (number of hours)	3,662	2,505
Training hours per employee (number of hours)	52	4.4
Training costs total (€)	62,550	143,584
Training costs per employee (€)	893	2,519

Training costs (gender)

Training costs (gender)	2025	
	Male	Female
Training (in %)	42.9%	57.1%
Skills & development training (in %)	72.7%	75.1%
Wereldhave training (in %)	14.9%	24.8%
Training hours per employee (number)	52.1	52.4

Training

Type of training (number of hours)	2025	2024
Training	59	103
Skills & development training	2,335	2,005
Wereldhave training	1,268	397

Employees by category

Average number of employees per category (number)	2025	2024
Management team	6	6
Employees	57	51
Total	63	57

Employees satisfaction

Employee satisfaction	2025	2024
E-NPS score	24	25
Employer rating	8	8
Response rate	82.0%	85.0%

Discrimination

Discrimination	2025	2024
Number of reported cases of discrimination	0	0

Employees with a performance review

Percentage of employees with a performance review	2025	2024
	100%	100%

Employee health & safety

Employee health & safety	2025	2024
Injury rate	0.2%	0.0%
Absence percentage	4.5%	2.6%
Number of work-related deaths	0	0

Social performance indicators retail portfolio

Social performance indicators retail portfolio	2025	2024
Local engagement program implemented (% of assets)	100%	100%
Local community investments (in € M)	1.0	0.9
Local community investments (% of net rental income)	1.3%	1.4%

Strong foundations.
Sustainable returns.

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