



Wereldhave
BELGIUM

Sustainability report 2024

Better everyday life, better business.

Sustainability: A Better Tomorrow

The Company's LifeCentral strategy is linked to A Better Tomorrow, the 2030 sustainability programme, which made significant progress in 2024 - the Company completed "Paris-proof" roadmaps for all its centers, achieved a five-star GRESB rating with the parent company for the 11th time in a row 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.

Furthermore, the Company made significant progress in 2024 in implementing European legislation, including the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy. The CSRD emphasizes transparent and detailed sustainability reporting across the entire value chain, while the EU Taxonomy helps companies align sustainability investments with European climate goals.

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

Better Footprint	Better Nature	Better Living
To reduce carbon emissions by 30% by 2030 and make the Company Paris proof by 2045	To improve the climate resilience of its centers	To increase positive impact on local communities by contributing at least 1% of the net rental income at each center to charities
To maintain the Global Real Estate Sustainability Benchmark (GRESB) five-star rating, the most widely used sustainability benchmark in the industry		

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 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.

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, in 2024 the newly developed smart energy system went live at Kortrijk, to be joined by all Belgian centers in the near future. The system will mitigate energy wastage by alerting managers to abnormal peaks in energy or water use that could suggest a leak.

Renovation Ring Kortrijk

In 2024, the company successfully completed phase 2 of the roof renovation.

With this renovation, 55% of the roof has now been updated to meet Paris Proof standards. This renovation has had a direct impact on the energy efficiency of the buildings.

The company reports an impressive 20% decrease in total energy consumption, partly due to the improved technologies, better roof insulation, and warmer weather. This significant saving highlights the importance of smart renovations in the pursuit of a sustainable real estate portfolio.

In 2025, the company will install solar panels on the renovated roofs to increase renewable energy production and further reduce reliance on external energy sources.

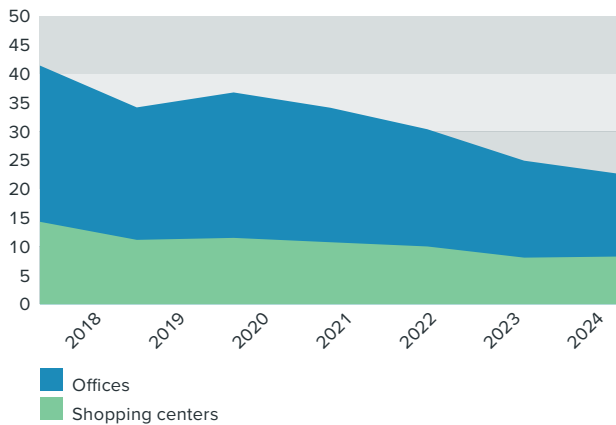
Common areas in the Company's malls are already powered by renewables. The Company is speeding up its energy transition by adding more solar panels at its sites. The Company now have 8,487 panels providing just over 11.7% of its total energy needs. Where possible, these panels are added as part of ongoing Full Service Center transformation work. In 2025, The Company plan to add more panels to Ring Kortrijk and are exploring optimisations at the other assets. At the same time, the Company will only procure green electricity for the remaining electricity demand.



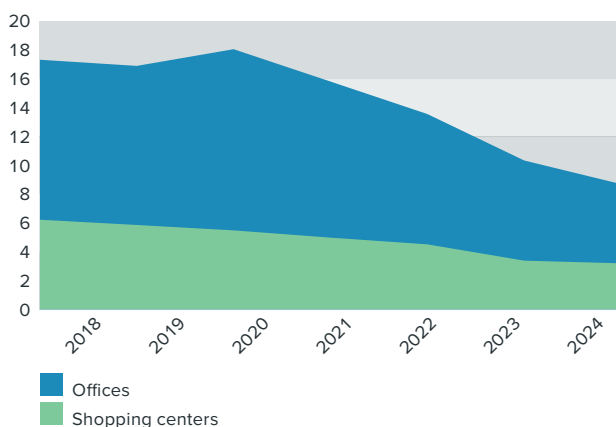
Our progress since 2018 – SBTi base year

In 2024, scope 1 and 2 market based carbon emissions from the Company's operations totaled 796 metric tons – a reduction of 20.9% on the previous year and 50.5% lower than our benchmark year of 2018, and 2,208 metric tons – reduction of 15% on the previous year and 47.2% lower than our benchmark year of 2018, thanks to these energy saving initiatives.

Total emission location based (scope 1+2) in Tons CO₂ (x € 100)



Total emission market based (scope 1+2) in Tons CO₂ (x € 100)



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.

In 2024, the Company added more electric vehicle charging stations to its centers, more specifically, 8 centers of the Company have electric vehicle charging points to support customers in their own energy transition. In addition, the Company prioritized reducing the emissions from material goods in 2024 through closer collaboration with suppliers. The recently updated purchasing guide helps suppliers make environmentally friendly choices in materials and installations. These guidelines contribute to the company's broader sustainability goals.

Another key focus in 2024 was gaining a more accurate understanding of tenant emissions. Efforts were made to fill in missing data, which stemmed from a lack of reporting on the centers. Through improved tenant data reporting, the company can collaborate more closely with tenants to reduce electricity and gas consumption. This collaboration helps tenants not only reduce their emissions but also save on operational costs.

Charging stations and sustainable energy infrastructure

As part of its energy policy, the Company took important steps in 2024 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.

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 2024, the reference shareholder (Wereldhave NV) achieved for the 11th consecutive time a five-star rating from GRESB, retaining a top score of 92/100 – meeting one of the "A Better Tomorrow" targets and underlining the Company's position as a leader in sustainability.

	2023	2024
GRESB (reference shareholder Wereldhave NV)	5 stars (92 points)	5 stars (92 points)
BREEAM ¹ (rating 'very good' or excellent)	78.0%	79.0%
Sustainalytics	18.1 Low Risk	18.1 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

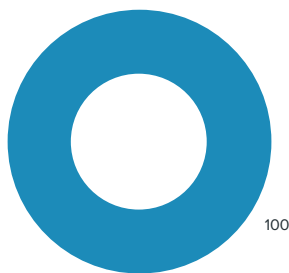
The central aim of the Better nature pillar is to improve the resilience of the Company's centers against the principal climate risks, which are flash floods, heavy rainfall and heat stress. To mitigate these risks, the Company has climate resilience plans built-in as part of its Paris-proof roadmaps.

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 2024, 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 2024, the Company had 23,250m² of green space on its sites.

BREEAM¹ certifications

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



Very good

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.

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 2024, the Company donated € 0.9M, equal to about 1.4% of the net rental income. Some of the good causes the Company supported in 2024 are as follows:

- Too Good to Go
- Red Cross
- Eco days
- WWF

Little things do make differences

In addition to actions, supporting, and helping the above organizations, the Company's employees also roll up their sleeves to assist people in social difficulties. A great example of this is the team at Shopping Nivelles, who created a 'moment of happiness' for mothers and children in difficult home situations. Specifically, an afternoon was organized in a welcoming, neutral space, where an interactive baking workshop was held. Through this, the Company created a moment of happiness and connection, resulting in many genuine smiles. This illustrates how small efforts can make a difference in the lives of others.

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.

SDGs

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).



Affordable and clean energy

Reduce carbon emissions 30% by 2030 (versus 2018) – for those areas in our centers under our operational control.

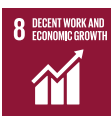
Partner with tenants and visitors to reduce carbon and waste (ambition: net zero value-chain by 2050).



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).



Decent work and economic growth

Aim for zero safety incidents in our centers.



Climate action

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



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 socio-economic and social inclusion initiatives.





Partnership for the goals

Partnering with suppliers, tenants & society.

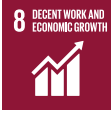


Better footprint

Priorities & ambitions	Performance in 2024	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): 796 metric tons (-50.5% vs. 2018) Carbon emissions (CO₂ equivalent, scopes 1 and 2, location based): 2,208 metric tons (-47.2% vs. 2018) Onsite solar energy production: 2.122 MWh (-7.2% vs 2023) Renewable energy use (as % of total consumption: 9.6% (vs. 9.3% in 2023) 	 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: 3.8% (vs. 3.8% in 2023) Percentage of waste recycled: 38.6% (vs. 32.8% in 2023) Water consumption: 90,245 m³ (-0.4% vs. 2023) 	 SDG 12 Responsible production and consumption

Better nature

Priorities & ambitions	Performance in 2024	Relevant SDG's
Resilience 100% of its centers have action plans to mitigate physical effects of climate change	<ul style="list-style-type: none"> Percentage of centers with climate resilience plans: 100% (vs. 76.5% at end 2023) 	 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 2024	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. 76.5% in 2023) Number of safety incidents at its centers: 0 (vs. 0 in 2023) 	 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. 6 in 2023) 	 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: € 0.9M (vs. € 0.5M in 2023) Social investment as percentage of net rental income: 1.4% (vs. 0.9% in 2023) 	 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).

EU Taxonomy

As part of the European Green Deal, the European Union (EU) has placed the topics of climate protection, the environment and sustainability at the heart of its political agenda in order to achieve climate neutrality by the year 2050. The real estate sector will need to make a large contribution to realizing this objective. The EU Taxonomy is a classification system for sustainable economic activities. An economic activity is considered taxonomy-eligible if it is listed in the EU Taxonomy and can therefore potentially contribute to realizing at least one of the following six environmental objectives:

- Climate change mitigation
- Climate change adaptation
- Sustainable use and protection of water and marine resources
- Transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity and ecosystems.

An activity is only considered environmentally sustainable, i.e. taxonomy-aligned, if it meets all three of the following conditions:

- The activity makes a substantial contribution to one of the environmental objectives by meeting the screening criteria defined for this economic activity, e.g. level of CO₂ emissions for the climate change mitigation environmental objective.
- The activity meets the Do-No-Significant-Harm (DNSH) criteria defined for this economic activity. These are designed to prevent significant harm to one or more of the other environmental objectives, e.g. from the production process or by the product.
- The activity is carried out in compliance with the minimum safeguards, which apply to all economic activities and relate primarily to human rights and social and labour standards.

Under the EU Taxonomy, the Company is required to report on the climate change mitigation and climate change adaptation environmental objectives for fiscal year 2025. The EU has not yet defined the disclosure requirements for the other four environmental objectives.

Corporate Sustainability Reporting Directive (CSRD)

In 2024, the Company has been working to meet the requirements of the Corporate Sustainability Reporting Directive (CSRD), which will come into effect from the 2025 financial year. This European regulation focuses on comprehensive sustainability reporting and transparency. The Company has set up the project at group level (i.e. together with the employees of Wereldhave NV) to coordinate the implementation of the CSRD and to align processes and systems. As part of this, a Double Materiality Analysis (DMA) was performed to identify the most important material themes. These themes form the basis for further

policy development and reporting. In addition, a difference analysis was carried out to determine which steps are needed to fully comply with the CSRD. Based on the findings, actions were defined, including improving internal documentation and refining data collection and management processes.

The Company has prepared a manual of performance indicators (KPIs) that are in line with the European Reporting Standards (ESRS). Work has also been done on the implementation of the EU Taxonomy, applying methodologies such as the Dutch Green Building Council (DGBC) handbook and the Framework for Climate-Adaptive Buildings (FCAB). An external party (BDO), i.e. the Company's internal auditor, has performed a readiness assessment to assess the progress of the implementation. The findings and recommendations from this assessment will be included in the further implementation in 2025. The Company was therefore declared "CSRD and EU Taxonomy ready" by BDO.

With these actions, the Company is preparing for transparent and detailed sustainability reporting in line with CSRD requirements.

People and partners

The Company has a limited but agile employee base. To ensure maximum effectiveness of its approach and progression of LifeCentral, employee engagement is crucial. In 2024, 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.

Our workforce

The Company employed 57 people at the end of 2024. A 3.6% increase compared to 2023.

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 2024 with 85% 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 – rose from -38 in 2023 to 25 in 2024, and the overall engagement score increased to 8 (0.5 above the long-term target of at least 7.5). In 2023, areas of focus included internal communication, workload, and work-life balance. Therefore, action plans were developed within the Company to address the weaknesses and build on the Company's long-term plan for human capital with balanced and complete teams in the new organizational structure. These action plans have resulted in better scores.

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 2024, employees on average spend 44 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.

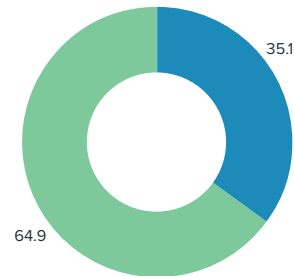
Diversity, equity and inclusion

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

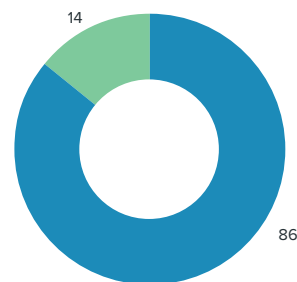
(in %)



■ Men
■ Women

At management* team level

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



■ Men
■ Women

Suppliers and subcontractors

The Company's activities requires external support, usually in maintenance, cleaning and security. In 2024, the Company worked with approximately 750 suppliers and subcontractors. 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 subcontractors, as well as employees and agency workers.

Environmental performance indicators Retail part 1

Impact areas	Absolute portfolio		Like-for-like portfolio	
	2024	2023	2024	2023
Energy (MWh)				
Common services electricity	6,710	6,505	6,710	6,505
Electricity on submeters for tenants	18	25	18	25
Total electricity obtained by landlords	6,728	6,530	6,728	6,530
Share of electricity from renewable sources (market-based)	100%	100%	100%	100%
Share of electricity from self-generated renewable sources	26%	35%	26%	35%
District heating and cooling shared services	0	0	0	0
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	2,534	2,643	2,534	2,643
Fuels on submeter for tenants	335	463	335	463
Total fuels obtained by landlord	2,869	3,106	2,869	3,106
Share of fuels from renewable sources	0%	0%	0%	0%
Total energy from shared services	9,244	9,148	9,244	9,148
Total energy passed on to tenants	353	488	353	488
Total energy obtained by landlord	9,597	9,636	9,597	9,636
Total renewable energy produced on site	2,122	2,286	2,122	2,286
Greenhouse gas emissions from energy (tCO₂e)				
Total direct greenhouse gas emissions Scope 1 (market-based)	462	489	462	489
Total indirect greenhouse gas emissions Scope 2 (market-based)	-	0	-	0
Total indirect greenhouse gas emissions Scope 2 (location-based)	817	760	817	760
Total indirect greenhouse gas emissions Scope 3 (market-based)	64	84	64	84
Total indirect GHG emissions Scope 3 (location-based)	64	84	64	84
Total GHG emissions - lessor obtained/sub-measured (market-based)	526	573	526	573
Total GHG emissions - lessor obtained/sub-measured (location-based)	1,343	1,333	1,343	1,333

Environmental performance indicators Retail part 2

Impact areas	Absolute portfolio		Like-for-like portfolio	
	2024	2023	2024	2023
Water (m³)				
Water from municipal water supply or other public	60,547	63,941	60,547	63,941
Water from directly collected and stored rainwater	9,794	3,696	9,794	3,696
Water from groundwater	7,014	8,516	7,014	8,516
Surface water	0	0	0	0
Waste water (from other organizations)	0	0	0	0
Total water consumption obtained by landlord	77,355	76,153	77,355	76,153
Water on submeter for tenants	38,838	44,395	38,838	44,395
Waste (metric tons)				
Hazardous waste	0	0	0	0
Non-hazardous waste	1,512	1,564	1,512	1,564
Total weight of waste by disposal route (metric tons)				
Recycling	596	517	596	517
Composting	30	41	30	41
Energy from waste	608	685	608	685
Incineration without energy recovery	0	0	0	0
Landfill	63	65	63	65
Other	212	256	212	256
Percentage of waste by disposal route (%)				
Recycling	39%	33%	39%	33%
Composting	2%	3%	2%	3%
Energy from waste	40%	44%	40%	44%
Incineration without energy recovery	0%	0%	0%	0%
Landfill	4%	4%	4%	4%
Other	14%	16%	14%	16%

Environmental intensity indicators Retail

		Absolute portfolio		Like-for-like portfolio	
Impact areas		2024	2023	2024	2023
Energy intensity of buildings	kWh/m ² /year	36.22	35.78	36.22	35.78
Greenhouse gas intensity from building energy use	kg CO ₂ e/m ² /year	1.99	2.13	1.99	2.13
Intensity of water use buildings	m ³ /m ² /year	0.29	0.28	0.29	0.28

Environmental performance indicators Offices part 1

		Absolute portfolio		Like-for-like portfolio	
Impact areas		2024	2023	2024	2023
Energy (MWh)					
Shared services electricity		5,666	4,530	5,666	4,530
Electricity on submeters for tenants		978	1,214	978	1,214
Total electricity obtained by landlords		6,644	5,744	6,644	5,744
Share of electricity from renewable sources		100%	100%	100%	100%
Share of electricity from self-generated renewable sources		-	-	-	-
District heating and cooling shared services		-	-	-	-
District heating and cooling charged to tenants		-	-	-	-
Total district heating obtained by landlord		-	-	-	-
Share of heating and cooling from renewable sources		-	-	-	-
Fuels shared services		1,835	2,834	1,835	2,834
Fuels submetered to tenants		-	0	-	0
Total fuels obtained by landlord		1,835	2,834	1,835	2,834
Share of fuels from renewable sources		0%	0%	0%	0%
Total energy from shared services		7,501	7,364	7,501	7,364
Total energy passed on to tenants		978	1,214	978	1,214
Total energy obtained by landlord		8,479	8,578	8,479	8,578
Total renewable energy produced on site		-	-	-	-

Environmental performance indicators Offices part 2

Impact areas	Absolute portfolio		Like-for-like portfolio	
	2024	2023	2024	2023
Greenhouse gas emissions (tCO₂e)				
Total direct greenhouse gas emissions Scope 1 (market-based)	334	517	334	517
Total indirect greenhouse gas emissions Scope 2 (market-based)	-	-	-	-
Total indirect greenhouse gas emissions Scope 2 (location-based)	929	831	929	831
Total indirect greenhouse gas emissions Scope 3 (market-based)	-	-	-	-
Total indirect greenhouse gas emissions Scope 3 (location-based)	156	116	156	116
Total greenhouse gas emissions (market-based)	334	517	334	517
Total greenhouse gas emissions (location-based)	1,419	1,464	1,419	1,464
Water (m³)				
Water from public water supply - shared services	12,890	14,459	12,890	14,459
Water from public water supply - submetered	-	-	-	-
Water from directly collected and stored rainwater	-	-	-	-
Water from groundwater/surface water	-	-	-	-
Waste water (from other organizations)	-	-	-	-
Total water consumption by landlord	12,890	14,459	12,890	14,459
Waste (metric tons)				
Hazardous waste	-	-	-	-
Non-hazardous waste	145	126	145	126
Total weight of waste by disposal route (metric tons)				
Recycling	44	38	44	38
Composting	-	-	-	-
Energy from waste	78	68	78	68
Incineration without energy recovery	-	-	-	-
Landfill	-	-	-	-
Other	23	20	23	20
Percentage of waste by disposal route (%)				
Recycling	30%	30%	30%	30%
Composting	0%	0%	0%	0%
Energy from waste	54%	54%	54%	54%
Incineration without energy recovery	0%	0%	0%	0%
Landfill	0%	0%	0%	0%
Other	16%	16%	16%	16%

Environmental intensity indicators Offices

Impact areas			Absolute portfolio		Like-for-like portfolio	
			2024	2023	2024	2023
Energy intensity of buildings	CRESS CRE1	kWh/m ² /year	88	89	88	89
Greenhouse gas intensity from energy in buildings	CRESS CRE3	kg CO ₂ e/m ² /year	3.5	5.3	3.5	5.3
Intensity of water consumption building	CRESS CRE2	m ³ /m ² /year	0.13	0.15	0.13	0.15

BREEAM

Impact areas		2024	2023
BREEAM certifications available			
Outstanding		0%	0%
Excellent		0%	0%
Very Good		100%	73%
Good		0%	6%
Pass		0%	0%
Percentage of GLA that is BREEAM certified		78%	79%
Percentage of eligible GLA that is BREEAM certified		100%	100%

EPC

<i>% of retail GLA</i>	2024	2023
A	0%	0%
B	0%	0%
C	0%	0%
D	0%	0%
E	0%	0%
XX	86%	0%
No label	14%	100%
Total	100%	100%

Solar panels

<i>Solar panels (number)</i>	2024
Shopping 1 Genk	1,765
Shopping Belle-Île Liège	3,566
Shopping Nivelles	1,728
Shopping Les Bastions	1,428
Total	8,487

Age group by gender

<i>Category</i>	2024			2023		
	% total employees	Male	Female	% total employees	Male	Female
Age group <30	15.8%	55.6%	44.4%	14.5%	37.5%	62.5%
Age group 30-40	26.3%	33.3%	66.7%	36.4%	35.0%	65.0%
Age group 40-50	33.3%	31.6%	68.4%	30.9%	47.1%	52.9%
Age group > 50	24.6%	28.6%	71.4%	18.2%	20.0%	80.0%
Total number of employees	57	35.1%	64.9%	55	36.4%	63.6%
Employees in management team		85.7%	14.3%		85.7%	14.3%
Non-executive board of directors		50%	50%		33%	67%

New employees

<i>New employees hired by gender</i>	2024	2023
Male employees	66.7%	61.5%
Female employees	33.3%	38.5%

New employees (age group)

<i>New employees hired by age group</i>	2024	2023
Age group < 30	33.3%	35.7%
Age group 30-40	33.3%	35.7%
Age group 40-50	25.0%	14.3%
Age group > 50	8.3%	14.3%

Training costs

<i>Training costs</i>	2024	2023
Training hours total (number of hours)	2,505	768
Training hours per employee (number of hours)	44.0	14.0
Training costs total (€)	143,584	123,832
Training costs per employee (€)	2,519	2,251

Training costs (gender)

<i>Training costs (gender)</i>	2024	
	Male	Female
Training (in %)	9.1%	90.9%
Skills & development training (in %)	36.0%	64.0%
Wereldhave training (in %)	50.0%	50.0%
Training hours per employee (number)	44.0	44.0

Training

Type of training (number of hours)	2024	2023
Training	103	66
Skills & development training	2,005	702
Wereldhave training	397	0

Employees by category

Average number of employees per category (number)	2024	2023
Management team	6	5
Employees	51	50
Total	57	55

Employees satisfaction

Employee satisfaction	2024	2023
E-NPS score	25	-38
Employer rating	8	6
Response rate	85.0%	68.0%

Discrimination

Discrimination	2024	2023
Number of reported cases of discrimination	0	0

Employees with a performance review

	2024	2023
Percentage of employees with a performance review	100%	100%

Employee health & safety

Employee health and safety	2024	2023
Injury rate	0.0%	0.0%
Absence percentage	2.6%	5.6%
Number of work-related deaths	0	0

Social performance indicators retail portfolio

Social performance indicators retail portfolio	2024	2023
Local engagement program implemented (% of assets)	100%	100%
Local community investments (in € M)	0.9	0.5
Local community investments (% of net rental income)	1.4%	1.0%

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