



VASTNED

Limited liability company

Public Regulated Real Estate Company under Belgian law

Generaal Lemestraat 61

2018 Antwerp

Company number 0431.391.860 (RLE Antwerp, division Antwerp)

VAT: BE 0431.391.860

Diversity, equity and inclusion policy

Approved by the Board of Directors on

19 february 2025

1. Introduction

Vastned ("**Vastned**" or the "**Company**") is a public regulated real estate company under Belgian law (Public RREC) that has adopted the legal form of a limited liability company. The registered office of the Company is located at 2018 Antwerp, Generaal Lemanstraat 61. The Company is a "listed company" within the meaning of article 1:11 of the Belgian Companies and Associations Code ("**BCAC**") (*Wetboek van vennootschappen en verenigingen – WVV*), whose shares are listed on the regulated market of Euronext Brussels (VASTB) with a secondary listing on the regulated market of Euronext Amsterdam.

Vastned was founded on 15 June 1987 and received the accreditation of a real estate investment trust (*vastgoedbevak*) on 22 December 1998. Since 27 October 2014, the Company has the status of a public regulated real estate company under Belgian law, in accordance with the Act of 12 May 2014 Regulated Real Estate Companies, as amended from time to time (the "**RREC Act**") (*Wet betreffende de gereglementeerde vastgoedvennootschappen van 12 mei 2014*) and the Royal Decree of 13 July 2014 on Regulated Real Estate Companies, as amended from time to time (the "**RREC RD**") (*Koninklijk besluit van 13 juli 2014 met betrekking tot gereglementeerde vastgoedvennootschappen*) (hereinafter collectively referred to as the "**RREC Legislation**").

On January 1st 2025 Vastned Retail N.V., listed company under Dutch law, merged with and into Vastned. The Vastned Group focuses on the best properties in the popular shopping areas of selected European cities with a historic city centre where shopping, living, working and leisure meet. The real estate clusters of the Vastned group have a strong tenant mix of international and national retailers, food & beverage entrepreneurs, residential tenants and office tenants.

Diversity, equity and inclusion are embedded in our business culture. Vastned is committed to a positive and professional working environment in which everyone is treated with respect and dignity. Vastned wants to create and promote an environment in which all staff members in the widest sense with their unique capabilities, strengths and differences, are fully included. Promoting diversity is vital for the long-term success of any company and its staff. That is precisely why Vastned wants to do its utmost to offer equal opportunities to all staff members.

2. Introduction

The '*Diversity, equity and inclusion policy*' applies to every employee, independent service provider, member of the Executive Committee or director of Vastned and its subsidiaries (hereinafter "**Vastned**"). In addition, Vastned also expects its customers, suppliers, business partners, entities in its value chain, or other persons or entities associated with Vastned's activities to apply the same rules and principles as those contained in this policy.

'*Diversity*' includes all aspects in which people differ from each other and are therefore 'unique'. Diversity therefore does not only refer to gender, but also to other criteria such as skills, experience and knowledge. Diversification of Vastned's directors and staff contributes to balanced decision-making in which decisions are made and potential issues are dealt with by analysing them from different perspectives.

'*Inclusion*' goes one step further than diversity. Inclusion not only recognises the differences between people, but also gives everyone a chance to be fully accepted and addressed as an individual.

'*Equity*' is the ultimate destination. This is about getting an equal opportunity and being protected from discrimination, through adapted tools or treatment that takes into account everyone's starting point. This ensures that everyone can continue to grow.

Vastned puts maximum effort into complying with the highest company standards and thus does not tolerate any unethical or unprofessional behaviour, such as discrimination, gender inequality or racism in any sense. More specifically, everyone is expected to ensure that their conduct is always in full compliance with all legal provisions relating to the fight against discrimination.

Vastned also does not tolerate any form of bullying, discrimination or harassment by managers, employees, independent service providers, suppliers or customers. Vastned therefore intends to take all possible measures to prevent harassment, bullying and discrimination and, if identified, to end it as soon as possible.

3. Complaints procedure

Vastned firmly believes it is important that anyone can voice concerns or problems without fear of retaliation. Have you noticed a (possible) violation of the '*Diversity, equity and inclusion policy*'? Please let us know because we value honesty and concern. This can be done by using the specific [Vastned Belgium - Speak-up Whistleblowers' regulation.pdf](#) developed by Vastned. This policy provides that every report is treated in strict confidence and that the person making the report enjoys the necessary guarantees and protection against any reprisals as a result of or in connection with the report made. Every report is thoroughly investigated, after which, if necessary, appropriate action is taken.

Should any employee, member of the Executive Committee or director of Vastned notice a breach of this policy, he/she may report it to the Compliance Officer. The Compliance Officer is responsible for initiating and supervising all investigations into possible malpractices arising from this reporting procedure.

This '*Diversity Policy*' may not cover every situation you may face. In case of doubt or questions about a violation, you can always seek advice from Vastned's Compliance Officer.

Compliance Officer: Carolien Coppens, compliance@vastned.be;