

## Global Reporting Initiative (GRI) Index

Our Corporate Responsibility Report describes how we address corporate sustainability, how we implement our sustainability strategy, the policies and guidelines we observe, the targets we have set ourselves including the Sustainable Development Goals (SDGs) and our main achievements. Our Corporate Responsibility Report has been prepared in accordance with the GRI Standards: Core Option, and has not been externally audited.

The GRI Content Index can be found below.

Criteria	Description	Reference
102-1	Name of the organization	VGP NV
102-2	Activities, brands, products and services	VGP is a pan-European developer, manager and owner of high-value logistics and semi-industrial real estate of high quality. VGP operates a fully integrated business model with capabilities and years of expertise across the value chain. The company has a land bank (owned or committed) of 10.94 million sq. meters. and the strategic focus is on business park development. Founded in 1998 as Belgian family-owned real estate developer in the Czech Republic, VGP with a staff of approximately 350 employees, today owns and operates assets in 14 European countries directly and through several 50:50 joint ventures.
102-3	Headquarters location	Generaal Lemanstraat 55 bus 4, B-2018 Antwerp, Belgium
102-4	Countries where the organization operates	Office locations (for park locations please refer to our website: <a href="http://www.vgpparks.eu/nl/properties/">www.vgpparks.eu/nl/properties/</a> ): Vienna, Austria; Prague, Czech Republic; Jenišovice u Jablonce nad Nisou, Czech Republic; Lyon, France; Düsseldorf, Germany; Athens, Greece; Budapest, Hungary; Gyor, Hungary; Rome, Italy; Segrate (Milan), Italy; Riga, Latvia; Luxembourg, Luxembourg; Den Bosch, Netherlands Lisbon, Portugal; Porto, Portugal; Bucharest, Romania Novi Beograd, Serbia; Bratislava, Slovakia; Barcelona, Spain; Madrid, Spain; Zaragoza, Spain
102-5	Ownership and legal form	Property information can be found on our website: <a href="https://www.vgpparks.eu/en/investors/shareholding/">https://www.vgpparks.eu/en/investors/shareholding/</a> The Group has the legal form of a Limited Liability Company ("SA"), as defined by Belgian company law
102-6	Outlets	<a href="https://www.vgpparks.eu/en/about-us/">https://www.vgpparks.eu/en/about-us/</a>
102-7	Size of the organization	<a href="https://www.vgpparks.eu/en/about-us/">https://www.vgpparks.eu/en/about-us/</a>
102-8	Information on workforce and other employees	See disclosure related to People on page 38
102-9	Supply chain	See section on ethics related to supply chain on pages 40-41
102-10	Significant changes in the organization and supply chain	Change includes VGP and Allianz entering a fourth joint venture which will become effective after the first closing (expected in 2022)
102-11	Application of the Precautionary Principle or Approach	VGP applies the precautionary principle to risk management
102-12	External initiatives	United Nations Sustainable Development Goals. United Nations Global Compact GRI PAS 2060 standard for carbon neutrality and the GHG protocol GRESB TCFD disclosure
102-13	Membership of associations	Professional membership of various association in countries in which we operate Professional member of the European Public Real Estate Association

102-14	Statement of the organization's highest decision maker	Letter from the CEO on pages 12&13
102-16	Values, principles, standards and norms of behavior	See pages 22 and 23 for our commitment to the SDG principles See pages 24 and 25 for our commitment to the climate change strategy See pages 28-31 for our commitment to sustainable real estate See pages 34-37 for our commitment to people, culture and employee wellness See page 48 for Business Ethics
102-18	Governance structure	<a href="https://www.vgpparks.eu/en/investors/corporate-governance/">https://www.vgpparks.eu/en/investors/corporate-governance/</a>
102-40	List of all stakeholder groups	See the section on our Stakeholder Consultation on pages 18-19
102-41	Collective bargaining agreements	See "Human rights and working conditions" on page 36.
102-42	Identification and management of stakeholder selection	See the section on our Stakeholder Consultation on pages 18-19
102-43	Approach to stakeholder engagement	See the section on our Stakeholder Consultation on pages 18-19
102-44	Key issues and concerns	Mentioned in our material aspects
102-45	Entities included in the consolidated financial statements	See annual report
102-46	Content and boundary of the report	See the About this Report section on pages 71-73
102-47	Overview of material topics	See pages 22 and 23
102-48	Restatements of information	No restatements have yet been made compared to last year's Corporate Social Responsibility Report
102-49	Changes to reporting	The list of material topics is essentially the same as last year, except for six major updates, as described on page 20 The Commitments section has been expanded (ref. pages 18-43), An ESG risk management section has been added to the report. (ref. pages 46-58)
102-50	Reporting period	The reporting period is 12 months and corresponds to the calendar year
102-51	Date of most recent report	The previous report is the 2021 Corporate Social Responsibility Report released on March 2, 2021. The report can be accessed on the website: <a href="https://www.vgpparks.eu/media/2921/vgp_corporate-responsibility-2020_eng_web_secured.pdf">https://www.vgpparks.eu/media/2921/vgp_corporate-responsibility-2020_eng_web_secured.pdf</a>
102-52	Reporting cycle	We provide to publish an annual Corporate Social Responsibility report. Our financial reporting is done on a semester-by-semester basis.
102-53	Contact for questions about the report	<a href="mailto:martijn.vlutters@vgpparks.eu">martijn.vlutters@vgpparks.eu</a>
102-54	Reporting requirements in line with GRI standards	This report was prepared in accordance with GRI standards: Core option
102-55	GRI table of contents	Retrieved
102-56	External verification	All energy consumption data and carbon emissions calculations used in this report have been validated by a third party (see About this Report section on page 16). VGP engaged an independent auditor to verify that assets financed under the Green Finance Framework meet the eligibility criteria (see the independent third-party green bond criteria report on pages 68-72)
201-1	Direct economic value generated and distributed	See press release on FY2021 results published Feb. 23, 2022
201-2	Financial implications and other risks and opportunities given climate change	See Addressing Climate Change on pages 24-25
205-1	Activities analyzed for corruption risks	See the section on resilience and integrity on pages 36-37
205-2	Communication and training on anti-corruption policies and procedures	See "Human rights and working conditions" page 36 and "Supply chain management" pages 40-41
205-3	Confirmed incidents of corruption and actions taken	See "Business Ethics" page 48

206-1	Lawsuits for anti-competitive behavior, competition and monopolistic practices	VGP is not involved in lawsuits for anti-competitive behavior, competition or monopolistic practices.
302-1	Energy consumption within the organization	See the section on sustainable energy use on pages 24-25
302-4	Reducing energy consumption	See chapter on sustainable energy use, pp. 24-25
304-4	Number of IUCN Red List species and national conservation list species with habitats in areas within the influence of business activities.	Ecologists are engaged to survey, identify and report on threatened terrestrial and aquatic species at development sites. (See page 33).
305-1	Direct greenhouse gas emissions (Group 1).	See Total carbon footprint on pages 24-25
305-2	Indirect greenhouse gas emissions (Group 2).	See Total carbon footprint on pages 24-25
305-3	Other indirect greenhouse gas emissions (Group 3)	See Total carbon footprint on pages 24-25
305-5	Reducing greenhouse gas emissions.	See Total carbon footprint on pages 24-25
306-2	Management of major waste-related impacts	See Long-term goal to achieve carbon neutrality under scope 1 and 2 by 2025 on pages 22-23
306-3	Composition of waste generated	Total waste emissions are 4.8 tCO <sub>2</sub> e, or 0.2% of total emissions. 82% of waste emissions come from residual waste, while only 32% of waste generated. While paper waste accounts for only 16% of waste emissions and 64% of waste generation. Waste emissions are mainly calculated based on an extrapolation of data from the Belgian agency (residual waste, paper and plastic waste) or benchmark data when additional fractions were sorted
306-4	Composition of waste generated	VGP does not transport hazardous waste as part of its daily business activities. If remediation is required, within the development of a project, VGP appoints general contractors to perform the work in accordance with applicable laws and regulations
307-1	Failure to comply with environmental laws and regulations	No significant violations of environmental laws
401-3	Parental leave	See page 38 "Staffing levels." Information on taking and returning parental leave is not available at this stage
403-1	Professional health and safety management system	See section "Occupational Health and Safety" page 35 and "Health, Safety, Security and Welfare of People in Our Buildings" page 49.
403-2	Hazard identification, risk assessment and incident investigation	See the section on "the environmental management system" page 49
403-3	Occupational health services	See section "Occupational Health and Safety" page 35 and "Health, Safety, Security and Welfare of People in Our Buildings" page 49.
403-4	Employee participation, consultation and information on professional health and safety	See the section on "the environmental management system" p. 49
403-5	Training for employees on safe working conditions	See section on occupational health and safety, p. 35
403-9	Work-related accidents	See section on "occupational health and safety" p. 35
404-3	Percentage of employees regularly informed about performance and career development	See section on "people, culture and employee wellbeing" p. 34

<b>405-1</b>	Diversity in governing bodies and employees	See the section on "Employees" page 39
<b>407-1</b>	Activities and suppliers where freedom of association and collective bargaining may be at risk	VGP does not prohibit or restrict freedom of association
<b>413-1</b>	Nature, scope and effectiveness of all programs and methods that determine and manage the impacts of activities on communities	See section "VGP Foundation" on pages 44-45
<b>414-1</b>	New suppliers assessed against social criteria	See the section on "Supply Chain Management" on pages 40-41
<b>418-1</b>	Grounded complaints of customer privacy breaches and loss of customer data	No incidents were reported