

Diversity of VGP governance body – FY2023

Diversity metrics

Age group distribution

Born before 1960	Born between 1960-1970	Born between 1970-1980	Born after 1980
20%	40%	40%	0%

For further details and public disclosure, please refer to Appendix A.

Board tenure

First appointed more than 12 years ago	First appointed between 7 and 12 years ago	First appointed less than 7 years ago
40%	0%	60%

For further details and public disclosure, please refer to:

<https://www.vgpparks.eu/en/newsroom/press-releases/vgp-announces-proposed-changes-to-board-of-directors/>

For reference: Board average tenure

9.2 years (as of 31 Dec 2023)

Gender Pay gap

Gender Pay Gap	2022	2023
Pay Gap VGP Board	(1.7%)*	(1.1%)*

*Please note Pay Gap is negative, meaning Women on the Board get paid in excess to Men.

For further details and public disclosure, please refer to Appendix B.

Gender ratio

Women	Men
60%	40%

For further details and public disclosure, please refer to Appendix A.



International background

Nationality by region	Number of countries represented
Europe	2
Rest of world	0

For further details, please refer to Appendix A.

Racial diversity

VGP is statutorily registered in Belgium and as such not permitted to ask employees about their race, ethnicity, or whether they consider themselves to be living with a disability. This prohibition is in line with Belgian laws that protect against racism and discrimination. Also, in France and Germany restrictions on collecting such data applies.

VGP Diversity Policy is drafted in line with ILO conventions.

Appendix A

Board of Directors

Composition on 31 December 2023

Name		Year appointed	Executive or non-executive	Independent	Next due for re-election
Chairman	VM Invest NV represented by Bart Van Malderen	2021	Non-executive and reference shareholder	—	2025
CEO	Jan Van Geet s.r.o. represented by Jan van Geet	2021	Executive and reference shareholder	—	2025
Directors	Gaevan BV, represented by Ann Gaeremynck	2023	Non-executive	Independent	2027
	Katherina Reiche	2023	Non-executive	Independent	2027
	Vera Gäde Butzlaff	2023	Non-executive	Independent	2027

Bart Van Malderen

***1966** Bart Van Malderen founded Drylock Technologies in 2012. Drylock Technologies is an hygienic disposable products manufacturer which introduced the revolutionary fluffless diaper in 2013. Prior to this, Bart Van Malderen held different management positions at Ontex, a leading European manufacturer of hygienic disposable products where he became CEO in 1996 and Chairman of the Board in 2003, a mandate which he occupied until mid-July 2007.

Jan Van Geet

***1971** Jan Van Geet is the founder and CEO of VGP. He has overall daily as well as strategic management responsibilities of the Group. He started in the Czech Republic in 1993 and was manager of Ontex in Turnov, a producer of hygienic disposables. Until 2005, he was also managing director of WDP Czech Republic.

Ann Gaeremynck

***1966** Ann Gaeremynck is full professor of Accounting and Governance at the KULeuven, Faculty of Economics and Business Administration. Since April 2017 she is member of the board and the audit committee of Retail Estates, a Belgian listed company which invests mainly in retail properties located in the periphery of residential areas or along access roads to urban centres. She currently is also a member of the board of directors and chair of the audit committee of Vives, a university college of the Association KULeuven. In the past she fulfilled a position as an external member of the Audit Committee at the hospital AZ Delta.

Katherina Reiche

***1973** Katherina Reiche is Chairwomen of the Management Board of Westenergie AG, Germany's leading energy infrastructure company, since 2020. Prior to this Katherina Reiche chaired the board of the Association of Municipal Enterprises (VKU) in Germany from 2015 to 2019 and chaired the European Association of Public Employers and Enterprises (CEEP) since June 2016. She was a member of the German Bundestag from 1998 to 2015. She served as State Secretary in the German Federal Ministry of Environment from 2009 to 2013 and as State Secretary in the Federal Ministry of Transport and Digital Infrastructure from 2013 to 2015. In 2020 she was appointed by the German federal cabinet as Chairwoman of the National Hydrogen Council.

Vera Gäde-Butzlaff

***1954** Vera Gäde-Butzlaff is a member of several boards a.o. Supervisory board member Gröner Group AG, Chairwoman of the Bürgerstiftung Berlin and was a Supervisory board member of Berliner Volksbank until mid-2023. Prior to this Vera Gäde-Butzlaff was Deputy State Secretary for Environment and Agriculture at the Ministry of Regional Planning, Agriculture and Environment of Saxony-Anhalt from 2001 to 2002. From 2003 to 2014, she was a member of the Board of Directors and since 2007 CEO of Berlin's city cleaning and waste management companies (BSR). From 2015 to 2018 she was CEO of GASAG AG, one of Germany's largest regional energy suppliers. From 2018 to 2020, she has chaired the Supervisory Board of Vivantes, the hospital group.

Please refer to: Annual Report 2023, Section “Board of Directors and Management”, pages 102-103.

Appendix B

2023 remuneration (in €)	Table A – Remuneration of the Board of Directors for the reported financial year 2023									
	Fixed remuneration			Variable remuneration		Extra-ordinary items	Pension	Total remuneration	Proportion of fixed and variable remuneration	
	Base salary	Attendance Fees	Other benefits	One-year variable	Multi-year variable				Fixed	Variable
Non-executive directors										
VM Invest NV represented by Bart Van Malderen <i>Chair of the board of directors and Remuneration Committee</i>	75,000	26,000	n.a.	n.a.	n.a.	n.a.	n.a.	101,000	100%	0%
GAEVAN BV represented by Ann Gaeremynck <i>Independent director and chair of the Audit Committee</i>	75,000	26,000	n.a.	n.a.	n.a.	n.a.	n.a.	101,000	100%	0%
Katherina Reiche <i>Independent director</i>	75,000	14,000	n.a.	n.a.	n.a.	n.a.	n.a.	89,000	100%	0%
Vera Gäde-Butzlaff <i>Independent director</i>	75,000	20,000	n.a.	n.a.	n.a.	n.a.	n.a.	95,000	100%	0%
Executive directors										
Jan Van Geet s.r.o., represented by Jan Van Geet, <i>Executive director</i> ^f	75,000	12,000	n.a.	n.a.	n.a.	n.a.	n.a.	87,000	100%	0%
Total	375,000	98,000	n.a.	n.a.	n.a.	n.a.	n.a.	473,000	100%	0%

Average pay

Average Pay Men	Average Pay Women	Gender Pay Gap
94,000	95,000	(1.1%)

Please refer to: Annual Report 2023, Section “Remuneration Report”, page 68.