



Invest & Hold

Environment

Improving the environmental and operational performance of its properties

D'Ieteren Immo has adopted two near-term targets based on a 2019 baseline:

- SBTi aligned near-term target: **-52% by 2030 for Scope 1, 2 & 3**
- SBTi validated near-term SME target: **-52% by 2030 for Scope 1 & 2**

It focuses on four main levers to achieve them, namely building insulation, energy efficient technologies, renewable energy production and the electrification of its vehicle fleet.

Designing and building future-proof infrastructure

Moving towards carbon neutrality

THE CARBON NADA PROJECT

Implementation of measures identified to improve the environmental performance of the three highest energy-consuming sites of D'Ieteren Immo

MAIN ACHIEVEMENTS IN 2025

- Validation of the near-term SBTi SME target of **-52% on Scope 1-2 by 2030** (2019 baseline)
- **+/- 1.1 M** invested in **Carbon Nada**
- Installed **renewable energy increased by 551 KWp**
- **D'Ieteren Park:** preparation for BREEAM Outstanding certificate
- **Phasing out of the full-combustion** vehicles

Social

Being a top employer

D'Ieteren Immo's Roadmap 2030 outlines four strategic areas focused on enhancing employee well-being:

- Creating **meaningful jobs**
- Promoting **personal** and **professional growth**
- Providing a **Stimulating, Healthy Work Environment**
- Enhancing **Governance Structures for Employee Well-being**

THE ATHENA COUNCIL

Founded in 2023, the Athena council is an interdisciplinary council of representatives dedicated to advancing social and governance objectives within the Roadmap 2030.

Meeting monthly, it serves as a key advisory group for the organisation by acting as an organisational feedback channel between employees and management.

MAIN ACHIEVEMENTS IN 2025

- **Revised HR policy** to strengthen employee well-being
- **Employee satisfaction score improved** by 7,5%
- **Expansion of training & development** programmes
- **Continuous advisory** through the Athena council



Governance

- **Business conduct:** maintained Code of Ethics providing guidance on general principles of business ethics and specific protocols for various situations
- **Governance of ESG topics:** responsibility for ESG topics at the highest levels of management

MAIN ACHIEVEMENTS IN 2025

- Continued availability of the **Whistleblowing Policy** and **Ethics Helpline**
- **Enhanced Executive Committee involvement** in sustainability updates
- **100%** of functions at risk of bribery and corruption **received training**

Targets & KPIs

STRATEGIC AREA	KPI	FY2025 STATUS	TARGET
ENVIRONMENT	SBTi-aligned target (Scope 1-3)	-46.7%	-52% by 2030
	Installed renewable energy production	4,916 KWp	Achieve full independence from purchased heat and electricity
	BREEAM "Outstanding" certifications (Mobilis, D'Ieteren Park)	Mobilis: achieved D'Ieteren Park: ongoing	
	Smart monitoring	66%	100%
SOCIAL	Employee satisfaction score	81.9%	80%
GOVERNANCE	Bribery & corruption	0 confirmed incidents	0 confirmed incidents

D'Ieteren Immo

1. General information

1.1. Basis for preparation

Considering the unique nature of each of D'Ieteren Group's businesses, D'Ieteren Immo has chosen to present its ESG performance and accomplishments in a dedicated chapter. The scope of this report differs from the financial statements, where D'Ieteren Immo is included in the "Corporate & other" segment. Due to its distinct material impacts, risks and opportunities, D'Ieteren Immo has been assessed as an operating business in the materiality assessment. Consequently, a dedicated disclosure for D'Ieteren Immo has been deemed necessary.

The sustainability statement covers both upstream and downstream aspects of the value chain (see the value chain description).

D'Ieteren Immo has not used the option to omit specific information related to intellectual property, know-how, or innovation results, nor has it used the option to withhold information on pending developments or ongoing negotiations.

1.2. Governance

1.2.1. THE ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

The Board of Directors at D'Ieteren Immo includes the Chief Legal Officer and the Chief Financial Officer of D'Ieteren Group, as well as D'Ieteren Immo's CEO, who acts as a representative of the workforce. Two of the three members are non-executive members, none of which are independent Board members. The Board of Directors is composed of one woman and two men and reflects diversity in expertise and professional background.

- All the business activities and sustainability topics related to the strategy at D'Ieteren Immo are reviewed annually. The role of the Board of Directors is to ensure an oversight of sustainability matters and the Board is responsible for approving sustainability-related targets and key decisions. The Board actively maintains awareness of sustainability developments through targeted training sessions, briefings or external expertise.

The Executive Committee has operational responsibility and monitors the progress of D'Ieteren Immo's sustainability strategy (including IROs and targets), ensuring that all departments integrate sustainability-related decisions in line with this strategy and its supporting frameworks.

The Executive Committee consists of a head from Finance, Property, Asset, Architecture and the CEO. Oversight is exercised through regular strategy reviews and monitoring of

performance indicators. Where appropriate, internal or external audit functions provide assurance over selected sustainability metrics and processes.

The Executive Committee has a gender ratio of 60% men to 40% women. The Committee engages in continuous communication, with sustainability playing a key role in discussions. To enhance the company's resilience in light of the growing focus on sustainability, all members have attended multiple ESG conferences and workshops to remain informed and proactive on the topic.

Both the Board and the Executive Committee factor potential trade-offs between financial outcomes and environmental or social impacts when evaluating major projects or long-term commitments.

1.2.2. SUSTAINABILITY MATTERS ADDRESSED BY MANAGEMENT

Both the Board of Directors and the Executive Committee are committed to achieving a sustainable future. They have formally approved the sustainability strategy (Roadmap 2030), consistently placing sustainability as a key agenda item and ensuring its integration across all business activities.

This year, D'Ieteren Immo's governance bodies focused on structuring governance procedures and accelerating Climate Change Mitigation actions. The Executive Committee also actively monitors ESG strategic KPIs to ensure that D'Ieteren Immo progresses towards its sustainability objectives. These efforts have been focusing on:

- Climate Change mitigation (More information in section 2.1)
- Climate Change adaptation (More information in section 2.1)
- Employee engagement (More information in section 3.1)

Internal and external stakeholders are regularly updated on D'Ieteren Immo's sustainability strategy and the progress of its implementation through various channels, such as the monthly newsletter, monthly town hall meetings, the annual report and sustainability as a standing agenda item at all meetings of the Executive Committee and the Board of Directors.

D'Ieteren Immo's sustainability manager holds bi-yearly touchpoints with D'Ieteren Group's ESG team. These meetings cover various topics, including D'Ieteren Immo's sustainability roadmap, CSRD implementation and EU-Taxonomy compliance. Key feedback and potential decisions from these discussions are reported back to the Executive Committee by the

sustainability manager. In addition, D'Ieteren Immo maintains ongoing communication with D'Ieteren Group to ensure continuous alignment and exchange of updates on sustainability progress.

1.2.3. INCENTIVE SCHEMES

D'Ieteren Immo has expanded their incentive scheme for its CEO to the Executive Committee. The scheme is designed to align executive performance with the company's long-term environmental, social and governance commitments, ensuring sustainability is integrated in strategic decision-making. The performance actions include:

- Reduction of greenhouse gas emissions across operations and the real estate portfolio
- Achievement of social responsibility goals, such as employee well-being (Employee Satisfaction survey)

These sustainability-related performance metrics are weighted alongside financial and operational KPIs and represent one third of the weighting criteria. The terms of the incentive scheme, including weightings and evaluation criteria, are regularly approved and reviewed by the Board of Directors.

1.2.4. STATEMENT ON DUE DILIGENCE

Sustainability Due Diligence is the process through which D'Ieteren Immo identifies, prevents, mitigates and reports the actual and potential negative impacts of its activities on the environment and people.

Core elements of due diligence	Paragraphs in the sustainability statement
Embedding due diligence in the governance, strategy and business model	1.2. Governance 1.3. Strategy 1.3.3. Double materiality assessment results
Engaging with affected stakeholders in all key steps of due diligence	1.3.2 Interests and views of stakeholders 3.1.4. Engagement with the workforce 3.1.5. Channels to raise concerns
Identifying and assessing adverse impacts	1.3.3. Double materiality assessment result See Indexes for the DMA process details
Taking actions to address those adverse impacts	2. Environmental information 3. Social information 4. Governance
Tracking the effectiveness of these efforts and communicating	2. Environmental information 3. Social information 4. Governance

1.2.5. SUSTAINABILITY REPORTING RISK MANAGEMENT

D'Ieteren Immo follows the four-eyes principle for sustainability statements. Additionally, each statement is assigned an owner, accountable for its accuracy, completeness and for the integrity of the data collection process. Weekly meetings with the Executive Committee can include discussions around sustainability risks and data management. Information related to sustainability data is managed and provided by the sustainability manager to the Executive Committee members.

Main risks identified:

- **Accuracy:** Due to its small size, not every piece of data is collected at the D'Ieteren Immo level (e.g., HR data and paper usage). To ensure the accuracy of the data collected, HR data is reviewed by the Workforce Manager and primary environmental data (mainly energy data) is reviewed by both the IT Application Manager and the Property Managers. This allows the "four-eyes" principle to be maintained across all data. In cases where primary data is not available, D'Ieteren Immo relies on estimates, which are reviewed by both internal and external experts.
- **Integrity & Reliability:** The company has established KPI sheets, in which a data owner is assigned to each KPI. The data owners are responsible for validating and verifying the data according to KPI sheets definitions before it is sent to D'Ieteren Group for verification and consolidation.

1.3. Strategy

1.3.1. STRATEGY, BUSINESS MODEL AND VALUE CHAIN

D'Ieteren Immo consists of 42 employees and is the real estate company of the D'Ieteren Group, responsible for the asset management, investments and development of the Group's Belgian real estate portfolio, which is primarily occupied by D'Ieteren Automotive activities.

The portfolio spans a diverse range of asset classes, including offices, workshops, logistics centres and residential units. A core focus of D'Ieteren Immo is the redevelopment and transformation of its assets. Beyond managing these, the company leverages its in-depth real estate and project management expertise to provide tailored advisory services that support its tenants throughout their business needs. As such, all the revenues generated by D'Ieteren Immo are related to the Real Estate ESRS sector.

D'Ieteren Immo was created in 2016 to further professionalise, consolidate and implement a long-term vision to the Group's Belgian real estate activities, while supporting the operational needs and growth plans of the Group's businesses. Today, the company manages and develops a diversified portfolio of real estate assets, many of which have been part of the Group for decades, reflecting its long-term "invest and hold" philosophy.

As the real estate partner of the Group, D'Ieteren Immo focuses on creating durable value through active asset and property management as well as selective developments. The company strives to remain agile and solution driven, ensuring its properties continuously adapt to the evolving needs of tenants and businesses. Its objective is to build a future-proof portfolio that remains both cost efficient and attractive over the long term.

Beyond the management of its existing portfolio, D'Ieteren Immo seeks to redeploy capital into attractive real estate opportunities aligned with its strategic focus and core competencies. These investments are pursued with discipline to preserve a balanced capital structure and reinforce the portfolio's long-term strategic positioning

Sustainability remains a critical aspect in managing and developing real estate assets, with efforts focused on the generation of green energy, improving energy performance and integrating responsible practices where relevant. These initiatives contribute to maintaining the resilience and long-term attractiveness of the portfolio.

As such, D'leteren Immo is committed to supporting a sustainable, low-carbon economy and actively contributes to the UN Sustainable Development Goals (SDGs), with a focus on:

- **SDG 7:** Affordable and Clean Energy – By improving energy efficiency, maximising renewable energy production on its sites, and purchasing only green energy.
- **SDG 9:** Industry, Innovation, and Infrastructure – Through adapting its buildings to future needs, integrating flexibility into designs and selecting materials with a focus on reducing embedded carbon.
- **SDG 11:** Sustainable Cities and Communities – By pursuing mixed-use urban developments that enhance local communities.
- **SDG 12:** Responsible Consumption and Production – By committing to the circular economy through waste reduction, on-site recycling, reuse of materials and raising awareness among employees and suppliers.
- **SDG 13:** Climate Action – By taking steps to achieve carbon neutrality in both corporate and portfolio-related greenhouse gas emissions.
- **SDG 15:** Life on Land – By minimising sealed surfaces and considering biodiversity in site development and management.

D'leteren Immo integrated its Roadmap 2030 into its strategy in 2019. This roadmap integrates topics identified through its materiality analyses and through a survey gathering the views of multiple stakeholders (D'leteren Group Corporate and representatives from

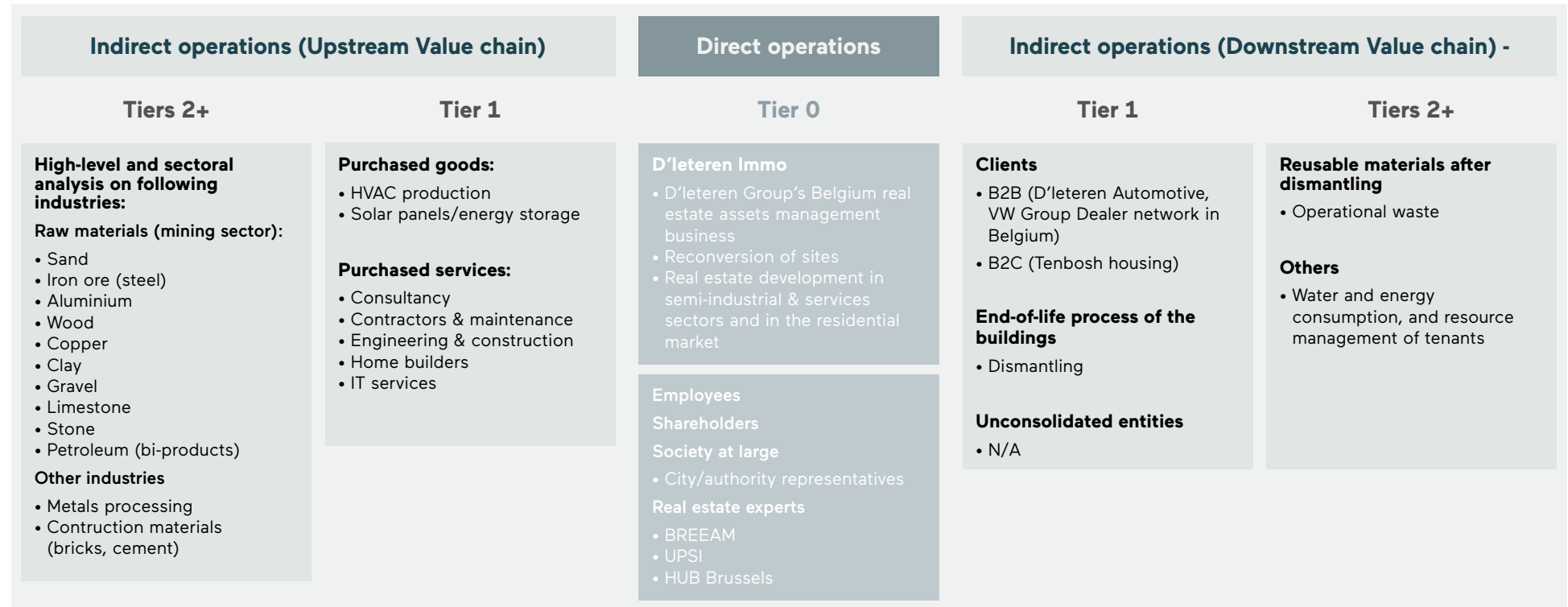
every team at D'leteren Immo) on priority ESG topics. D'leteren Immo's sustainability roadmap resulted in actions related to four key pillars:

- Improving the environmental and operational performance of its properties;
- Designing and building future-proof infrastructure;
- Moving towards carbon neutrality;
- Being a top employer.

Since 2019, in line with its sustainability strategy, D'leteren Immo has been working towards carbon neutrality through the Carbon Nada project. Approved by both the administrative management and supervisory bodies, this initiative focuses on enhancing the climate performance of its three main sites with a goal to achieve its Roadmap 2030 targets.

D'leteren Immo's value chain is tailored to the real estate sector. In the upstream segment, the construction sector encompasses various mining and material extraction industries. However, D'leteren Immo's real estate asset management only directly engages with tier one suppliers of goods and services, including contractors and maintenance providers.

In the downstream segment, its primary customer is D'leteren Automotive, but this segment also extends to the potential dismantling of buildings and the environmental impact of tenants, such as through water and energy usage.



1.3.2. INTERESTS AND VIEWS OF STAKEHOLDERS

The table below outlines the various ways in which D'Ieteren Immo engages with its stakeholders in its day-to-day operations, the methods of engagement and the key topics and concerns discussed through its engagement.

Why we engage
Customers – D'Ieteren Immo's customers are mainly D'Ieteren Automotive related, with whom it is essential to keep a strong and lasting relationship. Engagement is mainly done through regular discussions and a customer satisfaction survey around tenants' needs and service quality.
Employees – Engagement with employees is done through a staff council, the Athena Council, an employee satisfaction survey, monthly newsletters, townhall meetings and annual review sessions. The main topics discussed are well-being and training and skills development.
External stakeholders – Updates are given on strategy and progress, and sustainability efforts and results through the annual report and answers are given to potential investor questions on financial and non-financial information.
Shareholders – Updates are given to the Board of Directors and D'Ieteren Group on strategy, performance and alignment with objectives around sustainability, financial performance and projects.
Value chain workers – The interests, views and rights of the company's value chain workers have a significant impact on D'Ieteren Immo. These are gathered through an external ethics helpline and cover topics from well-being to human rights violations.

1.3.3. DOUBLE MATERIALITY ASSESSMENT RESULT

The following disclosure is guided by the topics identified at the D'Ieteren Group level. As detailed in the consolidated chapter, the material topics for each individual business have been taken into account in the consolidation process. The results have demonstrated that the sustainability topics identified at the consolidated level mainly align with the individual materiality aspects of D'Ieteren Immo. The only exceptions are energy, waste, diversity and corporate culture in own operations, as well as climate change adaptation in its value chain, which are material for the Group but not for D'Ieteren Immo. Consequently, although D'Ieteren Immo will report on these metrics as part of the consolidated disclosure for D'Ieteren Group, establishing policies, action plans and targets will not be the priority.

Due to the consolidation of material topics at the Group level, certain ESG topics identified in D'Ieteren Immo's DMA are no longer being considered. These topics include work-life balance, water discharge and land use change for own operations. They also include corruption & bribery, pollution of water, water consumption/withdrawals and the health & safety of end users in its value chain. D'Ieteren Immo will focus on the consolidated material topics to ensure compliance with the CSRD while aligning with the Group's broader sustainability objectives.

2. Environmental information

2.1. Climate change

Material IROs	Type
Own operations	
GHG emissions from own operations.	Actual significant impact (-)
Decarbonisation of D'Ieteren Immo's portfolio: investments have been estimated to represent €38M over the next 10 years.	Moderate risk
Sustainable buildings for climate change adaptation: leveraging energy and resource efficiency, induce higher revenues, meet customers' and stakeholders' expectations.	Moderate opportunity
Value chain	
GHG emissions from the value chain: through the extraction and processing of raw materials, and the occupation of buildings by tenants.	Actual moderate impact (-)
Production and consumption of energy throughout the value chain: through energy-intensive extraction and processing of raw materials, and the energy consumption of building tenants.	Actual significant impact (-)

2.1.1. CLIMATE PLAN

As a real estate company, D'Ieteren Immo recognises the significant role of infrastructure as a major source of greenhouse gas emissions and is committed to supporting the transition to a carbon-neutral society and aligning its strategy with the Paris Agreement goal of limiting global warming to 1.5°C.

The company has adopted two near-term targets based on a 2019 baseline :

- 52% by 2030 for Scope 1, 2 & 3, using the SBTi corporate tool
- 52% by 2030 for Scope 1 & 2, using the SME approach by SBTi. This target was validated by SBTi in 2025.

These targets are consistent with GHG Protocol standards and were calculated using the market-based method. The first target covers Scope 1, Scope 2 and Scope 3 emissions, without specifying individual contributions for each Scope. The 2030 targets are gross targets and exclude GHG removals, carbon credits or avoided emissions.

The climate transition plan is embedded in D'Ieteren Immo's Roadmap 2030 and overall business strategy. The plan has been approved by the company's management team and is integrated into financial planning through annual investment allocations. To ensure effective oversight, a dedicated Steering Committee has been established to monitor the progress of these efforts.

To achieve its near-term targets, D'Ieteren Immo focuses on four main levers:

- Building insulation (roof and façade upgrades)
- Energy-efficient technologies for HVAC systems
- Integration of renewable energy sources, including photovoltaic panels
- Electrification of the vehicle fleet, with full transition to electric vehicles by 2030

In 2025, D'Ieteren Immo achieved a 46.7% reduction on Scope 1, 2 and 3 emissions compared to 2019. Progress towards the targets is monitored by installing smart monitoring on sites and reviewing annual reports that track reductions in emissions.

Future ambitions include expanding smart monitoring across all sites to enhance energy efficiency and emission tracking. Currently, 66% of sites have smart monitoring in place.

In addition, D'Ieteren Immo aims to achieve net-zero emissions by 2040. No decision has yet been made on the approach that will be used to reach net-zero in 2040 (GHG removals, carbon credits, or others). However, it is on the agenda for the future.

Main actions related to the climate plan

Collaborative partnerships with tenants, maintenance companies and other stakeholders are essential to reducing portfolio-related emissions. In 2023, as part of the Carbon Nada project, D'Ieteren Immo started to implement measures identified in a feasibility study across its three highest energy-consuming sites: Kortenberg, Zaventem and Drogenbos. These initiatives focused on energy efficiency, renewable energy integration and sustainable practices. In 2025, D'Ieteren Immo invested approximately €1.1 million in continuous energy reduction initiatives, including insulation works, renewable energy installations and HVAC upgrades.

In 2025, D'Ieteren Immo implemented the following energy-reduction initiatives:

- Preparatory work for the transition to heat pumps in Drogenbos.
- Kortenberg: Similar works, including reinforcement of the electrical installation and roof and façade insulation (AQAP4).
- Kortenberg: Preparatory work for geothermal energy systems for the AA+ building.

Additionally, D'Ieteren Immo aims to achieve CO₂ neutrality at the Drogenbos site by investing in building insulation, advanced air systems and heat pumps. These outfitting works have been approved and are currently in progress.

D'Ieteren Immo actively produces renewable energy and supplements it with the use of 100% green energy where necessary, with the ultimate goal of achieving full independence from purchased heat and electricity.

A notable step in reducing emissions was the introduction of a new car policy in 2021, followed by an accelerated implementation in 2022 which increased employee allowances for selecting electric vehicles. In 2023, this policy further evolved to exclusively support electric car options. As a result, the entire fleet is expected to be emission-free by 2030, with the final two full-combustion engine vehicles phased out in 2025.

D'Ieteren Immo actively monitors its overall carbon emissions and performs a high-level measurement of the emissions reduction associated with the actions taken.

2.1.2. POLICIES

Aside from its Roadmap 2030 and Carbon Nada project, D'Ieteren Immo worked on a climate change mitigation and adaptation policy in 2025, which is currently still a work in progress. The policy has focused on the following material aspects:

- Reducing the carbon footprint for owned and managed assets by -52% by 2030.
- Achieving carbon neutrality by 2040.
- Improving energy efficiency and integrating renewable energy solutions in all new developments and major renovations.
- Implementing adaptation measures to mitigate physical climate risks such as heatwaves, colder winters and water scarcity, which have been identified as an opportunity to enhance building resilience and tenant comfort.

Progress will be monitored through annual ESG reporting and energy audits. The policy applies to D'Ieteren Immo's portfolio, which is located in Belgium. The policy covers upstream activities (construction materials sourcing) and downstream impacts (tenant energy use). Stakeholder groups affected include tenants, contractors and local communities.

2.1.3. CLIMATE RISK MANAGEMENT

In order to deepen the understanding of how climate change adaptation can have an impact on D'Ieteren Immo's activities, a TCFD (**Task Force on Climate-related Financial Disclosures**) exercise was initiated in 2024 in collaboration with D'Ieteren Group to identify the main risks and opportunities to which the company is exposed across its own operations and value chain in the short, medium and long term

In 2025, as mentioned in sections 1.6.1. and of 1.6.2. of the D'Ieteren Group chapter, a focus has been put on refining D'Ieteren Immo's risk inventory, working on the quantification of one of its most material risks, and starting to identify potential mitigating actions.

2.1.4. METHODOLOGICAL INFORMATION ON CLIMATE TARGETS

While only one target has been validated, both of D'Ieteren Immo's climate targets are based on scientific evidence and informed by stakeholder input, including customers, suppliers and real estate experts. A diverse range of climate scenarios was considered in order to determine effective decarbonisation levers, including scenarios compatible with limiting global warming to 1.5°C. These scenarios identified potential market and regulatory developments that could impact the strategy in the future. This consideration has allowed D'Ieteren Immo to identify the most relevant decarbonisation actions for its real estate operations.

The consistency of the targets with GHG inventory boundaries was assured by aligning them with the emissions sources and categories defined in the GHG Protocol standards. The consistency of the targets with GHG inventory boundaries was assured by aligning them with the emissions sources and categories defined in the GHG Protocol standards. The inventory covers Scope 1, 2 & relevant Scope 3 emissions within operational boundaries, and the reduction targets are directly linked to the emissions included in this Scope.

2019 was established as the base year, with a baseline value of 7,838 tonnes of CO₂e. Starting from 2030, the base year and/or GHG emission reduction targets will be updated at five-year intervals. It has been ensured that the baseline value, against which progress is measured, is representative in terms of the activities covered and the influences from external factors through a simplified process. No complex methods, such as normalisation or using a three-year average, were used. The baseline value and base year may change in the event of significant alterations to the targets or reporting boundary, for example, due to major changes in business activities.

D'Ieteren Immo has not used a sectoral decarbonisation pathway. D'Ieteren Immo's target for Scope 1 & 2 has been externally assured by SBTi. When setting critical assumptions for the GHG emissions reduction target, future developments were considered. It is recognised that these factors will affect both GHG emissions and the efforts to reduce emissions as shifts in customer preferences could drive demand for more sustainable products, regulatory factors might impose stricter emission reduction requirements and new technologies could enable more efficient processes and lower emissions. Additionally, customers, suppliers and real estate experts were involved through a survey to determine the target.

2.1.5. ENERGY CONSUMPTION AND MIX

Energy consumption and mix	Unit	2025	2024
Fuel consumption from coal and coal products	MWh	0	0
Fuel consumption from crude oil and petroleum products	MWh	70	153
Fuel consumption from natural gas	MWh	205	229
Fuel consumption from other fossil sources	MWh	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from fossil sources	MWh	59	14
Total fossil energy consumption	MWh	334	396
Share of consumption from fossil sources in total energy consumption	%	77	66
Consumption from nuclear sources	MWh	0	0
Share of consumption from nuclear sources in total energy consumption	%	0	0
Fuel consumption from renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	MWh	0	0
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	85	183
Consumption of self-generated non-fuel renewable energy	MWh	14	20
Total renewable energy consumption	MWh	99	203
Share of consumption from renewable sources in total energy consumption	%	23	34
Total energy consumption	MWh	433	598

Energy production	Unit	2025	2024
Non-renewable energy production	MWh	0	0
Renewable energy production	MWh	34	20

Energy intensity per net revenue	Unit	2025	2024
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors	MWh/€m	15	23

2.1.6. GROSS SCOPES 1, 2, 3 AND TOTAL GHG EMISSIONS

		Retrospective		Milestones and target years		
	2019 (base year) ⁽¹⁾	2025	2024	2025	2030	2050
Scope 1 GHG emissions						
Gross Scope 1 GHG emissions (tCO2e)	148	55	78		71	
Scope 2 GHG emissions						
Gross location-based Scope 2 GHG emissions (tCO2e)		21	32			
Gross market-based Scope 2 GHG emissions (tCO2e)	16	3	2		8	
Significant Scope 3 GHG emissions						
Total Gross indirect (Scope 3) GHG emissions (tCO2e)	7,674	4,119	4,388		3,684	
1 Purchased goods and services	19	0	0			
2 Capital goods	-	13	12			
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2)	37	13	19			
6 Business travel	5	0	0			
7 Employee commuting	15	11	18			
13 Downstream leased assets (location-based)		5,944	6,419			
13 Downstream leased assets (market-based)	7,598	4,081	4,340			
Total GHG emissions						
Total GHG emissions (location-based) (tCO2e)		6,057	6,576			
Total GHG emissions (market-based) (tCO2e)	7,838	4,178	4,468		3,762	
Revenue information			2025		2024	
Net revenue used to calculate GHG intensity (€m)			29		26	
Net revenue (other) (€m)			0		0	
Total net revenue (in financial statements) (€m)			29		26	
GHG intensity per net revenue			2025		2024	
Total GHG emissions (location-based) per net revenue (tCO2e/€m)			212		251	
Total GHG emissions (market-based) per net revenue (tCO2e/€m)			146		171	

2.2. Resource use and circular economy

Material IROs	Type
Value chain	
Resources inflows from the value chain: the primary extraction of raw materials is energy-intensive and their exploitation is often related to serious direct intrusions into ecosystems. Mining industries can also be linked to human rights violations.	Actual moderate impact (-)
Potential scarcity of raw materials in the value chain: could lead to increased costs for D'Ieteren Immo in the medium term (costs from consequences of delays in the supply and increased costs of materials).	Moderate risk
Resource outflows in the value chain: construction and demolition generate substantial waste.	Actual moderate impact (-)
Waste in the value chain: depending on the disposal and potential recycling method, waste can generate an impact on biodiversity, pollution of air and water and hence impact local communities.	Actual moderate impact (-)

Research from the double materiality process indicates that the real estate industry is one of the largest consumers of the world's raw materials. However, the waste generated by D'Ieteren Immo's own operations in its offices, which only house about 60 people (including non-employees), is considered immaterial. As such, D'Ieteren Immo does not have a policy in place for managing waste within its own operations. It does however recognise the importance of providing on-site infrastructure for waste sorting and recycling for all building occupants and their activities.

2.2.1. MANAGEMENT OF RESOURCES IN THE VALUE CHAIN

The Sustainable Procurement Charter also supports resource use and a circular economy throughout the value chain (section 2.3.1). Additionally, some actions are conducted at the company's own operations level and have positive repercussions on the upstream and downstream value chain.

Circularity in Design, Construction and Use: D'Ieteren Immo focuses on the integration of circularity principles in the design and construction, and use processes across its construction and renovation projects. In construction, for example, the life cycle of materials is considered to determine the best choice of materials.

The company's approach to infrastructure is future-focused, creating adaptable living and working spaces designed to meet both current and anticipated needs while minimising the

environmental impact. For significant construction projects such as Mobilis and D'Ieteren Park in 2024, D'Ieteren Immo sought BREEAM New Construction certification, which evaluates sustainability across water, energy, mobility, circularity and other factors through all the phases of a building's life cycle, from design to adaptability. To assess progress, the company evaluates the number of projects that comply with BREEAM New Construction standards. In 2024, the company continued investing in the Mobilis project and achieved an "Outstanding" BREEAM certification for the construction phase. In 2025, D'Ieteren Immo worked on the D'Ieteren Park dossier in order to obtain the Outstanding certificate in 2026.

The Mobilis project combines urban industry, manufacturing and commercial activities in a flexible, energy-neutral building with easily adaptable interior platforms to support future use by making it more prone to repurposing to avoid demolition/reconstruction.

Circular design principles have also been foundational for the D'Ieteren Park project in 2024. Wherever possible, the project has opted for renovating existing buildings over demolition and dismantled materials were repurposed within the development.

Another example of D'Ieteren Immo's commitment to circularity is the Circularium project at the former Anderlecht Centre, now in its fifth year, which hosts over 25 organisations and start-ups focused on circular activities.

To align new small and medium-sized projects with sustainability objectives, D'Ieteren Immo finalised and implemented its Internal Project Guidelines in 2023. These guidelines provide detailed criteria for sustainable decision-making from concept through design. From 2024, the application of these guidelines is systematically tracked through the software used for project management, ensuring consistent alignment with the company's sustainability strategy across projects.

While actions and guidelines are in place to optimise resource management, D'Ieteren Immo does not set specific targets for its value chain concerning resource use and a circular economy.

2.2.2. RESOURCE INFLOWS

D'Ieteren Immo does not maintain a comprehensive list of all the materials used in its upstream value chain. However, typical materials used in building can be at risk due to climate change, such as cement, sand, wood, mineral wool, steel. The design teams adhere to internal Project Guidelines, which are structured around three core principles that guide the reduction of material use, the selection of sustainable alternatives and the efficient use of materials throughout projects

2.2.3. RESOURCE OUTFLOWS

D'Ieteren Immo's waste from its own operations comprises PMD (Plastic packaging, Metal packaging and Drinking cartons), general waste and paper. The figures for PMD and general waste are currently based on assumptions, while paper waste (printed paper) is tracked and recorded through a ticketing system.

Waste-related data	Unit	2025	2024
Total amount of waste generated	Tonnes	18	17
Total amount of hazardous waste	Tonnes	0	0
Total amount by weight diverted from disposal	Tonnes	10	9
Total non-hazardous waste generated diverted from disposal	Tonnes	10	9
Total non-hazardous waste generated diverted from disposal to recycling	Tonnes	6	6
Total non-hazardous waste generated diverted from disposal to other recovery operations	Tonnes	4	3
Total amount by weight directed to disposal	Tonnes	8	8
Total non-hazardous waste generated directed to disposal	Tonnes	8	8
Total non-hazardous waste generated directed to incineration	Tonnes	8	8
Total non-hazardous waste generated directed to landfill	Tonnes	0	0
Non-recycled waste	Unit	2025	2024
Total amount of non-recycled waste	Tonnes	12	11
Percentage of non-recycled waste	%	66	66

2.3. Pollution and water in the value chain

Material IROs	Type
Air pollution in the value chain: has an impact on health and diseases, and ecosystems	Actual significant impact (-)
Water consumption in the value chain: industry consumption affects resources and shortages, and water discharges from tenants' usage can impact water quality	Actual significant impact (-)

The company has not conducted screenings of its site locations or those within the value chain, nor has it engaged in consultations with communities impacted by its value chain to identify IROs for these material topics.

2.3.1. SUSTAINABLE PROCUREMENT

D'Ieteren Immo operates within a strict social and legal framework, placing great importance on a Sustainable Procurement Charter and comprehensive supplier management. All purchases from key suppliers are in compliance with a basic charter for sustainable purchasing and the company's Code of Ethics extends to all suppliers. D'Ieteren Immo's Procurement Charter establishes fundamental environmental principles, including:

- **Continuous Improvement:** Suppliers are expected to enhance the sustainability of their products and services, focusing on raw materials, resource efficiency, performance and end-of-life impacts.
- **Environmental Caution:** Suppliers are encouraged to apply the precautionary principle regarding environmental issues.
- **Responsibility Initiatives:** Suppliers are urged to take initiatives that promote increased environmental responsibility.
- **Support for Green Technology:** Suppliers are encouraged to foster the development and adoption of environmentally friendly technologies.

While this policy does not address water and pollution specifically, it encompasses all types of environmental impacts. As such, D'Ieteren Immo does not require a specific policy related to pollution and water in the value chain.

2.3.2. ACTIONS

Given its position as a smaller player in the Belgian market and within D'Ieteren Group, D'Ieteren Immo does not impose specific actions on its value chain. However, 80% of D'Ieteren Immo's assets have several law-compliant measures in place to limit pollution. For example:

- **Air Pollution:** Air filters and ventilation units are installed to reduce air pollution.
- **Water Pollution:** Drip trays and oil separators are provided in areas such as car parks with permeable bottoms, ensuring that pollutants are separated before water reaches the soil.

For new buildings and permits, D'Ieteren Immo's standards include a provision for water reuse. For existing buildings, an analysis is conducted to determine which buildings should be prioritised for the implementation of water reuse measures.

While actions are in place to mitigate negative impacts, D'Ieteren Immo does not currently set specific targets for its value chain concerning pollution and water.

3. Social information

3.1. Own workforce

Material IROs	Type
Health and safety breaches: can lead to injuries and other ramifications for employees	Actual moderate impact (-)
Health and safety risks related costs: direct (e.g., salary) and indirect (e.g., cost of replacement) operational costs linked to an employee, injury, burnout and/or absenteeism.	Moderate risk
Employee training and career development: fosters employee well-being and preparedness for future challenges, and brings a greater sense of purpose, belonging and worth.	Actual moderate impact (+)

Employees are divided into four departments based on their roles: Finance, Asset Management, Property Management and Architecture. Most of the company's non-employees are self-employed architects who assist in designing buildings. Additionally, external consultants support the company in advancing its sustainability strategy.

Headcount by country	2025	2024
Belgium	42	43

Headcount	2025			2024		
	Female	Male	Total	Female	Male	Total
Employees	18	24	42	16	27	43
Permanent employees	18	24	42	16	27	43
Temporary employees	0	0	0	0	0	0

Non-employees	2025	2024
Total number of non-employees in the workforce	16	14

The identified material topics align with D'Ieteren Immo's business strategy and are integrated into its *Roadmap 2030*. Employee well-being and maintaining a healthy work-life balance are becoming increasingly important in today's context. Additionally, the company actively promotes personal and professional growth opportunities. Over the next five years, D'Ieteren Immo aims to ensure its team continues to improve by enhancing knowledge, expertise and soft skills.

The organisation's *Roadmap 2030* outlines four strategic areas focused on enhancing employee well-being, which tackle both development and health & safety:

- Creating Meaningful Jobs: Developing roles that foster purpose and fulfilment.
- Promoting Personal and Professional Growth: Offering opportunities that support skills development and career advancement.
- Providing a Stimulating, Healthy Work Environment: Establishing a workplace that promotes physical and mental health.
- Enhancing Governance Structures for Employee Well-being: Strengthening organisational structures to improve transparency and employee engagement.

Issues such as trafficking, forced or compulsory labour and child labour within the workforce are indirectly addressed in the Code of Ethics and through a Whistleblowing policy in line with Belgian law. These frameworks ensure compliance with UN and OECD guidelines. More information can be found under section 4.1. It is, however, important to note that as a company that only operates in Belgium, trafficking, forced labour and child labour are not material topics for D'Ieteren Immo's own operations.

D'Ieteren Immo fully complies with Belgian labour laws. The company provides various policies to enhance employee experience and well-being, including vacation policies, mobility policies, a bike lease plan and certain labour regulations.

3.1.1. TRAINING AND DEVELOPMENT

To attract and retain top talent, D'Ieteren Immo plans to introduce a recruitment and career policy that emphasises development through shared values, soft skills and technical expertise. However, the implementation of this policy has been delayed, as the company is currently conducting a comprehensive study of all job descriptions and related competencies to ensure its effectiveness. D'Ieteren Immo also monitors the training hours provided to employees, although there is no set target for this topic.

3.1.2. HEALTH AND SAFETY

D'Ieteren Immo has not yet implemented a specific policy related to health and safety, such as a workplace accident prevention policy. However, insights from the Employee Satisfaction survey are used to refine the HR policy and include Health & Safety aspects. The HR policy was revised in 2025 and the updated work regulations now include several additions to strengthen employee well-being and ensure compliance with legal requirements.

The prohibition of any form of violence or moral and sexual harassment in the workplace, along with detailed procedures for informal and formal psychosocial interventions, protection against dismissal, and reintegration measures for victims, was already part of the HR policy prior to this revision.

In 2025, two important rights were added to the work regulations:

- Right to Disconnect: Employees are not required to remain digitally connected outside working hours. This right promotes rest periods, work-life balance and overall health. It applies to all professional digital tools (e.g., laptops, smartphones, email) and ensures that no sanctions can be imposed for not responding outside working hours.
- Right to Training: In accordance with the Law of 3 October 2022, employees have the right to access training opportunities provided by the employer.

Health and safety management	2025			2024		
	Employees	Non-employees	Total	Employees	Non-employees	Total
Percentage of employees covered by H&S management system	100	(1)	(1)	100	(1)	(1)
Number of fatalities due to work-related injuries and ill health	0	0	0	0	0	0
Number of recordable work-related accidents	2	0	2	2	0	2
Rate of recordable work-related accidents	31.7	(1)	(1)	32.3 ⁽²⁾	(1)	(1)

(1) The phase-in option is used. The total is not calculated as information related to non-employees is not available.

(2) The 2024 data has been corrected due to a data collection error.

	2025	2024
Employee cases of recordable work-related ill-health ⁽¹⁾	-	-
Days lost to work-related injuries, ill health and fatalities ⁽¹⁾	-	-

(1) The phase-in option is used.

3.1.3. DIVERSITY AND INCLUSION

While the topics of diversity and inclusion are material at the Group level, no material IROs related to diversity have been identified within D'Ieteren Immo. However, the company remains committed to fostering a fair and diverse workplace, offering equal opportunities regardless of gender, age, cultural background, physical ability, or other factors. The company ensures hiring decisions are based solely on skills, potential and achievements. Since 2021, it has actively monitored gender representation and closed the pay gap. To further support inclusion and transparency, the Executive Committee regularly communicates on key business topics and decisions.

Employees in top management by gender	2025		2024	
	Headcount	Share (%)	Headcount	Share (%)
Female	2	40	2	40
Male	3	60	3	60
Total employees	5		5	

Age distribution of employees	2025		2024	
	Headcount	Share (%)	Headcount	Share (%)
Under 30 years old	2	5	0	0
Between 30 and 50 years old	24	57	26	60
Over 50 years old	16	38	17	40

3.1.4. ENGAGEMENT WITH THE WORKFORCE

D'Ieteren Immo fosters an environment of open communication and managerial accessibility, enabling employees to share their concerns directly with their supervisors. Employee engagement is led by the Workforce Manager, who ensures that all matters impacting the workforce are effectively addressed. Through annual evaluation meetings, employees are encouraged to express their concerns, which are complemented by a yearly satisfaction survey to assess well-being and identify improvement areas to integrate into the *Roadmap 2030*.

In 2023, D'Ieteren Immo founded *Athena*, an interdisciplinary council of representatives dedicated to advancing social and governance objectives within the *Roadmap 2030*. Meeting monthly, *Athena* serves as a key advisory group for the organisation by acting as an organisational feedback channel, through which regular discussions are held with the Executive Committee, ensuring that employees' voices are consistently heard at the highest level. These include topics such as Health & Safety, Training & Development and Diversity.

D'Ieteren Immo does not currently identify workers that may be particularly vulnerable to impacts or who are marginalised. Since a culture of open communication and transparency is encouraged, no such distinctions are made.

3.1.5. CHANNELS TO RAISE CONCERNS

D'Ieteren Immo employs an external provider to manage its Whistleblowing processes. As part of the Whistleblowing policy, everyone using the helpline is guaranteed 100% confidentiality and protection. This mechanism also serves as a grievance and complaints handling system related to all types of employee matters.

The *Athena* Council and the whistleblowing processes were highlighted during a townhall meeting and are accessible 24/7 through the main menu of the company's intranet. Both email addresses are prominently displayed. Additionally, these resources are regularly reinforced through the company newsletter.

The Athena Council tracks the number of concerns received via their email address and similar tracking is conducted by the external provider. An annual report is received summarising the cases handled by the external provider. D'Ieteren Immo ensures these processes are effective and trusted by employees through open, transparent and consistent communication.

3.1.6. TARGETS

D'Ieteren Immo does not currently have time-bound or outcome-oriented targets related to reducing negative impacts, advancing positive impacts, or managing material risks and opportunities concerning its own workforce.

However, D'Ieteren Immo closely monitors participation rates in its employee satisfaction survey and had set a target score of 80% or higher for 2025. Last year, the satisfaction score stood at 74.4%, and this year it has improved to 81.9%, surpassing the target.

3.1.7. EMPLOYEE TURNOVER

Turnover	Unit	2025	2024
Total employee turnover	n	4	1
Employee turnover rate	%	9.5	2.3

3.1.8. INCIDENTS, COMPLAINTS AND SEVERE HUMAN RIGHTS IMPACTS

No incidents, complaints, or significant human rights impacts were reported in 2025.

	2025	2024
Number of incidents of discrimination within own workforce (including harassment)	0	0
Number of complaints to the company (including grievance)	0	0
Number of complaints filed to National Contact Points for OECD Multinational Enterprises	0	0
Total amount of fines, penalties and compensation (€m)	0	0

3.2. Workers in the value chain

Material IROs	Type
Child/Forced labour in the value chain: human rights abuses remain widespread specifically in raw materials extraction and manufacturing processes in the global real estate industry	Potential moderate impact (-)
Operational risks related to the occurrence of child labour and/or forced labour in the value chain: supply disruptions, reputational damage	Moderate risk
Health and safety breaches in the value chain: can lead to injuries, deaths and other ramifications for value chain workers	Actual significant impact (-)

The workers within D'Ieteren Immo's value chain who are likely to be materially impacted include:

- Workers at D'Ieteren Immo's sites who are not part of the company's own workforce, such as those involved in outsourcing activities for building construction, site maintenance, or renovations.
- Workers in D'Ieteren Immo's upstream value chain, such as those engaged in the extraction of metals or minerals used in the production of building materials.

Child labour and forced labour continue to be prevalent in the extraction of raw materials and manufacturing processes. While D'Ieteren Immo does not have a detailed overview of countries within its value chain, health and safety concerns are more frequently linked to specific incidents occurring during construction or renovation projects at its sites in Belgium.

3.2.1. MANAGING IMPACTS ON THE VALUE CHAIN WORKERS

D'Ieteren Immo operates within a strict social and legal framework, attaching great importance to a Sustainable Procurement Charter and thorough supplier management. To reinforce ethical and sustainable practices, all major suppliers (suppliers who are seen as long-term business partners, providing high-value products or services that are essential for the smooth and occasional development activities of the company) are required to sign an addendum to their contract that covers business ethics and sustainable operations to ensure compliance. The charter incorporates the 10 fundamental principles of the United Nations Global Compact and covers all value chain workers.

This includes:

- Supporting and respecting internationally recognised human rights within their sphere of influence.
- Ensuring that suppliers are not complicit in human rights violations.
- Respecting freedom of association and recognising the right to collective bargaining.
- Abolishing all forms of compulsory or forced labour.
- Abolishing child labour.
- Combating discrimination in employment and occupation.
- Fighting all forms of corruption, including extortion and bribery.

The Head of Architecture and Head of Property are responsible for the implementation of the charter. While it addresses forced or compulsory labour and child labour, human trafficking is not explicitly addressed. Additionally, the organisation's Code of Ethics also applies to all its suppliers. The company will implement a supplier Code of Conduct in 2026.

D'Ieteren Immo incorporates various ethics and sustainability criteria into its decision-making process for significant procurement activities, supporting responsible sourcing.

Due to the company's collaboration with construction subcontractors and other partners, working conditions are regularly monitored through site inspections. A safety coordinator is responsible for providing guidance on all construction projects. If a material risk occurs, the safety coordinator steps in to provide remedies and organises a meeting to address the issue. D'Ieteren Immo does not have a specific, written process for determining what remediation actions are necessary or appropriate to respond to particular impacts as the approach varies depending on the situation.

While D'Ieteren Immo implements a number of actions with the objective to avoid or remediate any type of impact on human rights in its value chain, it remains hard to effectively monitor the effectiveness of these actions. However, no severe human rights issues or incidents have been reported within its upstream or downstream value chain.

The resources used to manage impacts on value chain workers include financial, human and technological resources.

3.2.2. ENGAGEMENT WITH VALUE CHAIN WORKERS AND CHANNELS TO RAISE CONCERNS

D'Ieteren Immo has a formal channel for workers to report workplace concerns. Workers can send an email to an external party, which then shares the information with the appropriate employee at D'Ieteren Immo for resolution. When signing a new supplier contract, suppliers are required to inform value chain workers of the existence of this formal reporting channel.

The effectiveness of this communication by suppliers is not verified by D'Ieteren Immo. In the event of a violation of rights or conditions, D'Ieteren Immo takes corrective action by addressing the issue in a meeting to ensure its prompt resolution. The external party tracks the number of concerns received via email and provides them to D'Ieteren Immo.

As stated in section 4.1.2, the Code of Ethics applies to all suppliers, ensuring the individuals who use the reporting channel are protected against retaliation. No reports were made through this channel regarding the upstream or downstream value chain in 2025 or before.

Additionally, D'Ieteren Immo conducts several site meetings during constructions with a safety coordinator providing guidance on all projects. Depending on the situation and type of engagement, D'Ieteren Immo may interact directly with value chain workers or their legitimate representative. However, D'Ieteren Immo does not have a formal procedure outlining the types or frequency of engagement, as this varies with each project or situation.

The Heads of Architecture and Property are responsible for overseeing this engagement. During site meetings with the safety coordinator, the company evaluates the immediate effectiveness of the actions taken. However, D'Ieteren Immo does not track the annual effectiveness of the charter and it does not currently set specific targets related to impacts on workers in the value chain.

4. Governance

4.1. Business Conduct

Material IROs	Type
Risks of corruption and bribery in own operations: could result in a penalty, talent losses, and loss of business.	Moderate risk

D'Ieteren Immo operates in Belgium within the real estate asset management sector, which is governed by various formal regulations and guidelines concerning business conduct. The following stakeholders were considered in the identification of material IROs: employees, contractors, suppliers, partners for material at end-of-life, financial institutions, internal experts and external experts. Their perspectives have been gathered through interviews and a survey.

4.1.1. THE ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

Business ethics are monitored by the CEO and the Executive Committee and are reported to the Board of Directors. The administrative, management and supervisory bodies are thoroughly trained on these matters and consistently incorporate these principles into their daily work, ensuring they are actively promoted among and upheld by employees.

4.1.2. BUSINESS CONDUCT POLICIES AND CORPORATE CULTURE

Since 2021, D'Ieteren Immo has maintained its own Code of Ethics, providing guidance on general principles of business ethics and specific protocols for various situations. Key objectives and contents are:

- Employees must act in accordance with ethics, fair business principles and the company's code.
- Conflicts of interest are to be avoided, especially with customers, contractors, suppliers and third parties.
- All gifts and invitations must align with customary market practices and comply with anti-bribery legislation. End-of-year gifts are distributed to employees through a lottery system to ensure fairness and transparency.
- Benefits to government officials or others may not be offered.
- Using or sharing insider knowledge for personal gain during and after employment is to be avoided.

This Code provides a procedure to allow employees and suppliers to identify and report unlawful behaviour. While D'Ieteren Immo does not have specific anti-corruption or anti-bribery policies in line with the United Nations Convention against Corruption, it does have a Whistleblowing policy and procedure that is accessible to both employees and suppliers.

The procedure is in accordance with the applicable law transposing Directive (EU) 2019/1937 of the European Parliament and of the Council. The company actively establishes, develops, promotes and evaluates its corporate culture through annual employee and customer satisfaction surveys.

D'Ieteren Immo is currently working on implementing a Code of Conduct for their employees. Given the nature of the industry in which D'Ieteren Immo operates, it is recognised that all roles within the organisation are at risk for corruption or bribery.

4.1.3. PREVENTION AND DETECTION OF CORRUPTION AND BRIBERY

Through the Ethics Helpline, the Whistleblowing Policy and Procedure and the Sustainable Procurement Charter, both employees and suppliers are informed about corruption and bribery and are equipped with the knowledge on how to prevent, detect and address such phenomena.

If a report is made through the Ethics Helpline, which is available 24/7 in three languages (French, Dutch and English), it is investigated by an external party. If necessary, the investigation findings are reported to the Board of Directors, which, in turn, informs the CEO of D'Ieteren Immo. The investigators are independent of the management involved in the matter, ensuring impartiality and transparency in the process.

The Ethics Helpline, the Whistleblowing Policy and Procedure and the Sustainable Procurement Charter are centrally located on D'Ieteren Immo's SharePoint, making them easily accessible to employees. Suppliers are informed of these procedures and the requirement to comply with them at the start of the partnership.

In 2025, D'Ieteren Immo conducted training on corruption and bribery for all employees in collaboration with the external party responsible for the Ethics Helpline. This training was previously held in 2023. The nature and depth of the training focused on the Ethics Helpline and the Whistleblowing Procedure, emphasising the importance of reporting unethical behaviour and how employees can use these tools to address any concerns related to corruption and bribery.

Functions at risk	2025	2024
Number of functions-at-risk of bribery and corruption (FAR)	42	43
Percentage of FAR receiving training (%)	100	95

4.1.4. INCIDENTS OF CORRUPTION OR BRIBERY

The Executive Committee monitors all business ethics-related issues and reports them to the Board of Directors. No cases were reported in 2025.

	2025	2024
Number of convictions	0	0
Amount of fines (€m)	0	0