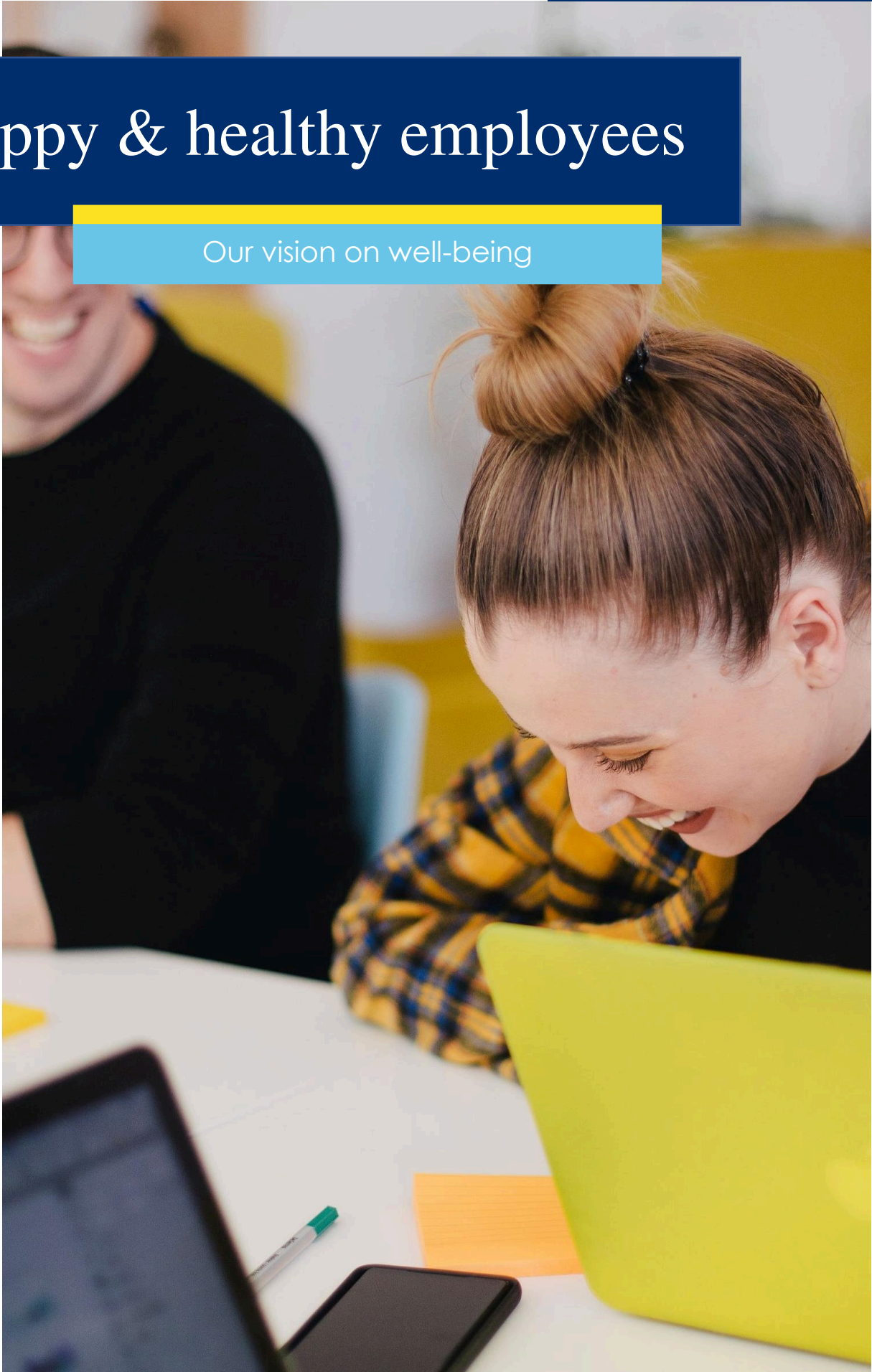


Happy & healthy employees

Our vision on well-being



Intro

This document describes how Redevco anchors health & well-being in our organisation.

At Redevco we believe our colleagues are best placed to contribute to the success of our company if they feel happy, healthy, and engaged. Many factors play a role in creating an optimal balance. As an employer we want to actively create a positive and productive place to work and provide our colleagues with the means to promote a healthy mental, physical, and emotional lifestyle.

Health and well-being, and how to achieve that, means different things to different people. With a diverse workforce across many cultures in Europe, there are many views on how to best support our colleagues and the extent to which employer involvement is appreciated or considered appropriate. We therefore provide guidance centrally to stimulate and facilitate our local teams to organise activities and offer benefits in the context of health and well-being.

There are four categories where Redevco believes we can help our colleagues improve their health & well-being: in the physical space of the office, by stimulating and facilitating habits pertaining to physical health, by helping our colleagues find the right work – life balance for them and by equipping our people with the skills and competencies they need to be the best that they can be.

1. Staying fit & healthy

A well-balanced mental state positively influences the physical state and vice versa. A healthy body starts with healthy eating habits. We are therefore keen on offering fruit and healthy snacks in our offices, and on helping our employees to stay fit by stimulating sports activities during and after working hours. We offer various benefits to do so such as (discounts on) gym memberships, social and team events that include sports, as well as yoga classes and massages in some offices.

We not only provide our colleagues with the means to work on maintaining a healthy lifestyle, it is also important to create awareness around mental, physical, and emotional health. We do that by offering vitality trainings in the Redevco Skills Builder for example. Or those various local office initiatives such as the Vitality Week in Amsterdam, offering activities and information on how to create a healthy and balanced lifestyle at home and in the office.

Redevco also provides employees with the option to have a full medical check every other year. These medical checks are done on a voluntary basis and conducted by an independent provider.

2. Flexibility in time & place

Business in balance is one of our guiding principles. It means that as a company we seek to balance the social, environmental, and financial impact of our business activities. The guiding principle is also true for Redevco's effort to stimulate and create a healthy work-life balance. This starts with equipping our managers with information, support, and training with which to lead their teams effectively and to create a balanced workload.

We recognise that every home situation is different, and we believe that we should support and provide the flexibility for our employees to organise their work and private life in such a way that it meets the needs specific to their personal situation or phase of life. Some people may have children or family members to care for example, or other obligations that demand their time and attention on a regular basis. We therefore stimulate our managers to be flexible where possible by considering flexible working hours or part-time contracts should there be room to do so.

This flexibility also extends to working from home, should the role and workload permit remote working. By providing the option to work from home, under agreed conditions, we believe we can support the overall well-being of our colleagues by creating the right work-life balance for them and their families. Our secure IT platform enables effective remote

working & team collaboration from various locations. Our approach to working from home also reduces commuting by our colleagues, which could help to reduce our CO2 emissions.

Redevco also offers the opportunity to take sabbatical leave. Bound by certain conditions and agreements, managers are able to grant their team members a sabbatical break to spend time enjoying other hobbies and interests outside of the normal professional routine.

3. Attractive workspace

When you spend a considerable amount of your time in the office, your workspace should be one you feel comfortable and at home in. At Redevco we want to offer our workforce a place that is pleasant and appealing. We value a good atmosphere in the office which is created through various factors. Over the last few years, we have been refurbishing and modernising our offices to current standards. We aim to bring and keep the fit-out in our offices to a level that meets the requirements of a good place to work. This is expressed through ergonomic furniture, abundant greenery, ample space per employees, and excellent kitchen and sanitary facilities.

In most offices we have adjustable desks available, to stimulate spending more time standing rather than in a seated position. To help colleagues work as comfortably as possible we also offer the most up to date IT tools, double screens and headsets, quiet areas, and so-called phone booths. We also have a shower facility in most offices, so our colleagues can freshen up after having cycled to work or having gone to the gym during the day. We offer a place in every office, where people can informally meet, sit together to relax, or enjoy their lunches communally should they chose to do so. Our offices are also all conveniently located when it comes to public transport and/or parking.

4. Room to grow

In the area of personal development we believe in continuous and lifetime learning, and in providing our staff with the 'room to grow'. We believe that fostering a growth mindset has a strong and positive impact on the health and well-being of our people. It is our responsibility to offer our employees the opportunity to acquire the skills they need to perform to the best of their capability. When roles and responsibilities change or our people move into new roles, we provide the necessary support to ensure they are able to meet the expectations of the role, and that they feel confident and equipped to do so. This is reflected in the wide variety of training & development opportunities offered to all our employees both on- and offline to enable personal development and the acquisition of knowledge, skills and competencies. Our Mid-Year Development Review, part of our performance management process, focuses primarily on identifying and discussing individual development needs and ambitions and selecting the appropriate training opportunity or support. Whether it be through an externally facilitated programme, or through our own online learning portal the Redevco Skills Builder, there is room for all our colleagues to explore and thereby grow.

Lastly, we think it is important to stimulate people getting involved in extracurricular activities to actively share knowledge and demonstrate thought leadership beyond the Redevco organisation. Our colleagues are given the room and encouraged to be active members of the Boards or committees of various knowledge sharing forums and organisations. We also support those employees who seek to fulfil a wider role in society by taking on external roles or by actively volunteering within their community. This benefits society and enhances their network and professional skills. In addition to these formal positions, Redevco employees are also regularly invited to speak at conferences and participate in panel discussions. In this way we also provide a positive contribution to the sector through knowledge sharing.

Our Culture

An element which also influences how employees feel at work is a company's culture; a unique dynamic which we all play a role in creating. Our culture is driven by our core values 'Integrity', 'Excellence', 'Balance' and 'Team-spirit', and brought to life by the way we work and interact with each other (and our stakeholders). We create our culture together on many levels; Redevco invests in creating a wide variety of moments, activities and events that remind us of our values, celebrate our culture and create an atmosphere in which our employees feel valued. Our international company event every three years for example, or annual roadshows and compliance workshops, are designed to bring people together to (re)connect, build relationships, discuss and learn. Employee involvement and feedback is valued and solicited both informally, as well as through our Redevco Pulse survey geared towards creating an active dialogue and engaging our teams on how to shape and improve together.

Policies

The activities and benefits mentioned in this document illustrate Redevco's vision to be an employer that puts the health and well-being of its employees first. The four pillars of health and well-being are formalised in the respective HR policies across Redevco.