DIVERSITY, EQUITY, AND INCLUSION POLICY

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Table of contents

1. What does this Policy do? 3
2. Approach, aims and aspirations 3
3. DEI programme 3
3.1 Programme Operational Measures 4
3.2 Employee Initiatives 4
4. Policy review 5

1. What does this Policy do?

P3 Logistic Parks ("**P3**") is the leading European logistics real estate investor, developer, and asset manager with the vision to create spaces for our customers and communities where we operate.

Our Diversity, Equity, and Inclusion ("**DEI**") Policy sets up the foundations for our approach and aspirations regarding a diverse, equal, and inclusive workplace culture at P3. This Policy also outlines the main programmes that will facilitate these goals. P3 recognises that cultural norms shift, and new concepts and groups will emerge. As such, this Policy sets out broad initiatives and aspirations rather than prescriptive measures to allow for a greater degree of flexibility and adaptability within our organisation.

This Policy applies to all P3 employees, and we encourage our suppliers, contractors, and customers to uphold these principles.

2. Approach, aims and aspirations

P3 aims to build an equitable and inclusive culture as it is not only the right thing to do, but also provides P3 with a competitive advantage.

P3 values and respects diversity, recognising the unique contribution of every employee. This includes differences in age, gender, nationality, culture, beliefs, ways of working, and other characteristics that shape individual perspectives and experiences within the workplace.

P3's commitment to diversity, equity and inclusion is guided by the principles of the ILO Core Labour Standards, in particular the prohibition of discrimination as set out in the ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111).

For P3's DEI programme, P3 commits to equal opportunities for all, and aspires to:

- Raise awareness of equal opportunities;
- Create open communication channels for productive dialogue;
- Develop an inclusive and equitable culture;
- Provide a safe space for our employees regardless of their background or differences, by eliminating harassment, discrimination, unfair practices, bullying, and other types of abusive behaviours in our workplace and beyond; and
- Recognise and address these factors in our workplace to improve and shift behaviours and patterns so that P3 is a diverse and inclusive workplace.

The expected outcomes of a well-rounded, diverse, and accepting culture:

- Assist P3's mission to be the employer of choice within our industry;
- Provide the highest levels of customer service;
- Enable all P3's employees to grow and succeed; and
- Drive a competitive advantage with diverse thoughts and concepts.

3. DEI programme

To facilitate P3's DEI programme, this Policy describes operational measures such as communication and language, programme governance, monitoring and reporting, and leadership development.

Applicable initiatives include, but are not limited to, employee initiatives such as talent attraction, employee retention practices (e.g., compensation and benefits, professional development training, and career advancement such as promotions, transfers, social, well-being and other programmes).

3.1 Programme Operational Measures

3.1.1 Governance

P3's DEI programme is sponsored by our highest levels of management but ensures engagement across all levels of our staff. Various relevant departments, namely our Human Resources ("HR"), Legal, and Environmental, Social and Governance ("ESG") teams, may be responsible for specific aspects of implementing P3's DEI Policy and programme.

3.1.2 Communication & Language

P3's DEI programme and principles shall be communicated regularly, including through opt-in communications where appropriate (for example, we use different and accessible methods such as newsletters, notice boards and intranets to keep employees up to date with diversity policies, practices, and means to participate).

P3 will ensure appropriate channels for employees to express their views and that such channels are accessible to different groups.

3.1.3 Measure, Review, and Reinforce

Measurement of key DEI metrics will be used internally and reported externally. Internal metrics that are not shared publicly will be used to evaluate the success of the DEI programme or redirect efforts where improvements may be needed.

3.2 Employee Initiatives

3.2.1 Talent Attraction

P3 aims to be the employer of choice for the right fit and skilled professionals in our industry. P3 hires based on merit and competence, recognizing the need to reach a broad range of candidates, at all levels. This may mean extending our reach to candidates of all different backgrounds and skill sets by working with engagement partners to facilitate outreach to underrepresented groups.

3.2.2 Employee Retention

- **Workplace accommodations**: Reasonable accommodation in P3 offices and facilities could be made for employees and workers on-site with physical disabilities.
- **Compensation & benefits**: P3 strives to offer equal compensation for equal value for all employees at the same level of management regardless of gender, race, religion, familial status, sexual orientation, age, and disability. P3 may evaluate potential pay disparities on a periodic basis to ensure fairness across diversity factors. All employees are eligible for the short-term incentive after they meet the applicable conditions.

  Benefits and work-related accommodations will be made on a case-by-case basis. Employees seeking such arrangement should reach out to their managers and/or their Human Resources business partner for consultation.
- **Training**: Several categories of training are encouraged throughout P3.

  These trainings may include:

  - Leadership programmes to raise awareness and equip leaders with fundamental skills. Leadership training is available to all employees via the P3 training library;
  - Professional development to ensure that P3 has a pipeline of qualified individuals regardless of factors such as gender identity, sexual orientation, nationality, race, religion, and disability;
  - Facilitation of employees' understanding of P3's viewpoints on respect, collaboration, and fairness to ensure that P3's values resonate with all employees, impacting their behaviours as a visual and social confirmation of those values.

- **Career progression:** P3 is mindful of DEI within the context of career progression such as employee career progression, transfers, succession planning, etc. We will take deliberate actions to ensure that merit-based career progression is awarded. To enable this, we call out:
  - Annual performance reviews;
  - Training programmes (previously mentioned).
- **Engagement:** P3 promotes diversity and inclusion, both inside our firm and throughout our industry.
- **Reporting issues:** P3 has in place procedures for reporting issues related to diversity, equity and inclusion, as well as grievances (e.g., bullying, harassment). Employees should first reach out to their direct managers to report any such incidents. If the issue involves the manager, employees may report it to their HR business partner. Similarly, to escalate investigations, employees may reach out to human resources, or if they wish to remain anonymous, use the channels available through P3's Speak-up Policy which can be found on the P3 website (https://www.p3parks.com/compliance).

4. Policy review

This Diversity, Equity, and Inclusion Policy is reviewed at least every two years, or more frequently in response to significant regulatory, operational, or stakeholder developments.