

DIVERSITY POLICY

1. *Introduction*

- 1.1 Eurocommercial properties N.V. (“the Company”) is a Dutch company listed on Euronext Amsterdam and Brussels and is subject to the Dutch Corporate Governance Code (the “Code”), which applies on a comply-or-explain basis.
- 1.2 Pursuant to the Code, the Supervisory Board is responsible for drawing up a diversity policy for the composition of the Board of Management and the Supervisory Board. The policy should address the concrete targets relating to diversity and the diversity aspects relevant to the company, such as nationality, age, gender, and background in terms of education and professional experience.
- 1.3 In view of the above, and in light of the company’s consistent commitment to the principles of good corporate governance, the Supervisory Board adopted this policy (the “Diversity Policy”) on 28 August 2019.

2. *Scope*

- 2.1. This Diversity Policy applies to the Board of Management and the Supervisory Board of the Company.

3. *Diversity of the Board of Management and the Supervisory Board.*

- 3.1. The Board of Management and the Supervisory Board are committed to supporting, valuing and leveraging diversity and aim for a diverse composition in the areas that are relevant to the Company, such as nationality, experience, background, gender and age. With due observance of the aforementioned aspects, the best candidate will be recommended, nominated and appointed, taking into account the qualifications of the candidate and the requirements for the position to be filled.
- 3.2. With regard to gender diversity, the Company aims that the composition of the Supervisory Board and the Board of Management to be such, that at least 30% of their respective members are men and at least 30% of their respective members are women.
- 3.3. The Company does not believe that age is suitable for setting a specific diversity target. The Company strives for a balanced mix of ages in the composition of the Board of Management and the Supervisory Board, but does therefore not set itself a concrete objective in this respect.
- 3.4. For the full description of the duties and responsibilities of the Supervisory Board, please check the Rules and Regulations of the Supervisory Board on the Company’s website.

4. *Publication*

This Diversity Policy is also published on the Company’s website.