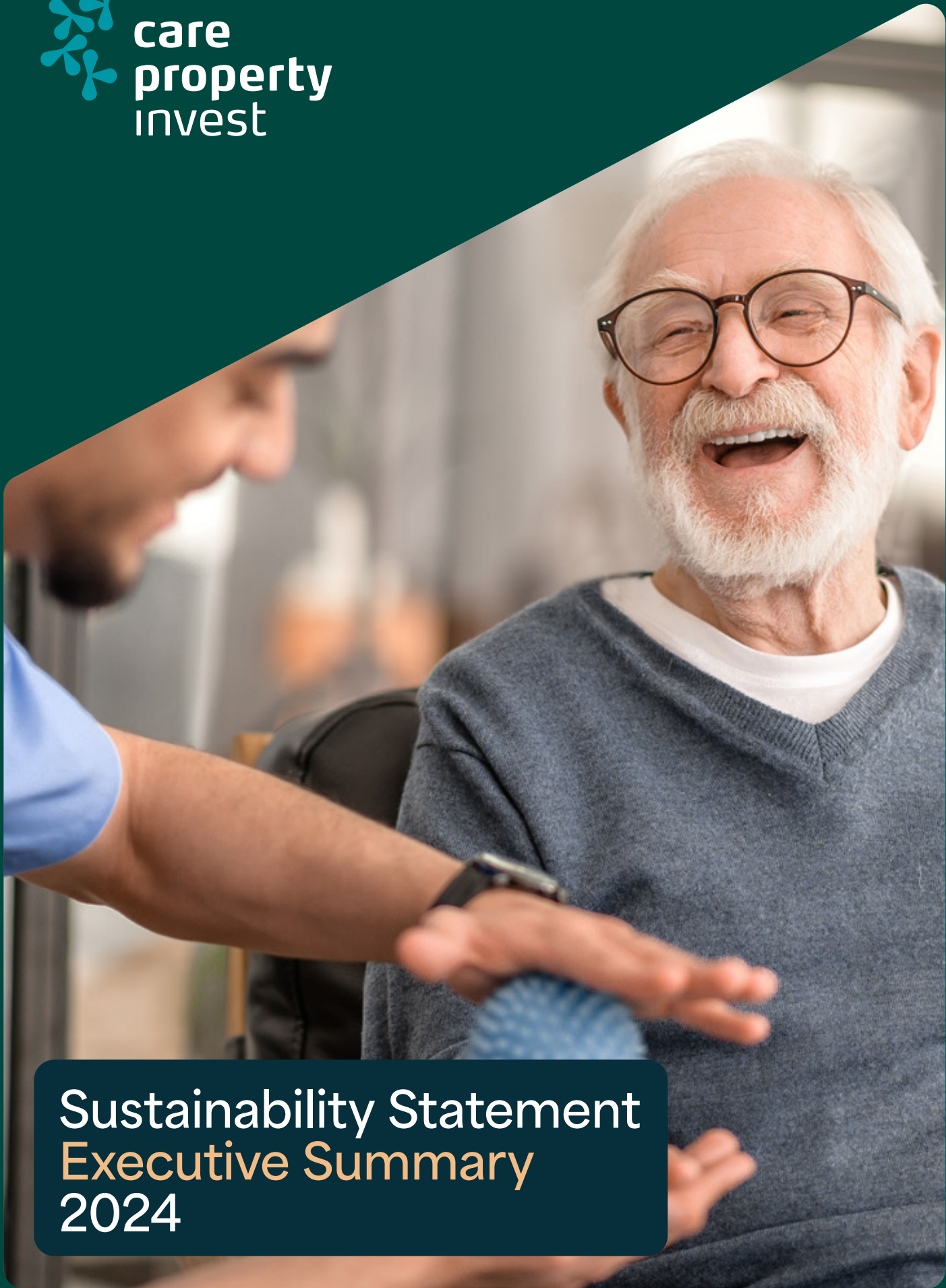




care  
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Sustainability Statement  
Executive Summary  
2024

# Sustainability Statement - Executive Summary

As a responsible Company, Care Property Invest adheres to its environmental, social and governance responsibilities in conducting its activities. This is part of our commitment to providing sustainable healthcare housing.

Care Property Invest continues to deliver on its sustainability strategy across three core impact areas: Investing in Sustainable Buildings, Building Lasting Relationships, and Leading Through Ethical Practices. Sustainability remains fully embedded in our investment strategy, risk management, and operational oversight, with structured governance through the Executive Committee.



(1) A net-zero portfolio is a real estate portfolio with greenhouse gas emissions that are maximally reduced, and any remaining emissions are permanently neutralised.

Our reporting remains consistent with international frameworks such as GRI, TCFD, EPRA sBPR, and the Euronext ESG Guidelines, as we strive to strengthen transparency and accountability.

Despite the evolving regulatory landscape, our core commitments have remained unchanged. We continue to act on our responsibility as a listed healthcare real estate investor, by actively integrating ESG considerations across our value chain—from investment decisions to long-term asset management. While we do not yet report in full accordance with ESRS, our internal processes are increasingly shaped by its logic and terminology—particularly in areas such as double materiality, stakeholder engagement, ESG governance and the identification of impacts, risks, and opportunities (IROs).

## 1. General information

This year's sustainability statement is fully integrated in the Annual Report and covers ESG performance at the consolidated level for Care Property Invest NV and its subsidiaries. It builds upon our strategy to create long-term, inflation-resistant returns through high-quality healthcare infrastructure, while supporting the energy transition, climate resilience, and inclusive access to care housing. ESG risks and opportunities have been systematically integrated into our investment screening, acquisition processes, and long-term asset management.

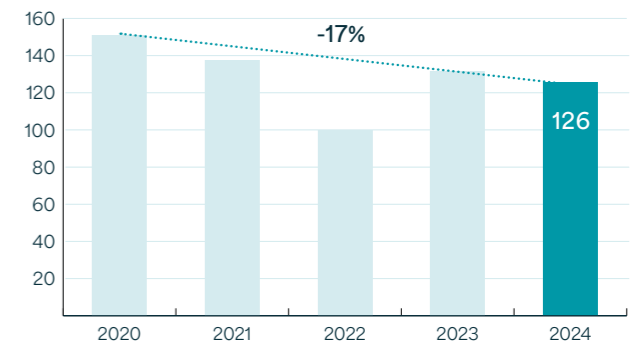
Care Property Invest reinforced its governance framework to better integrate sustainability into strategic decision-making. The Board of Directors and Executive Committee oversee material ESG risks and opportunities, supported by quarterly updates from the sustainability manager. ESG performance is embedded into executive remuneration, with 25% of short-term and 20% of long-term incentives tied to sustainability targets—primarily environmental.

An internal ESG working group, led by the sustainability manager, ensures cross-functional coordination across legal, finance, investment, and technical teams. This facilitates the integration of ESG criteria into investment analysis and operational planning.

## 2. Environmental information

Care Property Invest remains committed to achieving a net-zero real estate portfolio by 2050. Following the validation of our science-based targets by the SBTi in 2023, we formalised a transition plan that combines emission reduction targets with operational measures. Our targets include a 42% reduction in Scope 1 and 2 emissions by 2030 and a 90% reduction in total emissions by 2050 (baseline year: 2022). In addition, we have set an energy efficiency target of achieving an average consumption of 110 kWh/m<sup>2</sup> across our portfolio by 2030.

Building energy intensity (kWh/m<sup>2</sup>)



In 2024, our investment portfolio's energy intensity was 126 kWh/m<sup>2</sup>, representing a 17% decrease compared to 2020. This improvement reflects a combination of better monitoring, the increasing coverage of our energy monitoring systems (EMS), and more accurate data collection. At year-end, 94% of the portfolio was covered by EMS, improving our ability to collect granular consumption data. These developments enable us to identify usage patterns and inefficiencies more effectively, which may contribute to improved performance over time.

We also completed the preparatory phase for portfolio-wide energy audits to begin in 2025. These will target the least efficient assets and will inform building-specific roadmaps and retrofit strategies.

We also enhanced our climate risk analysis, completing a forward-looking assessment at asset and portfolio level. This includes physical risks such as flooding and extreme heat, and transition risks such as exposure to carbon pricing. The results guide capital allocation, support mitigation strategies, and reduce exposure to stranded asset risk.

Through our sustainable finance framework, we increased our sustainable funding to €105 million, representing 18.6% of total financing, and fully allocated these proceeds to green buildings across four countries.

### 3. Social information

We continued to foster a responsible and inclusive working environment for our employees, and strong, trust-based partnerships with our care operators. Our social strategy focuses on health and safety, equal opportunity, employee engagement, and the well-being of end-users across our healthcare real estate portfolio.

Internally, Care Property Invest focusses on fostering a safe, inclusive, and supportive work environment. Our policies emphasise well-being, equal treatment, and opportunities for professional development. Employees received an average of 85 hours of training per FTE. A formalised hybrid work policy and the Flex Income Plan remained in place, supporting work-life balance. Our internal practices are shaped by direct input from employees, who are actively involved in ESG initiatives through formal and informal engagement moments. These include regular feedback exchanges, annual evaluation meetings, and internal ESG trainings that aim to build awareness and shared ownership of our sustainability objectives.



**We are committed to ensuring equal opportunities for all employees, as this forms the basis for sustainable growth – both for our people and our organisation.**

Externally, we strengthened our engagement with care operators through targeted sustainability consultations and technical collaboration. In 2024, we took further steps toward formalising these commitments through the development of a sustainability charter, that outlines expectations towards operators related to human rights, health and well-being, and ethical business practices. These include alignment with internationally recognised standards such as the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. The Charter sets out clear principles around non-discrimination, safety, the prevention of child and forced labour, and community engagement. The Sustainability Charter serves as a reference point to support constructive dialogue with tenants, and its gradual implementation will be jointly assessed. It establishes a best-efforts commitment, encouraging all parties to work towards shared ESG goals and ensuring that the rights and well-being of end-users remain a common priority. Our actions respond to the growing demand for safe, high-performing, and socially responsible healthcare housing across Europe.

### 4. Governance information

At Care Property Invest, ethical business conduct and strong governance are fundamental to our long-term success. We foster a corporate culture rooted in respect, fairness, and integrity, positioning the Company as a responsible and ethical leader in the business world. These values guide our decision-making processes and interactions with stakeholders, ensuring that we operate transparently and with accountability.

The Board of Directors plays a key role in safeguarding these principles, operating within a clear governance framework outlined in our Corporate Governance Charter. Together with the Executive Committee, it ensures transparency, accountability, and responsible conduct throughout the organisation. The Board is also actively involved in the review and approval of key internal policies, including the Dealing Code, which reinforces fair business practices and market integrity. Oversight of internal control and risk management systems is delegated to the Audit Committee, with a focus on operational continuity and informed risk reporting to the Board.

In 2024, we reaffirmed our commitment to fostering a corporate culture and business ethics rooted in respect, fairness, and integrity. These values are embedded throughout our organisation and guide how we engage with stakeholders, make decisions, and deliver on our responsibilities. As part of our ongoing commitment to maintaining the highest ethical standards, we have set the permanent target of providing annual corporate culture and business ethics training for all employees.

In addition to corporate culture and business ethics, cybersecurity and data protection are recognised as critical to operational resilience. Risks associated with cyber threats and non-compliance with data protection regulations are addressed through a structured IT governance framework designed to safeguard sensitive information and support business continuity.

**Care Property Invest nv**

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