

Sustainability Policy

Care Property Invest aims to build a resilient future by offering sustainable real estate options tackling challenges such as the ageing population, increasing inequalities, climate change and the energy transition. With our sustainable real estate ambitions, we want to meet the need for equal access to healthcare housing for elderly people and people with mental and / or physical disabilities.

Our sustainability commitments

Care Property Invest has shaped its ESG commitments focusing on three impact areas: 'Investing in sustainable buildings', 'Building lasting relationships' and 'Leading through ethical practices'. These commitments, translated in measurable targets, will allow us to build a strong sustainability foundation within our strategy and our way of operating.



To effectively execute our sustainability strategy and pursue our commitments, we have initiated a sustainability roadmap that outlines specific targets and objectives to guide our efforts. Targets and objectives set forward are pursued by all our employees.

Topic	Target	Year	Status
ENVIRONMENTAL			
Resilient portfolio	Develop and implement a sustainability screening framework to be able to perform recurring screenings of our complete portfolio.	2023	Achieved
	Perform (physical & transition) climate risk assessments covering 100% of Care Property Invest's portfolio (both at asset level and portfolio level).	2024	Achieved
Greenhouse gases	Net-zero portfolio – Reduce scope 1, scope 2 and scope 3 emissions with 90% (SBTi approved).	2050	In progress
	Reduce scope 1 and scope 2 GHG emissions with 42% (SBTi approved).	2030	In progress
	Implement decarbonisation pathways.	2024	In progress
Energy (efficiency)	Extend EMS coverage to 80% of Care Property Invest's portfolio.	2023	Achieved
	Reach an average energy efficiency of 110 kWh/m ² .	2030	In progress
SOCIAL			
Affected Communities	Develop a sustainability charter to formalise collective ESG commitments with operators and integrate it in standard terms and conditions.	2024	In progress
	Organise annual volunteering days for all employees.	Permanent target	Achieved
Working Conditions	Develop and implement a sustainable mobility programme.	2022	Achieved
	Establish a safety culture in the workplace by offering first aid training to the employees.	2023	Achieved
	Support well-being at work and facilitate work-life balance.	Permanent target	Achieved
Equal treatment & Opportunities	Maintain at least 40h of training per FTE per year.	Permanent target	Achieved
	100% of employees complete an annual performance review.	Permanent target	Achieved
Employee engagement	Monitor and improve employee engagement and satisfaction through a biennial employee survey.	Permanent target	Achieved
GOVERNANCE			
Corporate culture & business conduct	Organise annual corporate culture and business conduct training for all employees.	Permanent target	Achieved
Cyber security & data protection	Provide regular cyber security awareness training to all employees.	Permanent target	Achieved
	Maintain a level of zero security breaches.	Permanent target	Achieved

We commit to annually disclose details of our progress regarding this roadmap in our Sustainability Report published on our website.

In addition to our ESG commitments, we commit to adhere to all essential legal and regulatory sustainability requirements. We are dedicated to stay updated with national laws, regulations, and European sustainability legislation and publications that stem from the EU Green Deal, specifically relevant to the real estate sector. Furthermore, we acknowledge our obligations under the Corporate

Sustainability Reporting Directive (CSRD) and the EU Taxonomy regulation. Moreover, we strive to go beyond mere legal compliance by actively seeking out and implementing exemplary sustainability practices, thereby making a genuinely positive impact on our community and the environment. Our aim is to lead by example, placing emphasis on the continuous and proactive monitoring, protection, and enhancement of environmental, social, and governance issues to the extent possible. In pursuit of these goals, we recognize the vital importance of environmental stewardship, and as part of our commitment, training is provided for all employees to better understand the impacts of their work activities on the environment.

Furthermore, by formally committing to the UN Global Compact, we embrace the ten underlying sustainability principles across four fundamental areas: human rights, the environment, labor, and anti-corruption. These commitments form an integral part of our strategic framework.

This policy will undergo regular reviews and evaluations to ensure the continued relevance of its commitments and to ensure compliance. Furthermore, Care Property Invest will maintain open communication and regularly consult with both internal and external stakeholders regarding its progress and fostering and creating awareness on environmental and sustainability issues.

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