

Sustainability Policy

Our mission

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

We acknowledge the importance of respecting our environmental, social and governance responsibilities in conducting our activities. We commit to provide sustainable healthcare housing with consideration for our long-term sustainability responsibilities.

Care Property Invest has shaped its focus around three areas. Tied to the essence of our business, on the one hand, we commit to the impact areas related to our buildings and our care providers. On the other hand, we consider our responsibility regarding the impact on our surroundings and employees through our own operations. We believe we can deliver positive social, environmental and economic impact by aligning our business to a selection of appropriate SDGs..



We commit to be compliant with all minimum legal and regulatory sustainability requirements. We commit to remain updated on national laws and regulations and European sustainability legislation and publications resulting from the EU Green Deal relevant for the real estate sector such as the Renovation Wave for Europe (2020), the Circular Economy Action Plan (2020) and the Strategy for a Sustainable Built Environment (expected in 2021). Moreover, our obligations according to the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy regulation as well as the expected sustainable corporate governance legislation will be closely monitored. We also strive to make a truly positive impact on our community by moving beyond legal compliance by proactively looking at best practices regarding sustainability. We aspire to lead by example by focusing on active monitoring, protection and

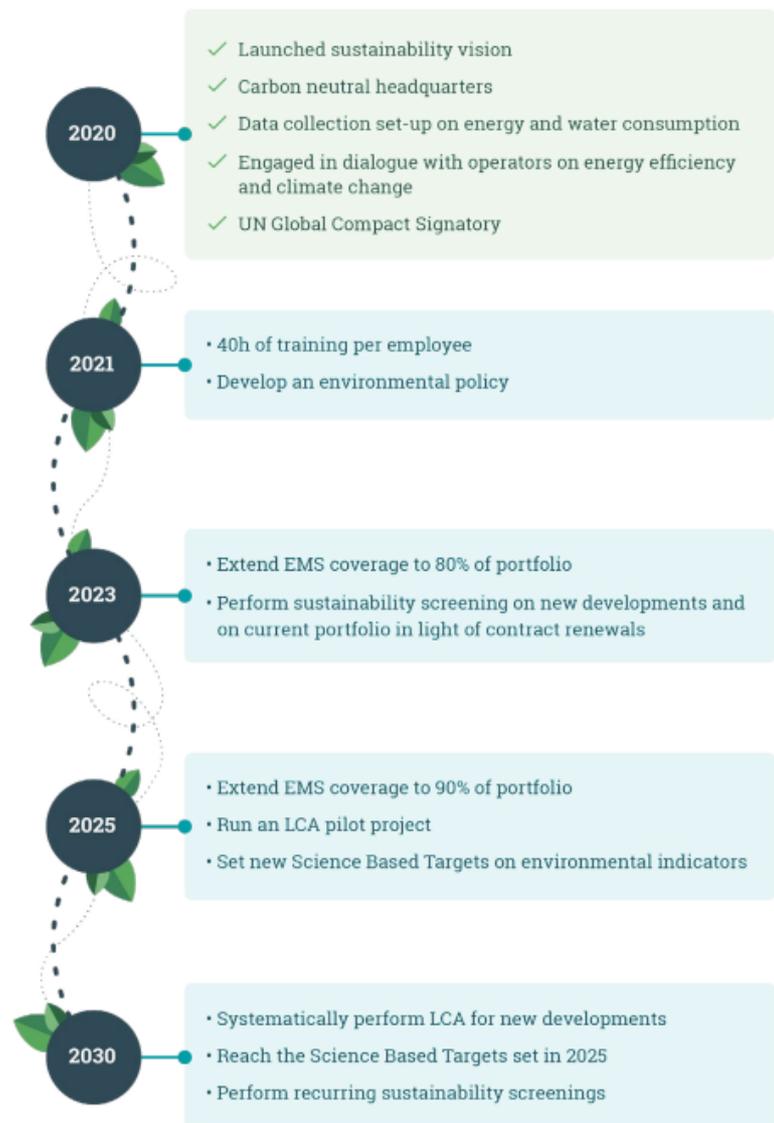
improvement of environmental, social and governance issues where possible.

Through our formal commitment to the UN Global Compact, we commit to the 10 underlying sustainability principles in four fundamental areas: human rights, the environment, labour and anti-corruption.

The following commitments are translated into our strategy framework.

Our Buildings

- The implementation of our Energy Monitoring System (EMS) allows us to measure and monitor the environmental performance of our portfolio (energy, water and waste). We commit to roll out the EMS further across our portfolio and attain 80% data coverage by 2023.
- We continuously engage in dialogue with our operators on energy efficiency and climate change to stimulate awareness and activate improvement on environmental performance beyond our own operations.
- We commit to systematically identify and manage climate risks and opportunities. In order to prepare for environmental and demographic challenges, we ensure appropriate mitigation plans are in place.
- New project developments take place in close collaboration with stakeholders such as suppliers, subcontractors and operators. The environmental performance of our projects are considered in the planning, preparation and development process.
- As of 2023, sustainability screenings will be performed on new developments and projects and in light of contract renewals. These screenings will facilitate a better insight in our portfolio's environmental performance and allow analysis and forecasts which limit negative environmental impact.
- We will start a Life-Cycle Analysis (LCA) pilot program in 2025. Subsequently, we aim to integrate LCA's for all new developments as of 2030. This approach takes the entire life-cycle of buildings into account and will enable us to construct buildings choosing sustainable materials and components which look beyond the operational use of the buildings. Moreover, this approach will offer us the tools to design in a way that allows easy and flexible future deconstruction.
- As of 2025, we commit to set Science-Based Targets in order to scientifically approach and measure our environmental progress.



Our Care Providers

- We commit to closely collaborate and form partnerships with our care providers which facilitates an open climate of knowledge sharing. This open climate allows us to meet the care needs of our operators and residents. This also enables us to integrate environmental considerations by optimising the design, architecture and technical quality of our buildings.
- We commit to contribute to equal access to healthcare housing by providing public and private healthcare housing to elderly people and people with disabilities.

Our Responsibility

- We commit to honour our long-term sustainability targets which are at the base of our sustainable finance framework. Consequently, we are able to offer our investors a reliable opportunity to invest in sustainable healthcare housing facilitated by our sustainable finance framework (sustainability-linked loans and sustainability bonds).
- We have committed to achieve carbon neutral headquarters. We will continue to optimise and improve the energy efficiency of our own operations in the future.
- Through our Flex Income Plan (FIP) we encourage sustainable transportation modes, such as a company bike, to our employees.
- Valuing education and continuous development, as of 2021, we commit to offer our employees at least 40 hours of yearly training.

We recognise the importance of integrating sustainability throughout our governance framework and embedding it in our business processes, decisions and employee considerations.

Since 2021, the management of sustainability issues is an integral part of the responsibilities of the Executive Committee, responsible for the daily management of the organisation. The Executive Committee will inform the Board of Directors of any arising sustainability issues, decisions and actions.

Additionally, we integrate ESG considerations into our remuneration policy and emphasise the increasingly important role sustainability aspects play in our current and future remuneration schemes.

This policy will be reviewed and evaluated regularly to ensure the relevance of its commitment and safeguard compliance. Additionally, Care Property Invest will continue to communicate openly to internal and external stakeholders on its progress to stimulate awareness and inclusion.

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