

# Executive Summary

In 2021, we continued our ambition to offer sustainable healthcare real estate accessible to everyone. In our first sustainability policy, we set out our mission 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. Moreover, acting upon our role as innovator in the healthcare real estate sector, we sharpened our ambitions in our sustainability roadmap and brought forward our sustainability targets. Realising these targets strengthens our ambition to become the market leader in sustainable healthcare real estate. The issuance of our first Sustainability Bonds also confirms our Company's

commitment to sustainable development and further strengthening of our ESG strategy.

We aim to make an impact in three areas throughout our operations. Tied to the essence of our business we commit to making an impact through our buildings and our care providers. Furthermore, we consider our responsibility regarding the impact on our surroundings and employees through our own operations. Translating sustainability risks and opportunities into our strategy is vital for long-term

survival and building a successful organisation. Additionally, through adequate corporate governance, our diverse Board of Directors ensures the accomplishment of our organization's societal purpose. Care Property Invest has integrated ESG metrics into the general incentive plan, linking management's and middle management's remuneration to ESG ambitions. 20% of the total pay-out of the long-term incentive is subject to ESG criteria and is paid out if the milestones of the company's sustainability roadmap are met. Given the great importance we attach to the 'environmental' aspect as real estate investors, 60% of the criteria consist of environmental targets, 20% of social and 20% of governance targets.



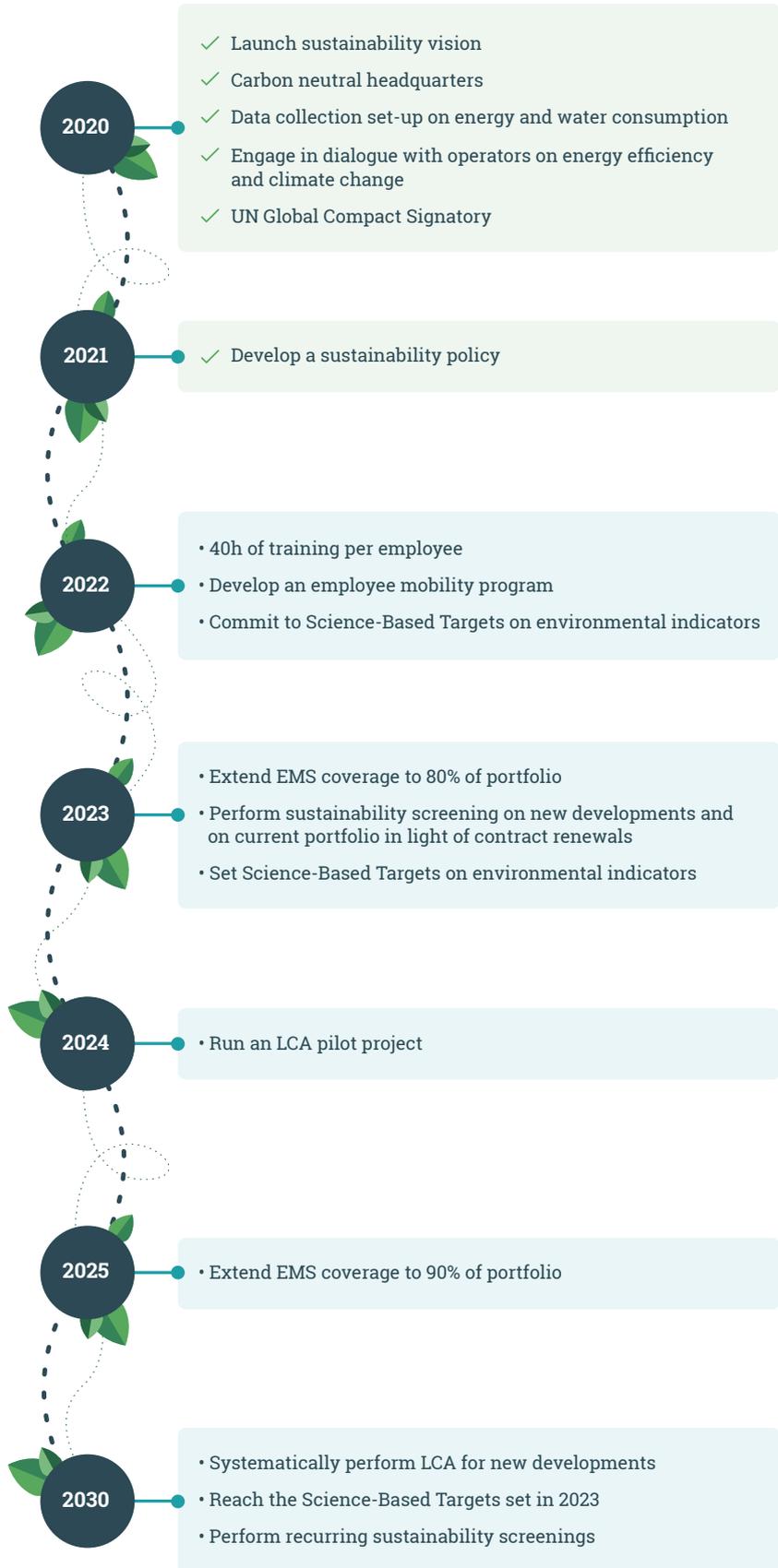
These ambitions are already achieved to date.

(1) Excl. initial portfolio of apartments in leasehold to local government since there are individual private meters per flat controlled by each individual tenant. Monitoring is difficult due to complicated data collection and privacy considerations of the tenant.

The targets include, among others, the reduction of CO2 emissions per employee, hours of training provided, stakeholder engagement, IT security and compliance. We continue to develop, re-think and improve our governance and risk management processes to support the impact we make through our buildings, our care providers and our own operations.

At Care Property Invest we focus on taking an active role in the transition of the real estate sector and contribute to the realisation of the EU Green Deal. By monitoring our sustainability performance and refining our strategy, we aim to reduce our impact. Our sustainability report describes our progress and approach in this sustainability journey. It was drafted in accordance with the international sustainability reporting guidelines GRI, EPRA sBPR and the Euronext ESG Guidelines. Since 2020, we gradually integrate information in accordance with the TCFD guidelines.

**'Since 2019 we publish our yearly sustainability report in which we disclose our strategy and roadmap with ambitious goals for the short-, medium- and long-term and the pathway to achieve them. Following the trends on the market and acting upon our role as innovator in the real estate sector, we brought forward our targets and focused our goals in our sustainability roadmap.'**



## Our Buildings

In collaboration with our operators we are addressing our building's environmental footprint. By 2023, we want to increase our energy monitoring system's coverage to 80%<sup>(1)</sup> of our portfolio. Accurate measurement will allow us to set ambitious but achievable Science-Based Targets (SBT). We will formally commit to SBTi on environmental factors in 2022 and

set the targets in the following year. Real-time measurement of our energy and water-related data stimulates awareness and facilitates a mentality change.

We actively work to reduce our environmental impact by incorporating it as a crucial element in the due diligence of new projects and by periodically monitoring

this impact. This applies to both our existing projects and our own offices. We are currently exploring life-cycle analysis (LCA), to run our first LCA pilot project by 2024. This will help to consciously embed environmental aspects into the design of our buildings and to create an impact beyond the use-phase of the building.

## Our Care Providers

Our primary goal is to optimise the wellbeing of our residents and to provide affordable, high quality healthcare for every citizen. We offer a unique combination of public and private healthcare housing. To increase our impact we continuously expand our diversified portfolio. After having

entered the Spanish market last year, Care Property Invest acquired its first Irish healthcare projects in the beginning of 2022, adding a fourth care property market to its portfolio.

We meet the diversified needs of our elderly population, by offering

a diversified portfolio with alternative healthcare housing options such as residential care centers, groups of assisted-living apartments, short-stay centers and residential complexes for people with physical and / or intellectual disabilities.

## Our Responsibility

Our corporate responsibility not only applies to our real estate portfolio but is also carried through into our own operations. In 2021 we published our first sustainability policy, in which we set out our mission to build a resilient future by offering sustainable healthcare housing as well as our sustainabil-

ity commitments to achieve this mission. We are also preparing the rollout of a mobility program which will be implemented in 2022.

We continuously strive for a healthy and agreeable working environment, with respect for our employees' wellbeing, offering

various personal development and training opportunities as well as having launched a flex income plan in 2021. As of 2022, we aim to offer 40 hours of yearly training to all of our employees.

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