



Executive summary  
sustainability report  
**2022**

# Executive Summary

As a responsible corporation, we adhere to our environmental, social and governance responsibilities in conducting our activities. This is part of our commitment to providing sustainable healthcare housing. We have recently revised our strategy framework by conducting a new materiality assessment that follows the requirements of the double materiality principle of the Corporate Sustainability Reporting Directive (CSRD). Based on this assessment, 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 into measurable targets, will allow us to build a strong sustainability foundation within our strategy and our way of operating.**



## Investing in sustainable buildings

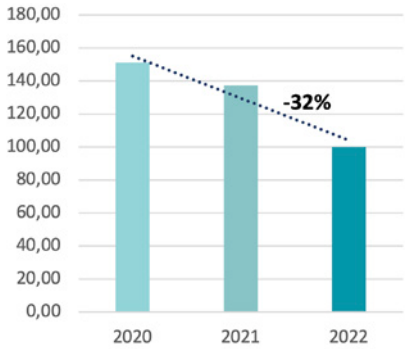
Topic	Target	Year	Status
Environment			
Resilient portfolio	Develop and implement a sustainability screening framework to be able to perform recurring screenings of our complete portfolio.	2023	In progress
	Perform (physical & transition) risk assessments covering 100% of Care Property Invest's portfolio (both at asset level and portfolio level)	2024	Planned
Greenhouse gases	Net-zero portfolio	2050	In progress
	Set (intermediate) science-based targets	2023	Planned
	Implement decarbonisation pathways	2024	Planned
Energy (efficiency)	Extend EMS coverage to 80% of Care Property Invest's portfolio	2023	In progress
	Set energy efficiency target	2023	Planned
Circular economy	Run LCA pilot project and identify actions from lessons learned	2024	In progress

## Main results in 2022

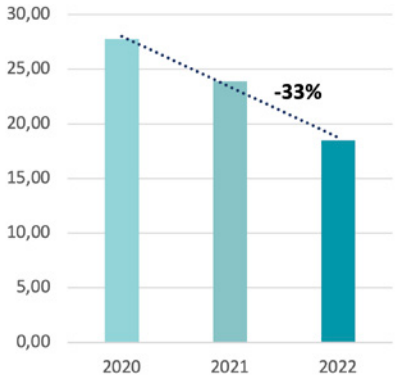
To reach our environmental ambitions it is imperative to monitor our scope 3 emissions. Our collaboration efforts with an energy monitoring systems (EMS) provider have enabled us to collect data on energy and water consumption. We aim to equip 80% of our portfolio with an EMS by the end of 2023 to monitor real-time data of energy and water consumption, with the support of our operators. At the conclusion of 2022, we attained EMS coverage of 59% within our portfolio.

Over the past three years, Care Property Invest has made significant strides in improving its environmental performance. By focusing on investing in modern and efficient buildings, the company has managed to achieve reductions in energy intensity and greenhouse gas emissions intensity.

Building energy intensity (kWh/m²)



GHG intensity (kgCO<sub>2</sub>e/m²)



Building lasting relationships

Topic	Target	Year	Status
Social			
Affected Communities	Develop a sustainability charter to formalise collective ESG commitments with operators and integrate it in standard terms and conditions	2024	Planned
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	Planned
Equal treatment & opportunities	Achieve 40h of training per FTE per year	Ongoing	Achieved
	Develop formal evaluation processes with clear employee targets	2022	Achieved
Employee engagement	Monitor and improve employee engagement and satisfaction through a biennial employee survey	Ongoing	In progress
	Organise annual volunteering days for all employees	Ongoing	Planned

Main results in 2022

Care Property Invest aims to build lasting relationships, both with its operators and its employees.

Our portfolio approach is centred on three critical factors: the resident experience, the economic feasibility for the private operator or local government, and the sustainability of the building for the user, private operator or local government, and the environment. Our focus on efficient use of space and energy efficiency translates into lower energy costs and a smaller

impact on the immediate environment for the building operator. In order to achieve these objectives, it is essential to establish a strong working relationship with operators and contractors. With over 25 years of experience, Care Property Invest has developed a strong relationship with its operators and contractors based on mutual trust. This has led to the evolution of the classic demand-supply dynamics into a joint process of finding innovative and sustainable building solutions.

Within our own operations we actively invest in our team and focus on three areas:

Working conditions and employee well-being	Personal development	Employee engagement
<p>At Care Property Invest, we recognise that our employees have unique needs. Therefore, we offer them the flexibility to tailor their remuneration package through our Flex Income Plan.</p> <p>Furthermore, through a new sustainable mobility programme developed in 2022, Care Property Invest has taken the decision to commence the full electrification of its fleet as from January 1, 2023, providing an employee-centric approach that considers their specific needs and preferences for a more sustainable and efficient mode of transportation.</p>	<p>We have worked towards tailoring training opportunities for all employees and, as a result, managed to achieve an average of nearly 55 hours of training per employee in 2022 through the rollout of an individual training scheme for each employee.</p>	<p>In 2022, we conducted our inaugural employee survey, which received a 100% response rate. The survey measured the organisation's perception and the employees' experience within Care Property Invest, identifying strengths and areas for improvement.</p>

Leading through ethical practices

Topic	Target	Year	Status
Governance			
Corporate culture & business conduct	Organise annual corporate culture and business conduct training for all employees	Ongoing	Planned
Cyber security & data protection	Provide regular cyber security awareness training to all employees	Ongoing	In progress
	Migrate all business applications and data to a cloud-based environment to ensure business continuity	2022	Achieved

Main results in 2022

Sustainability governance	Corporate culture and business ethics	Cyber security & data protection
<p>To facilitate communication on sustainability towards the Executive Committee and the Board of Directors, an ESG working group has been established. Care Property Invest's sustainability manager coordinates the working group, which comprises members of each team, including the finance, legal, technical and investment teams.</p>	<p>As from 2022, we provide compliance training and communication to all employees to ensure effective risk management and implementation of compliance procedures throughout the organisation. We also plan on providing annual training to the employees on corporate culture and business conduct.</p>	<p>In 2022, Care Property Invest began conducting regular cyber security risk assessments to identify vulnerabilities and potential threats. Regular security awareness training for employees is also provided.</p> <p>Additionally, Care Property Invest has migrated all of its business applications and data to a secure and scalable cloud-based environment that maximises business agility and reduces operational costs.</p>



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