



Sustainability
report **2021**



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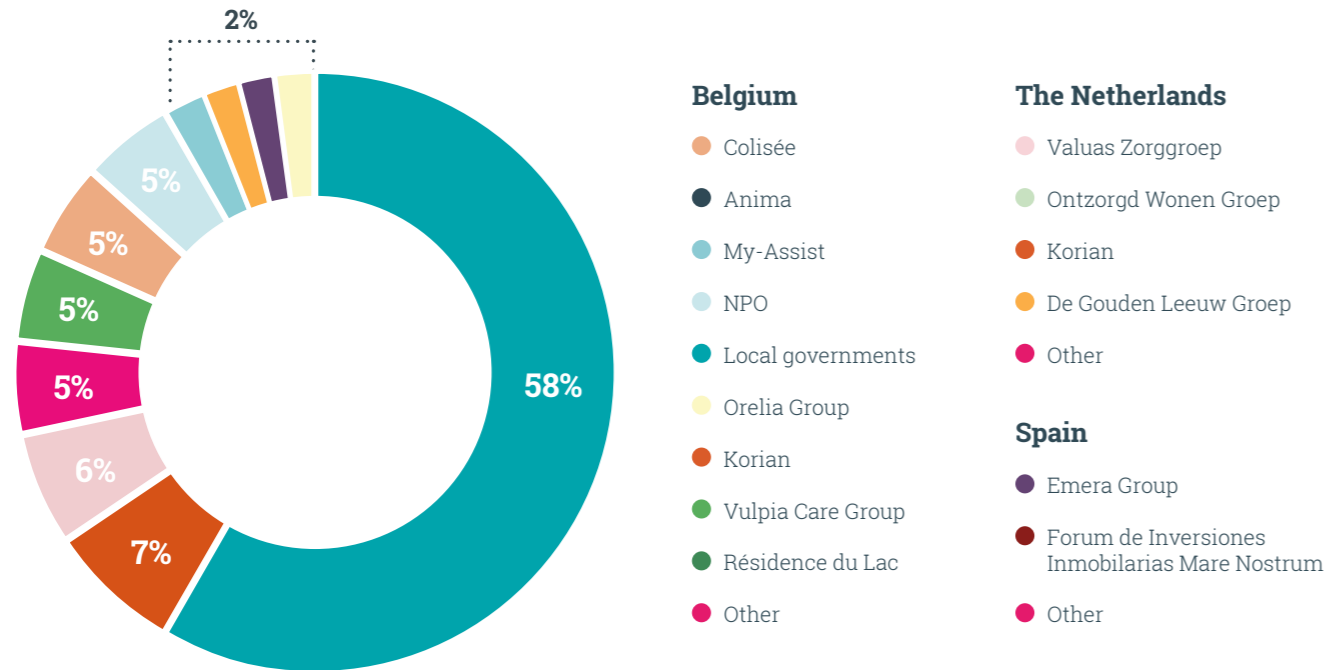
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'Investing in sustainable real estate is building a resilient future together.'

Distribution of the number of projects per operator⁽¹⁾⁽²⁾

(as per 31 December 2021)



Key facts

(as per 31 December 2021)

Occupancy Rate	100%
Market Cap	€ 693 m
Fair Value Portfolio	€ 986 m
Average Remaining Duration of Contract	15.94 years
Number of Beds	6,413
Number of Sites	130
Total Surface	479,934 m ²

Sustainability Highlights



First Sustainability Bonds private placement.



Obtaining the EPRA sBPR Silver Award and the EPRA sBPR Most Improved Award.



Our European presence

(as per 31 December 2021)

Belgium



5,088 beds

-

The Netherlands



362 beds

204 beds

Spain



403 beds

356 beds

Current number of beds Number of beds in development

(1) For the following operators, the share in the projects was less than 1% on 31 December 2021: Aldenborgh Exploitatie, Anima, Com-4Care, Forum de Inversiones Inmobiliarias Mare Nostrum, Ontzorgd Wonen Group and Résidence du Lac.

(2) For the following operators, the share in the projects was less than 1% on 31 December 2020: Aldenborgh Exploitatie, Anima, Com4 Care, Emera, Ontzorgd Wonen Group and Résidence du Lac.



'In 2020, we started our sustainability journey and are proud of the progress we are making for our clients, our employees and our stakeholders.'

Dear Stakeholder,

As part of our continuing ambition to offer sustainable real estate we drafted our first sustainability policy in 2021. This sustainability policy sets out our mission to build a resilient future by offering sustainable real estate options for tackling challenges such as the ageing population, increasing inequalities, climate change and the energy transition. The policy highlights the importance of adhering to our environmental, social and governance responsibilities in conducting our activities, as part of our commitment to providing

Letter to the stakeholders

sustainable healthcare housing. We incorporated these sustainability commitments into our strategy framework and embedded them into our business processes, decisions and employee considerations. By doing so, we aim to have a positive impact on society and make qualitative, sustainable healthcare housing accessible to all.

2021 was also the year in which Care Property Invest successfully completed its first debt capital markets transaction by means of a €32.5 million Sustainability Bonds private placement. The Sustainability Bonds are issued under our Sustainable Finance Framework, which was launched and validated in 2020. This issuance demonstrates our Company's commitment to sustainable development and further strengthening of our ESG strategy.

While the impact of the Covid-19 pandemic was still being felt in 2021, the roll-out of vaccination programmes across Europe has contributed to a more comprehensive risk perception of residential care homes with occupancy rates stabilising again. Moreover, the fundamentals of care properties remain unaffected, as the pandemic merely emphasised the importance of good

care for the elderly.

Earlier this year we were devastated by the outbreak of the war in Ukraine. We as a Company deeply regret the terrible situation in which many Ukrainians are living today and sympathise with all victims and their families. In addition to the humanitarian disaster, this conflict has had a major impact on the European economy, including being a factor in the increase in energy prices. As a result, operating costs are expected to increase dramatically for a wide range of companies potentially including our operators.

Strengthening our strategic sustainable growth

To further develop our strategic growth plan, we entered the Irish care property market in February 2022. The acquisition of Ballincurrig Care Centre adds a fourth geographic market to Care Property Invest's portfolio. Since then, five other existing and fully operational Irish residential care centres have been acquired. In the near future Ireland's elderly population will increase significantly, with a current shortage of nursing home beds and outdated existing care infrastructure. Ireland therefore presents particularly high investment potential for sustainable growth focused operations. Extending

our operations in Ireland fits perfectly with our ambition to create sustainable real estate accessible for everyone. We strive to maximize our market coverage to meet the increasing need for healthcare housing, whilst embedding sustainability into the core of our operations.

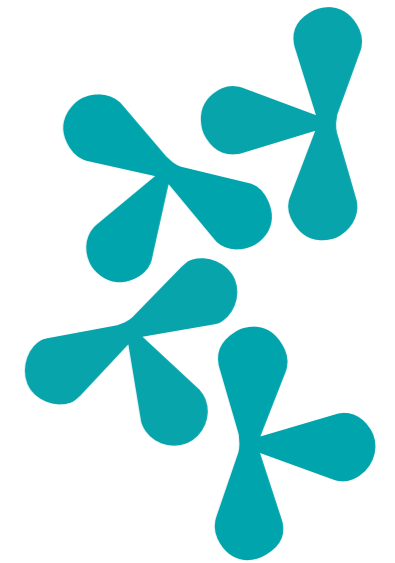
Following the trends on the market and acting upon our role as innovator in the real estate sector, we have carefully focused our goals in our sustainability roadmap. Therefore, we brought forward our goal to set Science Based Targets on environmental indicators by three years, from 2025. We will formally commit to set Science Based Targets in 2022 and then develop the targets in the following year.

Formalising our commitment

In 2022, we will participate in the GRESB Assessment, to gain insights in our ESG performance and benchmark us against our peers. Care Property Invest was also invited to participate in the Corporate Sustainability Assessment (CSA) by S&P Dow Jones. Furthermore, we are currently developing an employee mobility program

'2021 was also the year in which Care Property Invest successfully completed its first debt capital markets transaction by means of a €32.5 million Sustainability Bonds private placement.'

which will be rolled out in 2022 as this is the key component of our carbon footprint and the number of employees keeps growing. We will continue to closely monitor the regulatory changes in the sustainability landscape and keep preparing ourselves for the coming years. Additionally, we are proud that in September 2021 Care Property Invest received both the EPRA sBPR Silver Award and the EPRA sBPR Most Improved Award for our sustainability report. The Company is pleased with this recognition of the efforts made in the field of sustainability reporting.



Peter Van Heukelom

Peter Van Heukelom
CEO
Care Property Invest



Mark Suykens

Mark Suykens
Chairman of the Board of Directors
Care Property Invest

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.

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.

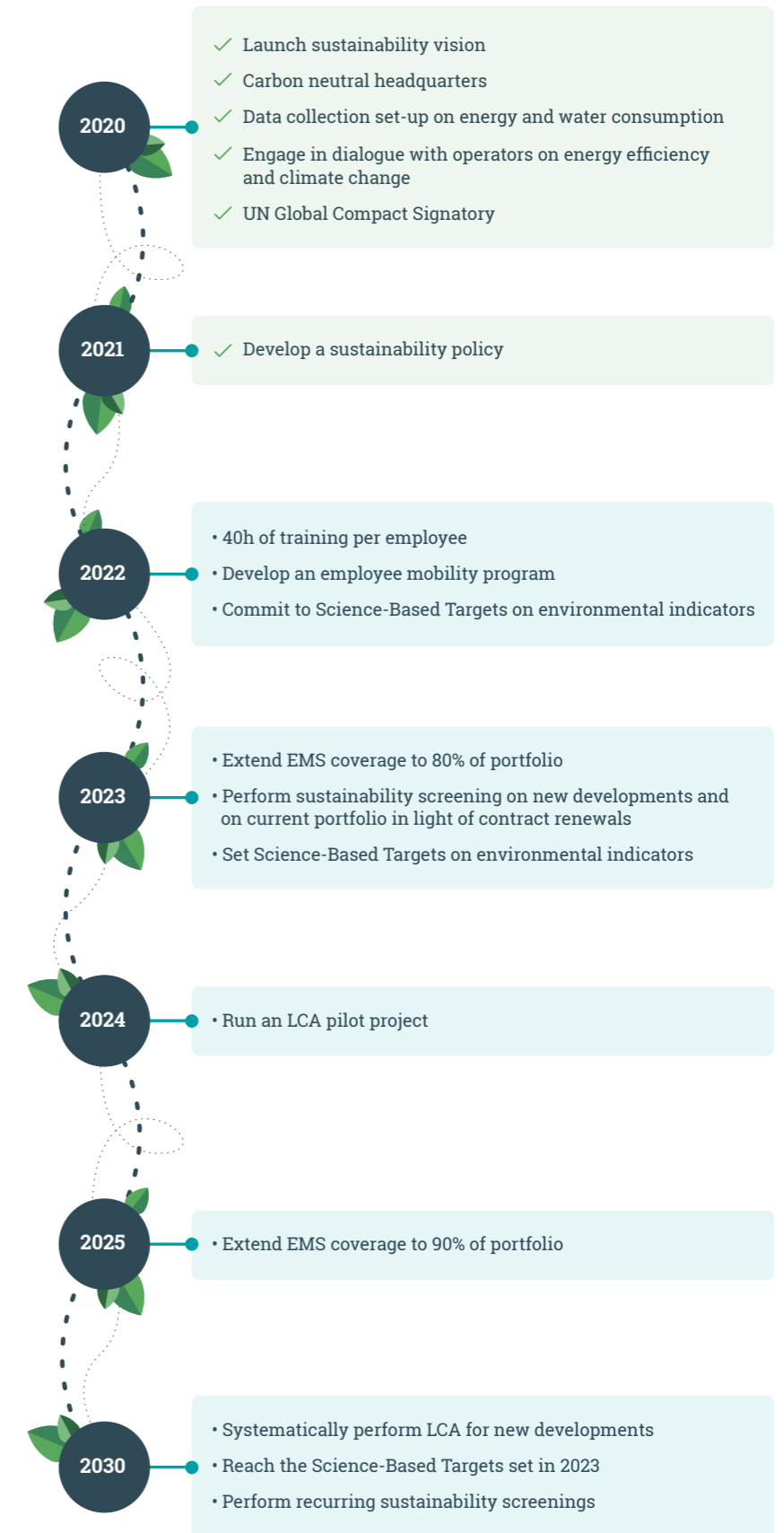
At Care Property Invest we focus on taking an active role in the transition of the real estate sector and contribute to the realisation of the EU Green Deal. By monitoring our sustainability performance and refining our strategy, we aim to reduce our impact. Our sustainability report describes our progress 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.'



✓ 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.



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%⁽¹⁾ 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.

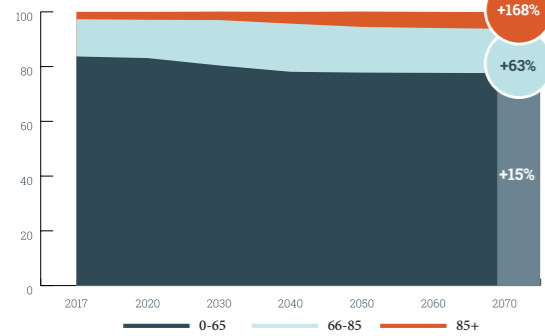


‘With our sustainable real estate ambitions, we want to meet the need for equal access to healthcare housing for elderly people and people with mental and / or physical disabilities.’

(1) excl. initial portfolio of apartments in leasehold to local governments 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.

About Care Property Invest

Demographic evolution Belgian population⁽¹⁾



EXPECTED GROWTH total Belgian population of **+15%**

+168% in age category 85+
+63% in age category 66-85

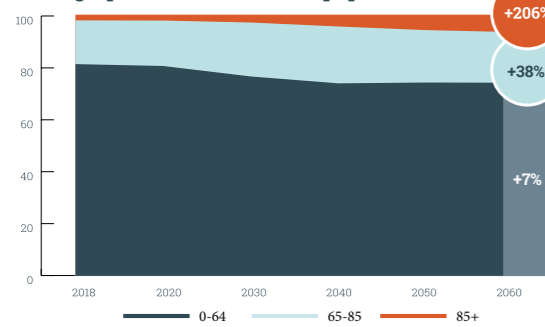
Our contribution to the UN Sustainable Development Goals

The 17 Sustainable Development Goals (SDGs) set in 2015, act as a universal language for corporate responsibility. The SDG's provide a framework that guides businesses in defining their corporate responsibility, strategy and action planning. The framework helps organisations connect their strategies with global priorities set out in the United Nations' 2030 sustainable development agenda.

As an investor, employer and partner for our care providers with a common vision for our residents, we recognize our corporate responsibility and aim to play our part in implementing these goals. Our ambition is to become a sustainability leader in healthcare real estate. In order to meet the needs of tomorrow, we need to prepare for the future by addressing major challenges such as the ageing population, increasing inequalities, climate change and energy transition.

To reinforce this commitment, we have used the SDGs as one of the frameworks to build our sustainability strategy.

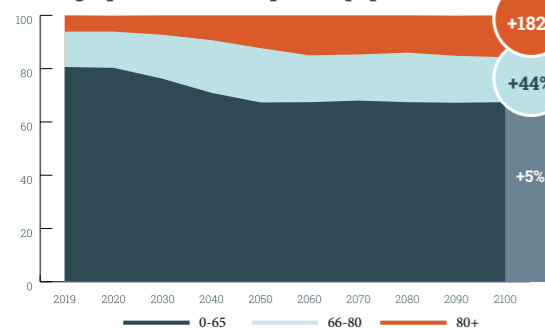
Demographic evolution Dutch population⁽²⁾



EXPECTED GROWTH total Dutch population of **+7%**

+206% in age category 85+
+38% in age category 65-85

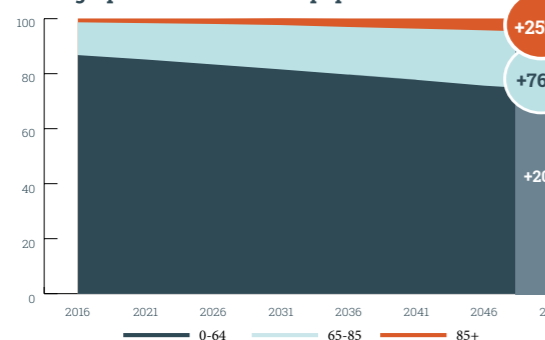
Demographic evolution Spanish population⁽³⁾



EXPECTED GROWTH total Spanish population of **+5%**

+182% in age category 80+
+44% in age category 66-80

Demographic evolution Irish population⁽⁴⁾



EXPECTED GROWTH total Irish population of **+20%**

+252% in age category 85+
+76% in age category 65-85

Our social role in healthcare housing for elderly and disabled people

By 2070, the Belgian population is projected to grow by 15%. Within the population, the group of elderly people aged between 66 and 85 will increase by 63% and the group aged 85+ will grow by 168%. A similar trend in terms of population ageing figures applies to the Netherlands, Spain and Ireland, as well as in the rest of Europe⁽¹⁾. In the Netherlands the population is expected to grow by 7% by the year 2060. The category of 85+ will grow by 206%, while the age category 65 to 85 will grow by 38%. The Spanish population is projected to grow by 5% by the year 2100. The biggest population growth, however, is projected in Ireland, with a 20% increase of the total Irish population and an overwhelming 252% increase in the age category of 85+ by 2051. This results in a growing demand of healthcare housing for elderly people in the public (housing corporations and foundations) and private sector.

In 2014, in addition to our assisted living apartments, we broadened our scope to include private residential care centers in order to address the growing demand for real estate with a social added value, to reinforce equal access to qualitative healthcare housing, and to build on the experiences and knowledge gained over almost 20 years. This allowed us to include care facilities run by private operators and to realise projects for people with mental and/or physical disabilities. Our first residential complex for people with disabilities was completed in September 2019.

In addition to the aging population and thus growing demand for healthcare housing, inequality in society leads to

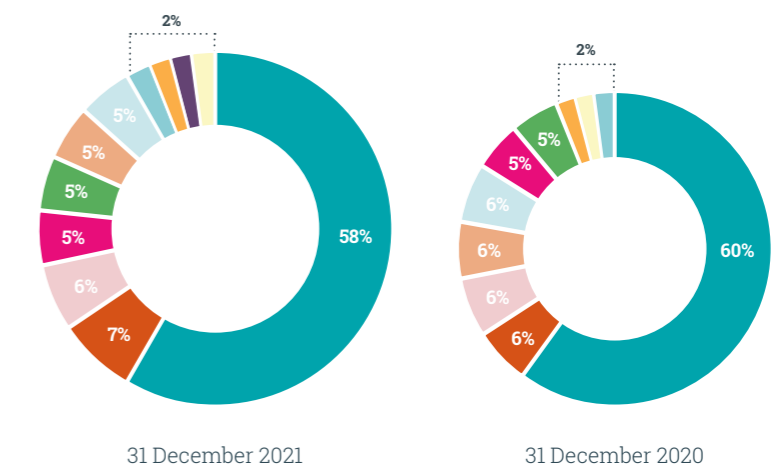
inequal access to healthcare housing. In Belgium private healthcare housing is on average € 8 / day more expensive than public healthcare housing. Care Property Invest stands for affordable healthcare housing for every citizen. Therefore, we keep our offering to both the public and private operators in all countries we are currently active in, even though we foresee less opportunities in the public sector in the near future.

With our unique position in both the public and private market, we strive to meet the need for equal access to healthcare housing with 63% of our portfolio operated by local govern-

ments and Non Profit Organizations (NPOs) as of 31st December 2021.

The COVID-19 pandemic emphasised the need for adequate healthcare and customised infrastructure. Although the impact of the pandemic on the wider community was still being felt at the beginning of 2021, the roll-out of vaccination programmes across Europe has contributed to a more comprehensive perception of the risk in residential care centres, where occupancy rates are generally rising again.

Distribution of the number of projects per operator



- Belgium**
- Colisée
 - Anima
 - My-Assist
 - NPO
 - Local governments
 - Orelia Group
 - Korian
 - Vulpia Care Group
 - Résidence du Lac
 - Other

- The Netherlands**
- Valuas Zorggroep
 - Ontzorgd Wonen Groep
 - Korian
 - De Gouden Leeuw Groep
 - Other
- Spain**
- Emera Group
 - Forum de Inversiones
 - Inmobilarias Mare Nostrum
 - Other

(1) Based on data from the Federal Planning Bureau - Report on demographic projections 2017-2070.

(2) Based on the following data source: 'Projections of population intervals; age group, 2018-2060', CBS - 19 December 2017.

(3) Based on data from the Organisation for Economic Cooperation and Development (OECD), <http://stats.oecd.org>.

(4) Based on data from the Irish Central Statistics Office: 'Projected population, 2016 - 2051', <https://www.cso.ie/en/index.html>.

(1) Based on data from the "Belgian Federal Planning Bureau - Report on Demographic Projections 2017-2070", from "Projections of population intervals; age group, 2018-2060", CBS - 19 December 2017", from the "Organization for Economic Co-operation and Development (OECD), <http://stats.oecd.org>" and from the "Irish Central Statistics Office: 'Projected population, 2016 - 2051'".

Our role in climate change and positive contribution to the environment

The real estate sector has a significant impact on the environment. According to United Nations estimates, the real estate sector accounts for 36% of global energy use and 39% of carbon emissions⁽¹⁾. A reduction of 78% in GHG emissions and 91% reduction of GHG emissions is projected to be required to respectively achieve the IPCC's 2°C and 1.5°C scenario.⁽²⁾ As a reaction, initiatives have been launched over the past few years to support the transition of the real estate landscape. An additional capex of € 80bn is expected to be necessary in the EU real estate sector to close the climate gap. In line with the guidelines set forward by GRESB and EPRA sBPR, Care Property Invest will participate in this transition. Our organisation will participate by measuring sustainability performance and committing to our sustainability

strategy to reduce our environmental impact. This report was drafted in accordance with the international sustainability guidelines: GRI, EPRA sBPR and the Euronext ESG Guidelines. An overview of reporting parameters and definitions used can be found in '[Annex I – Reporting Parameters](#)'.

The EU Green Deal⁽³⁾ reinforces the role of care providers in building the 'social housing of tomorrow' in an energy and resource efficient way. This is stimulated by ensuring increased digitalisation in building designs, circular economy, and climate proofing of the building stock. We strive to contribute to these actions put forward by the European Commission by improving

energy performance and resource efficiency in new developments and by investigating the viability of smart renovation for our existing portfolio.

We are currently investigating how life-cycle assessments (LCA) can be actively integrated in our decision-making process as well as during the planning and design of new projects. Based on LCA results, Care Property Invest will minimize environmental impact by objectively and proactively looking at building design, material use and the construction phase of the building. By 2024 we will run one pilot project to perform a life-cycle assessment for a new development. We are aiming to systematically perform a life-cycle assessment for each new development by 2030.



'Through both our portfolio and our own operations, we want to create a positive impact on the community.'

(1) Global Alliance for Buildings and Construction, International Energy Agency and the United Nations Environment Programme (2019): 2019 global status report for buildings and construction: Towards a zero-emission, efficient and resilient buildings and construction sector
 (2) Kepler Chevreux (March 2021): Equity research ESG set to rock property
 (3) The European Green Deal is Europe's new growth strategy with the ambition to become the first continent to be climate neutral by 2050

Our sustainability commitment and priorities



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.

Our long-term commitment

Care Property Invest has shaped its focus around three areas. On the one hand, we commit to addressing the impact areas related to our buildings and our care providers. On the other hand, we consider it our responsibility to pay attention to the impact on the surroundings and employees during

our operations. These ambitions will allow us to build a strong sustainability foundation within our strategy and our way of operating. Next year we will further increase the monitoring coverage of our portfolio's energy performance in order to redefine our ambitions and set stronger targets.

This strategic framework, which defines our impact areas, ambitions and goals, was developed based on the materiality exercise described in the next section.

Since 2019, we publish our annual 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. In 2020, we launched our sustainability vision and successfully achieved our first sustainability targets. Care Property Invest became a UN Global Compact signatory and obtained a carbon neutral label for its head-office operations. Moreover, we increasingly engaged in dialogue with our operators on topics such as energy efficiency and climate change and continued to set up the data collection on energy and water consumption.

In 2021, we drafted our first sustainability policy in which we set out our mission and sustainability commitments. This policy, which can be consulted on our [website](#), will be reviewed and evaluated regularly to ensure the relevance of its commitment and safeguard compliance. Additionally, 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. The environmental targets include the reduction of CO2 emission per employee and the achievement of a better than average GRESB score. For the social dimension, SMART targets are set regarding the number of hours of training provided

and stakeholder engagement. For governance, the SMART targets concern IT security and a compliance programme. Additionally, the management's short-term bonus also depends on SMART targets derived from its sustainability roadmap (to an amount of 25%).

Furthermore, to reinforce our carbon neutral ambitions the Company has built an extension of our headquarters in accordance with the zero-carbon principles. We moved into this building in February 2022. We are also preparing the rollout of a green mobility program, which will be implemented in 2022. This programme has high priority, as our fleet represents the biggest portion of our CO2 emissions and our team is growing. In addition, mobility is part of our Flex Income Plan. Employees can for instance choose to contribute a portion of their gross income and/or reward in the mobility category and opt for a company bike. Finally, we managed to provide 32 hours of training for each employee. Our goal was a total of 40 hours of training per employee. Unfortunately we did not quite reach this target. Due to the ongoing pandemic, most of the trainings were held in a virtual format. However, digital webinars proved to return lower yields than physical trainings and were therefore less popular. We are currently preparing the rollout of an individual training scheme for each employee making it easier for both employees and management to monitor the number of hours of training followed. Together with the organization of more physical trainings we are positive that we will reach the 40 hours of training for each employee in 2022.

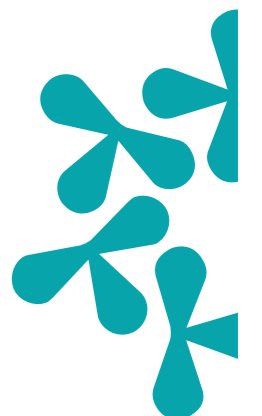
Following the trends on the market,

and acting upon our role as innovator in the real estate sector, we sharpened our ambitions in our sustainability roadmap. Therefore, we brought our goal to set Science Based Targets on environmental indicators forward by three years, from 2025. We will formally make our commitment to set Science Based Targets in 2022 and have our targets validated by SBTi in the following year. In 2023, we also aim to increase our energy monitoring system's coverage to 80%⁽¹⁾ of our portfolio. More accurate measurement will allow us to refine our defined Science-Based Targets. In addition, we will perform sustainability screenings on new developments and on our current portfolio in the light of contract renewals.

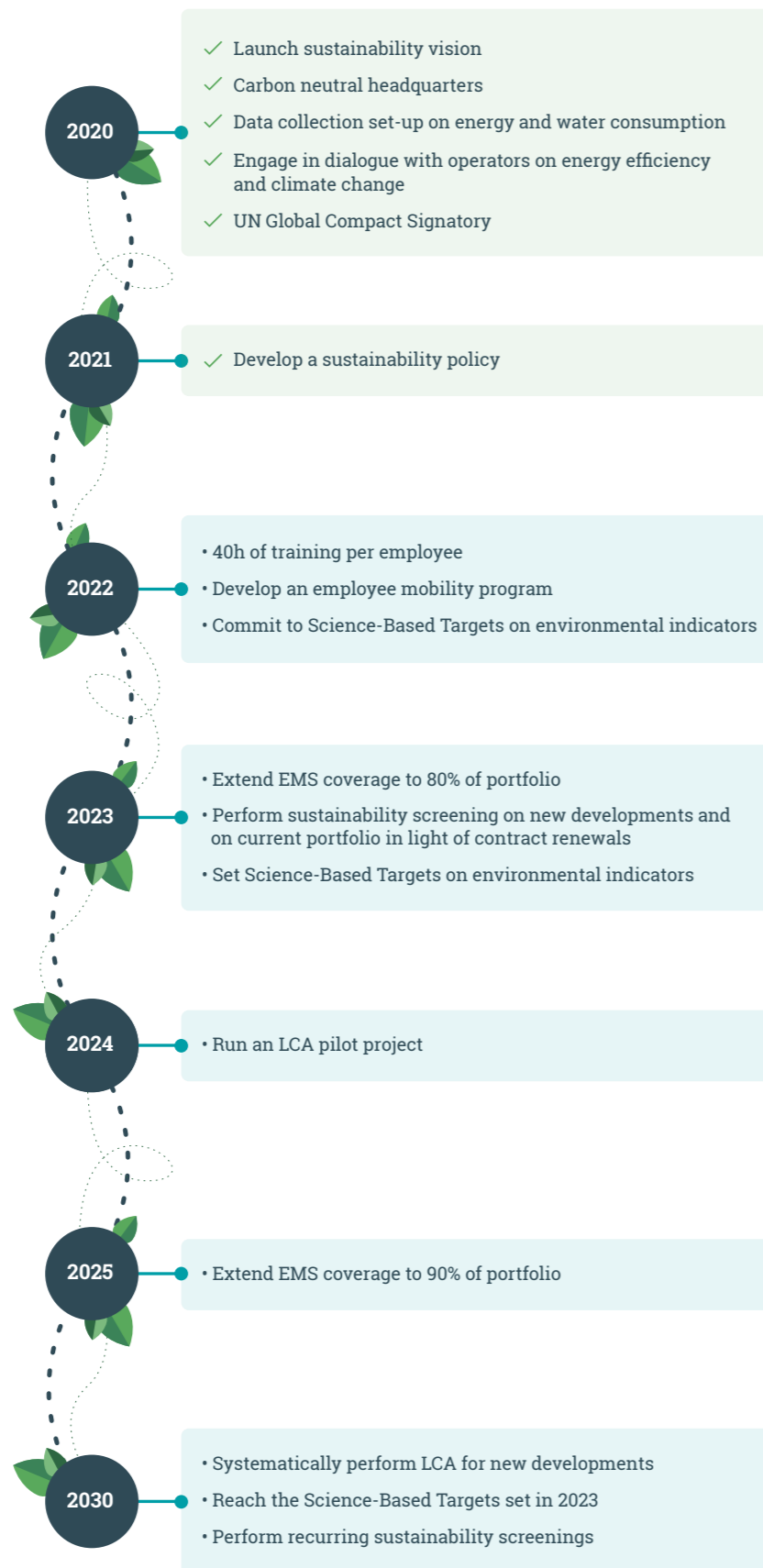
By 2024, we strive to run a first LCA pilot project on a new development. This target was originally set for 2025 but was advanced by a year as we become more ambitious in our sustainability growth trajectory. To this end, we co-operate with an external party, with whom information is exchanged so that LCA can be taken into account in our projects. By 2025, we aim to extend the EMS coverage even further, from 80% to 90% of our portfolio.

Finally by 2030, we endeavour to systematically perform LCAs for new developments, perform recurring sustainability screenings and reach the Science Based Targets set in 2023.

(1) 80% coverage of our new portfolio without the financial lease of the initial portfolio.



'Our sustainability roadmap reflects the pathway towards achieving our ambitions. In the coming years, we will refine this roadmap by integrating more progressive and quantitative targets.'



Sustainable Finance Framework and Allocation of Proceeds

Making the transition towards a sustainable economy leads to new opportunities to attract funding. Moreover, it is increasingly becoming a minimum requirement to gain access to financing opportunities. At the same time investors have the opportunity to mobilise capital flows towards sustainable projects.

To take on this opportunity, Care Property Invest has set out its sustainable finance framework consistent with the guidelines of the Green Bond Principles, Social Bond Principles, Sustainability Bond Guidelines and the Green Loan Principles.

Under this framework, Care Property Invest can issue a variety of sustainable finance instruments including Social & Sustainability Bonds, Private Placements, Schuldschein and (syndicated) loan facilities. Eligible assets, which can be financed using the proceeds of these financial instruments are segmented into 3 categories: access to essential healthcare services, green buildings and renewable energy.

Sustainalytics, a trusted and respected party, provided a positive second party opinion to our finance framework. This guarantees credibility and improves investor confidence in our operations.

Within this framework, we contracted a sustainability loan of € 35 million from ABN AMRO in 2020, which was increased to € 55 million in the course of 2021. The outstanding amount of this facility per 31 December 2021 was



€ 21.5 million. In 2021 we successfully completed our first debt capital markets transaction by means of a € 32.5 million Sustainability Bonds private placement. The net proceeds from the bonds are used exclusively to (re)finance eligible sustainable assets as included in this sustainable finance framework. This issuance confirms Care Property Invest's commitment to sustainable development and further strengthens its sustainability strategy.

The number of green assets as per 31 December 2021 was 17, representing an acquisition cost of € 154.9 million and a fair value of € 171.2 million. This is a rather conservative estimation. The number of eligible assets within the existing portfolio will further increase as Care Property Invest is still in the process of collecting Energy Performance Certificates (EPC) for its Belgian portfolio and similar certificates for its portfolio in other countries.

This portfolio thus consists of eligible assets that can be financed with sustainable finance instruments and is spread over the three markets where Care Property Invest is active, i.e. for

€ 83.6 million in Belgium (10 buildings), € 61.3 million in the Netherlands (6 buildings) and € 10.0 million in Spain (1 building). It is the ambition of Care Property Invest to increase this portfolio of green eligible assets further each year, together with the growth of the portfolio through new sustainable developments or the purchase of existing residences that meet the eligibility criteria.

As of 31 December 2021, an amount of € 54 million was taken up in sustainable finance instruments and fully allocated to the category Green buildings of which 4 are located in the Netherlands and 1 in Spain. These buildings have a total fair value of € 58.4 million as of 31 December 2021. The total amount is allocated to the refinancing of acquisitions and completed developments during 2021 and 2020. Consequently, there were no unallocated proceeds.

The total number of outstanding sustainable finance instruments is 13% of the total financing as per 31 December 2021.

(1) Kepler Chevreux (March 2021): Equity research ESG set to rock property

Auditor's report

Limited Assurance Report of the Independent Auditor on the Use of Proceeds

Introduction

We were engaged by Care Property Invest nv (the "Company") to provide a limited assurance conclusion on the use of proceeds for the issuances of sustainable finance instruments included in the section 'Sustainable Finance Framework and Allocation of Proceeds' of Care Property Invest's Sustainability Report 2021 (the "Selected Information").

Conclusion

Based on our procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Selected Information is not prepared, in all material respects, in accordance with the applied criteria of proceeds allocation to Eligible Assets disclosed in section 'Use of Proceeds' of Care Property [Invest's Sustainable Finance Framework](#) (the "Criteria").

Basis for our conclusion

We have carried out our limited assurance engagement on the Selected Information in accordance with the International Standard on Assurance Engagements (ISAE) 3000: "Assurance Engagements other than Audits or Reviews of Historical Financial Information", issued by the International Auditing and Assurance Standards Board.

Our responsibilities under this standard are further described in the section 'Our responsibilities' of our report.

Our conclusion has been formed on the basis of, and is subject to, the matters outlined in this report.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Responsibilities of Care Property Invest for the Selected Information

Care Property Invest is responsible for the preparation of the section 'Sustainable Finance Framework and Allocation of Proceeds' in the Sustainability Report 2021 and the Selected Information contained herein in accordance with the Criteria.

This responsibility includes designing, implementing and maintaining internal control relevant to the preparation of the section 'Sustainable Finance Framework and Allocation of Proceeds' in the Sustainability Report 2021 and the Selected Information contained herein that is free from material misstatement, whether due to fraud or error.

It also includes developing the Criteria, selecting and applying policies, making judgments and estimates that are reasonable in the circumstances and maintaining adequate records in relation to the section 'Sustainable Finance Framework and Allocation of Proceeds' in the Sustainability Report 2021 and the Selected Information contained herein.

Our responsibilities

Our responsibility is to carry out a limited assurance engagement and to express a conclusion based on the work performed in relation to the Selected Information. We conducted our engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000, "Assurance Engagements other than Audits or Reviews of Historical Financial Infor-

mation", issued by the International Auditing and Assurance Standards Board. That Standard requires that we plan and perform the engagement to obtain limited assurance about whether the Selected Information is free from material misstatement.

Procedures performed in an assurance engagement to obtain a limited level of assurance are aimed to determine the plausibility of information and are less extensive than a reasonable assurance engagement. The level of assurance obtained in limited assurance engagements is therefore substantially less than the level of assurance obtained in a reasonable assurance engagement.

Misstatements can arise from fraud or errors and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of the Selected Information. The materiality affects the nature, timing and extent of our review procedures and the evaluation of the effect of identified misstatements on our conclusion.

We apply the International Standard on Quality Control 1 and accordingly maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We have complied with the independence and other ethical requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which is founded on fundamental principles of integrity, objectivity,

professional competence and due care, confidentiality and professional behaviour.

We have exercised professional judgment and have maintained professional scepticism throughout the review, in accordance with the International Standard on Assurance Engagements (ISAE) 3000, ethical requirements and independence requirements.

Our limited assurance conclusion relates solely to the Selected Information. Also it is not our responsibility to provide any form of assurance on:

- The suitability of the Criteria in Thereslation to the Sustainability Bond Guidelines 2018, Green Bond Principles 2018, Social Bond Principles 2020, and Green Loan Principles 2020 of the International Capital Markets Association which was assessed by Sustainalytics in the 'Second Party Opinion' published in November 2020 on https://carepropertyinvest.be/wp-content/uploads/carepropertyinvest_spo-final.pdf;
- The management of the proceeds from the sustainable finance instruments prior to their allocation or the use of these proceeds after their allocation.

Procedures performed

Our limited assurance engagement on the Selected Information consists of making inquiries, primarily of persons responsible for the preparation of the Selected Information, and applying analytical and other evidence gathering procedures, as appropriate. These procedures included, among others:

- Identifying areas of the Selected Information where material misstatements, whether due to fraud or error, are likely to arise, designing

and performing limited assurance procedures responsive to those areas, and obtaining assurance evidence that is sufficient and appropriate to provide a basis for our conclusion;

- Developing an understanding of internal control relevant to the limited assurance engagement in order to design limited assurance procedures that are appropriate in the circumstances, but not for the purpose of expressing a conclusion on the effectiveness of the Company's internal control;
- Evaluating the appropriateness of the reporting Criteria used and their consistent application, including the reasonableness of estimates made by the Company and related disclosures to the Selected Information;
- Interviewing relevant persons responsible for providing the Selected Information, for carrying out internal control procedures on and consolidating the Selected Information;
- Reviewing relevant internal and external documentation, on a limited test basis, in order to determine the reliability of the Selected Information;
- Analytical review procedures to confirm our understanding of evolutions in the Selected Information.

Diegem, 22 June 2022

EY Bedrijfsrevisoren srl
Independent Auditor
Represented by
Christel Weymeersch⁽¹⁾
Partner

External Recognition

Care Property Invest wants to continuously strengthen its position as a trustworthy investment. In this regard, after assessment and screening based on environmental, social and governance criteria, Care Property Invest was selected by Triodos Bank as a sustainable investment for their Sustainable Investment Funds and private banking clients.

Furthermore, an investor research report by Kepler Chevreux⁽²⁾ attributed for a second year in a row an ESG score of 3.2/5 to Care Property Invest. The research recognised Care Property Invest's efforts and transition, stating an expected shift in ESG performance in the upcoming year.

In 2021, our sustainability report was evaluated by EPRA sBPR and was awarded the EPRA sBPR Silver Award as well as the Most Improved Award.

Moreover, in 2021, S&P Global expanded the list of companies selected to take part in its Corporate Sustainability Assessment (CSA). Care Property Invest was invited to participate in the assessment in 2022, as the Company is considered important to the wider investment community.

In 2022, we will also participate in GRESB's rating, which assesses the ESG performance of real estate and infrastructure companies. By participating in the GRESB Assessment, Care Property Invest can gain insights in our Company's ESG performance and benchmark against our peers. In addition, it allows us to identify risks, opportunities and impact areas in our portfolio.

(1) Acting on behalf of a srl

(2) Kepler Chevreux (March 2022): Equity research - ESG set to rock property

'The research recognized Care Property Invest's efforts and transition, stating an expected shift in ESG performance in the upcoming year.'



The SDGs at the basis of our sustainable priorities

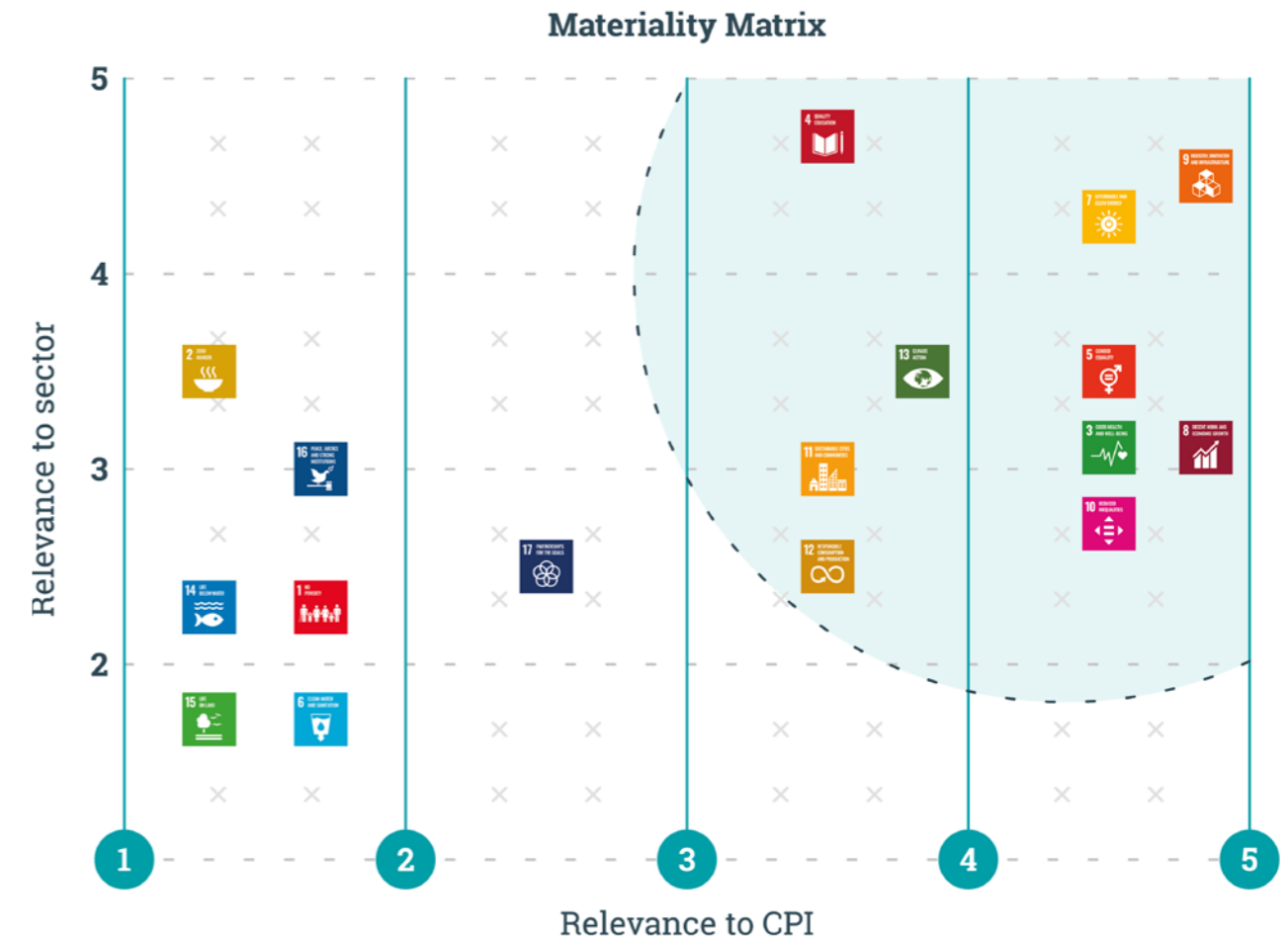
We selected the SDGs as a framework to identify material sustainability topics and draft our sustainability strategy. We believe we can deliver positive social, environmental and economic impact by aligning our business to a selection of appropriate SDGs.

The matrix was drafted by our Management Committee in 2019 and is validated by the Board of Directors every year. We will review this matrix

internally in 2022 and aim to renew this exercise in the coming year by extensively consulting both internal and external stakeholders to be able to respond to their changing needs as well as the evolving regulatory landscape.

The materiality matrix reflects the importance of the SDGs within our sector⁽¹⁾ and their relevance for Care Property Invest. Based on this materiality matrix 10 material SDGs and related sustain-

ability topics were defined. These topics are used to set out our strategy, ambitions and targets for the upcoming years. Our sustainability report is outlined accordingly.



(1) According to the Sector Study on Sustainability Materiality of the SDG Targets & GRI Indicators by the Governance & Accountability Institute, Inc. (2018)



The table below summarises the topics per SDG that are relevant and important for Care Property Invest.

<p>10 REDUCED INEQUALITIES</p> <ul style="list-style-type: none"> • Equal access to healthcare housing • Affordable healthcare housing 	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p> <ul style="list-style-type: none"> • Ageing population • Sustainable buildings
<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p> <ul style="list-style-type: none"> • Innovation in new developments and acquisitions • Innovative partnership • Portfolio screening • Life-Cycle Assessments (LCA) 	<p>13 CLIMATE ACTION</p> <ul style="list-style-type: none"> • Portfolio sustainability screening • EU Green Deal
<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p> <ul style="list-style-type: none"> • Responsible consumption of energy and resources 	<p>7 AFFORDABLE AND CLEAN ENERGY</p> <ul style="list-style-type: none"> • Renewable energy • Carbon neutral operations
<p>8 DECENT WORK AND ECONOMIC GROWTH</p> <ul style="list-style-type: none"> • Safe and healthy working conditions for our employees • Job security 	<p>5 GENDER EQUALITY</p> <ul style="list-style-type: none"> • Equal remuneration • Equal opportunities • Diversity in workforce • Women in leadership
<p>3 GOOD HEALTH AND WELL-BEING</p> <ul style="list-style-type: none"> • Employee well-being • Flexibility • Integrity, transparency, fairness • Promote physical and mental health 	<p>4 QUALITY EDUCATION</p> <ul style="list-style-type: none"> • Employee training • Personal development

Stakeholder engagement

The relationship with our stakeholders is a key aspect within our sustainability commitment. We feel an increasingly strong pull from and responsibility towards our investors and other stakeholders, who want to invest and support real estate with sustainability embedded values and strategy.

To maintain a high level of engagement with our stakeholders in the future we continuously strive to find new ways to connect. Since the publication of our first sustainability report, we made sustainability a distinct topic in our

investor roadshows.

Furthermore, we believe that engaging with our operators on environmental matters is key to achieving a positive impact. It is our responsibility to actively raise awareness on topics such as energy efficiency, waste production and climate change.

In 2021, we engaged with our operators on how we can further implement renewable and green energy usage. Additionally, we want to explore the possibility of further implementing

waste monitoring. An Asset Manager in our team takes on the task of creating an ongoing dialogue with operators around these topics as well as performing periodical technical quality checks on our portfolio.

In the future, we will also involve our stakeholders when updating our materiality assessment to establish a more in-depth picture around stakeholder preferences for the different SDG topics.



The table below explains the importance of sustainability for the various stakeholder groups, as well as the method and frequency of engagement.

Stakeholders	Importance of sustainability	Mode of engagement	Frequency
Operators/care providers and private tenants of our investment properties	Energy and water efficient projects are more attractive to operators and private tenants in terms of short- and long-term operating costs	<ul style="list-style-type: none"> Frequent contacts between investment team and operators in order to build a strong relationship In 2020, an Asset Manager was hired to ensure a structural communication channel via one-to-one meetings and site visits 	<ul style="list-style-type: none"> Regular informal contacts Annually
Residents	New building design focused on comfort and aesthetics are more appealing to residents	<ul style="list-style-type: none"> Sustainability report 	<ul style="list-style-type: none"> Annually
Equity investors	<p>Climate and energy issues and criteria are increasingly important in investment strategies of long-term investors</p> <p>Short term and long term incentives for management and middle-management are linked to ESG ambitions</p>	<ul style="list-style-type: none"> Annual financial report Half-yearly financial report Quarterly results Press releases Integration of sustainability topics in investor communication Investor forums and roadshows Direct communication towards individual shareholders 	<ul style="list-style-type: none"> Annually Bi-Annually Quarterly Regularly
Debt investors and corporate lending	ESG criteria are increasingly important in investment strategies of long-term investors. Therefore, we developed our sustainable finance framework.	<ul style="list-style-type: none"> Annual financial report Half-yearly financial report Quarterly results Integration of sustainability topics in investor communication Investor forums and roadshows Informal consultation 	<ul style="list-style-type: none"> Annually Bi-Annually Quarterly Regularly
Employees	New generations in the labor market value a company's social and environmental role and attach increased importance to corporate citizenship	<ul style="list-style-type: none"> Formal evaluation conversations where employees' needs are also discussed Informal feedback moments Working group on sustainability In house sustainability awareness training 	<ul style="list-style-type: none"> Annually Day-to-day
Subcontractors	Sustainable new developments can be used by subcontractors as a differentiating factor	<ul style="list-style-type: none"> One-to-one meetings 	<ul style="list-style-type: none"> Regularly Ad hoc
Society	Greater general awareness around sustainability	<ul style="list-style-type: none"> Sustainability report 	<ul style="list-style-type: none"> Annually



'Translating sustainability risks and opportunities into our strategy is vital for long-term survival and building a successful organization.'

Risk management

We currently identify and manage sustainability risks and opportunities preliminary based on ad hoc discussions. We are working towards systematic identification and management of sustainability risks and opportunities. At this stage, we have identified all major sustainability risks and opportunities potentially impacting our business. We are reviewing how we can structurally streamline these risks and opportuni-

ties with our existing risk management processes. In addition to monitoring operational, financial and legislative risks, we will investigate how our Risk Manager can also start monitoring sustainability risks.

Sustainability risks have helped shape our 2030 sustainability strategy. In addition to a variety of targets designed to achieve our sustainability ambitions,

we take additional risk mitigation actions to tackle specific sustainability risks. In order to prepare for environmental and demographic challenges, it is crucial for Care Property Invest to ensure appropriate mitigation plans are in place.

The identified risks and opportunities, as well as mitigation actions for the defined risks, are listed in the table below.

Potential sustainability risk ⁽¹⁾⁽²⁾	Mitigation actions
CLIMATE CHANGE RISKS	
1. Physical climate change risks	
<p>Rising sea levels and extreme weather conditions such as flooding, storms and earthquakes – Rising sea levels and extreme weather conditions are acute risks that can cause physical damage to our portfolio. The effects of climate change are slowly catching up as we observe more extreme weather conditions across the globe. On the short-term and medium-term, these risks are limited for Care Property Invest as our portfolio is located in relatively low-risk areas. However, long-term climate changes and their potential impacts can be significant. For our portfolio, rising sea levels are predicted to expose coastal areas in the Netherlands the most. Our Spanish properties are located well above sea level and are not exposed to this risk. The risk for earthquakes is low in Western-European countries like Belgium and the Netherlands, whereas Southern-European countries like Spain face a low to moderate risk of earthquakes.</p>	<p>Our buildings are located in areas with no or very low flood risks. This limits the impact of extreme rainfall. In addition, our buildings in the Netherlands located in high-risk areas are actively monitored. The risks are covered by insurances.</p>
<p>Extreme heat – Different scenario analyses by the IPCC forecast an increase in global temperature varying between 1.7°C to 5.4°C by the year 2100. Southern European countries are already feeling the effects of heat strokes. This phenomenon is expected to become more apparent in Central and Northern parts of Europe in the medium- and long-term. As our healthcare housing facilitates elderly people who are more sensitive to weather changes, climate control is vital. Properties lacking air-conditioning or adequate climate control solutions might lose value or in extreme circumstances become increasingly difficult to rent out. Additionally, the increased need for climate control will also affect the energy intensity and thus carbon footprint of buildings.</p>	<ul style="list-style-type: none"> • New developments take into account the need for air-conditioning and climate-control during the development phase. • We want to move towards energy independent buildings. A change towards renewable energy helps us mitigate the risk of an increased carbon footprint.

(1) World Green Building Council (September 2019): Bringing embodied carbon upfront Coordinated action for the building and construction sector to tackle embodied carbon
 (2) Kepler Chevreux (March 2021): Equity research ESG set to rock property

Potential sustainability risk	Mitigation actions
2. Transitional climate change risks	
<p>Access to finance – A lack of sustainability integration into our operations can lead to an increased cost of capital. Banks will push towards sustainable finance instruments due to the introduction of the EU Taxonomy. Additionally, the conscious investor may choose not to invest in unsustainable projects or companies. In that case, Care Property Invest would face difficulties in finding additional investors.</p>	<p>We developed a sustainable finance framework. This framework received a positive second party opinion by the rating agency Sustainalytics. Additionally, Care Property Invest was selected by Triodos Bank as a sustainable investment for their Sustainable Investment Funds and Private Banking clients. These initiatives signal Care Property Invest is a credible sustainable investment to the market.</p>
<p>Policy and legal risks - The risk of policy and regulatory changes which impact our operations is high in the short-, medium- and long-term. There exists a large amount of uncertainty surrounding the following potential policy changes and implications:</p> <ul style="list-style-type: none"> • A published draft of the EU energy transition rules signals the real estate sector will need to perform significantly better in terms of the nearly-zero energy threshold for new buildings, reduce the primary energy demand for renovation projects and obtain an EPC class A certificate in order to be eligible under the EU taxonomy. The lack of standardization of EPC accreditations amongst different European countries may cause an uneven playing field. For instance, our Flemish operations do not have a letter-coded label whereas our operations in the Walloon region, the Netherlands and Spain do. • The possible introduction of carbon taxes and uncertainty to which party they will be charged (landlords, tenants, worst performing companies, ...). The execution will determine the future course of action for different industry players. • Several measures were announced under the EU Green Deal. Updates include changes of the EPC framework, minimum requirements in terms of energy performance of existing buildings, decarbonization of heating and cooling and a renewed sustainable finance strategy. • Other elements that might change the real estate landscape as a result of the EU Green Deal are the integration of life-cycle assessment in public procurement and the EU sustainable finance framework. Additionally, a potential revision of material recovery targets set in EU legislation for construction and demolition waste and potential carbon reduction targets may also have significant effects. 	<ul style="list-style-type: none"> • We permanently monitor the environmental requirements and compliance of our portfolio. For new developments, we try to anticipate future legislation. • We will run a pilot Life-cycle assessment (LCA) program as of 2024. Our ambition is to systematically carry out LCAs for new developments as of 2030.
<p>Business risk - In addition to the gradual shift in stakeholders' focus on sustainability, operators also benefit from energy friendly buildings as they reduce operating costs. Consequently, large healthcare operators might opt for energy friendly buildings when extending their operations in the future.</p>	<p>During renovations we pay attention to material use in order to optimize the energy efficiency of existing buildings. We also consider energy efficiency for new constructions.</p>

Potential sustainability risk	Mitigation actions
<p>Stranded assets due to energy efficiency of buildings – Energy performance is becoming an increasingly important parameter for building valuations. Failure to ensure future-proof buildings in terms of energy consumption or production of renewable energy creates a devaluation risk for our buildings. Additionally, changing regulations and energy standards for buildings may cause buildings, which are unable to adapt at the required pace, to become obsolete and thus stranded.</p>	<ul style="list-style-type: none"> We monitor and follow up changing building energy requirements on a continuous basis. Installing an energy monitoring system (EMS) into our properties allows us to obtain an objective view of the energy performance of our portfolio. We aim for 80% coverage of our portfolio by 2023. The measured data will be the basis of Science-Based Targets which will be set in 2023. Where possible, EPC and EPB certificates or energy labels for buildings in our portfolio will be obtained. With redevelopment projects, we pay attention to material use to optimize the energy efficiency of existing buildings. This helps to extend the number of EPC certificates or energy labels obtained. These certificates or labels provide a guarantee in terms of the global thermal insulation level and overall energy performance of the building.

ENVIRONMENTAL RISKS

<p>Presence of asbestos - Our real estate portfolio has a low risk of asbestos as a large portion of our portfolio consists of new buildings. As of 2002, this material was no longer used in new developments. We avoid asbestos at all costs, however if identified, we commit to adequately manage and mitigate the risk. None of our (few) identified cases pose a direct threat to residents.</p>	<ul style="list-style-type: none"> We avoid unidentified asbestos by performing controls of each building built prior to 2002. During this check, we draw an inventory mapping the presence of asbestos. We perform yearly follow-up controls on sites where asbestos is identified. Asbestos removal is always performed by certified firms in accordance with legislation. Newly acquired buildings built after 2002 do not have asbestos. With newly acquired re-developments, we transfer this risk to the project developer by requesting removal of asbestos when necessary.
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<p>Soil pollution – The risk of a polluted soil is mostly faced when acquiring new buildings or land. The risk is higher when the soil is located near (past) industrial activities or areas where agricultural chemicals were used. An inventory of all our buildings confirms no hazardous soil pollution has been found.</p>	<ul style="list-style-type: none"> An inventory of the buildings was prepared to map soil pollution in our portfolio. No hazardous soil pollution has been found. Newly acquired buildings in Belgium are required to have a soil attestation. Similar attestations exist for real estate projects in the Netherlands and Spain. With newly acquired re-developments, Care Property Invest transfers this risk to the project developer by requesting soil sanitation when necessary.
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Soil pollution, asbestos and flood areas

The screening covers 99% of our operational portfolio. Our operational portfolio includes our investment portfolio and our initial portfolio⁽¹⁾ of apartments in leasehold to local governments, excluding the projects under development. More detailed information related to the scope can be consulted in [Annex I](#). Based on m² of the impacted buildings, we calculated the percentage of our portfolio that is impacted. 98% of our operational portfolio is located in areas without any risk of flooding. For buildings in or near a flooding area, risks are covered through insurances taken out by operators. We do not consider the presence of asbestos or soil pollution as a severe risk. The identification of these elements allows us to adequately manage and mitigate the risks reducing the likelihood of damage significantly.

Indicator	Unit	Portfolio 2021				
		Coverage	Insignificant risk	%	Significant risk	
Soil pollution	# of buildings	100%	7	9,6%	0	n/a
Asbestos	# of buildings	100%	5	5,5%	0	n/a
Flood area	# of buildings	100%	2	2,1%	0	n/a

(1) The initial portfolio concerns the finance leases that the Company concluded until 2014, with a balance sheet value (finance lease receivables) of €156.5m and a generated rental income stream of €14,5m as at 31/12/2021.

Potential sustainability risk	Mitigation actions
<p>SOCIAL RISK</p> <p>Reputational risks in the light of a health and/or sanitary crisis – One year ago, a health or sanitary crisis having the size of the current COVID-19 pandemic would have been estimated to be highly unlikely. More than one year of lockdowns has proven this risk is to be taken seriously.</p> <p>Working together with responsible operators and maintaining a close partnership is vital to minimize the risk of second-hand reputational damage.</p>	<ul style="list-style-type: none"> When starting a collaboration with new care providers, in addition to a solvability investigation, we also verify the care provider is a reliable, experienced and responsible partner capable of handling crises. In times of crises, such as the COVID-19 pandemic, proactive and frequent dialogue is established to be able to assess the impact and inform all stakeholders on potential impact.

<p>GOVERNANCE RISK</p> <p>Market risk – Stakeholders increasingly attach importance to sustainability. The growing importance of sustainability for our stakeholders increases reputational risks originating from error or insufficient action to achieve our sustainability ambitions and fulfill our corporate responsibility. Failure may cause a loss of our moral license-to-operate. We have had no controversies which affected us in the media in 2020.</p>	<ul style="list-style-type: none"> We aim to provide maximum transparency. As an extension to our annual reports, we communicate our sustainability strategy and targets in a sustainability report. We aim to gradually disclose more non-financial information. We work on stakeholder communication and facilitate stakeholder engagement.
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Opportunities

Attract qualitative employees by reenforcing our corporate brand

Our sustainability ambition will help us to attract and retain high quality employees that can help us achieve our sustainability strategy and maximize organizational performance.

Access to funding opportunities

Making the transition towards a sustainable economy leads to new opportunities to attract funding. Moreover it is increasingly becoming a minimum requirement to gain access to financing opportunities. At the same time investors have the opportunity to mobilize capital flows towards sustainable projects.

Competitive advantage

Our ambition to become an industry leader in terms of sustainable performance may in the long run lead to a competitive advantage. As a result of our qualitative workforce, increased funding opportunities and avoidance of extra costs like potential carbon taxes, we may potentially outperform competitors who are unable to keep up the pace of change.



'We strive to maximize our market coverage to meet the increasing need for healthcare housing, while embedding sustainability into the core of our operations.'

Our buildings



We ensure longevity of our buildings by continuously striving to improve the environmental performance of our portfolio in order to accompany the transition to a low-carbon economy



HOW?

- Engage in dialogue with operators on energy efficiency and climate change since 2020
- Extending the coverage of an energy monitoring system up to 80% of senior housing portfolio by 2023
- Life-cycle analysis (LCA) pilot by 2024
- Life-cycle analysis (LCA) for all new developments by 2030

Innovation in our portfolio

The deployment of a smart energy management platform in our portfolio is one of our main actions to track the environmental performance of our buildings. We have begun collaboration efforts with an energy monitoring systems provider to organise data collection on energy and water consumption. In collaboration with the operators we aim to equip 80% of our portfolio⁽¹⁾ with an energy monitoring system by the end of 2023 to monitor real-time data of the energy and water consumption. This is a very effective way to raise awareness, stimulate a shift in mentality and help reduce energy and water usage. The data collection will help us commit to set Science-Based

Targets in 2022 (to be set in 2023) and support our operators with climate change ambitions.

New project developments take place in constant close collaboration between Care Property Invest and the different stakeholders. We include all involved suppliers, subcontractors, and the operator in the decision-making and the planning preparation. Moreover, every aspect of the development is carefully established, considering environmental performance. With the introduction of new methods and material use we try to limit our resource usage and energy consumption and contribute to reduce climate-related risks.

This approach results in developments focused on a **three factors**:

- The experience of the residents
- The economic feasibility for the local government
- The sustainability of the building for the user, the local government and the environment

'In collaboration with the operators, we aim to equip 80% of our portfolio¹ with an environmental management system within the next 3 years to monitor real-time data of the energy and water consumption.'

(1) Excl. initial portfolio of apartments in leasehold to local governments 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.

Giving buildings a new purpose as care homes in the Netherlands



Landgoed De Wulperhorst

Buildings with a heritage

Care Property Invest is proud to have various buildings in its portfolio with a unique heritage. We therefore attach great importance to safeguarding the unique character and history of these buildings during a renovation. By repurposing patrimony as care homes, we aim to create new value for our residents as well as our surroundings.

Several buildings with a rich heritage that are part of Valuas Zorggroep in the Netherlands were given a new purpose as care homes. Examples are Landgoed De Wulperhorst, Het Witte Huis and Boarnsterhim State.

Landgoed De Wulperhorst

This redeveloped building near Utrecht includes a restored country house and a new coach house. In the country house, 25 residential studios have been realised for permanent residence and the coach house has 19 luxury hotel rooms for rehabilitation and temporary recovery stays. This neo-classical house is located on a more than five-hectare country estate which offers the residents opportunities for nature walks and a chance to enjoy the outside air.

Both residents with memory issues and those with a somatic disorder are

welcome at Landgoed De Wulperhorst. There are several flats that are suitable for couples. In addition, the building has various restored common rooms such as a dining and living room, an adjoining library and a spacious salon where communal activities take place and birthdays can be celebrated. This encourages the social interaction of the residents and avoids isolation.

Het Witte Huis

Care villa Het Witte Huis is located on the edge of the characteristic Wilhelminapark in historical Oegstgeest. The former hotel originally dates from 1901 and was rebuilt from the ground up in the old style in 2011. The new building has now the historic characteristics of both the Chaletstyle and Jugendstil, matching perfectly with the houses in the area. This example underlines how our buildings are carefully adapted to the surrounding community and landscape.

The residents of Het Witte Huis are elderly people who need care and assistance. The care villa offers many benefits to its residents, such as the rustic living room, where many activi-

ties are organised and people can dine or have a drink together. The building is also situated in an enchanting woody area that offers scenic walks and has a terrace where residents can enjoy nature in the summer.

Boarnsterhim State

The stylish Boarnsterhim State was originally a farm adjacent to a house, a barn and stables and is located just outside the village of Aldeboarn on over 1.1 hectares of land. The authentic character of the building is beautifully preserved with the original trusses still visible in many flats.

The State has a large garden with towering trees, stunning flora, a vegetable garden, a meadow with sheep, several terraces and a view of the surrounding countryside. The residents, elderly people in need of care, benefit from these green surroundings as they promote good health, movement and an active life. In addition, Boarnsterhim State is centrally located in the heart of Friesland, close to several cities, allowing the residents to enjoy social activities outside of the residence.



Boarnsterhim State

Our 2021 achievements

In 2021, we continued to systematically engage in open conversations with our operators on a broad range of topics around energy and climate change. These conversations are intended to raise awareness and level of consciousness around the importance of our cooperation in reducing our building's environmental footprint. Topics discussed include waste management, green energy contracts and renewable energy production possibilities.

An increasing number of our operators now also have installed an energy monitoring system (EMS), which allows us to obtain an objective view of the energy performance of our portfolio. This measured data will be the basis of our Science Based Targets which will be set from 2022 onwards. In addition, we are mapping the energy scores of the buildings in our portfolio, with the aim of determining the eligible assets related to our sustainable finance framework.

Tackling environmental challenges and climate change through our portfolio

Care Property Invest is actively working to reduce its environmental impact by considering it as a crucial element in the due diligence of new projects and by periodically monitoring this impact. As from 2023 sustainability screenings will take place for new developments and in the light of contract renewals. We will continue to perform recurring screenings in the future to give better insights into our performance and evolution. On this basis, we can draft analyses and forecasts in order to take the necessary measures to limit the environmental impact and, where possible, also include them in policy guidelines.

Moreover, we work together with a contractor for each new development. With over 25 years of experience, Care Property Invest has built a strong relationship with our contractors based on trust between the parties. This has

ensured that the classic demand-supply dynamics have evolved towards a process of jointly searching for innovative and sustainable building solutions. This focus on efficient use of space and energy efficiency not only benefits the planet but also allows the operator of the building to enjoy a lower energy cost and a smaller impact on their immediate environment.

In order to consider additional environmental aspects within new developments we are currently investigating how life-cycle assessments (LCA) can be actively integrated in our decision-making process as well as during the planning and design of new projects. To this end, we are collaborating with an external party with whom information is exchanged so that LCAs can be taken into account in our projects. By systematically compiling and examining the inputs

and outputs of materials and energy throughout the entire life-cycle of our buildings, we will be able to monitor our building's environmental impact beyond operational emissions in the use-phase of the building and make proactive responsible decisions. Based on LCA results, Care Property Invest will minimize environmental impact by objectively and proactively looking at building design, material use and the construction phase of the building. A complete picture of carbon emissions, including emissions linked to the end-of-life phase of our buildings, will allow us to make better initial decisions with respect to recycling and reuse of materials. By 2024 we will run one pilot project to perform a life-cycle assessment for a new development. We are aiming to systematically perform a life-cycle assessment for each new development by 2030.



Ratoath Manor Nursing Home

Entering the Irish property market

To further develop our Company's strategic growth plan, Care Property Invest entered the Irish market in February 2022 by acquiring an existing residential care centre in Ballincurrig. In the following months, we have added five other existing and fully operational Irish residential

care centres to our portfolio. The first 4 projects accommodate a total of 224 residents with light to intensive care needs and are all operated by Silver Stream Healthcare Group, one of the largest providers of residential care for older people in Ireland. It concerns the projects 'Ballincurrig Care Centre' in

Ballincurrig, 'Ratoath Manor Nursing Home' in Meath, 'Dunlavin Nursing Home' in Dunlavin and 'Leeson Park Nursing Home' in Ranelagh. The other 2 projects, 'Cairnhill Nursing Home' and 'Elm Green Nursing Home', are operated by Domus Vi, an international player with headquarters in France.



Leeson Park Nursing Home



Dunlavin Nursing Home

Extending our operations

The acquisition of these residential care centres adds a fourth geographic market to extend Care Property Invest's portfolio with sustainability in mind. In our view, Ireland has particularly high investment potential because of a number of favourable parameters. Firstly, Ireland is already struggling with a shortage of nursing home beds whilst anticipating a significant growth of the elderly population in the near future. Secondly, this demand is further fuelled by the outdated existing care

infrastructure which needs to be renovated or redeveloped to meet the current legal standards. We are delighted to announce this first step in our Irish growth trajectory and to further expand this success story in the near future.

Strengthening our ESG story

Our expansion of activities in Ireland fits perfectly with our ambition to create sustainable real estate accessible for everyone. We strive to maximize our market coverage to meet the increasing need for healthcare housing whilst

embedding sustainability into the core of our operations. Through our partnership with Silver Stream Healthcare, which has close ties to the local communities it serves, we contribute to the wellbeing of the community and focus on the social aspect of ESG. In addition, we plan to renovate or redevelop the outdated care infrastructure to make the buildings more energy efficient and reduce carbon emissions, thereby contributing to the environmental aspect as well.

Environmental performance

The rollout of an energy monitoring system allows Care Property Invest to map the energy and water consumption of our buildings. This enables the organization to monitor the energy and water consumption per building and the evolution of the indirect greenhouse gases resulting from our portfolio.

In 2019, we started monitoring our energy and water consumption in our portfolio's investment properties⁽¹⁾. In 2021, waste is now monitored in a large part of our portfolio as well. Depending on the indicator, the reported results cover a range between 33% and 45% of our portfolio's investment properties.

This report compares data of 2020

and 2021. Like-for-like (LfL) figures are calculated using 2020 as a base year.

Energy

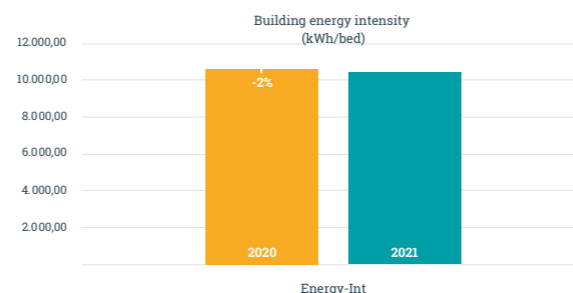
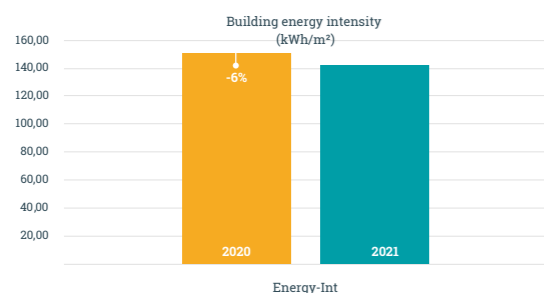
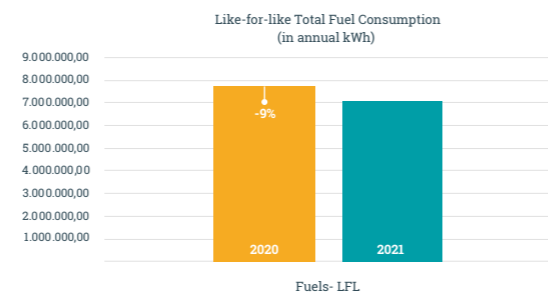
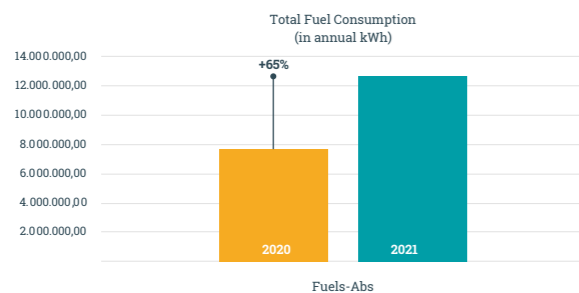
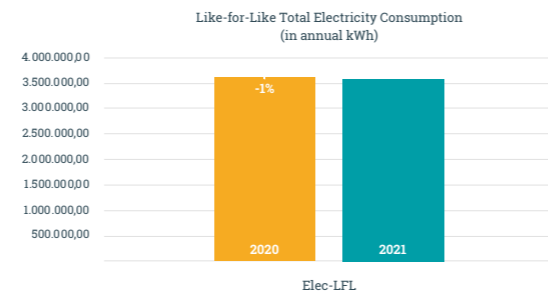
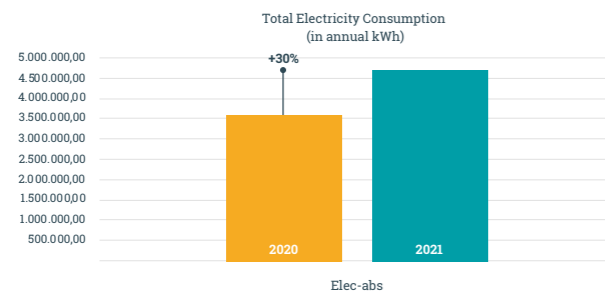
Total electricity consumption in absolute numbers has increased by 30% compared to last year, as a result of the expansion of energy monitoring in our investment portfolio. The LfL figures remain stable, with a small decrease of 1%.

All buildings in scope are heated by natural gas. The graph shows a steep incline in natural gas consumption of 65%, which can again be explained by our growing monitored portfolio. At the same time, we observe a decrease in LfL figures of 9%. This is mostly due

to the fact that in 2020 measures were taken in care homes maximising ventilation causing a lot of heat loss. In 2021, as the pandemic slowly stabilised, less ventilation was needed resulting in less heat loss and decreasing fuel needs.

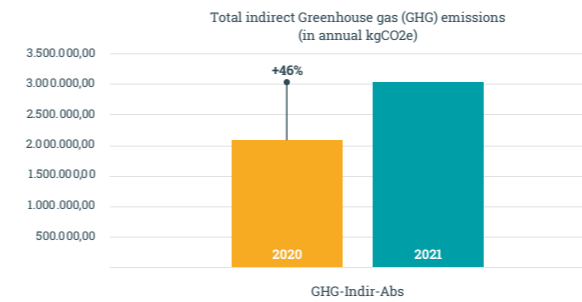
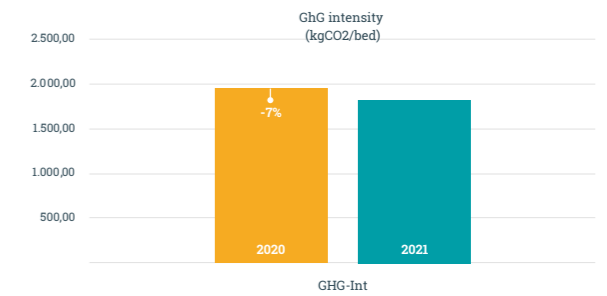
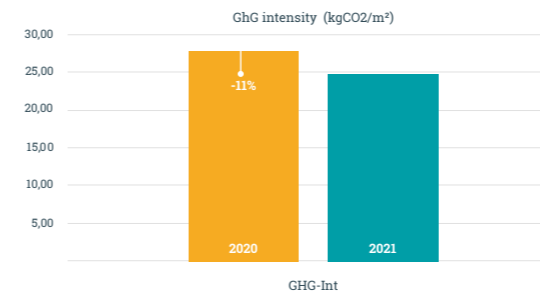
Through our new sustainability policy described in this report and improved energy monitoring, we intend to improve our buildings' energy performance in the coming years.

While the energy intensity of our buildings per m² shows a small decrease of 6% compared to last year, the building energy intensity per beds remained stable with a decrease of 2%.



Greenhouse gases

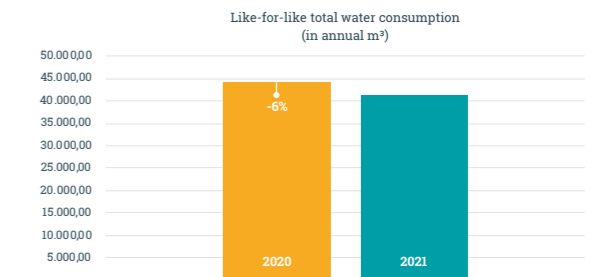
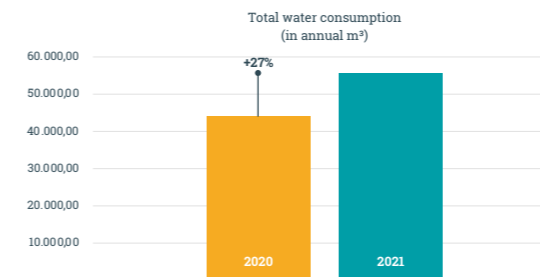
Care Property Invest has no operational control over the consumption in its portfolio. The buildings are directly managed by our care providers. Therefore, all GHG emissions resulting from our portfolio are considered as indirect emissions (scope 3).



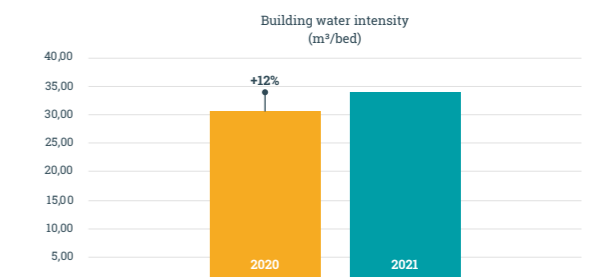
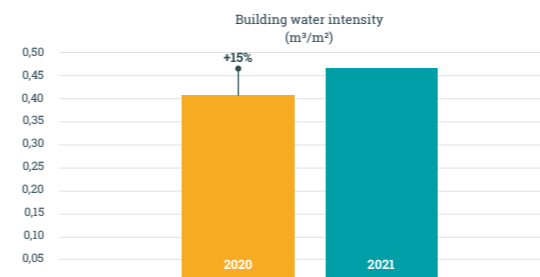
In 2021, our indirect GHG emissions amounted to 3.038 ton CO₂e, a 46% increase compared to the year before. This can again be explained by our growing monitored investment portfolio. At the same time, we observe a decline in GHG intensity, both per m² and per bed.

Water

The total absolute water consumption increased by 27% in 2021 compared to 2020. However, like-for-like numbers decreased by 6%.



When analyzing the building water intensity per m², we see an increase of 15%. The energy intensity per available bed increased as well, by 12%.



(1) The initial portfolio of apartments in leasehold to local government are not taken into account, since there are individual private meters per flat with very limited control by Care Property Invest.

Tables on environmental performance

The tables below summarize all environmental indicators according to the EPRA sBPR guidelines. Indicators reflecting the impact of our own operations are also presented. Coverage is expressed as the percentage of m² versus the total m². More detailed information related to the scope and coverage can be consulted in [Annex I](#).

EPRA Indicator ⁽²⁾	Unit	Investment properties portfolio ⁽¹⁾			Difference	Difference %
		Coverage	2020 ⁽³⁾	2021		
Elec-Abs	Annual kWh	45%	3,602,835	4,691,638	1,088,803	30%
Elec-LfL	Annual kWh	40%	3,602,835	3,567,589	- 35,246	- 1%
Elec-Abs	% Renewable energy (purchased and self-generated)	45%	45%	83%	38%	83%
DH&C-Abs	Annual kWh	N/A	N/A	N/A	N/A	N/A
DH&C-LfL	Annual kWh	N/A	N/A	N/A	N/A	N/A
Fuel-Abs (normalized)	Annual kWh	45%	7,718,350	12,707,629	4,989,280	65%
Fuel-Abs (normalized)	% Renewable Fuel consumption	45%	0,00%	0,00%	-	-
Fuel-LfL (normalized)	Annual kWh	28%	7,718,350	7,061,487	656,863	-9%
Energy-Int	kWh/m ²	45%	151	142	- 9	- 6%
Energy-Int	kWh/bed	45%	10,610	10,394	- 216	- 2%
GHG-Indir-Abs (location based)	Annual kgCO ₂ e	45%	2,080,456	3,037,806	957,350	46%
GHG-Int	kgCO ₂ e/m ²	45%	28	25	- 3	- 11%
GHG-Int	kgCO ₂ e/bed	45%	1,950	1,815	- 135	- 7%
Water-Abs	Annual m ³	44%	44,053	55,865	11,812	27%
Rainwater	Annual m ³			2,270		
Municipal water supplies	Annual m ³			53,595		
Water-LfL	Annual m ³	39%	44,053	41,415	- 2,638	- 6%
Water-Int	m ³ /m ²	44%	0.41	0.47	0.06	15%
Water-Int	m ³ /bed	44%	30	34	4	12%
Waste-abs - Total	Annual (t)	33%	175	428	253	144%
Waste-abs ⁽⁴⁾ Non-hazardous waste	Annual (t)		175	427	252	144%
Waste-abs - Composting	Annual (t)		-	17	17	N/A
Waste-abs - Recycling	Annual (t)		14	28	14	-97%
Waste-abs - Combustion (with energy recovery)	Annual (t)		161	382	221	138%
Waste-abs Hazardous	Annual (t)		0.27	0.71	-0.44	162%
Waste-LfL	Annual (t)	11%	175	161	-14	-8%

(1) Excl. the assisted living apartments for which there are individual meters per flat directly controlled by each individual tenant.

(2) Due to a change in methodology as of 2020, emission stemming from our portfolio will be attributed to scope 3 as they are indirect emissions following EPRA guidelines. Consequently, direct emissions are only related to our headquarters.

(3) Due to more robust data monitoring, corrections have been made to 2020 data published in our sustainability report 2020 for greenhouse gases (double counting was done in the sustainability report 2020) and water usage (corrections have been communicated by operators for 2020 data).

(4) Waste data for a limited amount of operators is available as from 2020.

For indicators with low coverage, such as waste, we aim to systematically increase the coverage in the coming years to have a more representative view of the consumption.

EPRA Indicator ⁽¹⁾	Unit	Head offices			Difference	Difference %
		Coverage	2020	2021		
Elec-Abs	Annual kWh	100%	20,314	20,683	369	2%
Elec-LfL	Annual kWh	100%	20,314	20,683	369	2%
Elec-Abs	% Renewable energy (purchased and self-generated)	100%	100%	100%	0	0%
DH&C-Abs	Annual kWh	100%	N/A	N/A	N/A	N/A
DH&C-LfL	Annual kWh	100%	N/A	N/A	N/A	N/A
Fuel-Abs	Annual kWh	100%	41,387	42,863	1,476	4%
Fuel-LfL	Annual kWh	100%	41,387	42,863	1,476	4%
Energy-Int	kWh/FTE	100%	4,033	2,739	-1,294	- 32%
GHG-Dir-Abs	Annual kgCO ₂ e	100%	42,885	65,245	22,360	52%
GHG-Dir-LfL	Annual kgCO ₂ e	100%	42,885	65,245	22,360	52%
GHG-Indir-Abs (market based)	Annual kgCO ₂ e	100%	11,984	16,118	4,134	34%
GHG-Indir-LfL (market based)	Annual kgCO ₂ e	100%	11,984	16,118	- 4,134	34%
GHG-Int	kgCO ₂ e/FTE	100%	3,586	3,507	-79	- 2%
Water-Abs	Annual m ³	100%	36	113	77	214%
Water-LfL	Annual m ³	100%	36	113	77	214%
Water-Int	m ³ /FTE	100%	2.35	4.87	2.52	107%
Waste-abs	Annual (t)	100%	1.58	1.7	0.12	8%
Waste-abs ⁽²⁾ Non hazardous waste	Annual (t)	100%	1.58	1.7	0.12	8%
Waste-abs - Composting	Annual (t)	100%	0.12	0.24	0.12	100%
Waste-abs - Recycling	Annual (t)	100%	0.20	0.20	0	0%
Waste-abs - Combustion (with energy recovery)	Annual (t)	100%	1.26	1.26	0	0%
Waste-abs Hazardous	Annual (t)	100%	0	0	-	-

(1) Due to a change in methodology as of 2020, emission stemming from our portfolio will be attributed to scope 3 as they are indirect emissions following EPRA guidelines. Consequently, direct emissions are only related to our headquarters.

(2) Waste data for the headquarters is collected as from 2020.

Type and number of certificates (Cert-Tot)

The screening for certificates covers 100% of our portfolio, excluding projects under construction. Based on m² of the impacted buildings, we calculated the percentage of our portfolio that is covered by an EPC certification or energy label. Important to note is that in Belgium, assisted living apartments are required to have an EPC certification since 2008. In the Netherlands one certificate or label is awarded covering the entire building. For our other healthcare sites, an EPB declaration is required, but does not lead to certification. However, very strict rules are to be respected.

EPRA Indicator	Unit	Portfolio 2021		
		Coverage	Label ⁽¹⁾ (# of buildings)	Impacted (%)
Cert-tot Portfolio				
Belgium	Energy labels	100%	Label A: 7 buildings Label B: 1 building Label C: 1 building	15%
The Netherlands	Energy labels	100%	Label A++: 1 building Label A+: 1 building Label A: 4 buildings Label C: 2 buildings Label D: 2 buildings Label G: 1 building	15%
Spain	Energy labels	100%	Label B: 1 building	15%
Cert-tot Headquarters				
	Energy labels	100%	Meeting EPB requirements	100%

Due to the specific needs of senior residents (e.g. constant temperature needs to be maintained in the premises), issuance of BREEAM certificates are rare in Belgium, the Netherlands and Spain for healthcare real estate.



'To create qualitative, sustainable real estate, Care Property Invest deliberately opts for care providers who consider sustainability to be of paramount importance.'

(1) Labels as awarded in each country. The value of the label is according to local thresholds.

Our Care Providers



We aim for a lasting relationship with our operators and local governments by offering customized solutions enabling them to execute their operations and provide the best care and comfort to their residents.



HOW?

- Provide equal access to healthcare housing (elderly people and people with disabilities)

Sustainable choice of Care Providers

In line with our ambition to create sustainable real estate accessible for everyone, Care Property Invest deliberately opts for care providers who consider sustainability to be of paramount importance and actively work to reduce their environmental impact.

Care providers with consideration for sustainability



Our partnership with trusted operator Groupe Emera in Spain is one example of carefully choosing operators with a clear focus on sustainability. The building that houses the residence of Emera in Almeria is very energy efficient, indicated by an energy label B (which corresponds to an annual consumption of 57.5 kWh / m²). For instance, the building is provided with a photovoltaic installation with 32 cells units for electricity generation and 35 solar panels to produce warm water. The produced renewable energy covers approximately 70% of the building's energy needs. The building is also equipped with a centralised control program for the air

conditioning installation which guarantees its optimal management and the control of the entire installation from one place. To prevent overly heated rooms and minimize energy consumption for cooling the main façade is equipped with a textile screen that reduces solar incidence and all rooms are equipped with blinds and curtains. Moreover, all the lights are installed with LED lights that work with presence sensor in occupied rooms, thereby avoiding unnecessary electricity consumption. Finally, all external doors and windows have double glazing and low thermal emissivity.



Our 2021 achievements

In 2021, we continued our mission to offer accessible healthcare housing to everyone. This translates into increased activities in Belgium (+8% beds), the Netherlands (+95% beds) and a full integration into the Spanish market. In 2022, we entered the Irish care property market and have currently 438 beds (per June 21st 2022).

Delivering customised solutions

In all of our projects, we closely collaborate with our care providers to ensure that end-user and residents' well-being is centralised.

In our segment of assisted living apartments one of our focus areas is working with turnkey contracts with developments delivered as a completed project to the operator. In those cases we take full responsibility for the supervision and follow-up of the entire project and all aspects involved throughout the life-cycle of the project. We closely process the complete administrative and contractual responsibility of building permits, tendering, progress reports, utility connections, infrastructure works, etc. during the entire construction process. This guarantees careful handling of all files and continuous dialogue between Care Property Invest

and the operator. In addition, during the entire duration of the project, we pay special attention to limiting and controlling expenditures. By taking care of these responsibilities we allow the operator to concentrate solely on their main activity, providing healthcare and comfort to their residents. As an alternative, we may form an alliance with operators allowing us to combine the investment and construction expertise of Care Property Invest with the operator's profound healthcare knowledge.



Meeting the residents' needs

We want to meet residents' various needs 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 most recent developments of assisted-living apartments provide solutions for the growing demand of a

new generation of elderly people who attach great importance to the longest possible independence. To this end, residents can, if desired, have access to a wide range of services. In addition, the latest technologies increase the comfort and safety of older residents. Finally, with a critical eye for detail, we prioritize design, architecture and technical quality.

Care Property Invest ensures equal

access to these tailored healthcare solutions not only by building solid collaborations with public and private care providers, but also by providing quality healthcare access to people with physical and / or intellectual disabilities. Our portfolio offers affordable, high quality healthcare housing which has a direct impact on residents' physical and mental health and promotes social inclusion.

Qualitative care in the Netherlands



**Zorghotel De Gouden Leeuw
Laag-Keppel**

The Gouden Leeuw Groep's mission statement "A suitable solution for every care need" is to provide care that is tailored to the personal wishes and situation of the client. Creating a pleasant and comfortable living environment where residents feel at home is a key principle. The small-scale design of the facilities and the continuous presence of professional care givers are valuable aspects that contribute to a trusted and safe feeling.

Optimal freedom of movement for residents, respect for everyone's identity and quality of life deter-

mine the atmosphere at De Gouden Leeuw Groep. Direct contact and personal involvement are the foundation of a good relationship between the clients and the staff. The employees are supportive and promote the self-reliance of residents.



De Meerhorst – Valuas Zorggroep

In De Meerhorst, residents are offered a comfortable, safe and pleasant living environment. Expert and warm-hearted staff provide high-quality care and attention to people with memory issues as well as people with somatic or combined care needs.

This way of working ensures that the well-being of the residents is guaranteed.

The individual is central to the organisation of care and the way in which residents are served at De Meerhorst. The basic principle is that residents should be able to live their lives at De Meerhorst as they normally do. This is accomplished in part by applying the following principles:

- The resident, the family and the team determine together the daily course of events.
- The resident retains as much control as possible over his or her own life.
- Family members can, after consultation, join the meals, stay overnight and help with care.
- The residents can feel safe and comfortable thanks to social contacts and support.
- The staff members are an integrated part of a normal household.



'Acknowledging the importance of respecting our environmental, social and governance responsibilities in conducting our activities, we are committed to providing sustainable healthcare housing.'

Our responsibility



As an investor and employer, we recognize our corporate responsibility and we drive this through our corporate practices by keeping our standards high



HOW?

- UN Global Compact Signatory since 2020
- Carbon neutral headquarters since 2020
- Development of environmental policy since 2021
- 40h of training per employee per year by 2022

Corporate responsibility in our own operations

Our social and environmental commitments are not limited to our portfolio. Our corporate responsibility, driving us to make a positive impact, is a central topic within our own operations.

At Care Property Invest we realize that we are a part of the community. We strive to create and maintain a solid relationship with the people who live and work in the immediate vicinity of our offices. Therefore, neighborhood residents can contact Care Property Invest in an accessible manner in the event of concerns, questions, or propositions. During the office opening hours, neighborhood residents are always welcome to reach out by telephone or visit us.

In order to allow current neighborhood

residents to fully enjoy the green environment in which they live, the design of our current office has been perfectly integrated into its surroundings and the renovation / construction of the building has been performed in accordance with the strictest environmental standards.

To limit parking nuisance, Care Property Invest has built a sufficiently spacious parking lot to accommodate all its employees and any visitors. This parking was built with water permeable materials allowing drainage of rainwater. We also try to limit the traffic by car by offering our employees access to alternative transport, such as public transport or a bicycle plan. Our Flexible Income Plan offers tax-friendly solutions for employees to purchase a

bicycle. Our parking is also equipped with charging stations for electric bicycles and cars.

In 2021, we translated our ambitions regarding climate change into a sustainability policy. In this policy, we set out our mission and sustainability commitments.

'In 2021, we translated our ambitions regarding climate change into a sustainability policy. In this policy, we set out our mission and sustainability commitments.'



Our journey towards carbon neutral headquarters

Photo by Limeparts-Drooghmans

We have completed our journey towards carbon neutral headquarters and moved into the extension in February 2022. The building was realised according to the nearly zero-energy principles. Measures taken for this purpose include the installation of solar panels for electricity generation, a geothermal heat pump for heating and cooling and an automatic, intelligent light control system. Our headquarters are also equipped with an EMS system to monitor consumption as closely as possible. Besides these energy

efficiency efforts various systems were put into place to recuperate and treat rainwater. In terms of mobility, a cycle shed is provided with sufficient charging points for electric bicycles and charging stations for cars integrated into the car park. Naturally, employee wellbeing was also taken into consideration when building the new extension. For instance, an equipped gym is installed in the basement of the building to promote our employees' physical health.

An equipped gym is installed in the basement of the building to promote our employees' physical health.

Carbon Neutral Headquarters

To complete our journey towards carbon neutral headquarters, Care Property Invest obtained the carbon neutral label for our existing offices. This was achieved by offsetting 81,36 tCO₂e, corresponding to our own operations' carbon footprint in 2021. However, we are well aware of the limits of offsetting our emissions. We are currently maximising our efforts to decrease our carbon emissions significantly in the upcoming years. By creating energy-efficient headquarters in line with the nearly zero-carbon principles and launching other initiatives such as a green car policy we aim to realise this ambition. As long as is needed, however, we commit to achieve net-zero emissions by supporting enriching projects.

Supporting local communities

In line with previous years, we collaborate with CO₂logic to offset our headquarters' CO₂ emissions. This year we support a Rwandan water project, a global certified climate project to provide local people with direct access to clean water.

Water in Rwanda is often collected from polluted sources and therefore has to be boiled first in order to make it safe for consumption. This boiling process not only increases CO₂ emissions and leads to deforestation as wood is the main fuel source, but also endangers the health and safety of the local communities. Boiling water on open fires can cause burn injuries and respiratory illnesses due to the harmful smoke and decreased indoor air quality.

The Rwanda water project aims to provide access to clean water by



repairing damaged wells, drilling new ones and maintaining them in the long run. This will have a positive impact in terms of greenhouse gas emissions but also in terms of sustainability and benefits for the local population:

- Reduce deforestation
- Protect the natural balance
- Improve livelihoods of people in Rwanda



By supporting the Rwanda Water Project, we contribute among others to these UN development goals:



Our 2021 achievements

Environmental policy

In 2021 we drafted our first sustainability policy in which we set out our mission to build a resilient future by offering sustainable real estate options for tackling challenges such as an ageing population, increasing inequalities, climate change and the energy transition. By acknowledging the importance of respecting our environmental, social and governance responsibilities in conducting our activities we are committed to providing sustainable healthcare housing. These sustainability commitments are incorporated into our strategy framework and embedded in our business processes, decisions and employee considerations. This policy will be reviewed and evaluated regularly to ensure the relevance of its commitment and to safeguard compliance. Additionally, we will continue to communicate openly to our stakeholders on its progress to stimulate awareness and inclusion. We commit to achieve net-zero emissions by supporting enriching projects.

UN Global Compact

In September 2020, we became a UN Global Compact signatory. We continue to support the UN Global Compact throughout our activities. Through this commitment we support ten principles in four fundamental areas: human rights, labor, environment and anti-corruption. We engage to support, respect and protect internationally proclaimed human rights and ensure we are in no way complicit to human rights abuse. We engage to uphold

freedom of association and recognise the right to collective bargaining, eliminating forced labor, child labor and discrimination. Additionally, we commit to support a precautionary approach to environmental challenges, undertake initiatives to promote corporate responsibility and encourage the development and diffusion of environmentally friendly technologies. Lastly, we actively work against corruption, extortion and bribery in all forms.



Engaging with and taking care of our people

Employee wellbeing

Care Property Invest continuously strives for a healthy and pleasant working environment. In addition to our efforts regarding energy and water consumption, we aim to operate with respect for our employees' wellbeing in terms of personal development, training, (gender) discrimination, health and overall work satisfaction.



The city of Aarhus in a suitcase

Various initiatives are in place to promote our employees' physical and mental health. For example, we have built a gym in our offices to be used by our employees, organise formal and informal team buildings, provide fruit as an alternative for unhealthy snacks, provide room for development, and ensure a manageable work-life balance. These initiatives contribute to reduced stress and result in a low turnover rate.

At Care Property Invest we realize every employee is unique. Therefore, we offer our employees the opportunity

to maximize their rewards through a Flex Income Plan. Employees can choose to contribute a portion of their gross income and/or rewards in the categories mobility, multimedia, work-life balance, health & insurances and cash. For instance, employee who love to travel can opt for five additional holidays while employees looking to improve their physical health can opt for a company bike.

We have also conducted an employee survey and in 2022 a number of initiatives are being taken to follow up on the results of this survey.

"Thanks to the extra vacation days that I could obtain through the Flexible Income Plan, I had the opportunity to extend my holiday in Denmark. I am glad that Care Property Invest provides the opportunity to take additional days to have time for yourself, your family and, in my case, travel. This way you can, as the picture represents, 'have the whole world in your suitcase'!"

- Ivo Heynman, Architect & Project Manager

With our informal organisational culture we contribute to a working environment where employees feel valued and where concerns are heard and understood. After a long period of teleworking during the COVID-19 pandemic, we were very happy to be able to organise our yearly team event again and to reconnect with each other. This event offered the opportunity for team building and socialising in person, activities that have unfortunately been neglected due to the pandemic.

Team event in 50's style

For this year's team event, we embarked on an adventure throughout the Dutch province of Zeeland in true fifties-Style. We discovered its most beautiful and often hidden gems, while getting to know each other a little better through a number of fun inter-team challenges. All of this good fun was accompanied by snacks and drinks, all provided by local suppliers, so we could get a real 'taste' of Zeeland. We then spent the night in Zeeland, enjoying the amazing local cuisine once again, and participated in a number of adventurous group activities the following day before returning back home.



Personal development

Training is a highly valuable aspect throughout Care Property Invest employees' careers. We act on this value by actively striving to promote employee growth including the possibility of training for roles beyond their current position.

At the start of their journey new employees receive in-depth internal training about our operations and IT tools, and where possible, actively engage in customer-oriented processes and sector-related events in order to strengthen contact and knowledge with the healthcare real estate sector. Learning-on-the-job remains an important part of employee development as well.

Moreover, every employee can follow individual or collective training courses throughout their career, which adds value to their position. This is actively encouraged by the Board of Directors

in order to promote the continuous development, growth and motivation of our staff. This positive encouragement creates a distinct workplace culture, where every employee feels at home both physically and emotionally. In 2021 we managed to provide 32 hours of training for each employee. While we aimed for a total of 40 hours of training per employee, we did not reach this target. Due to the ongoing pandemic, most of the trainings were held in a digital format. However, digital webinars proved to return lower yields than physical trainings and were therefore less followed. We are currently preparing the rollout of an individual training scheme for each employee, making it easier for both employees and management to monitor the number of hours of training followed. Together with the organization of more physical trainings, we are positive that we will reach the 40 hours of training for each employee in 2022.

From 2022 onwards, we will also organise monthly internal trainings for the whole company, where expert knowledge from certain teams will be shared with the rest of the company. Topics covered will include the changing regulatory landscape, LCA, risk and compliance and so on. In addition, the management team is also educating itself on sustainability topics. For instance, several members of the team attended a webinar on EU taxonomy.

Personal development is also enforced by offering continuous informal feedback moments throughout the year. This is complemented by a yearly formal performance evaluation with the employee's immediate superior. This also applies to the Executive Directors who receive a performance assessment from the Board of Directors. In 2021 all of our employees received at least one performance evaluation conversation.

Building Sustainability awareness among our employees

Besides our efforts concerning sustainability in our buildings, we also want to stimulate active awareness among our employees. Therefore, we organised a sustainability awareness training for all employees which covered the current reporting frameworks and legislation (such as the Corporate Sustainability Reporting Directive and the EU Taxonomy Regulation) and more specifically for the real estate market, as well as Care Property Invest's own sustainability strategy.

During this training, it was also clarified how our employees can contribute to Care Property Invest's sustainability ambitions. A list of action points per team was drawn up. For instance, the finance team is closely monitoring the roll-out of the sustainable finance framework. The legal team can contribute by including mandatory EMS in contracts. Furthermore, the investment team, the construction team and asset management ensure the rollout

of EMS in developments and existing buildings. In addition, work is also being undertaken on the application of LCA and the roll-out of science based targets. Of course, all teams also do their bit by attending training sessions on the subject and integrating sustainability considerations in their day-to-day job. Finally, the social character of our projects also contributes to our sustainability ambitions.

Diversity

Care Property Invest pays careful attention during the recruitment process to ensure procedures are free from any discriminative bias based on a candidate's age, race, gender, nationality, religion, sexual orientation or any other personal characteristics that are unrelated to job performance.

Tables on social indicators

Gov-Board	2021
Board of Directors	<p>Mr. Mark Suykens; Non-Executive Director – Chairman Mr. Peter Van Heukelom; Managing (Executive) Director – Chief Executive Officer Mr. Dirk Van den Broeck; Managing (Executive) Director Mr. Willy Pintens; Managing (Executive) Director Mrs. Valérie Jonkers; Managing (Executive) Director Mr. Filip Van Zeebroeck; Managing (Executive) Director Mr. Michel Van Geyte; Non-Executive Director – Independent Director Mrs. Ingrid Ceusters; Non-Executive Director – Independent Director Mrs. Caroline Riské; Non-Executive director – Independent director Mrs. Brigitte Grouwels; Non-Executive director – Independent director Mr. Paul Van Gorp; Non-Executive director – Independent director</p>
Executive Committee	<p>Mr. Peter Van Heukelom; Chief Executive Officer (CEO) and Managing (Executive) Director, Chairman of the Executive Committee Mr. Dirk Van den Broeck; Managing (Executive) Director and Risk Manager Mr. Willy Pintens; Managing (Executive) Director and Internal Audit Manager Mrs. Valérie Jonkers; Chief Operation Officer (COO) and Managing (Executive) Director Mr. Filip Van Zeebroeck; Chief Financial Officer (CFO) and Managing (Executive) Director</p>

In June 2020, the Management Committee became an Executive Committee and Mr. Filip Van Zeebroeck and Mrs. Valérie Jonckers became part of the Board of Directors. The Executive Committee is composed of the CEO, CFO, COO, Risk manager and Internal Audit Manager. The Board of Directors consists of 5 executive directors and 6 non-executive directors, including the Chairman of the board.

Employee gender diversity (Diversity-Emp)

Diversity-Emp	2020		2021	
	Headcount	%	Headcount	%
Board of Directors				
Women	4	36%	4	36%
Men	7	64%	7	64%
Executive Committee				
Women	1	20%	1	20%
Men	4	80%	4	80%
Employees				
Women	9.4	61%	11.6	56%
Men	5.9	39%	9.3	44%

The Board of Directors is composed of 36% women and 64% men, the Executive Committee out of 20% women and 80% men. In 2021, we employed on average 20.9 employees of which 56% is female and 44% is male.

Gender pay ratio (Diversity-Pay)

Diversity- Emp	2020	2021
Ratio of the basic remuneration of male and female directors on the Board of Directors	1.29	1.20
Ratio of the basic remuneration of male and female directors on the Executive Committee	0.69	0.81
Ratio of the basic remuneration of male and female employees	1.19	1.11

Compared to last year, the ratio of the basic remuneration of male and female employees has decreased from 1.19 to 1.11. Additionally, the ratio's of the basic remuneration of male and female directors on the Board of Directors and Executive Committee improved as well. With regard to the board, all directors with the same function receive the same fixed remuneration, except for the chairman of the board. This demonstrates our company's commitment to addressing the gender pay gap. For more details, we refer to the remuneration report 2021 in the annual report 2021.

Collective Bargaining agreements

Collective Bargaining agreements	
Percentage of employees covered by collective bargaining agreement	100%

In line with Belgian legislation, all employees are covered by collective bargaining agreement.

Training and development (Emp-Training)

Emp-Training	Training hours	
	2020	2021
Training hours total	201	669.5
Women	106	385
Men	95	384.5

The total number of training hours provided to our employees is 669.5 hours, which means an average of 32 training hours per headcount. Due to the ongoing pandemic, most of the trainings were still held in a digital format. We are currently preparing the rollout of an individual training scheme for each employee to monitor the number of hours of training followed. From 2022 onwards, we will also organise monthly internal trainings for the whole company, where expert knowledge will be shared with the rest of the company. Topics covered will include the changing regulatory landscape, LCA, risk and compliance and so on.

Employee performance appraisals (Emp-Dev)

Emp-Dev	Evaluation	
	2020	2021
Evaluation total	100%	100%
Women	100%	100%
Men	100%	100%

In line with the previous years, all our employees received at least one performance evaluation conversation in 2021. In addition to continuous informal feedback moments throughout the year, employees also receive an annual formal performance review with their immediate supervisor. The Executive Directors received a performance assessment from the Board of Directors.

Employee turnover and retention (Emp-New Hires & Emp-Turnover)

Emp-New Hires & Turnover	2020		2021	
	Number	Rate	Number	Rate
New hires	7	46%	5	24%
Employee turnover	0	0%	2	10%

In 2021, we welcomed five new hires in the Company. Two employees left the firm voluntarily.

Employee health and safety (H&S-Emp)

H&S Emp	2020	2021
Work-related accidents	0 work related accidents	0 work related accidents
Lost day rate	0%	0%
Absentee rate	0.05%	0.08%

In 2021, as in the previous year, there were no work-related accidents. Consequently, the lost day rate is 0%. The absentee rate, calculated as the proportion of total days lost relative to the total number of days scheduled to be worked by employees for the same period, is 0,08%.

Asset health and safety assessments (H&S-Asset)

Care Property Invest does not have any influence on the health & safety within the daily operations of our care providers. Reporting on such indicators is therefore not relevant.

Asset health and safety compliance (H&S-Comp)

Care Property Invest does not have any influence on the health & safety within the daily operations of our care providers. Reporting on such indicators is therefore not relevant.

Community engagement (Comty-Eng)

100%, only our headquarters are under our operational control. Carbon emissions linked to our headquarters are offset by supporting development programs and projects in local communities.



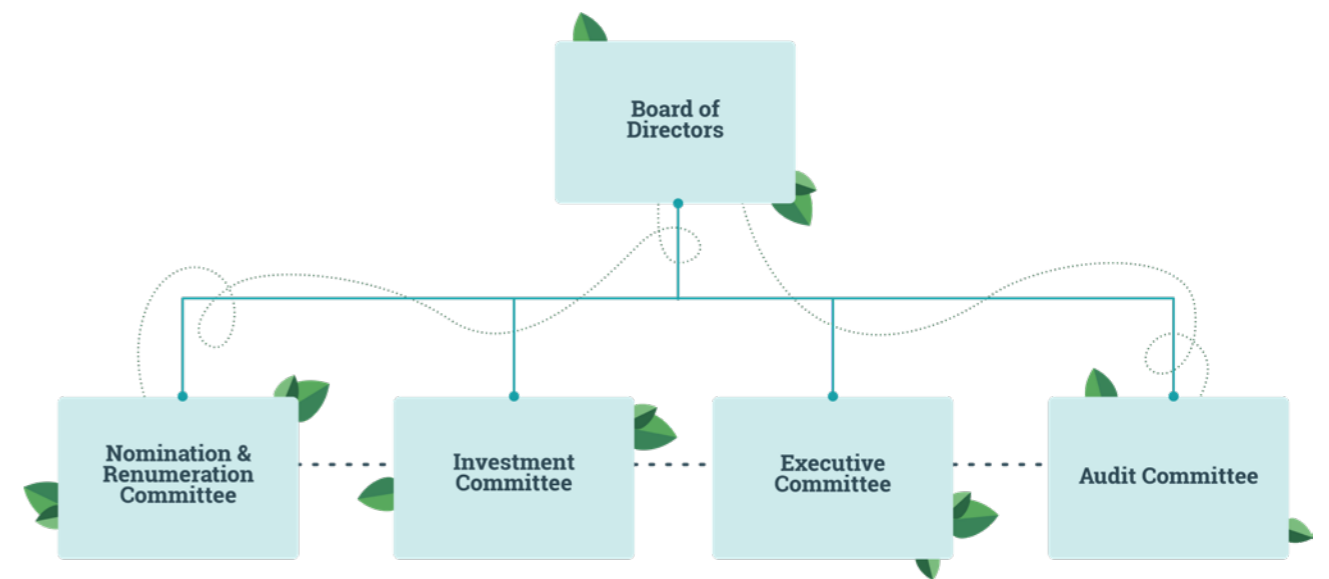
'By integrating ESG considerations into our remuneration policy, we emphasise the increasingly important role sustainability aspects play in our current and future remuneration schemes.'

Governance

Good governance structure drives the strategic direction and responsible monitoring of the organization while ensuring ethical and responsible actions towards shareholders, regulators and other stakeholders. Care Property Invest recognizes the importance of

correct and transparent corporate governance and intends to ensure clear communication and transparency about this issue with all stakeholders and parties involved.

Sustainability is not a one-dimensional issue, rather a topic that interacts with all dimensions of our organisation. Care Property Invest wants to further define and embed sustainable management into existing governance structures.



The **Board of Directors** consists of a diverse group of experts with specific expertise ensuring the organization's societal purpose is accomplished. The Board of Directors makes strategic choices and is responsible for the monitoring of the organization, including ensuring transparency through the corporate governance report and governance charter. Additionally, the directors ensure accuracy and transparency in communication with stakeholders.

Since 2021, the Board of Directors is systematically monitoring the Executive Committee on their sustainability responsibilities and validating material sustainability topics. The functioning of the Board of Directors is periodically evaluated in order to be able to adjust the composition of the Board of Directors, considering changing circumstances. Where appropriate, this can include changes in the composition of the Board of Directors and

introduction of new Board members. The Board of Directors is assisted in this evaluation process by the Nomination and Remuneration Committee, which was established on February 14, 2018 within the Board of Directors. For more information concerning the nomination and selection process of the Board of Directors, we refer to chapter 11 'Corporate Governance Statement' of our 2021 annual report.

'The Board of Directors makes strategic choices and is responsible for the monitoring of the organization, including ensuring transparency through the corporate governance report and governance charter.'

Three specialised Board Committees support and advise the Board of Directors in their specific domains of expertise. The **Nomination and Remuneration Committee** advises on variable remuneration, performance premiums, the remuneration policy and remuneration of directors. To stimulate the execution of sustainability ambitions, the Nomination and Remuneration Committee has added 25% qualitative criteria such as sustainability to the bonus management system. This system will provide an additional incentive to integrate sustainability considerations in investment cases. By integrating ESG considerations into our remuneration policy, we emphasise the increasingly important role sustainability aspects play in our current and future remuneration schemes. 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 road map 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. The environmental targets include the reduction of CO2 emission per employee and the achievement of a better than average GRESB score. For the social and governance dimensions, SMART targets are set regarding training, stakeholder engagement, IT security and compliance. Additionally, the management's short-term bonus also depends on SMART targets derived from its sustainability road map (to an amount of 25%).

'As a result, the Board of Directors is systematically informed on sustainability developments, strategy, achievement of targets and can thus validate material sustainability topics and decisions.'

The **Investment Committee** supervises financial decision-making regarding investments and divestments in accordance with our integrity policy. The **Audit Committee** is tasked with ensuring accurate and reliable financial information to internal and external stakeholders which provides a fair and clear picture.

On the 15th of June 2020, the **Executive Committee** was established. This committee is composed of five Executive Management members, including three members that take up a role of Board member. The committee is responsible for daily management and representation of daily management of the organization. Our **CEO** leads the Executive Committee and has a specific responsibility of leading, controlling and evaluating employee performance. A strong connection with daily developments of the business is important to our CEO as accessibility to clients and shareholders contributes to awareness of issues and opportunities around us. The CEO, CFO and COO's actions and leadership are reviewed and controlled by two other Managing Directors.

The creation of the Executive Committee is considered an opportunity to embed sustainability into Care Property Invest's governance. Since 2021, the Executive Committee is gradually including the discussion and monitoring of sustainability themes in its range of responsibilities. Consequently, sustainability risks, opportunities and their translation into Care Property Invest's strategy, action plan, budget and risk management are systematically built in as agenda items on executive meetings. Furthermore, the Executive Committee can set targets and follow up on their achievement. The Executive Committee is perfectly placed to take on this responsibility as the CEO, CFO and COO can ensure translation of decisions into their domains while ensuring communication to the Board of Directors. Similar to traditional responsibilities, the Executive Committee will report to the Board of Directors on sustainability themes. As a result, the Board of Directors is systematically informed on sustainability developments, strategy, achievement of targets and can thus validate material sustainabili-

ty topics and decisions.

Diversity

Diversity is an important element in good governance, it contributes to balanced decision-making as a result of multiple points of views. Therefore, diversity of the Board of Directors is of great importance to us. The Board of Directors consists of a mix of Executive and Non-Executive (Independent) Board members who each offer a diverse point of view based on their specific expertise and experience. The Board of Directors considers gender diversity, diversity in general and complementarity in terms of skills, experience, background and knowledge when defining the long-term values, core policies, standards and objectives. The Nomination and Remuneration Committee also takes diversity ambitions within the Board of Directors into account when formulating advice regarding the appointment of directors, members of the Executive Committee and other leaders.

Integrity policy

The integrity policy is an integral part of our corporate culture and places particular emphasis on honesty, integrity, trustworthiness, credibility and compliance with ethical standards and specific applicable regulations. The integrity policy includes rules and procedures on conflicts of interest, incompatibility of mandates, the company code of ethics, rules on the prevention of market abuse and dealing codes and rules on abuse of corporate assets, anti-corruption and bribery. The Board of Directors appoints

a compliance officer who monitors compliance with laws, regulations and rules of conduct applicable to Care Property Invest, and in particular the rules relating to the integrity of our activities, by monitoring the various risks incurred by virtue of its statute and its activities. We closely monitor breaches on our integrity policy and code of ethics. For more details on our integrity policy, we refer to our [Integrity Policy](#) available on our website.

Corporate governance charter

The Board of Directors of Care Property Invest endorses the principles, rules and agreements set out in the corporate governance charter. These principles, rules and agreements determine how our organisation is managed and controlled. Additionally, they define the corporate structure, and are based on transparency and accountability. Thanks to the transparency and accountability of these principles, we enhance the confidence of shareholders, investors and stakeholders in our organization. The charter also

includes the rules and code of conduct to prevent market abuse (the "Dealing Code"). Care Property Invest adheres to the Code 2020 for listed companies.

To effectively manage risk and implement compliance procedures throughout the entire organization, compliance training and communication will be provided to all employees as of next year. In the context of the preparation of the Corporate Governance Declaration, part of the annual report, the Audit Committee examines, at least once a year, the internal control and risk management systems established by the Executive Committee in order to ensure that the key risks are properly identified, managed and brought to the attention of the Board of Directors to ensure continuance in the operations.

For more details on governance and our corporate governance statement, we refer to chapter 11 'Corporate Governance Statement' of our 2021 annual report. Our [Dealing code](#) and [Corporate Governance Charter](#) may also be found on our website.

'Thanks to the transparency and accountability of these principles, we enhance the confidence of shareholders, investors and stakeholders in our organization.'

EPRA Content Table

Sustainability – environmental indicators		Chapter	GRI Indicator
Elec-Abs	Total electricity consumption	Environmental performance	302-1
Elec-Lfl	Like-for-like total electricity consumption	Environmental performance	302-1
DH&C-Abs	Total district heating & cooling consumption	Environmental performance	302-1
DH&C-Lfl	Like-for-like total district heating & cooling consumption	Environmental performance	302-1
Fuels-Abs	Total fuel consumption	Environmental performance	302-1
Fuels-Lfl	Like-for-like total fuel consumption	Environmental performance	302-1
Energy-Int	Building energy intensity	Environmental performance	302-3, CRE1
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	Environmental performance	305-1
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	Environmental performance	305-2
GHG-Dir-Lfl	Like-for-like total direct greenhouse gas (GHG) emissions	Environmental performance	305-1
GHG-Indir-Lfl	Like-for-like total indirect greenhouse gas (GHG) emissions	Environmental performance	305-2
GHG-Int	Greenhouse gas (GHG) intensity from building energy consumption	Environmental performance	305-4, CRE3
Water-Abs	Total water consumption	Environmental performance	303-1
Water-Lfl	Like-for-like total water consumption	Environmental performance	303-1
Water-Int	Building water intensity	Environmental performance	CRE2
Waste-Abs	Total weight of waste by disposal route		306-2
Waste-Lfl	Like-for-like total weight of waste by disposal route		306-2
Cert-Tot	Type and number of sustainably certified assets	Environmental performance	CRE8

Sustainability – social indicators		Chapter	GRI Indicator
Diversity-Emp	Employee gender diversity	Table on social indicators	405-1
Diversity-Pay	Gender pay ratio	Table on social indicators	405-2
Emp-Training	Employee training and development	Table on social indicators	404-1
Emp-Dev	Employee performance analysis	Table on social indicators	404-3
Emp-Turnover	Employee turnover	Table on social indicators	401-1
Emp-New hires	Employee new hires	Table on social indicators	401-1
H&S-Emp	Employee health and safety	Table on social indicators	403-2, 403-9
H&S-Asset	Asset health and safety assessments	Table on social indicators	416-1
H&S-Comp	Asset health and safety compliance	Table on social indicators	416-2
Comty-Eng	Community engagement, impact assessments and development programmes	Table on social indicators	413-1
Gov-Board	Composition of the highest governance body	Table on social indicators	102-22
Gov-Selec	Process for nominating and selecting the highest governance body	Governance	102-24
		Governance	
Gov-Col	Process for managing conflicts of interest	Annual financial report 2021 (AR) p. 92-97	102-25

GRI Content Table

AR refers to the annual report 2021. The annual report can be consulted via this [link](#). Other chapters mentioned refer to the sections in this sustainability report

GRI 102: GENERAL DISCLOSURES	Chapter	Comment
1. ORGANIZATIONAL PROFILE		
102-1	Name of the organization	Care Property Invest NV
102-2	Activities, brands, products, and services	AR p.34 -43 Care Property Invest is a public regulated real estate company (public RREC) under Belgian law. Care Property Invest helps care businesses to realize their projects by offering good quality and socially responsible real estate tailored to the needs of the end users, on the basis of a solid organization. For its shareholders, it always aims for stable long-term returns. Pursuing operations for the private sector in investment properties (e.g. design- build- Finance and Maintain). For the public sector the focus is on the refinancing of existing buildings and investing in healthcare real estate.
102-3	Location of headquarters	Horstebaan 3, 2900 Schoten, Belgium
102-4	Location of operations	Our social role in healthcare housing for elderly and disabled people Belgium, The Netherlands and Spain
102-5	Ownership and legal form	Public limited liability company. Public regulated real estate company under Belgian law
102-6	Markets served	AR p.34 -43 Housing for elderly people and people with disabilities
102-7	Scale of the organization	Key facts Our social role in healthcare housing for elderly and disabled people
102-8	Information on employees and other workers	Engaging our people Tables on social indicators
102-9	Supply chain	Innovation in our portfolio
102-10	Significant changes to the organization and its supply chain	AR p.87 and following In 2014, the last of 2 purpose changes took place that expanded the original geographical constraint, restricted to the Flanders and Brussels-Capital Region only, to the entire European Economic Area (EEA). As from the financial year 2020, the charter has been adapted to the new Code 2020 and the Belgian Construction Certification Association (BCCA), which entails a number of minor changes regarding the functioning of the committee, as well as a further refinement of its mission.
102-11	Precautionary principle or approach	Innovation in our portfolio
102-12	External initiatives	Our contribution to the UN Sustainable Development Goals
102-13	Membership of associations	Our responsibility UN Global Compact
2. STRATEGY		
102-14	Statement from senior decision maker	Letter to the stakeholders AR letter to shareholders p.26-29
102-15	Key impacts, risks, and opportunities	Our sustainability commitment and priorities Risk management AR p.8-23
3. ETHICS AND INTEGRITY		
102-16	Values, principles, standards, and norms of behavior	Engaging our people Governance

GRI 102: GENERAL DISCLOSURES	Chapter	Comment
4. GOVERNANCE		
102-18	Governance structure	Governance Corporate Governance Statement in AR p.66-109 Since 1 January 2020, Care Property Invest applies the new Belgian Corporate Governance Code (the 'Code 2020'), in accordance with the Royal Decree of 12 May 2019 specifying the corporate governance code to be complied with by listed companies. The Code 2020 is also available on the website of the Belgian Official Gazette and on www.corporategovernancecommittee.be . Therefore, this Statement also refers to our intentions regarding the application of the recommendations of the Code 2020 as from 1, January 2020. The Board of Directors of Care Property Invest subscribes to governance principles based on transparency and accountability. This enhances the shareholders' and investors' trust in Care Property Invest. From establishment onwards, Care Property Invest has considered fair and correct business conduct as a main priority. In addition, Care Property Invest attaches great importance to a good balance between the interests of the shareholders and those of the other parties that are directly or indirectly involved with the undertaking. The Board of Directors guarantees frequent updating of the Charter. On 18 March 2020, the Charter was updated and adapted to the Code 2020.
102-21	Consulting stakeholders on economic, environmental, and social topics	Stakeholder engagement
102-22	Composition of the highest governance body and its committees	Tables on social indicators Corporate governance statement in AR p.66-109 EPRA: Gov-Board On 31 December 2021, the Board of Directors consisted of eleven members, five of whom were independent Directors who met the conditions of the Article 7:87 BCCA). There are five Managing (Executive) Directors and six Non-Executive Directors. The five Managing Directors are members of the Executive Committee.
102-24	Nominating and selecting the highest governance body	Corporate governance Corporate governance statement in AR p.66-109 EPRA: Gov-Selec. In order to guarantee the continued functioning of the Board of Directors, preventing several Directors from resigning at the same time, the Board of Directors defined a schedule according to which the Directors are to resign periodically. The Directors were appointed at the Ordinary General Meeting of 16 May 2018 for a period of three years and four years until after the Ordinary General Meetings in 2021 and 2022. Their appointment may be revoked at any time by the General Meeting. The Directors are eligible for reappointment.
102-25	Conflicts of interest	GoGovernance AR p. 92-97 EPRA: Gov-Col
5. STAKEHOLDER ENGAGEMENT		
102-40	List of stakeholder groups	Stakeholder engagement
102-41	Collective bargaining agreements	Tables on social indicators
102-42	Identifying and selecting stakeholders	Stakeholder engagement
102-43	Approach to stakeholder engagement	Stakeholder engagement
102-44	Key topics and concerns raised	Stakeholder engagement

GRI 102: GENERAL DISCLOSURES			Chapter	Comment
6. REPORTING PRACTICE				
102-45	Entities included in the consolidated financial statements	AR p. 211		
102-46	Defining report content and topic boundaries	Letter to the stakeholders		
102-47	List of material topics	The SDGs at the basis of our sustainable priorities		
102-48	Restatements of information	Environmental Performance		Investment portfolio becomes scope 3 in line with EPRA requirements of 2017
102-49	Changes in reporting	Environmental Performance		Investment portfolio becomes scope 3 in line with EPRA requirements of 2017
		Tables on social indicators		Executive committee as of 15/06/2020
102-50	Reporting period	Cover page		
102-51	Date of most recent report			The most recent report with economic, environmental and social information is the 2021 Sustainability Report
102-52	Reporting cycle			Annual
102-53	Contact point for questions regarding the report			info@carepropertyinvest.be
102-54	Claims of reporting in accordance with the GRI Standards			This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	GRI Content Table		
102-56	External assurance	Auditor's Report		The sustainability report is not externally assured. EY Bedrijfsrevisoren srl provided a limited assurance conclusion on the use of proceeds for the issuances of sustainable finance instruments included in the section 'Sustainable Finance Framework and Allocation of Proceeds' of Care Property Invest's Sustainability Report 2021

Topic-specific standards

GRI 200: ECONOMIC PERFORMANCE			Chapter	Comment
201-1	Direct economic value generated and distributed	AR p.50-57		
GRI 302: ENERGY				
302-1	Energy consumption within the organization	Environmental performance		EPRA: Elec-Abs, Elec-LfL, DH&C-Abs, DH&C-LfL, Fuels-Abs, Fuels LfL. In accordance with sector practices, energy consumption is expressed in kWh
302-2	Energy consumption outside of the organization	Environmental performance		In accordance with sector practices, energy consumption is expressed in kWh EPRA: Energy-Int.
302-3	Energy intensity	Environmental performance		In accordance with sector practices, energy consumption is expressed in kWh
302-4	Reduction of energy consumption	Environmental performance		In accordance with sector practices, energy consumption is expressed in kWh
302-5	Reductions in energy requirements of products and services	Innovation in our portfolio		In accordance with sector practices, energy consumption is expressed in kWh

GRI 303: WATER AND EFFLUENTS			Chapter	Comment
303-1	Water withdrawal by source	Environmental performance		EPRA: Water-Abs, Water-LfL
GRI 305: EMISSIONS				
305-1	Direct (Scope 1) GHG emissions	Environmental performance		EPRA: GHG-Dir-Abs, GHG-Dir-LfL
305-2	Energy indirect (Scope 2) GHG emissions	Environmental performance		EPRA: GHG-Indir-Abs, GHG-Indir-LfL
305-4	GHG emissions intensity	Environmental performance		
305-5	Reduction of GHG emissions	Environmental performance		
GRI 306: EFFLUENTS AND WASTE				
306-2	Waste	Environmental performance		EPRA: Waste-Abs, Waste-LfL
GRI 307: ENVIRONMENTAL COMPLIANCE				
307-1	Non-compliance with environmental laws and regulations			There were no cases of non-compliance
GRI 401: EMPLOYMENT				
401-1	New employee hires and employee turnover	Tables on social indicators		EPRA: Emp-New hires, Emp-Turnover
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees			N/A
GRI 402: LABOR MANAGEMENT RELATIONS				
402-1	Minimum notice periods regarding operational changes			Care Property Invest applies the Belgian legislation on legal notice periods
GRI 403: OCCUPATIONAL HEALTH AND SAFETY				
403-1	Occupational health and safety management system	Tables on social indicators		
403-2	Hazard identification, risk assessment, and incident investigation	Tables on social indicators		EPRA: H&S-Emp
403-9	Work-related injuries	Tables on social indicators		EPRA: H&S-Emp

GRI 404: TRAINING AND EDUCATION			
	Chapter	Comment	
404-1	Average hours of training per year per employee	Tables on social indicators	EPRA: Emp-Training
404-2	Programmes for upgrading employee skills and transition assistance programmes	Engage our people	
404-3	Percentage of employees receiving regular performance and career development reviews	Tables on social indicators	EPRA: Emp-Training
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY			
405-1	Diversity of governance bodies and employees	Tables on social indicators	EPRA: Diversity-Emp
405-2	Ratio of basic salary and remuneration of women to men	Tables on social indicators	EPRA: Diversity-Pay
GRI 406: NON-DISCRIMINATION			
406-1	Incidents of discrimination and corrective actions taken		There were no cases of discrimination
GRI 413: LOCAL COMMUNITIES			
413-1	Operations with local community engagement, impact assessments, and development programmes	Tables on social indicators	EPRA: Comty-Eng
GRI 419: SOCIOECONOMIC COMPLIANCE			
419-1	Non-compliance with laws and regulations in the social and economic area		There were no cases of non-compliance

Sector-specific disclosures

CRE: CONSTRUCTION AND REAL ESTATE			
	Chapter	Comment	
CRE1	Building energy intensity	Environmental performance	EPRA: Energy-Int
CRE2	Building water intensity	Environmental performance	EPRA: Water-Int
CRE3	Greenhouse gas emissions intensity from buildings	Environmental performance	EPRA: GHG-Int
CRE8	Type and number of sustainability certification, rating and labelling schemes	Environmental performance	EPRA: Cert-Tot

TCFD Content Table

TCFD	Chapter	Comment
1. GOVERNANCE		
Disclose the organization's governance around climate-related risks and opportunities.		
a)	Describe the Board of Director's oversight of climate-related risks and opportunities.	Governance
b)	Describe management's role in assessing and managing climate-related risks and opportunities	Governance
2. STRATEGY		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.		
a)	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Risk management
b)	Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning.	Risk management
c)	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	By 2023, we aim to increase coverage of our energy monitoring system to 80%. Gathering more objective data will allow us to carry out scenario analysis in the future.
3. RISK MANAGEMENT		
Disclose how the organization identifies, assesses, and manages climate-related risks.		
a)	Describe the organization's processes for identifying and assessing climate-related risks.	Risk management Our sustainability commitment and priorities
b)	Describe the organization's processes for managing climate-related risks.	Risk management
c)	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Risk management
4. METRICS & TARGETS		
a)	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Environmental performance
b)	Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Environmental performance
c)	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Our buildings Our responsibility



Annex I – Reporting Parameters

This sustainability report is based on the EPRA sBPR guidelines and is in accordance with the Euronext ESG Guidelines and the Global Reporting Initiative's (GRI) standard: Core level. Consideration has been given to the GRI's industry-specific supplement for the construction and real estate sector.

Organizational boundaries

Care Property Invest limits its sustainability report to healthcare real estate properties owned by the organization, in accordance with the principles of the Greenhouse Gas Protocol. The data is calculated based on information retrieved by Care Property Invest from our energy monitoring system installed in our investment properties. The data collection is complemented by physical invoices when there is insufficient data available. As we do not have the possibility to retrieve data from our assisted living apartments, these are systematically excluded from the scope. Only our investment portfolio, 40 sites (271,159 m²), out of 121 sites in our total portfolio in operation (479,934 m²), is included in the monitoring scope. The initial portfolio of apartments in leasehold to local governments are not taken into account, since each flat has its own individual private energy and water meter which are fully controlled by the tenant. These private meters cannot be monitored by Care Property Invest, due to complicated data collection and privacy considerations of the tenant. The initial portfolio concerns the finance leases that the Company concluded until 2014, with a balance sheet value

(finance lease receivables) of €156.5m and a generated rental income stream of €14.6m as per 31/12/2021.

Per exception, for the indicators 'asbestos', 'soil pollution' and 'flooding zones', the entire portfolio excluding projects under development, is included in the scope (479,934 m²).

Corporate data covers our daily activities within our administrative head offices (505 m²). This data is directly retrieved from our Human Resources (HR) department.

Coverage

The proportion of properties included in each EPRA indicator is mentioned. The ambition for Care Property Invest is to equip 80% of its portfolio⁽¹⁾ with an energy monitoring system. We strive to increase our reporting coverage every year.

Coverage is expressed as % m² versus the total m². Coverage for EPRA indicators in the section 'Environmental Performance' is calculated based on the investment portfolio (271,159 m²). This excludes the assisted living apartments, all having individual meters directly controlled by each individual tenant. Coverage for the indicators 'total certificates', 'asbestos', 'soil pollution' and 'flooding zones' are based on m² versus the entire portfolio excluding projects under development (479,934 m²) as, here, data were available.

Missing information is primarily

related to waste production since these data are limitedly monitored by most of our operators. In the coming years, we will increase awareness on this subject, and attempt to increase the coverage of these data.

Reported environmental data concerning our head offices are covering 100% of our own operations.

Human Resources data are reported for our head offices. The scope of HR data collection in terms of headcount, turnover and trainings is 100%.

The distinction between landlords and tenants is not applicable to Care Property invest.

Estimation of landlord-obtained utility consumption

No estimations were performed on landlord-obtained utility consumption. Only data covering a full year were reported to ensure reliability of the reported data.

Boundaries – Reporting on landlord and tenant consumption

All data on our portfolio's energy consumption was obtained via the operator's integrated energy monitoring system, energy accounting system or utility suppliers.

(1) The initial portfolio of apartments in leasehold to local governments are not taken into account, since there are individual private meters per flat, directly controlled by each individual tenant, with very limited control by Care Property Invest.

'Care Property Invest limits its sustainability report to healthcare real estate properties owned by the organization, in accordance with the principles of the Greenhouse Gas Protocol.'

Normalization

Normalization is used in the context of fuel consumption and models the relationship between fuel (gas) consumption and outside air temperature. This enables a like-for-like comparison of energy consumption between different periods. The comparison is based on degree-days.

Intensity ratios were measured by using both the buildings' total floor area and the available beds per building as a denominator.

Direct and indirect carbon emissions

Measurement of our CO₂ emissions was based on the guidelines of the Greenhouse Gas Protocol, the DEFRA and IEA GHG Conversion factors for company reporting.

GHG emissions resulting from our

portfolio were measured using the location-based method.

Direct carbon emissions

Care Property Invest's headquarters' (505 m²) and total investment portfolio (271,159 m²) GHG emissions are considered scope 1 and 2 (direct emissions).

Indirect carbon emissions

Care Property Invest has no operational control over consumption in its portfolio. These buildings are directly managed by our care providers. GHG emissions are considered as indirect emissions (scope 3).

Energy certificates

The identification of EPC certificates covers 100% of Care Property Invest's total portfolio, excluding the projects under development (479,934 m²).

The impacted percentage is calculated based on the m² for which a certificate is identified versus the m² of the operational portfolio (total portfolio excl. projects under development).

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