



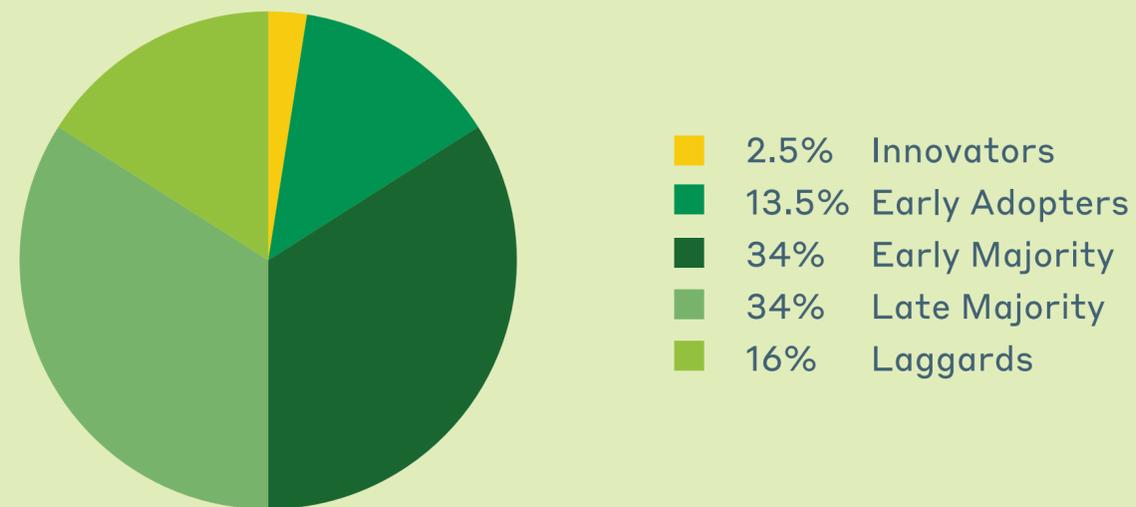
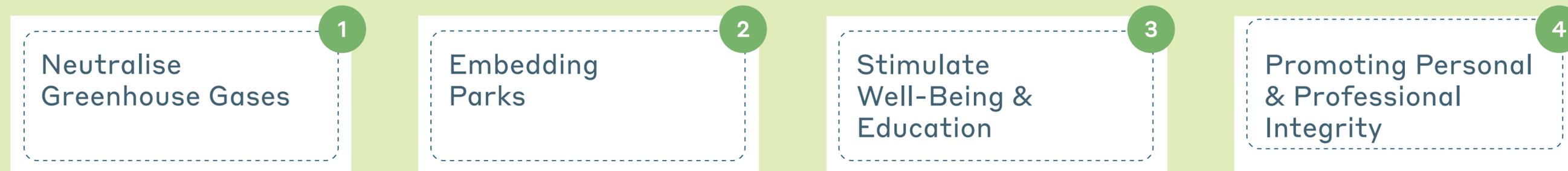
ESG Goals & Actions



8th
October
2021

Introduction

Our main goal is to stop climate change, improve the health and well-being of our tenants, colleagues, communities and ecosystems, and be an example of integrity. We want to finish the race to net-zero as quickly as possible. Through our actions, we encourage our industry peer group to pick up speed collectively. To do so effectively we have identified four pillars on which our ESG strategies are based:



We constantly try to be the leader of the pack. When the group catches up, CTP must break away and become a front runner again. That is why we adapt our actions to accelerate the group to reach common goals.

Our Goals and Actions are set up with the United Nations Sustainable Development Goals (SDG), the Paris Climate Accords, and the European Green Deal in mind. We apply initiatives like the Science Based Target initiative (SBTi) and Carbon Risk Real Estate Monitor (CRREM) to decarbonise our portfolio to stay within the 1.5°C temperature increase as per the Paris Climate Accords. These frameworks are the foundation upon which CTP builds its ambitions. Specifically, they are in alignment with 10 of the 17 SDGs.

SDGs



1 Neutralize Greenhouse Gases

As CTP, we recognise the science conveyed in the Sixth Assessment Report of the IPCC , which states that man-made climate change is a reality. If we want to curb climate change, action needs to be taken, no!. Therefore, CTP is committed to targets that are in line with the reductions in Green House Gas (GHG) emissions required to keep global warming to a maximum of 1.5°C.

At CTP we believe we play a key role in the reduction of GHG emissions of our tenants by providing them with spaces that require the least amount of energy needed, building, renovating, and maintaining them in such a way we can expect the best Energy Performance Certificate (EPC) scores.

At CTP we also trust in the added value of ISO certifications, such as the 14001 for environmental management or the 50001 for energy management for our buildings in the Czech Republic and Romania.

1 Goals

- (A) Decarbonise our business operations in line with the SBTi methodology
- (B) Ensure that each building in the portfolio is aligned with the CRREM Pathway
- (C) Implement innovations that reduce GHG and so support the wider real estate, transport and energy sectors

1 Actions

By the end of 2021, we will have

- Verified GHG neutrality on our own operations (Scope 1 + 2)
- Maintained the certification of all assets in the Czech Republic and Romania with ISO 14001 (Environmental management) and 50001 (Energy management) certifications

By the end of 2022, we will have

- Eliminated fossil-fuelled electricity and operate with certified renewable electricity for our own operations
- Investigated to which extent we can manage our forests sustainably to ensure carbon credit certification of our forests in the long-term

By the end of 2023, we will have

- Access to all data regarding the consumption of energy to be unified measured and analysed on one platform through the whole portfolio, including tenant energy consumption
- All new construction and refurbishments completed in line with the EU taxonomy

- Certified 100% of our assets in the rest of our portfolio with ISO 14001 (Environmental management) and ISO 50001 (Energy management)

By the end of 2025, we will have

- Electrified all our new buildings to avoid fossil fuel dependency for space and water heating
- Obtained certified carbon credits through the forests we manage
- Obligated all our tenants to only procure certified green electricity through clauses in lease agreements
- Established proof of concept for the storage of self-produced energy through Hydrogen

By the end of 2026, we will have

- Obtained carbon neutrality for scope 1, 2 and 3 emissions
- Covered 50% of our portfolio's roof surface with PV solar panels

By the end of 2030, we will have

- Covered 100% of our portfolio's roof surface with PV solar panels

By the end of 2040, we will have

- Electrified our entire portfolio and run on 100% certified green electricity
- Compensated all embodied emissions since the start of CTP in 1998.

By the end of 2050, we will have

- Achieved our goal of being in line with the SBTi

SDG Alignment | 7.1, 7.2, 7.3, 7.a, 9.1, 9.5, 12.2, 12.6, 13.1, 15.1, 15.2, 15.3

2 Embedding Parks

The idea of 'Embedding Parks' is geared towards making these parks a part of the environment and community in which they are built. This pillar entails a wide variety of aspects. From high-quality buildings, to multipurpose terrain-use and improving biodiversity. Our parks are to be used not only by the people working there, but are to be appreciated by surrounding communities as well.

All of CTP's buildings have been BREEAM certified and validated as 'Very Good' or better. They enable our tenants to keep the operating costs as low as possible through high-efficiency materials.

We build our parks to positively contribute our part of a wider community. Therefore, we enable the use of facilities, for example sports facilities, by the surrounding community. Infrastructure is built in such a manner that it is easy and inviting to use for, for example, cycling.

CTP is also aware of the impact of its parks on the physical environment and biodiversity. In our parks we practice the Mitigation Hierarchy, which is a tool that aims to help manage biodiversity risk Environmental Impact Assessments (EIAs), of avoidance, minimization, restoration, offsetting, and compensation. In addition, we operate our forests sustainably, in order to optimise carbon capture and with a view to be turned into certified carbon credits.

2 Goals

(A) Halt and reverse land degradation, deforestation and biodiversity loss. Protect, restore, and promote sustainable use of terrestrial and subterranean ecosystems.

(B) Create parks which:

- Are resilient to the consequences of climate change.
- Are resource efficient, including having adequate access to public transport.
- Are comfortable, functional, and adaptable to tenants' needs.
- Add value and quality to the direct community.
- Provide wider services to the direct community

(C) Promote the use of clean mobility alternatives by improving local infrastructure in the community, wherever possible built/renew railway connection to our parks.

2 Actions

By the end of 2021, we will have

- Dedicated 25% of the non-built / un-paved up area of new developments to green spaces which will be designed with Nature-Based Solutions in mind
- Installed 3% charging stations of all newly build parking spaces on all our properties.

By the end of 2022, we will have

- Allocated 5% of the parks maintenance budget to support and improve biodiversity
- Performed Life Cycle Assessment (LCA) on all assets in our portfolio

By the end of 2023, we will have

- Equipped 100% of buildings with smart sub-meters in line with the EMS
- Transferred green areas into native meadows with native flora and equipped with insect hotels to promote flora and fauna in the area. No invasive species planting will be permitted.

- EPDs for 2/3 of building materials (by value).

- 100% of wood related materials will be certified (FSC, PEFC, etc.).

By the end of 2025, we will have

- Installed permeable surfaces for roads, parking lots and truck yards such as grass paving where practically possible.
- Designed our first park with circular economy concepts and operating principles.

By the end of 2030, we will have

- Eliminated potable water dependency for flushing toilets and landscaping through grey/rainwater harvesting systems on all our newly developed and refurbished properties.
- Installed charging stations for 50% of the parking spaces on all our properties.

By the end of 2035, we will have

- Installed charging stations for 100% of the parking spaces on all our properties.

By the end of 2040, we will have

- Installed energy storage solutions in every park to meet regulated energy demand.

By the end of 2050, we will have

- Installed energy storage solutions in every park to meet unregulated energy demand.

3 Stimulate Well-Being & Education

CTP is committed to being a responsible member of society. The 3rd pillar on stimulating well-being and education are derived from this.

We actively engage with the communities in which we operate through charities related to well-being and education. We support students at the Faculty of Civil Engineering at the University of Brno, we provide financial aid to hospices for palliative care, CTP is one of the biggest and long-term sponsors of the Tereza Maxová Foundation whose aim is to provide effective and specific assistance to abandoned and underprivileged children at both the national as well as regional level. We sponsor UNHCR's 10-for30 Program aimed at supporting refugees obtaining a degree in higher education.

At CTP we hold bi-annual company meetings. These meetings, where all colleagues from all countries are invited, fosters bonding and strengthens our company culture, with people from many different countries mingling which furthers mutual respect for one another.

3 Goals

- (A) Create parks that invite tenants and neighbours to adopt a healthy active lifestyle
- (B) Make sustainable buildings that provide a comfortable, healthy, and functional space
- (C) Be an all-inclusive company where we stimulate diversity based on age, gender, sexual or background
- (D) Stimulate and support personal and professional development of employees by subsidising quality educational programmes
- (E) Promote a healthy work-life balance for our colleagues
- (F) Facilitate bicycle and public transport use for colleagues

3 Actions

By the end of 2022, we will have

- Offered all employees the opportunity to participate in a relevant higher education program that can be combined with (reduced) employment hours
- Adopted a working culture where managers are made aware of material issues in work-life balance

By the end of 2023, we will have

- Equipped all our parks with diverse green spaces where tenants can enjoy nature

By the end of 2025, we will have

- Created spaces for bicycle tracks and a safe route within the parks, installed bicycle racks and shower rooms
- Installed all new and refurbished parks with sports facilities accessible to tenants and the local community alike

4 Promoting Personal and Professional Integrity

Integrity is a part of our core values. We value ethical, fair and honest behaviour towards our employees, customers, suppliers, competitors, public authorities and regulators as well as any other party involved in its day-to-day activities.

CTP has chosen to operate under the Dutch Corporate Governance Code as we feel it is the one most closely connected to the CTP DNA. We follow EU, national and local laws & regulations, and go beyond them where we feel it is in the interest of the communities in which we operate.

Furthermore, we have a structured approach to managing the organisation. We have embedded various KPI's related to financial, operational, and ESG related issues in our operational structure, and monitor these regularly. We have formalised processes to manage different risks and we conduct regular internal audits.

4 Goals

- (A) Evolve successful work methods into well-established and codified processes
- (B) Promote ethical procurement processes. Use, reuse and dispose of material in a responsible way
- (C) Be an all-inclusive company where we stimulate diversity based on age, gender, sexual orientation, or background

4 Actions

By the end of 2021, we will have

- Completed Critical Supplier Identification
- Formalised the Supplier Code of Conduct

By the end of 2022, we will have

- A dedicated and specialised ESG team
- In place a procedure for sourcing ethically sound materials and their handling
- Updated our Code of Conduct
- Completed our Discrimination & Harassment policy
- Formalised the tender review process

By the end of 2023, we will have

- Implemented an annually recurring stakeholder engagement process



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