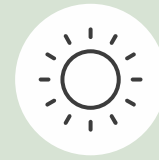


# Environmental Policy



Effective date : 11. 06. 2022  
Last modified: 07. 08. 2024  
Approved: Richard Wilkinson, Group CFO

## Introduction

CTP is a dynamic, fast-growing organisation with a fully integrated operating platform operating in ten countries, led by local management teams. Group level tasks are executed by CTP International. The whole organisation is led by Group Leadership Team. The proven expertise and comprehensive market intelligence of the CTP team form the core of our competitive advantage and our ability to provide shareholders with superior and sustainable returns.

The management of CTP recognizes the necessity to satisfy our customers overall needs. High standards and professionalism in this aspect assures the best quality, keeping us ahead of competitors and ensuring the continuous prosperity of the company. CTP regards environmental protection and energy management as not just a substantial part of our business philosophy but also a reflection of our attitude towards common values. Therefore, all business activities are conducted in an environment-friendly way. CTP collaborates with stakeholders within its value chain to achieve its goals.

## Scope

This policy pertains to all operations and activities of CTP N.V. and its subsidiaries. This includes the management, purchase, sale, refurbishment, and development of real estate in all countries of operation. It also applies to the management and operation of the real estate portfolio that the Company manages, even where it does so for third parties. All employees and individuals working in the organisation's name must know and follow the content of this document.

## Roles & Responsibilities

The Board of Directors is ultimately responsible for integrating and complying with this policy.

The group ESG Team is responsible for setting goals and targets related to this policy. The Country Heads are responsible for regularly obtaining data to measure performance against the goals and targets.

The Country Heads are responsible for communicating this policy to their teams and shall ensure these teams are familiar with its contents, goals, and targets.

Furthermore, the Board of Directors is responsible for allocating the resources needed to comply with this policy and achieve the goals and targets aligned with the environmental topics of the company.

## Areas

### Energy and Greenhouse Gas Emissions (Climate change mitigation)

Energy and Greenhouse Gas (GHG) Emissions are important aspects of the building sector. CTP has the ambition to reaching Climate Neutrality by 2050 as part of its efforts to mitigate Climate Change caused by the emission of greenhouse gases. Energy and GHG are addressed through improved energy efficiency, and the production and purchase of energy from renewable sources.

### Climate Change risk and adaptation

CTP acknowledges ongoing climate change. To ensure the resilience of its properties and clients' business continuity, risk analysis is performed for all properties. Based on this analysis, the need for mitigation measures is monitored and introduced where needed.

### Water

Water is becoming scarce in many European countries. CTP uses limited amounts of water in its operations and during building construction. Water is mostly used at the operational stage of buildings by CTP clients.

### Waste management

CTP is aware of and manages the waste generated by its activities and operations: Waste generation occurs during the construction and operational phases. The waste generated during the operational phases falls under the responsibility of clients.

### Biodiversity

CTP develops and manages buildings located in multiple ecosystems. The development process affects existing ecosystems. It is important to consider during the design phase to ensure environmental quality is improved on surrounding areas.

## Actions

- CTP introduced “ESG New Projects Requirements,” a set of requirements for developing new projects that cover all environmental aspects and ensure alignment with EU Taxonomy.
- CTP defines pathways for its energy consumption and reduction of GHG emissions, setting out strategies, measures, and actions to ensure alignment with these pathways at both corporate and portfolio levels.
- CTP installs on-site renewable energy sources on new and existing buildings, including CTSolar.
- CTP procures electricity from renewable energy sources and assists clients in doing so.
- CTP introduces low water flow systems in buildings, and where reasonable, installs grey and rainwater systems to reuse water.
- CTP incorporates waste management practices into its construction activities to manage construction waste. To properly manage operational waste, CTP designs and executes buildings accordingly.
- CTP involves qualified ecologists in development and property management activities and follows their recommendations to ensure biodiversity is maintained or improved.

- CTP certifies its projects in internationally recognized multicriteria environmental certification schemes targeting the highest levels.
- CTP introduces ISO 14001 and 50001 management to optimize environmental and energy performance in selected countries.

## Environmental aspects in the value chain

CTP is taking action to improve environmental performance both upstream and downstream in the value chain.

**Upstream:** CTP suppliers must comply with the environmental standards outlined in the Company's Supplier Code of Conduct. CTP works continuously with stakeholders in its value chain to improve environmental impact. Where needed and possible, CTP assists its suppliers in achieving common goals. CTP requirements apply to materials used in developing new buildings. CTP actively seeks materials that reduce embedded carbon and promotes materials with lower life cycle costs.




**Downstream:** CTP views its renewable energy strategy as beneficial for tenants, helping them achieve their GHG reduction goals. CTP can become a supplier of renewable energy to tenants.

## Continuous improvement

CTP follows the principles of continuous improvement, plan, do, check, act. This approach ensures the company remains flexible and prompt to changes in development, technical evolution, changes in our customer's needs and expectations, and other business requirements. The Company adapts to these changes and applies new technologies and services accordingly.

## Reporting noncompliance

**EMPLOYEES AND THIRD PARTIES CAN RAISE CONCERNS VIA**

	<p>e-mail address: whistleblowing@ctp.eu</p>		<p>post mail or personal visit: CTP Invest, spol. s r.o. Group AML &amp; Compliance Officer Národní 135/14, 110 00 Prague, Czech Republic</p>
	<p>hot line: (+420) 607 287 287</p>		<p>External independent web application FaceUp. <a href="https://www.report.faceup.com/en/">https://www.report.faceup.com/en/</a> (Password FACEUP)</p>