

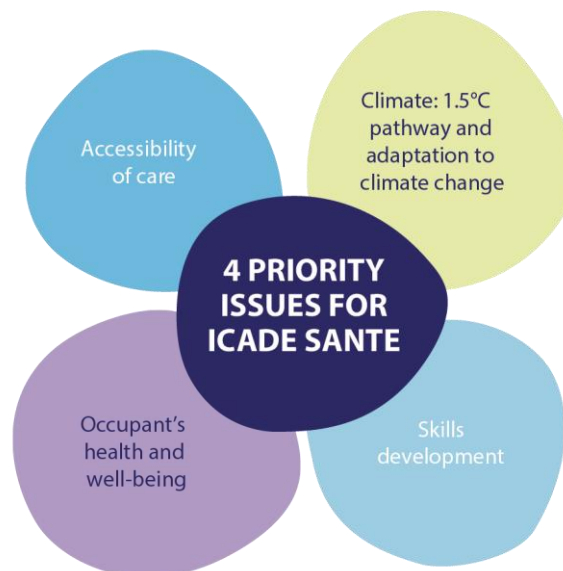


ICADE SANTÉ'S CSR COMMITMENTS IN THE 2021–2025 STRATEGIC PLAN AND 2021 RESULTS

Leading healthcare real estate company in France, aiming for a strong presence in Europe, Icade Santé has committed to a CSR strategy intended to meet key environmental and social challenges. Through its own business activities and its long-term partnerships with healthcare operators, Icade Santé seeks to reduce its environmental footprint, build resilience, promote impactful solutions as well as to improve the quality of patient care and experience.

In order to create the most value for its stakeholders through its CSR strategy, Icade Santé has integrated and analysed their expectations through a materiality matrix. Icade Santé's most recent materiality matrix identifies four priority issues directly correlated to its core activity:

- **Climate:** Commit to a low-carbon strategy to fight climate change and develop the performance and resilience of facilities.
- **Accessibility of care:** Contribute to increasing the care provided to meet local needs and users' expectations.
- **Occupants' health and well-being:** Take action for the comfort and well-being of patients, residents and staff; and ensure the suitability of premises to new medical practices.
- **Skills development:** Give all employees access to quality training, support new ways of working to encourage collaboration, cross functionality, innovation and employee commitment.



To tackle these priority issues, Icade Santé has set out CSR commitments based on three pillars: environmental, social and governance. Regularly monitored and reported on annually, these CSR commitments are an integral part of **Icade Santé's 2021-2025 Strategic Plan**.

Aims	Commitments	Scope	Start date*	Results			Objectives	Time horizon	Commitments in the previous Strategic Plan (2019–2022)
				2019	2020	2021			
ENVIRONMENT – LOW-CARBON TRANSITION AND PRESERVATION OF RESOURCES									
Transitioning to a low-carbon pathway	Monitor the energy and carbon performance of assets	France and abroad	2021	76% in France	75% in France	90%	2021: 80% 2025: 100%	Each year	Monitor the energy and carbon performance of 75% of assets in France starting in 2019
	Set an energy and carbon reduction goal for facilities in the portfolio	France and then abroad	France: 2021 Outside France: 2022	N/A	N/A	Achieved	Achieved	France: 2021 Outside France: 2022	
	Reduce carbon intensity between 2019 and 2030 (in kg CO ₂ /sq.m/year) in France	France	2021	N/A	-5% compared to 2019	-2% compared to 2019	-37% compared to 2019	By 2030	
	Measure the carbon footprint of development and extension projects	France	2021	N/A	N/A	100%	100%	Each year	
	Obtain the E+C- label for pilot construction projects	France	2021	N/A	N/A	Achieved	Achieved	Each year	
Increasing resilience to climate change	Assess the vulnerability to climate change of the entire portfolio and new investments	France and then France and abroad	France: 2021 Outside France: 2023	N/A	N/A	100% in France	100%	Each year	
	Adapt the assets most exposed to climate risks, with priority given to risks related to inland and coastal flooding	France and abroad	2021	N/A	N/A	0%	100%	By 2030	
Integrating the best certification and labelling standards	Obtain environmental certification with a minimum rating of HQE Very Good, LEED Silver, BREEAM Very Good or DGNB Silver for major new-build projects over 4,000 sq.m	France and abroad	2021	N/A	100% in France	100%	100%	Each year	Obtain certification for all major new-build projects over 4,000 sq.m in France starting in 2020
Promoting biodiversity and nature in cities	Fund the restoration and preservation of 1 sq.m of natural habitat for each sq.m of land built-on as a result of new-build projects	France and then France and abroad	France: 2021 Outside France: 2022	100% in France	100% in France	100% in France	100%	Each year	Fund the restoration of 1 sq.m of natural habitat for each sq.m of land built-on as a result of new-build projects in France starting in 2019
Integrating the principles of a circular economy into products and services	Give tenants the option to implement a reuse process for refurbishments over 2,000 sq.m	France	2021	N/A	100%	N/A	100%	Each year	
Developing sustainable mobility solutions	Conduct mobility audits on healthcare facilities in France	France	2022	N/A	N/A	N/A	Achieved	Each year	

SOCIAL – OCCUPANTS' WELL-BEING, SUPPORT FOR NEW HABITS AND LIFESTYLES AND A STRONG LOCAL FOOTPRINT

Contributing to local development and inclusion	Use the framework established by the Quality of Life in Nursing Homes Charter in all acquisition projects	France and then France and abroad	France: 2021 Outside France: 2022	N/A	100% in France	100% in France	100%	Each year	Use the framework established by the Quality of Life in Nursing Homes Charter in 100% of acquisition projects in France starting in 2020
	Implement a patronage policy around the theme of “living well in healthcare facilities”		2022	N/A	N/A	N/A	Achieved	Each year	
Improving occupants' well-being and adapting to new habits and lifestyles	Conduct audits on healthcare facilities to adapt real estate solutions to help operators address changing medical practices	France	2021	Achieved	Achieved	Achieved	Achieved	Each year	Conduct audits on healthcare facilities to adapt real estate solutions to help operators address changing medical practices in France starting in 2019
	Achieve at least the Efficient rating in the air quality category of the HQE certification for all HQE-certified projects over 4,000 sq.m	France	2021	N/A	N/A	100%	100%	Each year	Use low-emitting materials for at least 75% of the floor area in all HQE-certified projects over 4,000 sq.m in France starting in 2020
	Design major new-build projects over 4,000 sq.m using BIM	France	2022	N/A	N/A	73%	70%	Each year	
Supporting the CSR efforts of customers	Set up CSR & innovation committees with healthcare and nursing home operators	France and abroad	2021	59% in France	92% in France	94%	70%	Each year	Set up CSR & innovation committees with 70% of healthcare and nursing home operators in France starting in 2020
Reinforcing our responsible procurement policy and supplier relationships	Include a responsible procurement charter in all construction contracts	France and then France and abroad	France: 2021 Outside France: 2023	100% in France	100% in France	100% in France	100%	Each year	Include a responsible procurement charter in all construction contracts in France starting in 2019

GOVERNANCE

CSR governance	Assign CSR objectives to all managers and Executive Committee members, on which their remuneration depends in part		2022	N/A	N/A	100%	100%	Each year	
	Conduct a CSR evaluation on all acquisitions	France and then France and abroad	France: 2022 Outside France: 2023	N/A	N/A	100%	100%	Each year	
	Prioritise the use of sustainable (or ESG) finance		2021	N/A	N/A	N/A	Achieved	Each year	

*As part of the 2021–2025 Strategic Plan
 Changes in the reporting scope: As Icade Santé's commitments only applied to medical facilities in France before 2020, the reported indicators related solely to that scope. Since 2020, unless otherwise specified, they have covered both medical facilities and nursing homes in France.
 N/A: not applicable