



# Environmental, Social and Governance Policy of Carbonleo Real Estate Inc.

RESPONSIBLE ACTIONS  
FOR A SUSTAINABLE FUTURE

# At Carbonleo, sustainable development is an integral part of our corporate DNA.

Sustainable development underpins everything we do as an investor, developer and property manager.

Through this document, we express our commitment to future generations and to the communities in which our properties are built. We firmly believe that the real estate projects we conceive must be thought through and designed to evolve with respect for the nature and people who live alongside them.

To this end, we have adopted an environmental, social and governance (ESG) policy. On the next pages, you can find out more about our commitments, our dedicated team and the initiatives we are undertaking to guarantee a sustainable future.

## COMMITMENTS

At Carbonleo, we are dedicated to :

- **Reducing our environmental impact**
- **Being transparent about our environmental footprint**
- **Raising awareness of environmental issues among staff, partners and customers**
- **Increasing our positive impact on the community**
- **Providing environments of respect, diversity, equity and inclusion**
- **Operating according to the values of equality, integrity and transparency**

## STRUCTURE

The formation of a team dedicated to sustainable development within our organization demonstrates the seriousness with which we take this subject.

On a daily basis, our team, supported by specialists in sustainable development, social responsibility and the environment, examines our ways of doing things and the resulting impacts, as well as the best practices from here and abroad and the optimal methods of application. Operating according to the values of equality, integrity and transparency

## ENVIRONMENT

Reminder of our environmental commitments:

- **Reducing our environmental impact**
- **Being transparent about our environmental footprint**
- **Raise awareness of environmental issues among staff, partners and customers**

TO ACHIEVE THIS, WE HAVE ESTABLISHED THE FOLLOWING INITIATIVES:

### **Carbon footprint**

Since 2021, we have been measuring the carbon footprint of our business activities and each of our projects on an annual basis. We note, among other things, the energy consumption of premises, fugitive emissions, transportation of staff members, business travel and IT equipment. Details will be published in an annual report to help us improve our ESG strategy to reduce our environmental impact.

### **Water consumption**

All our real estate projects incorporate measures to save drinking water, for example, the installation of low-flow appliances and rainwater irrigation where possible.

### **Energy efficiency**

We aim to reduce our energy consumption by installing LED lighting in all our properties under management and future initiatives, and by always choosing fixtures of proven efficiency.

### **Residual materials management**

Our aim is to incorporate recycling and composting into all the projects in which we are involved in terms of property management, thereby minimizing our waste production.

### **Green spaces and biodiversity**

We are committed to expanding green spaces at each of our sites and ensuring that biodiversity can thrive. Areas under development and redevelopment will include the addition of trees, shrubs and plants as well as a larger green area accessible to users.

### **Responsible purchasing**

A responsible purchasing policy is being drafted to meet today's social, environmental and economic challenges.

### **Sustainable buildings**

The sustainability of the buildings we design underpins the development of the projects we manage. That's why we aim to achieve LEED, WELL and BomaBest certification for the vast majority of our facilities.

# SOCIAL

Reminder of our social commitments:

- **Increasing our positive impact on the community**
  
- **Providing environments of respect, diversity, equity and inclusion**

TO ACHIEVE THIS, WE HAVE ESTABLISHED THE FOLLOWING INITIATIVES:

## **Diversity, equity and inclusion**

We embrace the values of diversity and inclusion and value positive exchanges on all levels.

## **Employee health and safety**

We aim to create a working environment where physical, mental and emotional well-being is a priority. In concrete terms, we have set up an annual fund to facilitate access to physical activities, set up a sports center at head office and offer unlimited vacations. All in line with the company's human resources values.

## **Community relations**

Having a positive impact on the communities in which we set up our projects is of great importance to us at. Listening to the needs of different communities is essential to improving all aspects of our proposals.

## **Social commitment**

We have set ourselves ambitious targets in terms of donations and volunteering to increase our involvement in the community with local and national organizations such as food banks and self-help centers.

## **Accessibility**

We guarantee healthy, safe and accessible environments for all our staff, partners and customers.

# GOVERNANCE

Reminder of our commitment to governance:

- **To operate according to the values of equality, integrity and transparency.**

TO ACHIEVE THIS, WE HAVE ESTABLISHED THE FOLLOWING INITIATIVES:

## **Management independence**

The management team is committed to upholding the values of equality, integrity, transparency and independence that enable the company to grow while respecting people and the environment.

## **Ethics**

Management and staff are bound by a strict code of ethics concerning the protection of privacy, the management of conflicts of interest and corruption. All employees are expected to conduct themselves in a professional manner that reflects their integrity, competence, responsibility and trustworthiness.

This document is a declaration of our environmental, social and governance commitment. All the projects in which we participate are designed to ensure that generations and communities benefit from projects that are well thought-out and designed to evolve with respect for nature and the people who live alongside them.

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To confirm our commitment, we obtained our B-Corp certification in 2023. B-Corp is a certification awarded to companies that meet the highest standards of social and environmental impact, ethical governance and transparency to the public.