

LIEBRECHT & WOOD

ESG POLICY 2023

OUR VISION OF SUSTAINABLE REAL ESTATE

For almost 30 years, Liebrecht & wood Group has been developing real estate projects that are well-designed in terms of both their function and their impact on the urban environment.

We approach each project with careful consideration and aim to contribute to sustainable cities by developing resilient buildings and places for the future that align with the concept of a polycentric city. We give former industrial sites back to the city and local communities, and we develop new buildings while always considering their environmental performance and the well-being of all who use them. We prioritize the use of renewable energy in the development and operation of our real estate.

We design human-centered places that meet diverse needs, ensuring that our standards result in friendly, aesthetic, and inclusive environments.

It is our pleasure to invite you to explore Liebrecht & wood Group's approach to ESG (Environmental, Social, Governance). We have carefully selected our material aspects and strategic focus through ongoing dialogue with our stakeholders. This document provides a precise outline of our corporate policy and goals, which are implemented in our daily business activities. It establishes the company's commitments and the supporting governance structure aimed at improving our environmental and social impacts. Our stakeholders can rest assured that each of our projects undergoes thorough consideration, assessment, and management in terms of their environmental and community impact. We prioritize maximum transparency and reliability throughout this process.

Marc Lebbe & Patrick Van Den Bossche
Founders of Liebrecht & wood Group



WHY DO WE FOCUS ON SUSTAINABILITY & ESG

We are aware of the impact of people on the climate and environment. As business we feel obliged to limit this negative impact of the built environment on nature and people. The answer to this global challenges is scalable system change, adapted to local conditions. Therefore, we are committed to improve our environmental, social and governance (ESG) performance across our value chain. As business we are committed to resistance and we acknowledge the importance of these aspects across our operations to meet long-term interest of our clients, investors, employees, partners, society and the planet.

MATERIALITY ASSESSMENT

To start the process of structured ESG translation into our business model, we have conducted a formal materiality assessment to understand what the key material topics for us are to focus on. Working with an independent consultant we have conducted stakeholder surveys and C-level interviews. We had a 100% response rate from our external stakeholders and a 78% response rate from our internal stakeholders.

As the **UN Sustainable Development Goals** (SDGs) can only be achieved through systematic support from the private sector, we have matched the selected material topics with the aligned SDGs.

This ESG Policy (the “Policy”) aims to align the chosen key material issues with our business strategies and operations.



PURPOSE AND SCOPE OF THIS POLICY

This Policy outlines our approach to ESG and our commitment to make the places we develop and operate fit for the future, to inspire our employees and influence our communities to focus on strengthening health and well-being aspects, diversity, inclusion and transparency that can benefit all, and to implement robust ESG governance to achieve that.

This Policy applies to all aspects of our decision-making and our interaction with stakeholders across all of L&W business operations. All individuals of L&W, including but not limited to directors, senior managers, part-time and fixed-term employees, and agency employees, are governed by this Policy. Beyond our own business operations, it is also our goal to promote responsible business practices as stipulated in this Policy across our value chain.

ESG GOVERNANCE FRAMEWORK AT LIEBRECHT & WOOD

The ESG Director together with the Core ESG Team has the overall responsibility to ensure effective implementation of this Policy, including its regular review. All department heads and line managers must lead by example and ensure that those they manage adhere to the Policy and promote our aims and objectives with regard to ESG in their day-to-day business operations.



















OUR ESG STRATEGIC FOCUS

Based on the outcomes of our materiality assessment undertaken and aligned Sustainable Development Goals (SDGs) we have identified three strategic focus areas which are the most relevant to our stakeholders and our business:



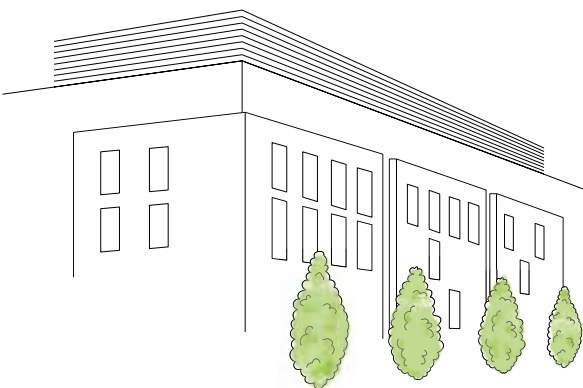
BUILDINGS AND PLACES FIT FOR THE FUTURE

ENERGY EFFICIENCY & RENEWABLE ENERGY	<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div></div>	<div>13 CLIMATE ACTION</div> <div></div>	<div>17 PARTNERSHIPS FOR THE GOALS</div> <div></div>	
CO ₂ EMISSIONS	<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div></div>	<div>13 CLIMATE ACTION</div> <div></div>	<div>17 PARTNERSHIPS FOR THE GOALS</div> <div></div>	
SUSTAINABLE BUILDING DESIGN & GREEN BUILDING CERTIFICATION	<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div></div>	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div></div>	<div>13 CLIMATE ACTION</div> <div></div>	<div>17 PARTNERSHIPS FOR THE GOALS</div> <div></div>
WASTE MANAGEMENT	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div></div>	<div>11 SUSTAINABLE CITIES AND COMMUNITIES</div> <div></div>	<div>13 CLIMATE ACTION</div> <div></div>	
CIRCULAR ECONOMY	<div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div></div>	<div>13 CLIMATE ACTION</div> <div></div>	<div>17 PARTNERSHIPS FOR THE GOALS</div> <div></div>	

Our goal is to reduce negative environmental impacts, enhance operational efficiency, and improve resilience through sustainable building design and operation. We aim to contribute to sustainable cities by developing resilient buildings and places.

We will:

- Improve energy performance of the buildings' design and operations,
- Identify and apply CO₂ reduction opportunities such as the use of renewable energy,
- Apply sustainable building design principles and strive to achieve BREEAM at Excellent level or equivalent certification,
- Increase use of sustainable building materials while embracing the principles of circular economy where possible,
- Improve waste management and reduce resource consumption.



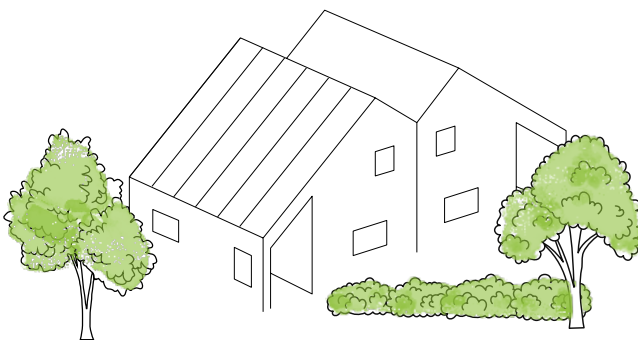
INSPIRED PEOPLE AND HEALTHY COMMUNITIES



















Our goal is to contribute positively to the health, safety and well-being of our employees, tenants, communities and beyond.

We will:

- Proactively communicate and interact with and seek feedback from internal and external stakeholders to understand their health, safety, and well-being needs and respond appropriately,
- Focus on creating and inspiring indoor environments that support indoor air improvement.
- Support an equal, diverse and inclusive environment for our employees and the communities in which we are active,
- Generate wider positive impacts on the local communities and economy by focusing on placemaking,
- Inspire our peers and the broader industry about the need for ethical and transparent communication.



INCORPORATED ESG GOVERNANCE

BOARD & MANAGEMENT STRUCTURE				
REGULATORY COMPLIANCE				
ALIGNMENT TO ESG STANDARDS & ESG RISK MANAGEMENT				
BENCHMARKS & BUILDING CERTIFICATIONS				
DISCLOSURE & TRANSPARENCY				
SUSTAINABLE PROCUREMENT				
ANTI-CORRUPTION & ANTI-BRIBERY				

Our goal is to implement robust governance structures and procedures to ensure compliance and enable effective management of emerging ESG risks and opportunities.

We will:

- Monitor, assess and manage our ESG risks and opportunities to ensure compliance,
- Implement a sound ESG data management process to record, monitor and analyse our ESG performance and establish an ESG baseline above the regulatory compliance,
- Embed ESG considerations in our decision-making processes supported by appropriate board and management structure, goals and targets,
- Ensure that employees are well-trained and understand our ESG commitments to incorporate them into their work,
- Support our commitments to ESG by benchmarks and certifications,
- Support sustainability and have zero acceptance for corruption and bribery in procurement.



The policy will be reviewed on an annual basis to ensure it remains relevant and appropriate.

JOIN OUR VISION

www.liebrecht-wood.com

LIEBRECHT & WOOD
A DIFFERENT VISION ON REAL ESTATE