

# Responsibility and Transparency

Sustainability Report 2022



# Contents

## 03 Foreword

## 05 About this Report

## 06 Company Profile

- 07 Cureus Milestones
- 08 System Care Homes
- 10 Our Activities and Products

## 11 Our Approach to Sustainability

- 12 Material Topics
- 14 Sustainability within our Organisation
- 16 Stakeholder Engagement

## 17 Forward-Looking Corporate Governance

- 18 Responsible Corporate Governance
- 20 Establishing a Risk Management System
- 21 Managing Suppliers

## 23 Sustainable Value Creation

- 24 Attractive Portfolio of Efficiency House Standard Newbuilds
- 25 Respecting Stakeholders
- 26 Designing Sustainable Buildings
- 28 Planning comfortable Living Environments
- 30 Building and managing our Portfolio responsibly

## 35 Responsible Employer

- 36 Attractive Working Conditions
- 39 Diversity and equal Opportunities
- 41 Occupational Health and Safety

## 43 GRI Index

## 49 EPRA Index

## 57 Annex

- 57 Consumption Values on the Construction Site and Business Operations
- 59 Entities of Cureus GmbH

## 61 Imprint

# Foreword

[GRI 2-22]

## Dear Readers,

Climate crisis. An aging society. Urbanisation. Together, the construction and real estate industry is responsible for solving the key challenges facing society in years to come. The climate and energy transition require energy-efficient real estate with the lowest possible greenhouse gas (GHG) emissions. The aging population needs real estate – ideally located where people are already living: in cities and metropolitan areas. The most recent long-term care projection forecasts 6.3 million people in need of care by 2035 (+27% compared to 2021) and 7.6 million by 2055, an increase of 53 per cent.

As Cureus, we build and manage an ever-growing portfolio of care properties, helping to solve future challenges by providing urgently needed care places that satisfy both the evolving expectations of residents and sustainability criteria.

Cureus is a rapidly growing company that has been based on sustainable structures and processes since its foundation. Our in-house approach to system care homes is easily scalable and location-agnostic. This allows us to develop our portfolio of care properties where demand is strongest, today and in the future.



Frank Oberländer (CCO), Oliver Sturhahn (CFO), Christian Möhrke (COO) and Gerald Klinck (CEO)

At the same time, we build economically – in such a way that our properties also guarantee low operating costs for operators throughout the properties' complete life cycles. We achieve this through our established partner network, uniform construction standards and a high

degree of standardisation across all process phases: starting with the purchase of land; through the construction phase; to long-term support for the buildings in our portfolio. At every singly stage, we focus on efficiency and appropriately high-quality standards.

The building equipment and design of our properties are needs-oriented and create a pleasant and modern atmosphere for residents and care staff. In addition, our properties all feature individual architecture and facade designs that harmonise with their respective locations.

We have expanded our entrepreneurial focus in 2022 to include the development of our own real estate portfolio and aim to complete a further 8,400 or so care and assisted living units by 2027.

We have also further developed our partnership with the SCHÖNES LEBEN Group, a leading provider of innovative and personalised care, nursing, and residential services. Through a joint pipeline agreement, we have added an additional 13 projects to our existing collaboration. In addition to a systematic corporate approach, we share a range of values, including a commitment to safety, a service-centric philosophy and a corporate culture based on mutual appreciation.

Since August 2022, we have also been a member of the German Sustainable Building Council (DGNB). Our membership of DGNB underscores our commitment to sustainable property management. Specifically, we are striving to achieve the KfW Efficiency House 40 standard for all of our new buildings, plus certification to the DGNB sustainability certificate in at least Silver.

For Cureus, the term responsibility is inextricably linked with good corporate governance. Our corporate governance is aligned with long-term goals and a fundamental commitment to sustainable value creation. This enables us to ensure that we remain a well-balanced and successful company at all times. Of course, we recognise the hugely important role our employees play in the company's successes. It is only thanks to their engagement and dedication that we can achieve our mutual goals. Last year we conducted our first employee survey and received numerous suggestions on how to further improve the working environment and professional development opportunities within the company.

We are pleased that the risk of material financial impacts from ESG factors has once again been rated as low by the independent experts from the rating, research and data company → Sustainalytics. This result motivates us to continue our efforts with regard to ESG.

We would be delighted if you would now join us as we reflect on the progress we have made in the fields of sustainability over the past twelve months. We would like to thank all of the various stakeholders who have supported us on our journey thus far. In these challenging times, however, our greatest thanks go to our employees, construction partners and operating partners, whose dedicated efforts make an ongoing contribution to our business success.

On behalf of everyone at Cureus, we would like to thank you for your interest in our Sustainability Report 2022.

Sincerely,



Gerald Klinck  
(CEO)

Christian Möhrke  
(COO)

Oliver Sturhahn  
(CFO)

Frank Oberländer  
(CCO)

# About this Report

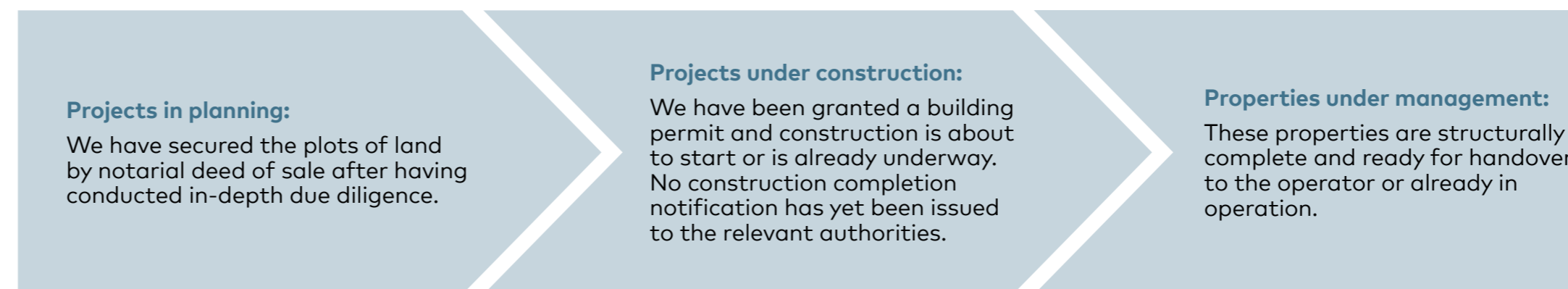
[GRI 2-2, GRI 2-3, GRI 2-5]

This is Cureus GmbH's third Sustainability Report. This report is designed to provide valuable information on our sustainability strategy for our business partners, employees and investors, as well as for other stakeholders from business, politics and society. We also hope that this report provides communities where we operate with valuable insights into our business. The entire Cureus team and all Cureus subsidiaries have been involved in drawing up this report and the final version has been reviewed and approved by the company's Management Board. This report outlines our dynamically growing company's aspirations and commitment to sustainable growth in all areas. It illustrates the measures we have already implemented and the goals we have set ourselves for the future. At the same time, it addresses the legal obligations that our company is subject to in various areas.

In this report, we refer to our portfolio of completed properties and our projects under construction. These are categorised as either secured projects or projects under construction (see chart).

Cureus is an integrated property company and portfolio holder that specialises in senior care properties, building new properties for its own actively managed portfolio. Cureus also actively offers individual properties for sale.

## Cureus Portfolio



### Projects in planning:

We have secured the plots of land by notarial deed of sale after having conducted in-depth due diligence.

### Projects under construction:

We have been granted a building permit and construction is about to start or is already underway. No construction completion notification has yet been issued to the relevant authorities.

### Properties under management:

These properties are structurally complete and ready for handover to the operator or already in operation.

Accordingly, this year's report also focuses on data from our property portfolio in evaluating the sustainability of our organisation.

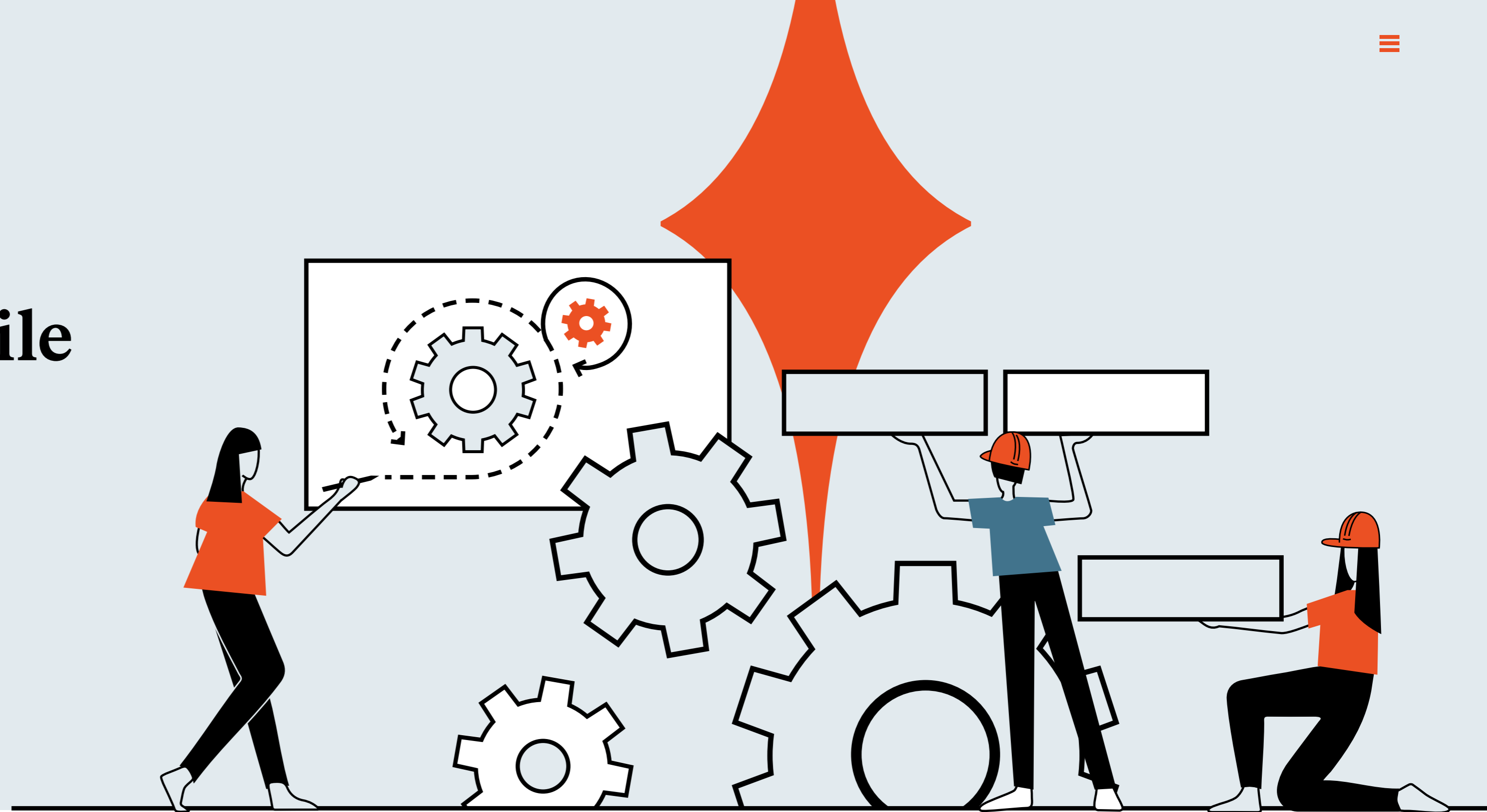
Consumption on construction sites, such as electricity and water, is once again included in this year's report. As in previous reports, we do not analyse this consumption on an annual basis for reasons of survey methodology and meaningful comparability, but only over the entire project phase, in some cases over several years. The reference periods for the individual KPIs are always stated in the report. In order to avoid counting the same consumption more than once, we only provide data for developments completed in the reporting year (2022: 14 projects, 2021: 13 projects, 2020: 6 projects, 2019: 8 projects).

The values given in the report for the year 2021 were retroactively completed and adjusted, insofar as an updated data situation permitted this.

We have prepared this report in accordance with the Global Reporting Initiative (GRI) standards and the → European Public Real Estate Association (EPRA) Best Practices Recommendations on Sustainability Reporting.

Cureus expects to publish its next Sustainability Report in summer 2024.

# Company Profile



Cureus was founded in the summer of 2020. As of 31 December 2022, the company’s experienced team comprised 151 employees. We are continually expanding our portfolio of inpatient care and assisted living properties. From the initial concept all the way through to completion, we implement our own optimised standard.



# Cureus Milestones

[GRI 2-1, GRI 2-6]

Cureus is an integrated property company that specialises in developing and actively managing its own care home portfolio. As of 31 December 2022, the portfolio comprised 53 long-term leased care properties with a market value of around EUR 1.0 billion. Most of the care properties in our portfolio were built according to our system approach.

**2020:** We launched our company with 18 employees; after a systematic branding process we entered the company in the commercial register and made our first public appearance as Cureus.

**January 2021:** We expanded our business operations to include general contractor (GC<sup>1</sup>) services by merging with two other companies. Our team grew to more than 100 employees.

**May 2021:** We realigned our corporate strategy and added completed properties to our portfolio rather than selling them upon completion.

**June 2021:** We acquired 35 leasehold care properties and one project under construction with a total of around 3,750 care and assisted living units, valued at around EUR 620 million.

**July 2021:** We published our first sustainability report.

**October 2021:** → Sustainalytics rated the risk of material financial impact from ESG factors as low (12.2 points) in its initial rating of Cureus.

**January 2022:** → Sustainalytics named Cureus as a "Top Rated Company" across all industries in Europe.

**June 2022:** Extension of an agreement with the SCHÖNES LEBEN Group to include 13 additional joint projects.

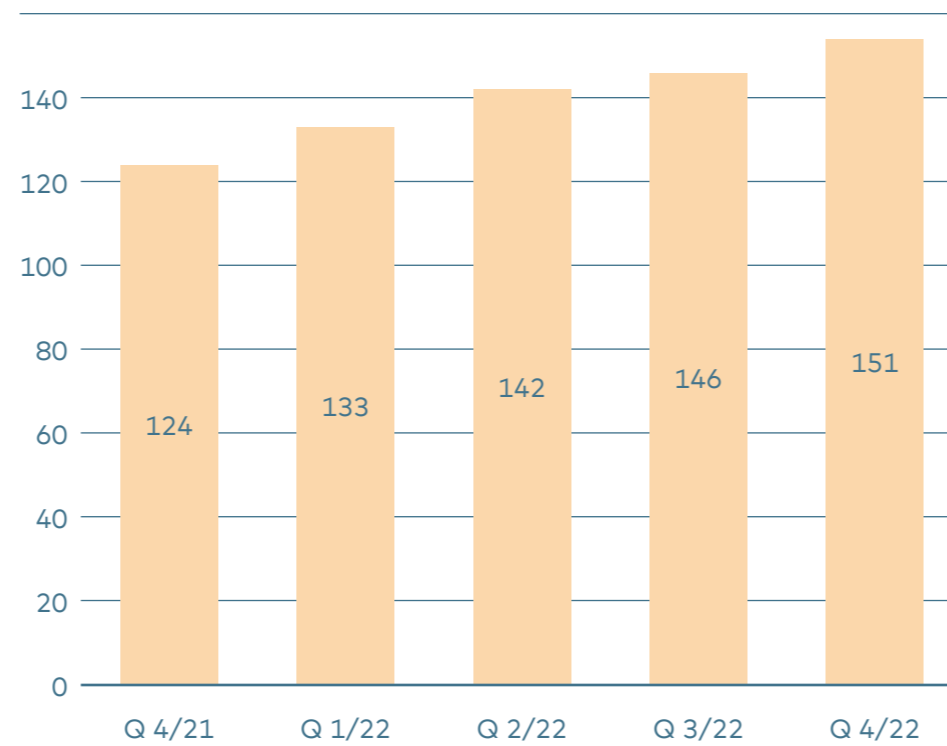
**August 2022:** Cureus became a member of the German Sustainable Building Council (DGNB).

**September 2022:** We published our second sustainability report.

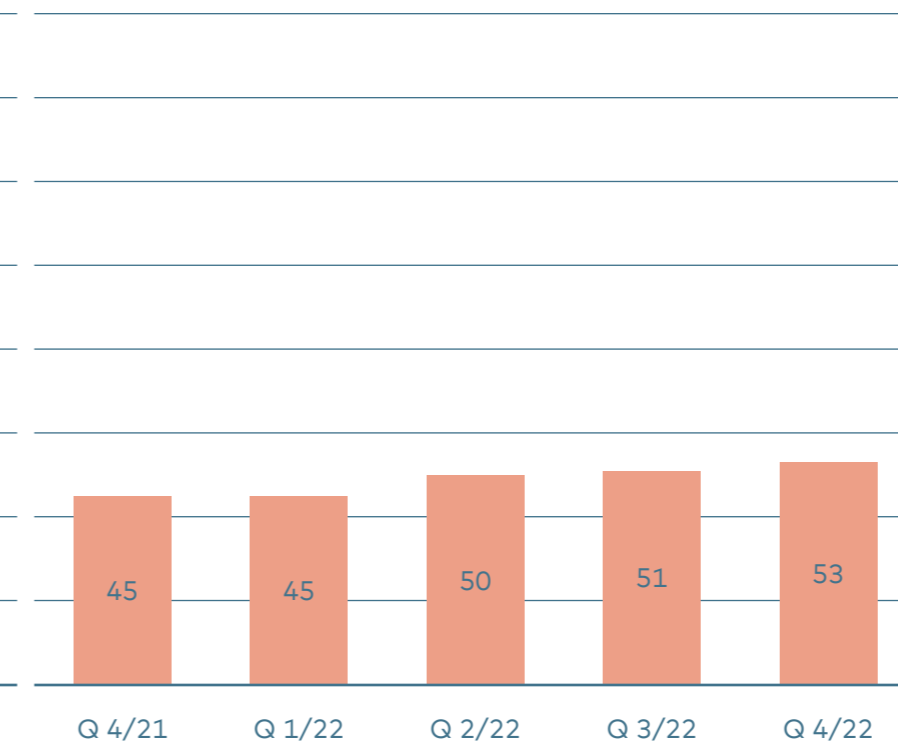
**December 2022:** Cureus expanded business activities and launched selective sales of individual sites.



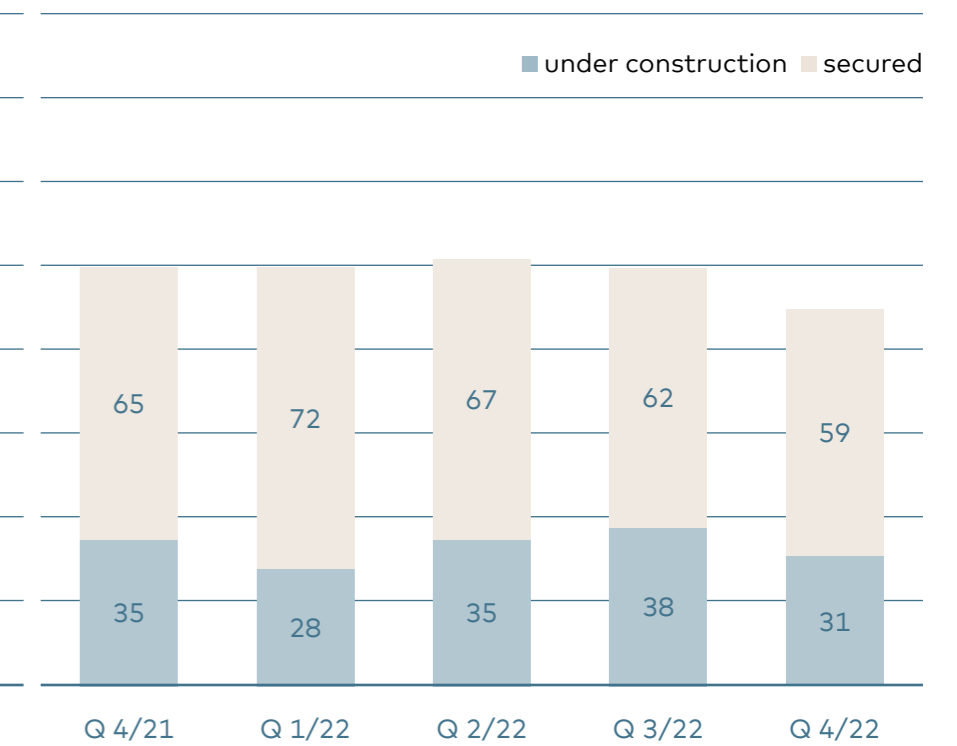
Development employees



Development portfolio



Development projects



<sup>1</sup> Throughout this report, the term GC is used uniformly. Unless explicitly stated, this refers to both Cureus and external GCs.

## System Care Homes

[GRI 2-6, GRI 203-1, GRI 203-2]

**By 2040, 3.6 million people in Germany will be 85 years or older. Statistically, more than half of these over-85s will be need a care place. This means that the existing shortage of care places will be further exacerbated. A study by the analysis company bulwiengesa and the current nursing care projections indicate a need for new nursing care of around 650,000 nursing care places by 2040. At the same time, each federal state imposes different requirements on the construction of inpatient care homes, which results in increased expenditure of time and money. This fragmentation of the market makes it increasingly difficult to build care facilities for an increasingly aging society.**

Cureus has developed a standardised system approach that allows new care homes to be created faster and in a more cost-effective way than ever before.

Our established network of partners, consistent construction standards and standardised processes, from planning to construction and management, guarantee efficiency and appropriately high-quality standards. Bulk procurement, for example of floor coverings and elevator systems, also achieves significant cost synergies. Long-term maintenance contracts that cover several properties also reduce costs for care home operators. The optimised design of our system care homes not only

maximises the operator's time and space resources, which are then available for the provision of best-in-class care, it also caters for the specific care requirements and needs of residents: from the single-room standard to light-flooded rooms, generous outdoor facilities, full kitchens, floor-to-ceiling windows and high-quality sanitary facilities in each of the Cureus properties.

Our uniform approach creates systematically standardised care homes that adapt architecturally to individual locations and provide a scalable answer to the constant growth in demand for inpatient care facilities. The German Property Federation (ZIA) recognised our approach as an "Outstanding Innovation" in October 2021.

### Creating Added Value and Quality

[GRI 203-1, GRI 413-1]

We are constantly adapting our Cureus standard to the dynamic conditions of the care market. The reduced construction, personnel and operating costs on the operator side unlock immense savings potential, helping to reduce costs associated with the development, construction and operation of the properties. This minimises operator risk and maximises the quality of care services, thereby benefiting not only residents and communities, but also us as real estate investors.

## System care homes well on the way to DGNB "Initial Certificate"

Having joined the German Sustainable Building Council DGNB in 2022, Cureus initiated the certification process for system care homes. This will mean that all properties planned and constructed according to Cureus' proprietary system approach automatically fulfil the criteria for a DGNB certificate in Silver. This significantly reduces DGNB documentation requirements, which once again – in line with Cureus' standardisation principles – saves time and money establishing the compliance of individual projects with KfW Efficiency House 40 standards and the requirements of the Federal Funding for Efficient Buildings (BEG) scheme. Under the DGNB "Initial Certificate", every aspect of the Cureus standard building description, including materials and building components such as heating, ventilation, cooling and operating concepts, are certified. The certification process is scheduled for completion during 2023.



Our flexible standard allows care capacities to be developed quickly and where they are most urgently needed, creating new and secure employment opportunities in the communities in which they are based. Wherever possible, Cureus also creates added value in the vicinity of its new properties by creating daycare centres, parks, playgrounds, cycle paths and footpaths.



As a portfolio holder with extensive, in-house own expertise in property development, our value creation process comprises three phases:

The planning phase is the basis for any decision to purchase a property. At this early stage, key criteria include the site's potential, the complexity of acquiring the land and the scope of detailed planning in response to local conditions and specifications. At this stage in particular, our standardised processes set the guard rails for efficient planning.

Throughout the subsequent construction phase, either Cureus manages the construction process as general contractor on the basis of its own uniform construction standards and processes, or it commissions an external GC for this purpose. In both cases, we draw on the expertise of our long-standing network of partners. After completion of the construction phase, Cureus hands over the turnkey property to the future operator. Here, too, all processes are executed in accordance with our system care home standard.



The third phase is property management. Our care properties are leased to professional, nationwide operators from our network of partners, who in turn rent care home places and assisted living units to interested parties. With the commercial and technical management of our real estate portfolio, we also adhere to our system approach in terms of standards, processes and partners. As an active portfolio manager, we also actively offer individual properties for sale.



# Our Activities and Products

[GRI 2-1, GRI 2-6, GRI 2-11, GRI 3-3]

Our portfolio includes senior residences for full inpatient care, assisted living units, outpatient units, outpatient living groups, and day care facilities. A number of inpatient care places are also used by the operators at their own discretion for overnight, short-term and preventive care and young inpatient care.

## Economic Performance and Targets

[GRI 201-1]

Cureus is active in the property management and construction segments.

**245,579,000 Euro**

Construction volume (2021: 178,885,000 Euro, adjusted)

**35,798,135 Euro**

Rental income (2021: 26,019,911 Euro)

## Organisational Structure

[GRI 2-1, GRI 2-9]

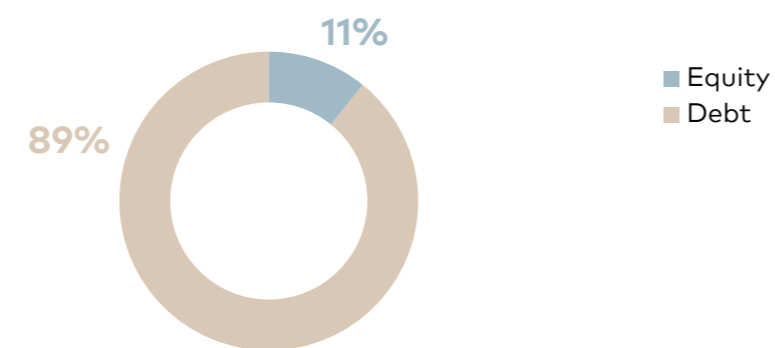
There are a total of 138 subsidiaries in the Cureus Group (→ Annex). As of 31 December 2022, the company's leadership team consisted of Gerald Klinck as Chief Executive Officer (CEO), Christian Möhrke as Chief Operating Officer (COO) and Oliver Sturhahn as Chief Financial Officer (CFO).

The company's registered office under commercial law is in Winsen (Aller) and its operational headquarters are in Hamburg. Offices are located in Hamburg, Marl and Winsen (Aller).

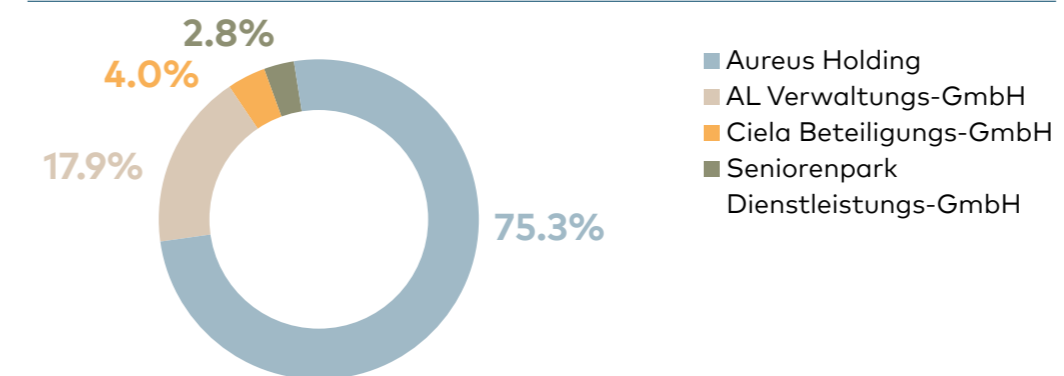
## Scale of the organisation – Total capital, divided into debt and equity

[GRI 2-6]

### Debt and equity<sup>1</sup>

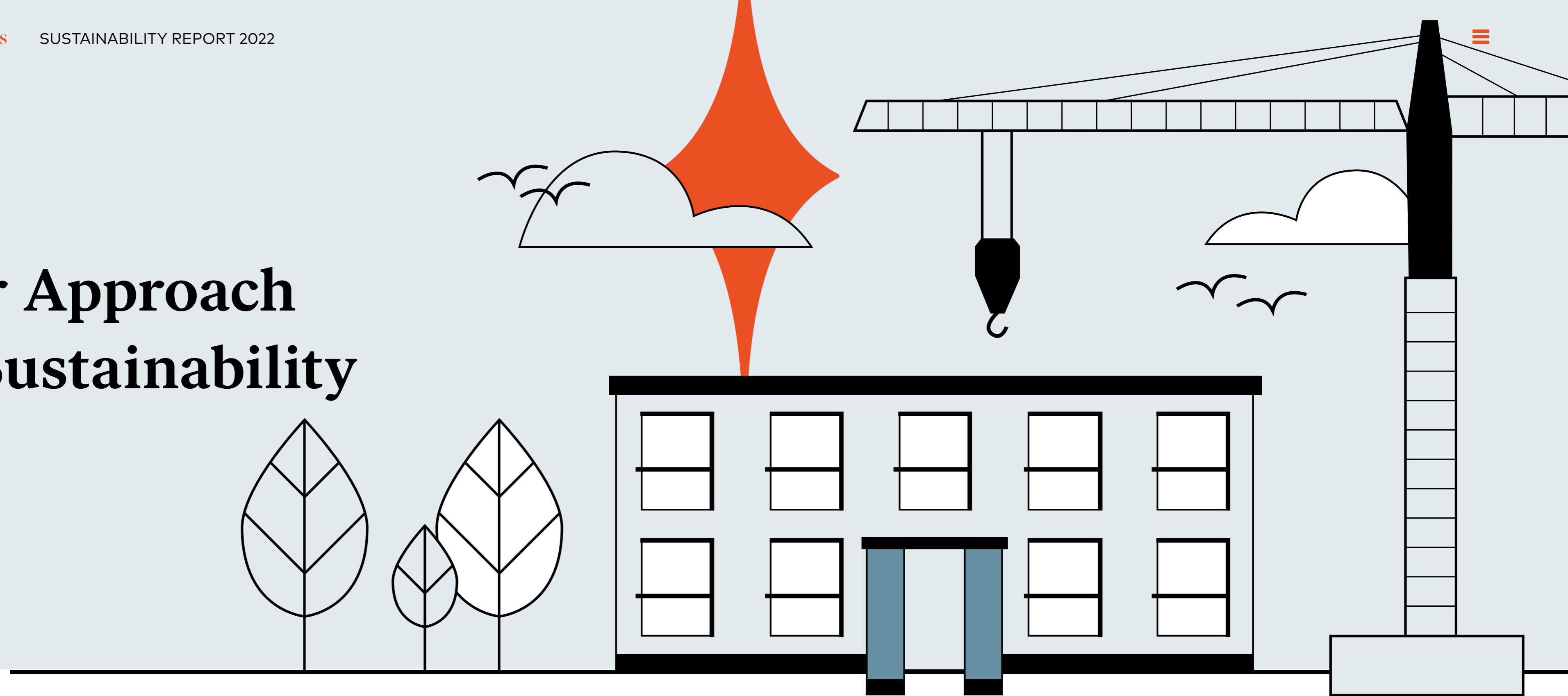


### Cureus ownership structure 2022



<sup>1</sup> Values according to HGB financial statements, without taking into account the market values of the real estate assets according to IFRS.

# Our Approach to Sustainability



Cureus has taken on an important social task. We are a care home property portfolio holder with an energy-efficient portfolio. In addition, we are constantly creating new care homes with high residential quality to complement our portfolio. From the very beginning, we have pursued the goal of dovetailing our vision of the future of care with a commitment to sustainability. To this end, we have identified key material topics which we consider within our business model.



# Material Topics

[GRI 2-12, GRI 2-13, GRI 2-29, GRI 3-1]

As a property investor specialising in inpatient care homes, we are determined to play our part in creating a low carbon future. We provide fresh impetus and solutions to satisfy growing demand for care places while being mindful of our environmental, social and economic responsibilities. After all, we are well aware that the real estate industry can make a major contribution to achieving global climate targets.

Our system care homes have created a uniform construction standard for the care market. Our energy-efficient construction in accordance with KfW 40 specifications and DGNB ESG criteria respects both environmental aspects and the specific needs of operators, local authorities and residents.

From day one, we have aligned our business model with ESG criteria, which include environmental goals, social standards and effective corporate governance guidelines. In a materiality assessment, we have identified the areas of our business that have the most direct impact on our stakeholders, society and the environment. Based on this analysis, we have defined the key focal points for our sustainability management and reporting.

We focus on three areas of action:

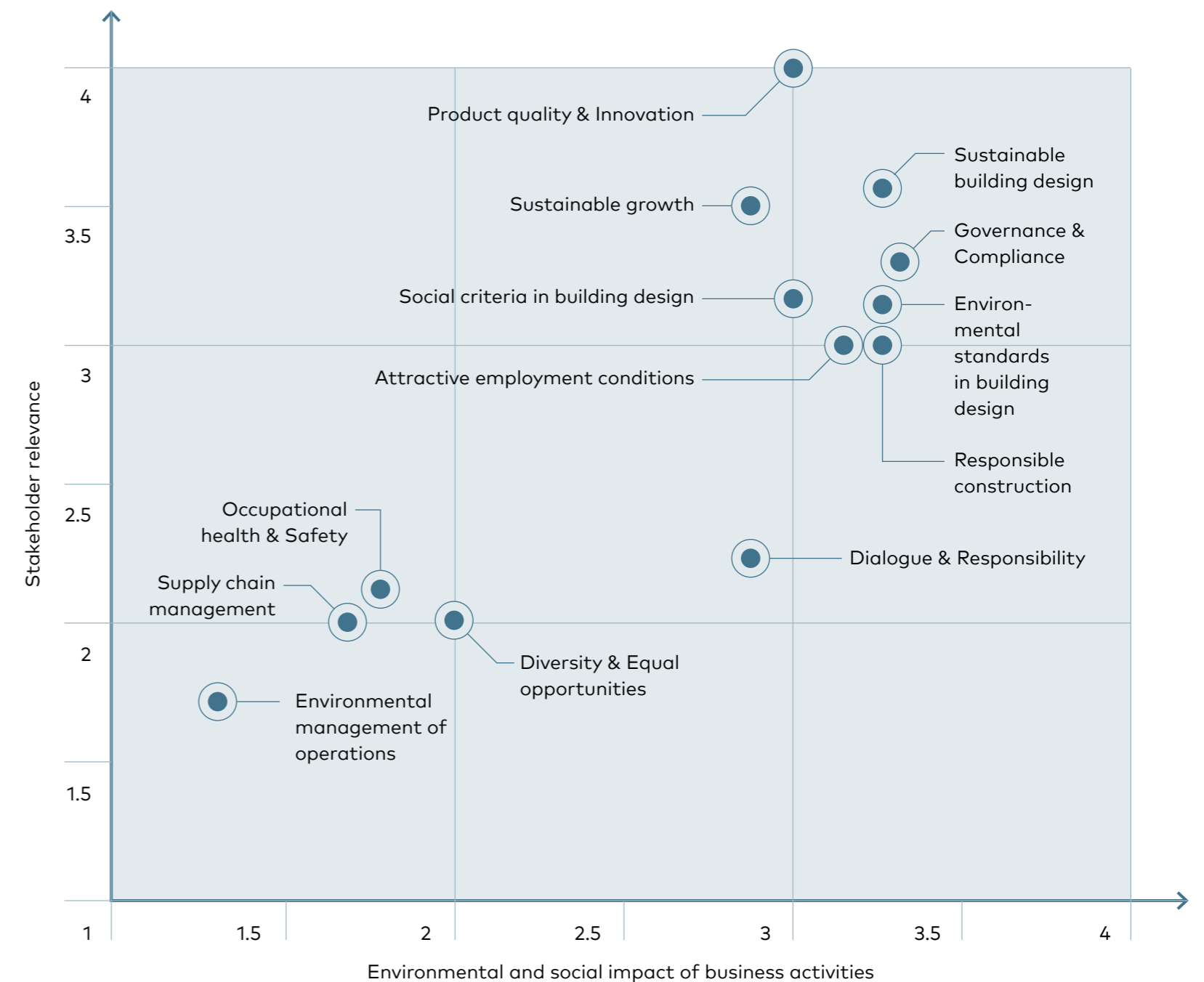
“Forward-looking corporate management”, “Sustainable value creation”, and “Responsible employer”.

Through interviews with internal and external experts, we have determined the relevance of the individual material topics to our most important stakeholders: investors, construction partners, operators, employees, owners, politicians and municipalities. In order to assess the environmental and social impacts of our business, we conducted an online survey in which employees from various departments participated.

The results of this materiality assessment were presented and discussed by the Management Board in a workshop. Based on this extensive consultation, the materiality matrix for Cureus is as follows.

## Materiality matrix\*

[GRI 3-2]



\* The range from 0 to 1 has been excluded for presentation purposes.



The interviews we conducted with stakeholders enabled us to define their expectations of us with regard to non-financial quality criteria. They also gave us a clear picture of what they see as the main business challenges and opportunities for Cureus. We strive to meet the requirements of our sustainability targets (→ see “Sustainability Targets” table below).

This includes, for example, the collection of data on specific KPIs, which enable us to measure and manage the impacts of our sustainability activities.

### Our Contribution to the Global Sustainability Development Goals

In September 2015, the 2030 Agenda for Sustainable Development was adopted by all UN member states. The aim is for the UN Sustainable Development Goals, or SDGs for short, to be achieved by 2030. International standards such as the SDGs also serve us as guiding principles for shaping our activities and requirements in relation of sustainability. We have identified eight key SDGs on which our business operations have a significant impact.





# Sustainability within our Organisation

[GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-20]

We are committed to permanently anchoring our ESG goals and measures at all levels of the company. We defined responsibilities for this in 2021. The Management Board is responsible for the economic, environmental and social impacts of our business operations and is working in close collaboration with our shareholders for this purpose. All managers are regularly updated on emerging sustainability issues and in turn convey these to their teams. We also run an employee training programme on ESG topics. In addition, our internal guidelines are regularly the subject of company-wide communication, for example in our internal newsletter. The coordination of sustainability measures is the responsibility of the Corporate Communications department.

## Our measures

We have developed measures to further develop our company, which we report here as part of the sustainability report. The measures and their degree of achievement from 2021 can be found → in the last sustainability report. If individual measures are continuously implemented after their introduction, for example, the preparation of a sustainability report, they are not listed further in this table for reasons of clarity.

Measure	Achievement status 2022	Timeframe/Notes
<b>OUR SUSTAINABILITY APPROACH</b>		
The construction of additional care homes is expected to create around 8,400 much-needed new care and assisted living units, thus creating relevant social infrastructure.		2027
Stakeholder surveys are conducted on a regular basis.		The next scheduled survey and subsequent documentation of its results is planned for 2024.
Material topics are reviewed on the basis of a standardised process.		From 2023 onwards, material topics will be defined on an ongoing basis.
Membership of other associations is being sought.	✓	Cureus joined the German Sustainable Building Council (DGNB) in 2022.
Cureus becomes a signatory of the UN Global Compact.		After successfully submitting our application in 2021, we reassessed whether joining at the current time was the right and appropriate path for us and, after careful consideration, decided against it.
<b>FORWARD-LOOKING CORPORATE GOVERNANCE</b>		
Establishing a tax compliance management system.	✓	
Establishing a risk management system and an internal control system.	65%	Remaining work to be completed by 2024.
In future, senior management remuneration is to be linked to sustainability aspects.		2023/2024 Cureus is currently working on a system to capture the relevant data.
<b>SUSTAINABLE VALUE CREATION</b>		
The possibility of using only green electricity on future construction sites is examined.	✓	
Operators are advised of the option to use green power in their lease agreements.		Starting 2023
Cureus offices are to be supplied with green electricity.		Starting 2023
In future, GCs will be required to collect data on energy and water consumption on construction sites.	✓	
For the entire property portfolio, the physical and climate risks of each location will be determined and reported.		By 2024
The Cureus system care property specification is to receive DGNB "Initial Certificate".		2023
An energy audit for business operations is carried out.		By 2024

Continuation on next page



Measure	Achievement status 2022	Timeframe/Notes
<b>RESPONSIBLE EMPLOYER</b>		
At least one performance review is held with all employees each year.	58%	On an ongoing basis from 2023
There will be a staff satisfaction survey.	✓	
A follow-up survey on employee satisfaction will be conducted.		By 2024
A compensation guideline based on International Labour Organization (ILO) criteria is adopted.	✓	
Recruitment actively targets the next generation of talent at schools and colleges.	50%	Lectures and seminars are held by employees in educational institutions.
Cureus appoints a Diversity Officer.	✓	
Cureus becomes an apprenticeship company.		From 2024



### ESG Working Group

We are committed to permanently anchoring our ESG goals and measures at all levels of the company. We defined responsibilities for this in 2021. The Management Board is responsible for the economic, environmental and social impacts of our business operations and is working in close collaboration with our shareholders for this purpose. All managers are regularly updated on emerging sustainability issues and in turn convey these to their teams. We also run an employee training programme on ESG topics. In addition, our internal guidelines are regularly the subject of company-wide communication, for example in our internal newsletter. The coordination of sustainability measures is the responsibility of the Corporate Communications department.

## Stakeholder Engagement

[GRI 2-12, GRI 2-13, GRI 2-24, GRI 2-28, GRI 2-29, GRI 415-1]

**Our entrepreneurial actions are determined by political and legislative framework conditions. Therefore, it is relevant for us to involve both political representatives and other stakeholders in our care home projects. The major stakeholders of Cureus are our employees, the operators of our care homes and the local communities where we build our properties (→ Material Topics).**

Before purchasing land, we examine the potential property in consultation with our operating partners and then enter into an open dialogue with the local communities. In discussions with political representatives, municipal authorities and, if necessary, neighbours, we clarify construction-related issues, including, for example the design of the property's facade, access roads, the location and orientation of the structure and the maximum building area. As soon as we have been granted a building permit, we engage with local communities via the local press in order to raise our profile and invite feedback. In the course of every development, we engage in further dialogue, for example with local initiatives and associations. In the reporting year, we engaged with stakeholders on a case-by-case basis. Regular construction meetings are held with general contractors and subcontractors working on each project. We meet with our operating partners once a month to discuss emerging and ongoing issues. One of the topics discussed is satisfaction with the properties from the point of view of employees and residents.

Cureus is an apolitical organisation and does not participate in political activities. Furthermore, Cureus does not make donations or other contributions to political parties or institutions. In 2021, we adopted a corresponding guideline, which is binding throughout the company.

### Membership of associations and initiatives

[GRI 2-23, GRI 2-28]

For us, engaging with our stakeholders also means helping to shape industry-relevant topics and standards. That is why we are a member of:

- the Administrative Employer's Liability Insurance Association,
- the Chamber of Industry and Commerce (IHK), Lüneburg-Wolfsburg,
- the German Property Federation (ZIA),
- the German Sustainable Building Council (DGNB).

We are also a signatory to the Charta der Vielfalt. Moreover, we have appointed a person responsible for diversity initiatives in the current fiscal year.



### Engagements at Universities

One Cureus employee serves as a lecturer at the University of Applied Sciences in Coburg, where he teaches prospective architects and engineers about structural and formal project management, among other things. The Cureus system approach is analysed as a methodological example and is presented on the basis of real-world Cureus construction projects. With this transfer of knowledge, Cureus promotes approaches to building technology that are geared to both economic efficiency and added social value. At the same time, the company is able to promote itself to the next generation of potential employees. With this in mind, further school and university engagements are currently being explored. Participation in university fairs to showcase Cureus as an employer is also under discussion.



# Forward-Looking Corporate Governance



We are a young brand with an experienced team that has set its sights firmly on the future. We want to be profitable in the long term while also making a positive contribution to society. Our corporate governance therefore prioritises forward-looking action, risk management and long-term partnerships.

# Responsible Corporate Governance

[GRI 2-23, GRI 2-25, GRI 2-26, GRI 2-28]

**We are committed to the principles of the Institute for Corporate Governance in the German Real Estate Industry (ICG) and act accordingly. These principles are based on the German Corporate Governance Code and require, for example, companies to be managed by knowledgeable bodies and communicate transparently.**

## Governance structure

[GRI 2-9, GRI 2-19]

Our governance structure currently consists of three levels: the Management Board, department heads, and team leaders. The Management Board is responsible for setting the purpose, values, and strategy of our organisation and is accountable to the owners of our company. It is also responsible for the economic, environmental and social impacts of our organisation (→ Sustainability within our Organisation). In order to further strengthen this responsibility, we are committed to establishing performance criteria in the remuneration of the Management Board related to objectives for economic, environmental and social topics.

## Raising employee and supplier awareness

[GRI 2-27, GRI 2-28, GRI 205-2, GRI 205-3, GRI 206-1, GRI 412-2]

Our corporate culture is based on respect, trust and a sense of responsibility. It is a matter of course for our

employees to comply with legal and operational guidelines. The same applies to our suppliers, who are obligated to comply with laws and standards in the contracts they conclude with us and in our Supplier Code of Conduct.

We provide annual compliance training for all of our employees. In the reporting year, we established a procedure to ensure that all Cureus employees complete this training by the end of the year. Following this, our employees will also complete compliance training tailored to their area of work in years to come.

We have also established a whistleblower system so that employees, suppliers and other business partners can draw our attention to shortcomings and incidents. The information is passed on anonymously to the Compliance Manager, who then raises any issues with company's management and is also responsible for following up on any investigations. Cureus treats all reports confidentially and responsibly. The whistleblower system can be found → on our website. In 2022, an anonymous tip-off was received in relation to suspected fraud and moonlighting by an external service provider at the expense of Cureus, and Cureus decided to submit this matter to the public prosecutor's office. The public prosecutor's office does not provide any information on ongoing proceedings.

## Guidelines for Employees and Suppliers

We have outlined our primary corporate values in our Employee Code of Conduct (CoC). In addition, we have also drawn up a Code of Conduct for our suppliers, which we have firmly integrated into our procurement processes. With these binding Codes of Conduct we aim to ensure that economic, environmental and social standards are observed by all parties involved during the design, planning and construction of our properties.

In this reporting year, there were no cases corruption or anti-competitive behaviour. There were also no violations with regard to environmental laws or requirements. The prevention of unlawful activities, such as bribery and corruption, is a key component of corporate governance at Cureus. The Anti-Corruption Policy as well as the Employee and Supplier Codes of Conduct set out our zero-tolerance policy towards possible violations. The responsibility for this lies with the management.

## Establishing compliance

Companies operating in the real estate and construction industry are required to comply with numerous laws and regulations, many of which will be relevant to

us as property portfolio managers and 'build-to-hold' investors, including where we take on the role of general contractor. Breaches of legal requirements designed to safeguard economic, social and environmental issues during the planning, construction and operation of our properties can have serious impacts on the environment and health. In such cases, our company could also suffer loss of reputation and financial damage. Therefore, compliance with legal requirements is an integral part of our operations. Our standard for system care homes was designed to meet all building requirements in all federal states across Germany (→ System Care Homes). In this way, we minimise the risk of incidents of non-compliance in our operational business in particular, including environmental compliance. The Management Board is responsible for compliance and regularly consults with the department heads, whose teams are informed accordingly and implementation is monitored.

### Protecting data

[GRI 418-1]

We provide services that require us to process the data of our business partners to a limited extent. We also process and store the personal data of our employees and job applicants in accordance with current data protection regulations. A group-level data protection officer

ensures compliance with these regulations. In this reporting year there were no complaints relating to breaches of data protection or loss of data. The topic of data protection also plays an important role in compliance training courses planned for our employees in the future.

### Paying taxes responsibly

[GRI 201-1, GRI 207-1, GRI 207-2, GRI 207-3]

Cureus operates exclusively in Germany and is therefore subject to German tax law, all of whose legal requirements we comply with. Responsibility for tax matters is borne by the Management Board. We also use the services of external tax consultants. Since Cureus was founded in 2020, we have been fine-tuning tax matters to ensure that the resulting financial, regulatory and business consequences are proportionate. In doing so, we always consider the potential view of the tax authorities in order to generate long-term value and reduce risks. Cureus introduced a tax compliance management system in 2022, which is also applied across all subsidiaries. With the help of this system, compliance with tax regulations is ensured and potential legal violations are prevented. The tax strategy implemented in 2021 ensures that legally permissible tax arrangements are used in line with the overall strategy of the company, but without taking disproportionate risks. In the reporting period,



Cureus paid corporate income taxes of EUR 630,654 (2021: EUR 686,298) according to the HGB financial disclosures.

### Avoiding and managing conflicts of interest

[GRI 2-15/Gov-Col]

Conflicts of interest may arise during any business activity. Conflicts of interest arise when the pursuit of one interest simultaneously means harming another interest, such as major gifts, disproportionate contributions in the form of donations and sponsorships, and inappropriate lobbying. In order to avoid and manage these conflicts in our company, the owners and the Management Board determine whether a conflict of interest exists in upcoming decisions or in ongoing processes. No conflicts of interest were identified in this reporting year.

# Establishing a Risk Management System

[GRI 3-3]

Like any company, Cureus is exposed to a variety of risks, including legal and regulatory risks. That is why, since our foundation in 2020, we have placed great emphasis on identifying, assessing and managing internal and external risks at an early stage. We are currently establishing a risk management system and an internal control system. With these and other measures, we pursue the goal of proactively identifying, managing, and mitigating significant risks – including sustainability-related risks.

## Key sustainability-related risks and opportunities

[GRI 201-2]

We consider risks to be incidents that make it difficult or impossible for us to achieve our strategic or operational goals. These risks also include those related to sustainability, such as resource scarcity and extreme weather events.

We are aware of the risks and impacts of climate change. A significant proportion of global greenhouse gas emissions can be attributed to the real estate industry. Our industry therefore has a crucial role to play in the fight against climate change. In light of this, our stakeholders rightly have high expectations of us. We welcome the growing interest in sustainable and especially environmentally-friendly real estate – particularly on the part of politicians, society and the capital market – because

environmental requirements are already anchored in our standard: We focus on the construction of energy-efficient buildings in accordance with the KfW Energy House 40 standard and a minimum of DGNB Silver certification (→ Planning environmentally-friendly buildings).

Cureus can also quickly adapt its standard to changes in building requirements. Should new regulations be introduced in individual federal states, our standardised approach allows us to respond efficiently. This gives us a competitive edge. We are also constantly developing our standard beyond the legal requirements in order to contribute to environmental protection. For example, we are already committed to further increasing the use of photovoltaics, solar thermal energy and sustainable building materials in the future. Secondly, we have launched a comprehensive analysis of the physical and climate-related risks of our portfolio of properties and development sites and will continue to do so in the future. A comprehensive evaluation will be available by 2024.

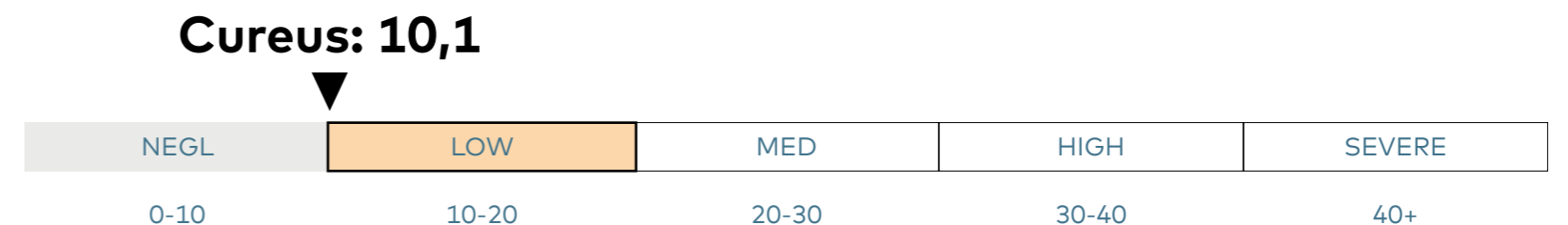
Our risk of material financial impact from ESG factors has been rated as low by the independent experts from the rating, research and data company Sustainalytics. In the first year of assessment, we were ranked among the top ten percent of rated companies worldwide in the



“Real Estate” category. End of 2022, Cureus was again named a “Top Rated Company” in the global real estate category and across all industries in the Europe region with a new Risk Rating of just 10.1 out of 100 points for the fiscal year 2022. The Sustainalytics rating motivates us to further intensify our ESG undertakings.

## ESG Risk Rating\*

As of 24 Dec 2022



\* Sustainalytics provides ESG risk ratings to measure a company's potential exposure to industry-specific material ESG risks and assess the extent to which a company has protected itself against these risks. A very low score means the risk is negligible. A high score indicates that ESG risks can potentially have a material impact on a company's value. The lower the score achieved, the lower the risk.

# Managing Suppliers

**We always work hand in hand with our partners in the construction industry. Our approach is based on our standardised building specifications, construction contracts and processes. Through long-term cooperation with our permanent supplier base, we have achieved a high level of supplier security and guarantee consistent quality for all our system care homes. In processes relating to the portfolio, supplier management is largely the responsibility of the care homes' operators as lessees of our properties.**

## **Our supply chain**

[GRI 2-6]

All elements in our supply chain are subject to the Cureus standard and thus always follow the same procedure. The easiest way to present the elements of our supply chain is to consider the individual project phases of our properties: When acquiring land, we rely on our own acquisition team and a network of more than 150 brokers. During the property assessment, project planning and construction preparation phases, we work with an established team of architects, planners and specialist engineers. This close cooperation allows us to ensure

that our system approach is adhered to and constantly developed. For the properties completed during the reporting year, we primarily appointed external GCs through tenders. At the beginning of 2021, two GCs were integrated into our company. As a result, we have secured important construction capacities and will be able to act as a GC ourselves more frequently in the future. We are already acting as GC for 58 per cent of our properties under construction.<sup>1</sup>

The GC manages the construction of the property in accordance with our system approach. The general contractor either provides the services directly or commissions qualified subcontractors to do so. The GC engages the architects, specialist planners, experts and the various trades required during construction and is responsible for overseeing the quality of their work. Specialist planners and experts assess the statics and fire protection systems, for example. The trades are responsible for the execution of individual construction services, such as electrical or painting work. As soon as the building has been completed, the general contractor hands over the

property to Cureus ready for occupancy. In addition to the services required during construction, we primarily procure office materials in small procurement volumes for our administrative locations.

## **What we expect from our suppliers**

[GRI 308-1, GRI 414-1]

We expect our suppliers to comply with technical requirements as well as social and environmental standards. We therefore contractually obligate them to comply with all current technical regulations, including guidelines on occupational health and safety and environmental protection. In addition, they must ensure that they comply with applicable law, pay the minimum wage to their employees and prove that they comply with labour law requirements, in particular applicable tax and social security law. Cureus uses checklists to assess compliance during the award of individual supplier contracts. In the case of projects managed by an external GC, the external GC ensures compliance with all specifications.

<sup>1</sup> Throughout this report, the term GC is used uniformly. Unless otherwise stated, this refers both to Cureus and external GCs.

**Supporting regional economies**

[GRI 204-1]

We source many planning and construction services from local suppliers in the regions around our construction sites. We define local suppliers as having their offices in the federal state in which the construction site is located. If the postcode area of the construction site is located on a federal state border, suppliers from the closest postcode areas in the neighbouring state are also considered local. Under this definition, 53.1 per cent of suppliers involved in twelve of the 14 projects completed in 2022 were local suppliers (2021: 72% on twelve projects). In 2021, 49 per cent of the project budget went to local suppliers in one case and 31 per cent in another; no comparable data are available for 2022. The share of locally commissioned suppliers refers to all suppliers contracted during the entire construction period; municipal authorities and mandatory local suppliers are excluded.

For the planning of the respective properties and the purchase of special components, such as prefabricated bathrooms, kitchens and lifts, we always choose the same providers and suppliers, regardless of the location. This ensures the quality of our standard.

**Procuring materials responsibly**

In understanding our supply chain, it is important to understand that Cureus does not normally procure any materials itself – except on a small scale for the office locations. On our construction sites, the GC commissions the individual trades to procure the necessary materials. As we mainly use standardised contracts, uniform testing and monitoring processes and our standard building specifications for system care homes during the planning and construction phase, we always ensure that the Cureus standard is adhered to (→ System Care Homes).

Our standard building specifications specify, among other things, which materials are to be procured and in what quantity. In some cases, we specify certain approved products. All building materials must comply with the standards and regulations applicable in Germany. In the future, our Supplier Code of Conduct (→ Raising Employee and Supplier Awareness) also defines criteria for material procurement.

# Sustainable Value Creation



We take responsibility for our care properties – from the initial concept to completion and operation. We consider the needs of operators, municipal authorities and residents. At the same time, we design our buildings to be environmentally-friendly and ensure the careful management of resources during the construction phase. The Cureus standard is the cornerstone of our commitment to sustainable value creation.

# Attractive Portfolio of Efficiency House Standard Newbuilds

With its vision of system care homes, Cureus has adopted a fully integrated approach to value creation that also enables the cost-effective implementation of environmentally and climate-friendly solutions. As a responsible investor, we make sure we expand our portfolio with buildings that are as sustainable as possible. As a result, our properties contribute to climate targets from the outset and ensure the lowest possible energy and resource consumption during operation. In addition, together with our operating partners, we also implement measures to generate energy and heat in order to improve environmental performance throughout our supply chain.

Cureus strives to develop properties that comply with the KfW 40 standard and achieve a minimum of DGNB Silver certification. Of the 53 properties in the Cureus portfolio as of the reporting date of 31 December 2022, 43 meet the Efficiency House 40 standard and three meet the Efficiency House 55 standard; no certificates are available for seven acquired properties. Properties complying with the KfW 40 standard consume 60 per cent less energy than is allowed under Energy Saving Ordinance (EnEV). This means, for example, that all of our properties are well insulated and that all external building elements, such as windows and doors, are fitted with thermal insulation glazing. Only if the KfW 40 standard is not feasible due to local conditions do we

## Primary energy requirement of the Cureus property portfolio

in kWh/m <sup>2</sup> a	2021 <sup>1</sup>	2022 <sup>2</sup>
Average total primary energy requirement	20.2	21.2
Average primary energy requirement KfW 40 building	18.8	18.8
Average primary energy requirement KfW 55 building	38.1	38.1

<sup>1</sup>Data were available for 38 properties, 36 of which were KfW 40, two KfW 55.  
<sup>2</sup>Data were available for 50 properties, 46 of which were KfW 40, two KfW 55 and two without KfW standard.

build our properties according to the somewhat lower KfW 55 standard. This is the case, for example, if a building has to be connected to a district heating network that runs on fossil fuels. This cannot be influenced by Cureus. In such a situation, we nevertheless try to optimise the energy efficiency of the care home by installing photovoltaic or solar thermal systems to compensate where possible. In addition, we commissioned Stranded Asset analyses for representative properties in our newbuild portfolio. According to the results of this analysis, none of our assets are at risk of losing value in terms of their compatibility with the Paris climate targets. In the future, a Life Cycle Assessment (LCA) will be carried out for each of our DGNB-certified properties.





## Respecting Stakeholders

[GRI 203-1, GRI 413-1, Comty-Eng]

**Care home operators are our primary stakeholders. It is essential for us to understand their requirements as well as those of their residents and care staff. Only then can we develop a property that meets everyone's needs. That is why we maintain such close relationships with care home operators – throughout the entire construction phase and during operation.**

As early as the property analysis stage, we have a clear focus on the future residents and staff of the care property. Since our goal is to enhance quality of life for residents and create an attractive working environment for carers, we evaluate the potential location according to defined criteria. In particular, we value a well-developed infrastructure with shopping and leisure facilities and easily accessible medical care services. We also make sure that a building is within walking distance of public transport and that the necessary number of parking spaces can be provided. Against the background of increasing e-mobility, we also want to equip more parking spaces with charging points in the future.

Another aspect of stakeholder engagement is our early consultation with local political bodies and municipal authorities in order to discuss potential planning issues before any property is acquired. These issues include, for example, developable areas, facade designs and care capacities. Together with these stakeholders, we present our ideas and listen to their suggestions. Based on this dialogue, we adjust our planning. As the project progresses, we remain in close consultation with politicians and municipal authorities.

We are aware that a construction project can have positive and negative impacts on the local area and therefore strive for an open dialogue with all stakeholders. This is the only way to develop solutions that add value for all stakeholders. On all of our construction sites, we always take care to keep dust, noise and traffic to a minimum. We also design our properties to include new dining options and personal hygiene and well-being facilities, which can be used by the new care home's neighbours once they are operational. These amenities include, for example, restaurants, cafés, hairdressing or chiropody salons. The extent to which such an open concept is subsequently implemented in practice, however, does depend on the respective operator.



We also consider the needs of local communities independently of the construction of our buildings. In addition, we also often create footpaths, cycle paths, car parks, or green spaces for public use. We are also happy to integrate daycare centres, pharmacies and doctors' surgeries into our plans at the request of municipalities.

The construction project manager is responsible for engaging with local communities and is the first point of contact for all construction-related concerns and ensures, for example, that each construction site is signposted and that Cureus is identified as the point of contact.

## Designing Sustainable Buildings

As soon as we start to design and plan our properties, we identify a range of environmental aspects in order to minimise the negative impact of our properties on the environment. Among these aspects, we focus particularly on the high energy efficiency of our buildings. In terms of sustainability, we also prefer to develop our properties on brownfield rather than greenfield sites and strive to use water and other resources as sparingly as possible.

### Planning environmentally-friendly buildings

[GRI 302-5, Cert-Tot]

The real estate industry has a crucial role to play in achieving the goals of the Paris Climate Agreement. Cureus is committed to fulfilling this mandate for future generations. As a result, all of our properties meet KfW energy efficiency standards. It is only by making buildings more energy-efficient and using renewable energy sources that we as a real estate sector can help to achieve significant reductions in greenhouse gas emissions.

13 of the projects we completed in the reporting year meet the KfW 40 standard. One project was built to

the KfW 55 standard. Compliance with the standards was certified for all of our newbuild properties by external energy efficiency experts working on behalf of the KfW. The primary energy requirement of the 14 projects completed in the reporting year averaged 18.8 kilowatt hours per square metre per year (kWh/m<sup>2</sup>a). We design our properties in such a way that hot water is only kept in the required quantities during operation. This enables us to reduce the energy required to heat water and keep it warm. In addition, we equip our properties with LED lighting and public toilets with motion detectors. In addition, some of our completed care homes already have photovoltaic (one property) or solar thermal systems (one property), heat pumps (one property), combined heat and power plants (CHP, 43 properties), including some with biogas firing. We want to make even greater use of these systems in future properties. However, any such decisions need to be made in conjunction with the operator. The same applies to the consideration of whether the property should later be operated with green gas or electricity.

### Using water sparingly

[GRI 303-1, GRI 303-2]

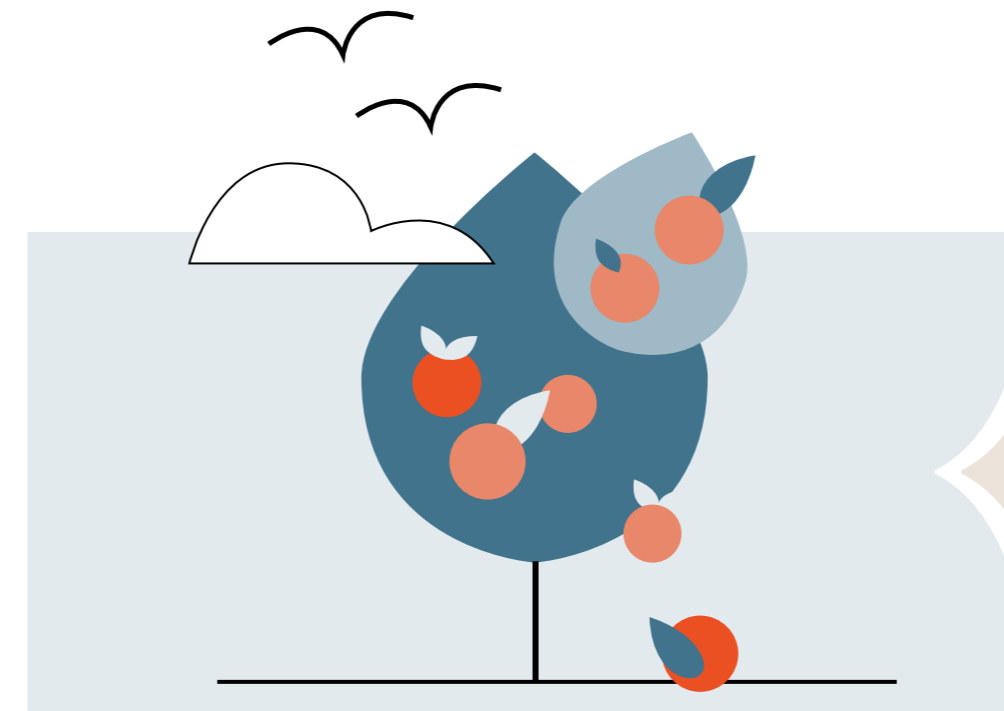
Water is a precious commodity. That's why we design all our buildings, wherever possible, to allow rainwater to drain directly onto the property and thus return to the groundwater. If natural drainage is not possible, we discharge the rainwater into the appropriate sewer system. However, this can cause overflows during heavy rainfall events. To retain rainwater temporarily, we cover the flat roofs of our care homes with gravel or extensive vegetation (rainwater retention). This also benefits the micro-climate on site.

We also consider the wastewater that will be generated by future care home operators during the planning of our properties. In order not to put an additional strain on the local waste water system, kitchen waste water, for example, is pre-cleaned by grease separators before it is discharged into the local waste water disposal system. Disposal is carried out according to the specifications of the city or municipality.

### Prioritising brownfield projects

[GRI 304-2]

For the development of a sustainable property, the appropriate building site plays an important role. Should the property be constructed on a previously developed area (brownfield) or on an undeveloped area (greenfield)? Brownfield sites are preferable for various reasons, especially because they are usually in urban locations and are already well connected to public transport and local infrastructure. The reuse of previously developed areas also avoids the development and sealing of further natural areas. This reuse protects biodiversity and the water cycle, among other things. In addition, it is usually associated with a lower overall use of resources. Therefore, we avoid unnecessary sealing or clearing. For some projects, however, sealing or clearing is unavoidable. If trees have to be removed, we implement compensatory measures in accordance with legal requirements. Eleven of the 14 projects completed in 2022 were on brownfield sites (2021: ten of 13).



### An apple tree for every new building

With every completed property, Cureus presents the operator with an apple tree seedling during the grand opening ceremony. This little tree can be planted by the operator with the first residents and their relatives. A few years later, the tree will not only provide the residents with shade and fresh oxygen, but also delight them with healthy and delicious fruit.

### Preserving biodiversity

[GRI 304-2, GRI 304-3, GRI 304-4]

We comply with legal guidelines in all of our projects in order to protect the local flora and fauna. Building applications are usually forwarded by municipal authorities to the relevant nature conservation authority for review. If necessary, we appoint external experts. If trees have to be removed, we implement compensatory measures in accordance with legal requirements.

None of the projects completed in the reporting year had a negative impact on protected species; the same applies to the previous year. In 2022, for example, we installed bat and bird nesting boxes at several properties, either in response to regulatory requirements or voluntarily. None of the properties we have completed since 2020 are located in water or nature conservation areas.

### Conserving resources

Some of our properties feature prefabricated elements such as sanitary modules, windows, stairs and lifts, which not only reduces the construction time but also the use of resources. This is because suppliers who specialise in the production of prefabricated parts can work much more efficiently and thus conserve resources than if each element had to be specially made on each construction site. The Management Board and the head of construction and project management are responsible for the efficient use of resources. In the reporting year, we have included resource conservation in our Employee and Supplier Codes of Conduct (→ Raising Employee and Supplier Awareness).

By setting up fresh food kitchens and in-house laundries in our care homes, we reduce the volume – and negative impacts – of delivery traffic during building operation.

## Planning comfortable Living Environments

Cureus care homes are tailored to the specific requirements and needs of care home residents. We achieve this by implementing the Cureus standard, which complies with or exceeds local building requirements and care home laws in all of Germany's federal states and also specifies additional social criteria.

### Creating care homes that meet needs

All of our care homes feature individual living groups with their own common rooms in order to promote a family-like sense of community. This also ensures that individual living groups can be temporarily isolated in the event of an outbreak of a contagious disease.

All of our properties have floor-to-ceiling windows as standard, exceeding legal requirements and giving bedridden residents and wheelchair users in particular even more contact with the outside world. We continue to design our care homes to be barrier-free and largely wheelchair accessible. Corridors, passageways, paths and terrace areas are all designed to be easily accessible for people with walkers and in wheelchairs. We design our care home facilities in accordance with the



valid specifications and DIN standards. For example, we ensure that automatic doors and doors with a zero- to two-centimetre threshold (zero threshold) are installed in entrance areas. At the request of the respective operator, exits to gardens and terraces are also equipped with barrier-free zero thresholds so that bedridden residents can also be taken to the outdoor seating areas and join outdoor social activities.

Upon request, we can also include a library and a fire-side lounge to provide residents with additional spaces for interaction. Some operators also want individual living groups and gardens to be equipped in line with the enhanced safety needs of dementia patients. These living groups are equipped with special technical equipment, for example lockable windows, special door locking systems and safety switches for the residential kitchens.

In addition, living groups for dementia patients usually have direct access to garden areas so that residents can enjoy the gardens by them-selves. These garden areas are laid out to ensure residents' safety. For example, there are sheltered and spiral paths, sensory-enhancing barefoot paths and carefully selected plantings.

**Living well and working safely**

[GRI 416-1/H&S-Asset]

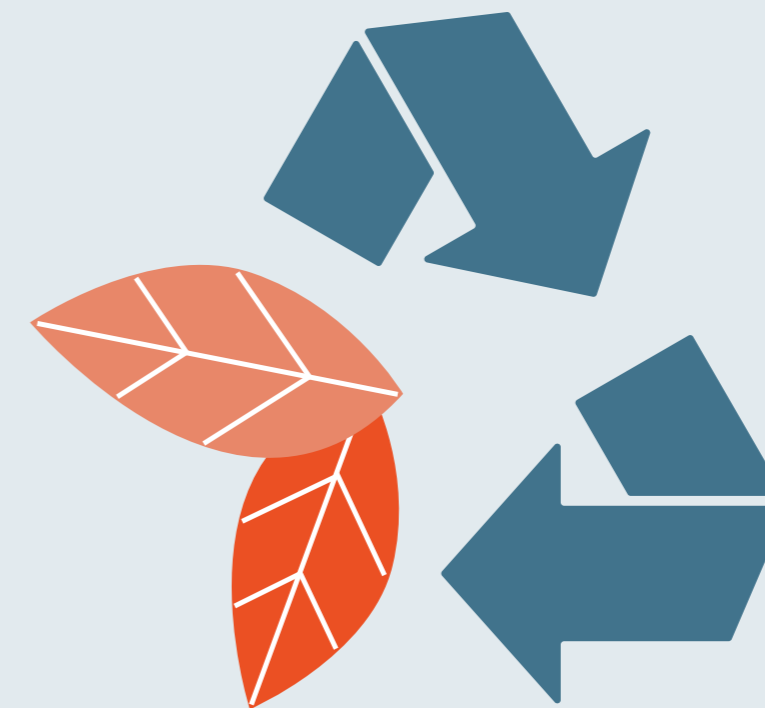
Our buildings meet all building code requirements and, in some cases, exceed them, creating high-quality and safe environments for residents and care staff alike. Our specifications are based on state building regulations, accessibility guidelines and workplace guidelines.

In addition to all legal requirements, the Cureus standard integrates recommendations for the safe and barrier-free

design of care homes. The Management Board is responsible for health and safety in the design of all of our properties. Signage in and around our properties incorporates high-contrast design elements and can be read by touch to aid the visually impaired. In order to ensure a high degree of accessibility, we only use floor coverings suitable for wheelchairs and ensure turning radii of at least 120 centimetres in rooms and sanitary areas, and at least 150 centimetres in wheelchair users' rooms. On the entire grounds, we make sure that floors and surfaces are slip-resistant. In addition, we create seating and communal zones in the outdoor areas to encourage residents to spend time outdoors. We also design staff rooms, which are always air-conditioned, to be attractive. In view of the shortage of skilled workers in the care sector, these are important factors in helping operators attract new staff.

**Untreated designer floor coverings in our residences**

Our care homes are equipped with Allura luxury vinyl tile floor coverings, which are manufactured to minimise environmental impact and are 100 per cent recyclable. So not only do they leave a small environmental footprint, they also leave a lasting impression. Each natural product is unmistakably unique and has taken decades to develop its own aesthetics.



## Building and managing our Portfolio responsibly

**Protecting the environment, reducing greenhouse gas emissions and using resources economically are all high-priority issues for Cureus during the construction of our system care homes and in the management of our care home portfolio. We strive to achieve a positive ecological balance over the entire life cycle of our properties and have implemented measures to align our business operations accordingly.**

### Reducing energy consumption and emissions

During the operational phase of each property, it is the care home operator that is responsible for energy procurement and consumption. Our operator partners are committed to minimising greenhouse gas (GHG) emissions throughout the portfolio and are actively supported by Cureus as and when required. In all leases concluded since 2022, Cureus has advised operators to use green energy sources.

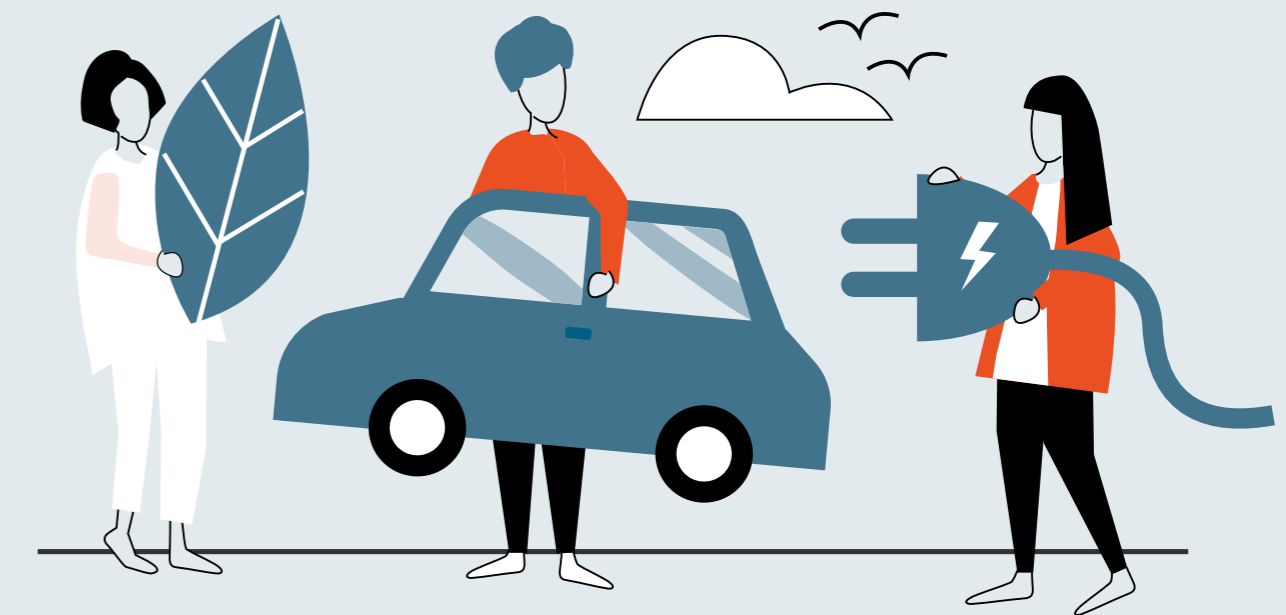
During construction, the general contractor ensures that as little electricity as possible is consumed by, for example, determining exactly which rooms need to be heated and scheduling work so that as much as possible can be done in daylight, thereby avoiding the use of additional construction site lighting.

On the construction sites of the projects completed in the reporting year, an average of 16.74 kWh of electricity was consumed per completed square metre of gross floor area (GFA). In the previous year, consumption also averaged 13.35 kWh of electricity per completed square metre of gross floor area. The available data do not include all of the projects completed in the reporting year, as not every GC records these data (→ the table "Construction site energy consumption" in the Annex). If the available data are extrapolated to all 14 projects, the total electricity consumption of all projects completed in the reporting year totals 1,300,646 kWh (2021: 868,743 kWh, 13 projects). Our goal is for our GCs to collect data for as many projects as possible in the future. We also want to use these data to analyse the causes of major deviations and to take countermeasures where necessary.

The amount of electricity used on each construction site depends on the type and amount of equipment used and on the time of year when construction is taking place. In winter, consumption is generally higher because more energy is needed for drying work, lighting and heating the construction site. In addition, electricity consumption increases when construction workers live in containers on the construction site during the construction phase. This was the case on one construction site in 2019, and for zero construction sites in 2020, 2021 and 2022.

### Promoting e-mobility in our residences

We are being proactive in creating the conditions for the use of e-mobility in the residences we build. In all projects currently in planning, parking spaces are being equipped with an infrastructure of empty underground pipes in preparation for the installation of electric vehicle charging stations. Of course, the power requirements for two 22 kW charging stations are already reflected in our planning. In projects for Belia, Insanto and Pflagemotive (Libento, Curavie, Lavendio), charging stations with two charging points are already installed in each residence.



<sup>1</sup> Throughout this report, the term GC is used uniformly. Unless explicitly stated, this refers to both Cureus and external GCs.



**Scope of the value creation analysis**

Cureus reports on the real estate portfolio and business operations in accordance with the criteria of the Global Reporting Initiative (GRI) and the European Public Real Estate Association (EPRA) in → easy-to-read tables in the appendix of this report. The following provides more detailed information on the data from the construction phase, as these data are not included in industry standards.

**Reducing our Scope 1–3 emissions**

A majority of Cureus’ GHG emissions are generated by fuels used in construction and by the buildings in our property portfolio. GHG emissions from construction sites for 2019, 2020, 2021 and 2022 are itemised in the Annex (→ Table “Greenhouse gas emissions from construction sites and business operations”). As the fuels used in the construction of most of the properties completed in the reporting year were sourced by external GCs, these emissions are assigned to Scope 3. The composition of the construction site energy consumed corresponds largely to the general German energy mix, although Cureus is already using green energy on a number of sites. In 2022, we laid the foundation for all projects with construction starts from 2023 onwards, in which Cureus acts as general contractor, to be supplied with green electricity.

**Greenhouse gas emissions from construction sites, the care home portfolio, and business operations**

[GRI 305-1/GHG-Dir-Abs, GRI 305-2/GHG-Indir-Abs, GRI 305-3, GRI 305-4, GHG-Int]

GHG emissions in t CO <sub>2</sub> e <sup>1</sup>	2019	2020	2021	2022
Direct GHG emissions (Scope 1)	-	4,330	5,826	<b>6,126</b>
Indirect GHG emissions (Scope 2)	-	2,431	4,368	<b>4,280</b>
Indirect GHG emissions (Scope 3)	489	316	765	<b>1,061</b>
Total GHG emissions (Scope 1–3)	489	7,077	10,959	<b>11,467</b>

<sup>1</sup>The calculations are based on the emission factors of the CO<sub>2</sub> calculator of the Bavarian State Office for the Environment (as of March 2021) and the Federal Environmental Agency (UBA) (2023).

Scope 1 = all direct emissions (from company-owned and controlled resources)  
 Scope 2 = all indirect emissions from purchased energy (e.g., electricity, district heating)  
 Scope 3 = all other indirect emissions not included in Scope 2 (e.g., from purchased goods and services, etc.)

Scope 3 emissions also include the fuel consumption of our leased company car fleet as part of our business operations.

In 2022, Cureus generated 6,126 t CO<sub>2</sub>e of Scope 1 emissions<sup>2</sup> along the entire value creation chain (see table). By expanding its business activities to include in-house general contractor services in 2021, Cureus will implement more projects itself in the future. In perspective, this will also further increase the value of Scope 1 emissions.

The GC makes every effort to minimise emissions from the construction site.

During demolition work in dry weather, any dust is typically bound by spraying with water. In addition, we take protective measures to reduce noise, dirt and traffic as much as possible – both during the construction phase and when the care home is in operation. We do so, for example, by in-stalling noise barriers or locating supplier entrances on roads that already have heavier traffic, so that quieter areas are not disturbed.

<sup>2</sup> t CO<sub>2</sub> e is the established abbreviation for tons of CO<sub>2</sub> equivalents and is used to standardise the climate impact of various greenhouse gases.



### Managing materials efficiently

[GRI 301-1]

We have adopted a holistic approach to the selection of building materials and have anchored this in the Cureus standard.

The same materials are used as far as possible in all building projects (→ see graphic). In addition, we only use materials that are approved in Germany and meet legal requirements and KfW 40 and DGNB standards.

In an average Cureus standard system care home with 80 care rooms, the top ten construction materials by quantity are:

Structural steel	400 t
Concrete	2,400 m <sup>3</sup>
Sand-lime bricks	900 m <sup>3</sup>
ETICS facade	600 m <sup>3</sup>
Interior plaster	11,000 m <sup>2</sup>
Screed	5,000 m <sup>2</sup>
Prefabricated bathrooms	80 Units
PVC floor covering	3,550 m <sup>2</sup>
Windows/glazed surfaces	950 m <sup>2</sup>
Drywall	2,600 m <sup>2</sup> (plaster walls with metal studs)

### Use of materials





Thanks to our many years of experience, we are able to reduce the use of materials to a minimum. By calculating and planning precisely, we can avoid scrap and excess material. At the same time, coordinated use of materials results in less waste.

For more information on our procurement practices:  
→ Procuring Materials Responsibly.

### Water consumption and discharge

[GRI 303-1, GRI 303-2, GRI 303-5]

As with energy procurement, water management during building operations is also in the hands of the respective operator; on construction sites, the GC is responsible.

The water required on the construction site is withdrawn from the local water network and any wastewater produced is discharged into the local sewage network (→ Table "Construction site water consumption" in the Annex). Waste-water contaminated with environmentally hazardous substances (effluents) is disposed of separately and professionally by the subcontractors. Thus, there are no significant wastewater or process water-related impacts. For the projects completed in the reporting year, an average of 0.06 cubic metres of water was consumed per completed square metre of gross



floor area (2021: 0.19 cubic metres per completed square metre of GFA). However, the available data only cover a portion of the projects completed in the respective year, as not every GC records these data. In the future, we want to ensure that all our GCs record the water consumption on their construction sites. This will enable us to analyse deviations and, as far as possible, implement improvement measures.

Water consumption on construction sites can fluctuate due to weather conditions, among other things. In hot or dry weather, for example, more water is needed to cool equipment or prevent dust. More water is also consumed when construction workers live in construction containers on the site during the construction phase.

### Proper waste disposal

[GRI 306-1, GRI 306-2, GRI 306-3]

During operation, waste management is the responsibility of the care home operator. During construction, the respective subcontractors oversee the responsible disposal of waste. It is therefore important that we work with a close-knit and well-coordinated network of subcontractors. We contractually obligate them to comply with legal requirements – also with regard to waste disposal. The waste generated during construction is separated into wood, plastic, rubble, metals and mixed waste, and specialist companies dispose of or recycle these materials. Since 2021, we have also addressed waste disposal in our Supplier Code of Conduct (→ Raising Employee and Supplier Awareness).

In the case of demolition and site clearance – depending on the existing buildings – it is also mandatory to ensure proper disposal. The GC must provide the local authorities with appropriate proof. Service providers manage the demolition process and document the disposal of any waste. If possible, the recyclable portion of the demolition rubble is broken into small parts directly on site and used for the new construction project.

In six of the 14 projects, rubble extracted during demolition was crushed on site and used as a base course underneath the concrete floor slab and for driving and parking areas. In Preußisch Oldendorf, for example, around 900 cubic metres of rubble was recycled over an area of around 3,670 square metres.

### Handling hazardous waste responsibly

[GRI 306-2]

The disposal of hazardous waste is particularly important, which is why we have expert reports on potentially hazardous building components prepared for every demolition of an existing structure that requires a permit or contains suspected hazards. For this purpose, samples are taken from the existing structure and analysed. The results and other relevant information are incorporated into a disposal concept drawn up by the expert, which serves as the basis for commissioning demolition and disposal. If hazardous waste is discovered, the building owner is legally obligated to report it to the local authorities. Only specialist contractors with the appropriate qualifications are allowed to demolish, remove and dispose of the hazardous materials. In this case, the GC must provide the authorities with proof that the hazardous materials have been properly disposed.

## Health and community centre in Uganda

We want to contribute to enabling people to live a better life in old age. In late 2021, Cureus extended the reach of its entrepreneurial vision to help seniors live better lives beyond Germany's borders as well by funding the construction of a health and community centre for seniors in Kampala, Uganda. Once completed, visitors to the newly constructed facility will have much-needed access to healthcare, education and multifaceted counselling services. In July 2022, thanks to donations from Cureus, the centre's main floor was completed. The building was painted and hooked up to electricity and water supplies. The showers and toilets are equipped with plenty of handles and grips, allowing seniors to wash themselves if they are able and wish to do so, giving them an extra degree of privacy.



# Responsible Employer



We are an employer in an industry with significant growth potential and offer our employees attractive and healthy working conditions. We aspire to provide meaningful and secure work and foster a spirit of creative freedom – because we want to develop and retain our employees in the long term.



# Attractive Working Conditions

[GRI 2-21, GRI 2-23]

**Our employees are an important element in securing the long-term success of Cureus. We are a young company, experiencing robust growth, and want to continue our development in close collaboration with our employees. Our vision is founded on the principles of honest collaboration, trust, regular training and feedback sessions, and on paying our employees fairly.**

Our Leadership and Collaboration Guidelines set out guiding principles that define how we want to work with each other and achieve our goals together.

## Human resources are the foundation of our business

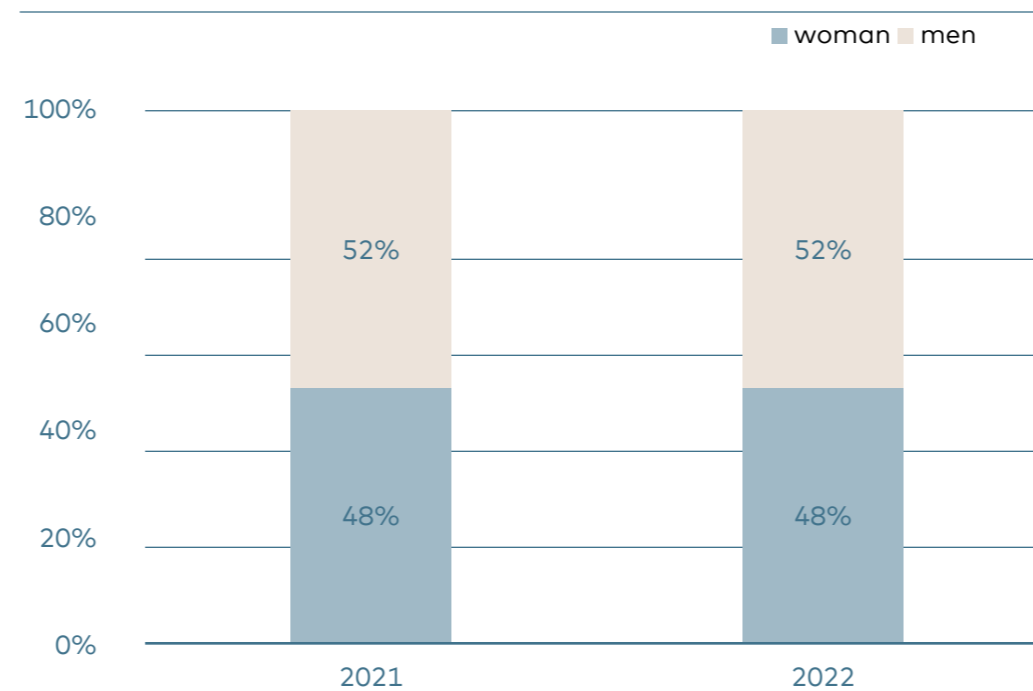
Cureus has grown as an organisation and is well established in the market. The central goal of our human resources strategy is to identify and recruit talented, qualified employees and to provide a structured onboarding programme to equip them for their new jobs. In order to achieve this goal, we developed a sustainable human resources strategy and employer brand. The human resources strategy is the responsibility of the management and the head of the human resources department in coordination with the department heads. We have also involved our employees in the development of our employer brand. Employee satisfaction is important to us for the further personnel strategy. We therefore conducted an Employee Satisfaction Survey in 2022 and will repeat this regularly in years to come.

## Employer attractiveness in numbers

[GRI 2-7]

A majority of employees at Cureus are employed on a permanent basis, underlining our commitment to creating secure jobs as a core element of our employer brand. We also offer our employees the option of working part-time. As of 31 December 2022, we had 151 employees, 48 per cent of whom were women and 52 per cent men. The fluctuation rate in 2022 was 17.7 per cent (previous year: 12.9%).

### Employees by gender



## Data collection methodology

The values in the following graphs and tables include the entire workforce, including two employed managing directors; the third appointed managing director, however, is not part of the survey. At Cureus West, the managing director is also included in the figures for the Cureus GmbH workforce. Temporary workers, trainees and employees on parental leave in the reporting year are excluded from the survey. Cureus was not aware of any employees who identified themselves as diverse.

## Number of new employee hires and employee turnover

[GRI 401-1/Emp-Turnover]

Age groups	<35	35-49	>50	2022	2021	2020
Total new employee hires	22	25	11	<b>58</b> (38.4%)	114	39
of which women	8	12	4	<b>24</b>	57	23
of which men	14	13	7	<b>34</b>	57	16
Total employee turnover	14	8	15	<b>37</b> (24.5%)	28	2
of which women	5	4	3	<b>12</b>	11	2
of which men	9	4	12	<b>25</b>	17	0
Employee turnover rate <sup>1</sup>				<b>17.7</b>	12.9	3.5
Employee turnover rate <sup>2</sup>				<b>26.0</b>	24.7	7.1

<sup>1</sup> Calculated using the Schlüter formula

<sup>2</sup> Calculated using the BDA formula



**Company benefits for all employees**

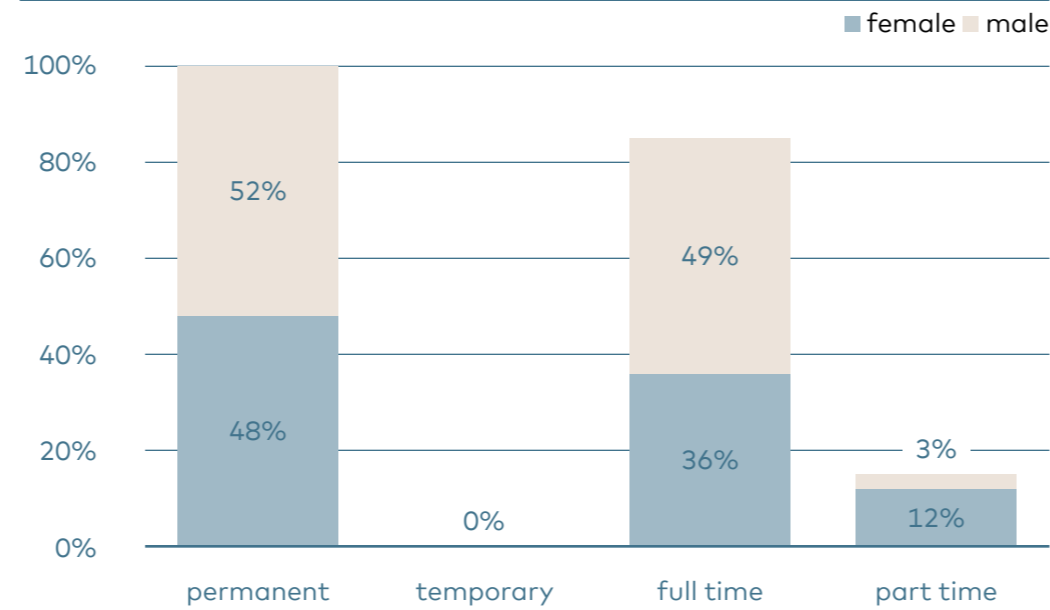
[GRI 401-2, GRI 401-3]

We believe that one element of creating an attractive workplace is allowing flexible working hours. We do everything to ensure that assigned tasks can be completed within the agreed working hours. Subject to agreement, we also make it possible for our employees to work from home. During the Covid-19 pandemic, we expanded this option.

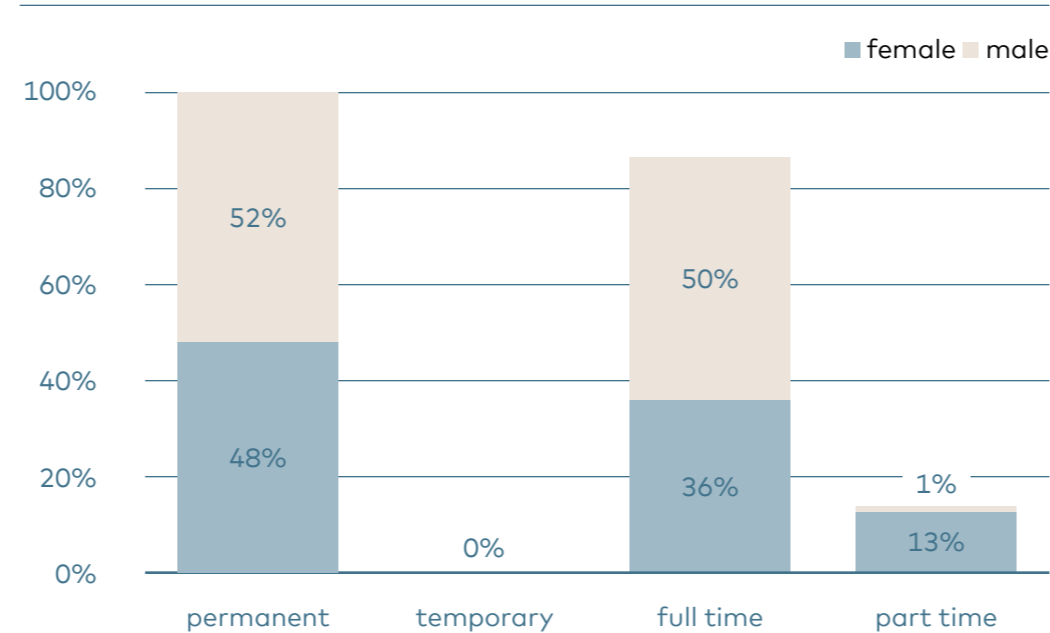
In accordance with legal requirements, all of our employees are entitled to claim parental leave. In 2022, two employees took parental leave and four employees returned to work from parental leave.

We grant company benefits regardless of whether someone is employed full-time or part-time, on a permanent or temporary basis.

**Employees by employment contract 2021**



**Employees by employment contract 2022**



**Performance appraisal meetings**

[GRI 404-3/Emp-Dev]

We are committed to offering every employee regular performance reviews and career development appraisals with their supervisors, with the aim of providing them with feedback on their performance and identifying potential areas for improvement. We are currently establishing a process that will allow us to manage these appraisal reviews centrally. Initial feedback meetings are already held with all new employee hires around four to six weeks after they join the company and at the end of the probationary period after about four to five months, each employee has a feedback interview with their manager.

**Identifying of optimisation potentials through employee survey**

In 2022, Cureus conducted a comprehensive Employee Satisfaction Survey to find out what our employees think of their working atmosphere, managers, training, health and benefits, as well as ESG and sustainability issues and general topics at Cureus. The survey helps us identify potential for optimisation. Among the many points to be highlighted by the survey are the appreciative leadership styles and pleasant working atmosphere. In addition, the survey revealed that employees are becoming increasingly interested in ESG issues. A follow-up survey is planned until 2024.

In future, we also want to conduct at least one annual documented interview with each employee who has been part of Cureus for more than ten months in the financial year (→ Table “Sustainability within our Organisation”). In this way, we want to promote the strategic development of our employees and the company.

In 2022, our managers conducted documented feedback discussions with 58 per cent of the total workforce, and further undocumented discussions were held. In addition to the annual appraisals, employees have the opportunity to enter into dialogue with their managers at any time. Managers also seek dialogue on an ad hoc basis. This includes, for example, whether goals are being achieved within the given time frame, further training measures or the promotion of development potential.

**Upgrading employee skills**

[Emp-Training, GRI 404-1, GRI 404-2]

We are committed to developing our employees’ skills on an ongoing basis as a means to strengthen their expertise and further their careers. This commitment is firmly integrated into our human resources strategy. Our employees benefit from training and education programmes offered by Cureus and by external providers. In the reporting year, we provided each employee with an average of around 32 hours of training.

We are also planning to train apprentices, including at the level of Cureus GmbH, from 2024 and are currently examining how feasible this will be. We currently employ seven trainees in the subsidiary Cureus West GmbH. In consultation with our management team, we support employees according to their needs and requirements. For example, in 2022, one permanent employee was trained as a DGNB consultant with the support of Cureus, and another employee was trained as a nurse

call system specialist in accordance with VDE regulations. In addition, one employee was trained as an environmental manager and one colleague completed their training as a safety specialist.

In the reporting year, in addition to the above areas, training courses also focused on first-aid and fire safety assistants, compliance, legal and transaction topics, as well as team building and fire safety in construction.



**Employee benefits**

We equip all of our employees with company mobile phones and laptops to enable mobile working. Where appropriate, we also provide employee with company cars, which they are also able to use privately, or we subsidise public transportation tickets. In 2021, we also introduced the Jobrad (Eurorad) leasing model for bicycles. We also give our employees access to the Corporate Benefits website, which offers a regularly updated selection of discounts and promotions from well-known manufacturers and brands. For daily work, we have installed water dispensers in Hamburg and regularly provide fruit baskets and other hot and cold drinks. In addition, we subsidise both an occupational pension scheme and occupational disability insurance, adding 20 per cent to employees’ own contributions.

# Diversity and equal Opportunities

Our young team is growing quickly and we recognised the benefits of creating an appreciative, open and diverse working environment right from the start. For us, people and their personalities count as much as the qualifications and achievements they bring to the table. As a result of the culture we have established, we do not think in categories such as gender, ethnicity, disability or sexual identity.

### Established Code of Conduct

[GRI 2-23]

We have developed goals, measures and concepts to promote inclusion and equal opportunities throughout our company. This includes our Employee Code of Conduct, which we introduced in 2021 (→ Raising Employee and Supplier Awareness). Our Employee Code of Conduct deals with the topics of equal opportunities, equal treatment and diversity, and more. Upon its introduction, we made sure all employees of Cureus GmbH were trained accordingly and stipulated compliance with the Employee Code of Conduct in all employment contracts. Since then, all employees have received annual training on the topic.

### Diversity in the workforce

[GRI 405-1/Diversity-Emp]

	2022			Total	%	2021	2020
	<35	35-49	>50			Total	Total
Age groups							
Senior Management	0	2	0	2	100	1	1
of which women	0	0	0	0	0	0	0
of which men	0	2	0	2	100	1	1
Subsidiaries' Senior Management	0	1	1	2	100	3	-
of which women	0	0	0	0	0	0	-
of which men	0	1	1	2	100	3	-
Middle Management	2	8	3	13	100	7	5
of which women	2	4	1	7	54	4	2
of which men	0	4	2	6	46	3	3
Team Leaders	1	1	0	2	100	2	-
of which women	0	0	0	0	0	1	-
of which men	1	1	0	2	100	1	-
Employees without a management function	48	45	39	132	100	111	32
of which women	22	25	19	66	50	54	18
of which men	26	20	20	66	50	57	14
Total employees	2022: 48% women, 52% men, 2021: 48% women, 52% men, 2020: 51% women, 49% men						

### Social Engagement

We supported the valuable work of the Hamburger Mittagskinder Foundation with our Christmas Wish tree campaign. Thanks to the Foundation's two children's centres, more than 200 children in socially deprived areas of Hamburg receive regular, healthy meals, homework help and social education support free of charge.



**Remuneration in line with experience, qualifications and responsibilities**

[GRI 2-30, GRI 407-1, GRI 405-2/Diversity-Pay, GRI 406-1]

None of the employees at Cureus are covered by collective bargaining agreements. Each employee's compensation package is negotiated between the individual employee and the company is determined on the basis of their individual experience qualification and responsibilities. In the reporting year, we compared the average remuneration of our employees in order to identify differences. In our comparison, we have looked separately at those teams in which employees of different genders perform the same activities. As a result, the salary ratio of men to women in the groups considered is on average 0.99:1.0 (2021: 1.12:1.0). The median raw gender pay gap remains unchanged at 19 per cent.

The gross salaries were extrapolated to full-time positions for the calculation. Variable remuneration was not taken into account, as there are currently only corresponding agreements with a few employees. In 2022, more employees are to receive variable remuneration to enable them to participate in the success of Cureus.

**Compensation ratio by function**

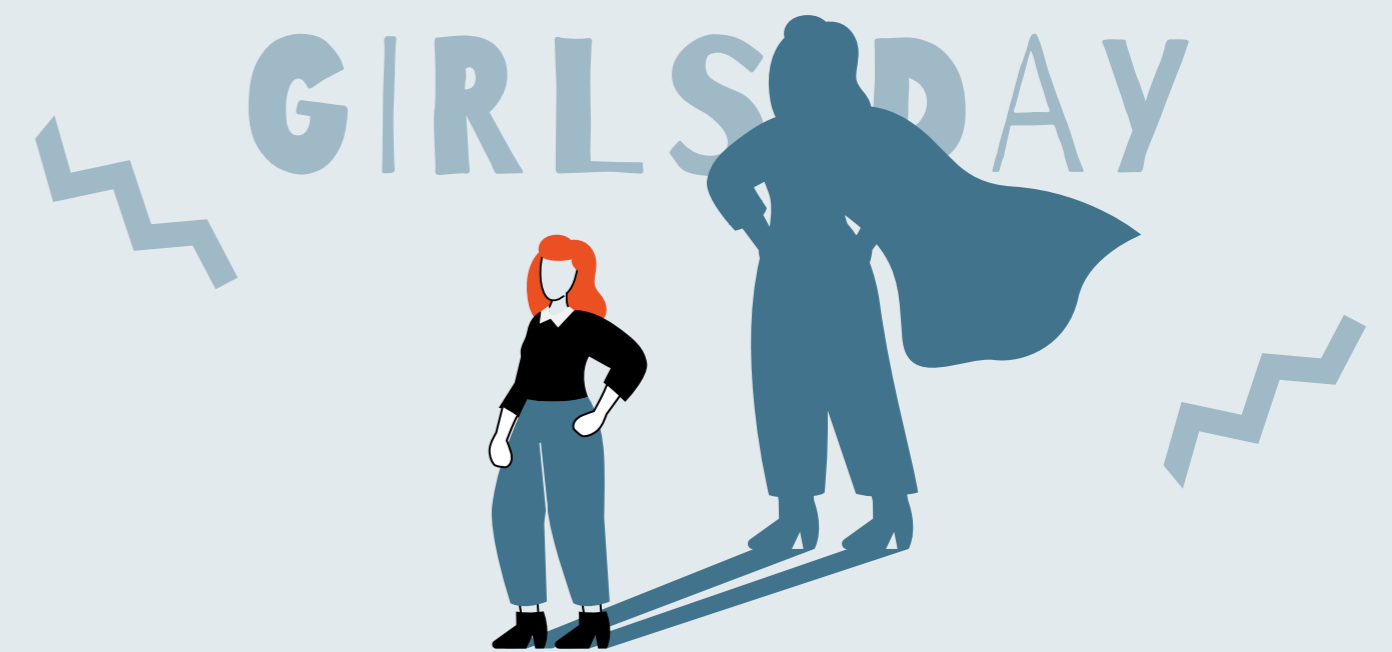
Men compared to women	2022	2021
Functions upstream of construction	1.00	1.02
Building functions	0.95	0.94
Portfolio management functions	1.39	1.7
Central functions	1.04	1.14

In addition, a remuneration guideline was drawn up in 2022 according to the criteria of the International Labour Organisation (ILO) and adopted by the management, making it applicable now.

In the reporting year, there were no confirmed or unconfirmed cases of discrimination at Cureus. Likewise, there were no indications of violations of or threats to the freedom of association required by law in Germany, either at our company or at our suppliers.

**Our Commitment to Diversity and Equal Opportunities**

We are actively committed to the important social issues of diversity and equal opportunities. In the reporting year, for example, we participated in the international Girls' Day and Boys' Day campaigns. As construction and real estate have traditionally been male dominated industries, we gave two young female students the opportunity to spend some time in our company and gain valuable insights in our construction department on 28 April 2022. With activities like this, we hope to encourage the next generation of female employees to take an interest in our exciting industry.





# Occupational Health and Safety

In everything we do, we look to safeguard the well-being and health of our employees. The first imperative is for Cureus to offer our employees a healthy and safe workplace. At an organisational level, we view the topic of occupational health and safety from two perspectives: safety in the office and safety on the construction site. Responsibility for occupational health and safety rests with senior and middle management.

## Ensuring safety on construction sites

[GRI 403-1, GRI 403-2/H&S-Emp, GRI 403-7]

The general contractor (GC)<sup>1</sup> assumes responsibility for the management of the construction site and is therefore responsible for occupational safety on the construction site. In most cases, the GC commissions and coordinates subcontractors who provide individual services. These responsibilities apply regardless of whether Cureus acts as the GC or whether Cureus commissions an external GC. In two projects completed in 2022, Cureus acted as GC, whereas twelve other projects were completed by external GCs. All construction sites were regularly inspected for occupational safety in accordance with statutory requirements.

In our Supplier Code of Conduct, which we introduced in 2021 (→ Raising Employee and Supplier Awareness), we also define occupational health and safety conduct guidelines for GCs and subcontractors. Since November



2021, the code has been a binding component of all major supplier contracts. Cureus contractually obligates GCs to comply with all statutory and legal occupational health and safety requirements.

The GC's designated construction site manager is responsible for ensuring that both first aiders and a health and safety coordinator are deployed on each construction site. Together, they form the management system for occupational safety and health. The health and safety coordinators regularly inspect the construction sites and report any deficiencies to the construction site managers.

Hazards are identified, logged and rectified. In order to minimise potential risks and hazards, including for residents, we always surround our construction sites with construction fences, attach protective nets to scaffolding and, where necessary, cover walkways. Checks are conducted to ensure that all equipment is safe to operate. Checks are made to ensure that the equipment used is safe to operate. Health and safety coordinators and site managers are specially trained to conduct these safety inspections.

<sup>1</sup> Throughout this report, the term GC is used uniformly. Unless explicitly stated, this refers to both Cureus and external GCs.

Legal requirements are strictly adhered to by all companies involved on the construction site and human rights are respected (→ Raising Employee and Supplier Awareness).

#### Preventing work-related accidents and promoting employee health

[GRI 403-2/H&S-Emp, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-9]

The framework for occupational health protection in the office is provided by our Health Protection and Occupational Safety Guidelines, which were introduced in 2021. We have appointed designated employees as fire protection officers and first aiders and provide regular training for them. Our employees have access to a company physician, who alongside providing care can also be consulted in analysing the causes of any work-related accidents. In addition, we provided regular training on occupational health protection to our teams since 2021. This programme gives our employees regular updates on how best to identify and eliminate work-related hazards.

We also conducted inspections of our sites with an external occupational health and safety service provider to analyse work-related hazards. This analysis focused primarily on our office environment, where eye and back problems are among the most common risk factors. To prevent these problems, we introduced preventive

medical check-ups in 2021 and supplemented these with protective vaccinations: 41 per cent of employees took advantage of these offers. In the reporting period, there was one occupational accident among Cureus employees. It was not fatal, but did result in 52 days of absence.

We strive to ensure a safe workplace and promote the health of our employees. Guided by these principles, we provide all of our employees with ergonomic workspaces and access to a range of sports and health offers on the

Corporate Benefits platform. At some of our office locations, employees can also take advantage of discounts for local gyms and opticians. Throughout the Covid-19 pandemic, we will of course provide masks, disinfectants and rapid antibody/antigen tests. We have also been able to make vaccination offers to all employees on several occasions. In addition, we ensure that our employees can work safely by creating the conditions for location-independent working and by introducing health and safety protocols on our premises.

### Sport at Cureus

In a voluntary company sports group, colleagues have joined together to engage in a range of sporting activities, such as squash, tennis and indoor football. The employees have, for example, taken part in the Hamburg relay race and the soccer tournament with the SCHÖNES LEBEN Group. Cureus is happy to support this commitment, because it promotes team spirit among colleagues and partners as well as the health of the participants.



# GRI Index

GRI Standard		Page no.	Reason for omission	Notes
<b>GRI 2: General Disclosures 2021</b>				
GRI 2-1	Organisational Details	7, 10		
GRI 2-2	Entities included in the organisation's sustainability reporting	5, 59		Reference to financial reporting not possible as this is not publicly available at Cureus.
GRI 2-3	Reporting period, frequency and contact point	5, 61		
GRI 2-4	Restatements of information	5		
GRI 2-5	External assurance	5		
GRI 2-6	Activities, value chain and other business relationships	7, 8, 10, 21		
GRI 2-7	Employees	36		
GRI 2-8	Workers who are not employees		Cureus does not employ freelancers.	
GRI 2-9	Governance structure and composition	10, 14, 18		
GRI 2-10	Nomination and selection of the highest governance body		Not applicable, as Cureus is a limited liability company.	
GRI 2-11	Chair of the highest governance body	10		
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	12, 14, 16		
GRI 2-13	Delegation of responsibility for managing impacts	12, 14, 16		
GRI 2-14	Role of the highest governance body in sustainability reporting	14		
GRI 2-15	Conflicts of interest	19		
GRI 2-16	Communication of critical concerns	18		
GRI 2-17	Collective knowledge of the highest governance body			No further training measures were carried out with regard to sustainable development.
GRI 2-18	Evaluation of the performance of the highest governance body			
GRI 2-19	Remuneration policies	18		

GRI Standard		Page no.	Reason for omission	Notes
GRI 2-20	Process to determine remuneration	15		Application of the criteria according to ILO.
GRI 2-21	Annual total compensation ratio	36		
GRI 2-22	Statement on sustainable development strategy	3		
GRI 2-23	Policy commitments	16, 18, 36, 39		Reference is made in the text to the policy commitment as communicated to workers, business partners, and other relevant parties.
GRI 2-24	Embedding policy commitments	16		
GRI 2-25	Processes to remediate negative impacts	18		
GRI 2-26	Mechanisms for seeking advice and raising concerns	18		
GRI 2-27	Compliance with laws and regulations	18		
GRI 2-28	Membership associations	16, 18		
GRI 2-29	Approach to stakeholder engagement	12, 16		
GRI 2-30	Collective bargaining agreements	40		
<b>DISCLOSURES ON MATERIAL TOPICS</b>				
GRI 3-1	Process to determine material topics	12		
GRI 3-2	List of material topics	12		
GRI 3-3	Management of material topics			
<b>GRI 201</b>	<b>Economic Performance 2016</b>	9, 19		
GRI 201-1:	Direct economic value generated and distributed	10, 19		
GRI 201-2:	Financial implications and other risks and opportunities due to climate change	20		
GRI 201-4:	Financial assistance received from government			In 2020, 2021 and 2022 all projects were subsidised in accordance with KfW efficiency house levels.
<b>GRI 203</b>	<b>Indirect Economic Impacts 2016</b>			
GRI 3-3:	Management approach disclosures	8		
GRI 203-1:	Infrastructure investments and services supported	8, 25		
GRI 203-2:	Significant indirect economic impacts	8		
<b>GRI 204</b>	<b>Procurement Practices 2016</b>			
GRI 3-3:	Management approach disclosures	14, 18, 21, 22		
GRI 204-1:	Proportion of spending on local suppliers	22		

GRI Standard		Page no.	Reason for omission	Notes
<b>GRI 205</b>	<b>Anti-corruption 2016</b>			
GRI 3-3:	Management approach disclosures	14, 18, 19		
GRI 205-1:	Operations assessed for risks related to corruption			Through the explicit Corruption Policy and Code of Conduct, employee training, and whistleblower system, Cureus minimises any risks in its operations.
GRI 205-2:	Communication and training about anti-corruption policies and procedures	18		
GRI 205-3:	Confirmed incidents of corruption and actions taken	18		
<b>GRI 206</b>	<b>Anti-competitive Behaviour 2016</b>			
GRI 3-3:	Management approach disclosures	14, 18		
GRI 206-1:	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	18		
<b>GRI 207</b>	<b>Tax 2019</b>			
GRI 3-3:	Management approach disclosures	14, 18		
GRI 207-1:	Approach to tax	19		
GRI 207-2:	Tax Governance, control and risk management	19		
GRI 207-3:	Stakeholder engagement and management of concerns related to tax	19		
GRI 207-4:	Country-by-country reporting			As Cureus only operates in Germany, country-by-country reporting is not applicable in this report.
<b>GRI 301</b>	<b>Materials 2016</b>			
GRI 3-3:	Management approach disclosures	14, 22, 29, 30, 31		
GRI 301-1:	Materials used by weight or volume	32		This report lists the ten most important building materials by quantity for an average, 80-room system care home to Cureus standard.
<b>GRI 302</b>	<b>Energy 2016</b>			
GRI 3-3:	Management approach disclosures	14, 20, 24, 27		
GRI 302-2:	Energy consumption outside of the organisation	58		
GRI 302-3:	Energy intensity	58		
GRI 302-5:	Reduction in energy requirements of products and services	26		
<b>GRI 303</b>	<b>Water and Effluents 2018</b>			
GRI 3-3:	Management approach disclosures	14, 25, 29, 30		
GRI 303-1:	Interactions with water as a shared resource	26, 33		
GRI 303-2:	Management of water discharge-related impacts	26, 33		
GRI 303-5:	Water consumption	33, 58		



GRI Standard		Page no.	Reason for omission	Notes
<b>GRI 304</b>	<b>Biodiversity 2016</b>			
GRI 3-3:	Management approach disclosures	27		
GRI 304-2:	Significant impacts of activities, products, and service on biodiversity	27		
GRI 304-3:	Habitats protected or restored	27		
GRI 304-4:	IUCN Red List species and national conservation list species with habitats in areas affected by operations	27		
<b>GRI 305</b>	<b>Emissions 2016</b>			
GRI 3-3:	Management approach disclosures	14, 20, 24, 30, 31		
GRI 305-1:	Direct (Scope 1) GHG emissions	31, 57		
GRI 305-2:	Energy indirect (Scope 2) GHG emissions	31, 57		
GRI 305-3:	Other indirect (Scope 3) GHG emissions	31, 57		
GRI 305-4:	GHG emissions intensity	31, 57		
<b>GRI 306</b>	<b>Waste 2020</b>			
GRI 3-3:	Management approach disclosures	33		
GRI 306-1:	Waste generation and significant waste-related impacts	33		
GRI 306-2:	Management of significant waste-related impacts	33, 34		
GRI 306-3:	Waste generated	33		We can only collect data on the waste generated for some of our projects as waste disposal is managed by the respective subcontractors. Data for our portfolio are available.
<b>GRI 308</b>	<b>Supplier Environmental Assessment 2016</b>			
GRI 3-3:	Management approach disclosures	18, 21, 22		
GRI 308-1:	New suppliers that were screened using environmental criteria	21		Cureus reviews every subcontractor contract using checklists regarding environmental standards.
GRI 308-2:	Negative environmental impacts in the supply chain and actions taken			Cureus is not aware of any negative environmental impacts and incidents in its supply chain.
<b>GRI 401</b>	<b>Employment 2016</b>			
GRI 3-3:	Management approach disclosures	14, 36-41		
GRI 401-1:	New employee hires and employee turnover	36		
GRI 401-2:	Benefits provided to full-time employees that are not provided to temporary or part-time employees	37		Company benefits are granted by Cureus regardless of whether an employee is on a full-time, part-time, fixed-term or permanent contract.
GRI 401-3:	Parental leave	37		

GRI Standard	Page no.	Reason for omission	Notes
<b>GRI 403 Occupational Health and Safety 2018</b>			
GRI 3-3: Management approach disclosures	14, 37, 40		
GRI 403-1: Occupational health and safety management system	41		
GRI 403-2: Hazard identification, risk assessment, and incident investigation	41, 42		
GRI 403-3: Occupational health services	42		
GRI 403-4: Worker participation, consultation, and communication on occupational health and safety	42		
GRI 403-5: Worker training on occupational health and safety	42		
GRI 403-6: Promotion of worker health	42		
GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	41		
GRI 403-8: Workers covered by an occupational health and safety management system			100%
GRI 403-9: Work-related injuries	42		
GRI 403-10: Work-related ill health			Cureus was not aware of any work-related illnesses in the reporting year.
<b>GRI 404 Training and Education 2016</b>			
GRI 3-3: Management approach disclosures	14, 38		
GRI 404-1: Average hours of training per year per employee	38		
GRI 404-2: Programs for upgrading employee skills and transition assistance programs	38		
GRI 404-3: Percentage of employees receiving regular performance and career development reviews	37		
<b>GRI 405 Diversity and Equal Opportunity 2016</b>			
GRI 3-3: Management approach disclosures	39		
GRI 405-1: Diversity of governance bodies and employees	39		
GRI 405-2: Ratio of basic salary and remuneration of women to men	40		Cureus also discloses the "Median Raw Gender Pay Gap".
<b>GRI 406 Non-discrimination 2016</b>			
GRI 3-3: Management der wesentlichen Themen	18, 19, 39		
GRI 406-1: Incidents of discrimination and corrective actions taken	40		
<b>GRI 407 Freedom of Association and Collective Bargaining 2016</b>			
GRI 3-3: Management approach disclosures	18, 39		
GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	40		



GRI Standard	Page no.	Reason for omission	Notes
<b>GRI 412</b>			
<b>Human Rights Assessment 2016</b>			
GRI 3-3:	Management approach disclosures	18	
GRI 412-1:	Operations that have been subject to human rights reviews or impact assessments		Business operations are focused on Germany and the risks in relation to human rights violations are correspondingly low.
GRI 412-2:	Employee training on human rights policies or procedures	18	
GRI 412-3:	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		Business operations are focused on Germany and the risks in relation to human rights violations are correspondingly low.
<b>GRI 413</b>			
<b>Local communities</b>			
GRI 3-3:	Management approach disclosures	18	
GRI 413-1:	Operations with local community engagement, impact assessments, and development programs	8, 25	
<b>GRI 414</b>			
<b>Supplier Social Assessment 2016</b>			
GRI 3-3:	Management approach disclosures	18, 21, 22	
GRI 414-1:	New suppliers that were screened using social criteria	21	Cureus reviews every subcontractor contract using checklists regarding social standards.
GRI 414-2:	Negative social impacts in the supply chain and actions taken	18	Cureus is not aware of any negative social impacts and incidents in its supply chain.
<b>GRI 415</b>			
<b>Public Policy 2016</b>			
GRI 3-3:	Management approach disclosures	16	
GRI 415-1:	Political contributions	16	
<b>GRI 416</b>			
<b>Customer Health and Safety 2016</b>			
GRI 3-3:	Management approach disclosures	29	
GRI 416-1:	Assessment of the health and safety impacts of product and service categories	29	
GRI 416-2:	Incidents of non-compliance concerning the health and safety impacts of products and services		All regulations were complied with during the reporting period. There are no known incidents that have jeopardised client health or safety. Cureus' direct clients are the operators of the residences.
<b>GRI 418</b>			
<b>Customer Privacy 2016</b>			
GRI 3-3:	Management approach disclosures	19	
GRI 418-1:	Substantiated complaints concerning breaches of customer privacy and losses of customer data	19	



# EPRA Index

## Introduction

Cureus is an active integrated property company that specialises in creating care homes for its own property portfolio. As the companies that operate the respective care homes are responsible for the procurement of heat, electricity and water, as well as for the disposal of wastewater and waste, there is only limited scope for influencing the corresponding key performance indicators. The greatest potential for improvement on the part of Cureus lies in the planning and construction phase of each care home.

The values given in the report for the year 2021 were retroactively completed and adjusted, insofar as an updated data situation permitted this.

## Consumption data

Consumption data always refer to the respective calendar year.

### Electricity

For portfolio properties, plausible and complete data are available for 70.3 per cent of the gross floor area (GFA) for the 2022 reporting year. Unknown sources of supply are included in the calculation as a conventional electricity mix. For administrative buildings, consumption data are available for all rented areas.

### District heating

Plausible and complete data for the 2022 reporting year are available for the purchase of district heating for 62.7 per cent of the relevant GFA of the stock. Unknown sources of supply are included as conventional district heating purchases. Coverage for administrative units that purchase district heating is 5.5 per cent for the year 2022.

### Fuel consumption

For the 2022 reporting year, data are available for 79.3 per cent of the relevant portfolio GFA. Combustible fuels are only used in one administrative building, for which 2021 data are available in full.

### Water

Both mains water and groundwater supply are included in the data. For the 2022 reporting year, there are water consumption data for 67.4 per cent of the portfolio GFA and 54.5 per cent of the administrative units.

### Waste

Depending on the type of waste, complete data is available for between 14.3 and 33.7 per cent of the portfolio GFA for the 2022 reporting year. No data are available for the administrative units in this context.

### Social indicators

Figures related to employees comprise the entire workforce including two salaried managing directors; the third salaried managing director, however, is not part of the survey. At Cureus West, a subsidiary of Cureus GmbH since 1 January 2021, one managing director is also included in the Cureus GmbH workforce. Temporary staff, trainees and employees on parental leave in the reporting year are excluded from the survey. Cureus was not aware of any employees who identified themselves as diverse.

## Calculation

### General

Unless otherwise indicated, consumption data are always stated in relation to the total GFA of the portfolio. Existing data are extrapolated to the entire property portfolio on the basis of the GFA. Due to the uniform design of our system care homes and our systematic approach, a plausible and meaningful extrapolation is possible even where data are not readily available. In the case of low data availability, extrapolations for the performance indicators are not made for the administrative units.

### Greenhouse gas (GHG) emissions

Reported greenhouse gases include the projections for electricity, district heating and fuels. The calculations are based on the emission factors of the Bavarian State Office for the Environment (2021) and the Federal Environment Agency UBA (2023).

### Waste

Some data are reported in terms of volume and converted using the following factors:

Residual waste: 0.1 t/m<sup>3</sup>

Paper/cardboard: 0.2 t/m<sup>3</sup>

Packaging waste: 0.1 t/m<sup>3</sup>

Organic waste: 0.6 t/m<sup>3</sup>

Human/incontinence waste: 0.1 t/m<sup>3</sup>

Grease separation: 1.2 t/m<sup>3</sup>

### Health and safety

Health and safety ratios have been calculated using the following formulas:

- Injury rate = number of reported injuries/total number of working days
- Work absence rate = number of days lost due to workplace injuries/total number of working days
- Absence rate = number of days absent due to illness/total number of working days



# Portfolio

EPRA Code	EPRA Name	Unit	Indicator	2020	2021	2022	2021 IfI	2022 IfI
<b>ENERGY</b>								
Elec-Abs; Elec-LfL	Total electricity consumption	kWh	Total electricity consumption	5,992,552.18	8,497,394.80	<b>7,958,870.02</b>	<b>7,064,375.72</b>	<b>5,783,346.09</b>
		%	Share of renewable sources <sup>1</sup>	0.00	3.52	<b>6.25</b>	<b>0.00</b>	<b>0.00</b>
		%	Coverage of the total area (GFA)	100.00	100.00	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
DH&C-Abs; DH&C-LfL	Total district heating & cooling consumption	kWh	Total heating and cooling consumption <sup>2</sup>	–	2,840,808.33	<b>3,071,845.85</b>	<b>2,487,207.22</b>	<b>1,975,955.62</b>
		%	Share of renewable sources	–	0.00	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
		%	Coverage of the total area (GFA)	–	100.00	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
Fuels-Abs; Fuels-LfL	Total fuel consumption	kWh	Total fuel consumption	21,048,308.17	27,602,096.44	<b>30,041,477.60</b>	<b>22,252,560.90</b>	<b>19,881,472.41</b>
		%	Share of renewable sources <sup>3</sup>	0.00	2.10	<b>2.63</b>	<b>0.00</b>	<b>0.00</b>
		%	Coverage of the total area (GFA)	100.00	100.00	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
Energy-Int	Building energy intensity	kWh/m <sup>2</sup> /year	Building energy intensity <sup>4</sup>	134.10	143.24	<b>117.49</b>	<b>233.63</b>	<b>199.32</b>
<b>GREENHOUSE GAS EMISSIONS</b>								
GHG-Dir-Abs	Total direct greenhouse gas (GHG) emissions	t CO <sub>2</sub> e	Total direct emissions – Scope 1	4,330.31	5,638.48	<b>6,125.87</b>	<b>4,578.06</b>	<b>4,090.25</b>
		%	Coverage of the total area (GFA)	100.00	100.00	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	t CO <sub>2</sub> e	Total indirect emissions – Scope 2 <sup>5</sup>	2,407.52	4,225.42	<b>4,172.68</b>	<b>3,822.55</b>	<b>3,108.50</b>
		%	Coverage of the total area (GFA)	100.00	100.00	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
GHG-Int	Greenhouse gas (GHG) emissions intensity	kg CO <sub>2</sub> e/m <sup>2</sup> /year	Greenhouse gas intensity of the buildings <sup>5</sup>	32.44	36.28	<b>29.46</b>	<b>45.28</b>	<b>38.97</b>
<b>WATER</b>								
Water-Abs/Water-LfL	Total water consumption	m <sup>3</sup>	Total water consumption	167,850.98	169,504.58	<b>210,844.41</b>	<b>147,818.63</b>	<b>156,617.00</b>
		%	Coverage of the total area (GFA)	100.00	100.00	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
Water-Int	Building water intensity	m <sup>3</sup> /m <sup>2</sup> /year	Water intensity	0.83	0.64	<b>0.60</b>	<b>0.71</b>	<b>0.76</b>

<sup>1</sup> The figure refers to the proportionate GFA with green electricity without extrapolations.

<sup>2</sup> For 2020, no data was provided by the operators.

<sup>3</sup> The figure refers to the proportionate GFA with biogas reference without extrapolations.

<sup>4</sup> The reported energy intensity for 2020 does not take into account data on district heating consumption.

<sup>5</sup> The reported greenhouse gas emissions for 2020 do not take into account data on district heating consumption.



EPRA Code	EPRA Name	Unit	Indicator	2020	2021	2022	2021 IfI	2022 IfI		
<b>WASTE<sup>6</sup></b>										
Waste-Abs/Waste-LfL	Total weight of waste by disposal route	t	Total waste weight	2,230.42	3,813.48	<b>2,912.00</b>	<b>3,173.24</b>	<b>2,835.46</b>		
		t	Total weight of residual waste	910.47	1,376.17	<b>716.89</b>	<b>1,156.97</b>	<b>850.66</b>		
		t	Total weight paper/cardboard	453.36	898.49	<b>561.08</b>	<b>745.34</b>	<b>490.46</b>		
		t	Total weight of packaging waste	194.30	529.10	<b>518.95</b>	<b>464.84</b>	<b>506.07</b>		
		t	Total weight organic waste	332.61	561.92	<b>200.24</b>	<b>427.44</b>	<b>171.43</b>		
		t	Total weight fat trimming	0.00	0.00	<b>30.00</b>	<b>0.00</b>	<b>19.54</b>		
		t	Total weight of human/incontinence waste	339.68	447.80	<b>884.85</b>	<b>378.65</b>	<b>797.31</b>		
		%	Coverage of the total area (GFA)	100.00	100.00	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>		
	Share of waste by waste type of total weight	%	Share of residual waste	40.82	36.09	<b>24.62</b>	<b>36.46</b>	<b>30.00</b>		
		%	Share paper/cardboard	20.33	23.56	<b>19.27</b>	<b>23.49</b>	<b>17.30</b>		
		%	Share of packaging waste	8.71	13.87	<b>17.82</b>	<b>14.65</b>	<b>17.85</b>		
		%	Share of organic waste	14.91	14.73	<b>6.88</b>	<b>13.47</b>	<b>6.05</b>		
		%	Share of human/incontinence waste	0.00	0.00	<b>1.03</b>	<b>0.00</b>	<b>0.69</b>		
		%	Share of grease	15.23	11.74	<b>30.39</b>	<b>11.93</b>	<b>28.12</b>		
		%	Coverage of the total area (GFA)	100.00	100.00	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>		
		<b>CERTIFIED ASSETS</b>								
		Cert-Tot	Type and number of sustainably certified assets	%	Certified assets <sup>7</sup>	–	84.44	<b>87.93</b>	–	–
%	Certified according to KfW 40			–	80.00	<b>82.76</b>	–	–		
%	Certified according to KfW 55			–	4.44	<b>5.17</b>	–	–		

<sup>6</sup> Data on waste include the volume of emptied bins. Actual filling levels are not collected in Germany.

<sup>7</sup> In 2020, Cureus was not a portfolio holder. As a result, data on certified portfolio assets cannot be reported for that year.



# Administration

EPRA Code	EPRA Name	Unit	Indicator	2020	2021	2022	2021 IfI	2022 IfI
<b>ENERGY</b>								
Elec-Abs; Elec-LfL	Total electricity consumption	kWh	Total electricity consumption	10,749.60	70,830.40	<b>123,703.80</b>	<b>35,718.50</b>	<b>38,164.80</b>
		%	Share of renewable sources	0.00	0.00	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
		%	Coverage of the total area (GFA)	100.00	100.00	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
DH&C-Abs; DH&C-LfL	Total district heating & cooling consumption	kWh	Total heating & cooling consumption <sup>1</sup>	85,668.01	179,527.00	<b>82,000.00</b>	<b>164,428.00</b>	<b>82,000.00</b>
		%	Share of renewable sources	48.00	45.68	<b>100.00</b>	<b>49.87</b>	<b>100.00</b>
		%	Coverage of the total area (GFA)	100.00	57.62	<b>5.45</b>	<b>100.00</b>	<b>15.47</b>
Fuels-Abs; Fuels-LfL	Total fuel consumption	kWh	Total fuel consumption	–	58,800.00	–	–	–
		%	Share of renewable sources	–	0.00	–	–	–
		%	Coverage of the total area (GFA)	–	14.32	–	–	–
Energy-Int	Building energy intensity	kWh/m <sup>2</sup> /year	Building energy intensity	80.26	210.95	<b>34.95</b>	<b>154.82</b>	<b>39.33</b>
<b>GREENHOUSE GAS EMISSIONS</b>								
GHG-Dir-Abs	Total indirect greenhouse gas (GHG) emissions	t CO <sub>2</sub> e	Total direct emissions – Scope 1	–	16.02	–	–	–
		%	Coverage of the total area (GFA)	–	100.00	–	–	–
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	t CO <sub>2</sub> e	Total indirect emissions – Scope 2 <sup>2</sup>	23.49	87.50	<b>79.61</b>	<b>67.49</b>	<b>42.49</b>
		%	Coverage of the total area (GFA)	100.00	100.00	<b>100.00</b>	<b>100.00</b>	<b>100.00</b>
GHG-Int	Greenhouse gas (GHG) emissions intensity	kg CO <sub>2</sub> e/m <sup>2</sup> /year	Greenhouse gas (GHG) emissions intensity	24.70	37.43	<b>21.71</b>	<b>52.20</b>	<b>32.87</b>
<b>WATER</b>								
Water-Abs/Water-LfL	Total water consumption	m <sup>3</sup>	Total water consumption	137.45	397.20	<b>181.40</b>	<b>248.80</b>	<b>35.00</b>
		%	Coverage of the total area (GFA)	100.00	71.95	<b>54.53</b>	<b>100.00</b>	<b>15.47</b>
Water-Int	Building water intensity	m <sup>3</sup> /m <sup>2</sup> /year	Building water intensity	0.16	0.20	<b>0.09</b>	<b>0.19</b>	<b>0.18</b>

<sup>1</sup> Only incomplete district heating consumption figures were available for 2022 by the editorial deadline. No data were extrapolated.

<sup>2</sup> For 2022, only incomplete district heating consumption data were available by the editorial deadline and are therefore only included in the GHG emissions to this extent.



EPRA Code	EPRA Name	Unit	Indicator	2020	2021	2022	2021 IfI	2022 IfI	
<b>WASTE</b>									
Waste-Abs/Waste-LfL	Total weight of waste by disposal route	t	Total weight of waste	No data available. In Germany, waste generated in shared office buildings is not recorded for individual tenants; the waste is disposed of collectively.					
		t	Total weight of residual waste						
		t	Total weight of paper/cardboard						
		t	Total weight of packaging waste						
		t	Total weight of organic waste						
		%	Coverage of the total area (GFA)						
	Share of waste by total weight waste type	%	Share of residual waste						No data available. In Germany, waste generated in shared office buildings is not recorded for individual tenants; the waste is disposed of collectively.
		%	Share of paper/cardboard						
		%	Share of packaging waste						
		%	Share of organic waste						
		%	Coverage of the total area (GFA)						
<b>CERTIFIED ASSETS<sup>3</sup></b>									
Cert-Tot	Type and number of sustainably certified assets	%	Certified assets	-	-	-	-	-	
		%	Certified according to KfW 40	-	-	-	-	-	
		%	Certified according to KfW 55	-	-	-	-	-	

<sup>3</sup> Cureus office buildings are rented and not part of the company's own property portfolio.

# Social

EPRA Code	EPRA Name	Unit	Indicator	2020	2021	2022
<b>DIVERSITY</b>						
Diversity-Emp	Employee gender diversity	%	Female members of the Executive Board and Supervisory Board	0	0	<b>0</b>
		%	Female executives	40	57	<b>54</b>
		%	Female employees	56	49	<b>50</b>
Diversity-Pay	Gender pay ratio	%	Ratio of basic salary and remuneration women – men (Supervisory Board) <sup>1</sup>	not applicable	not applicable	<b>not applicable</b>
		%	Ratio of basic salary and remuneration women – men (managers)	–	1:1.8	<b>1:1</b>
		%	Ratio of basic salary and remuneration women – men (all employees)	–	1:1.26	<b>1:1.21</b>
<b>EMPLOYEES</b>						
Emp-Training	Training and development	Hours per year	Average hours per employee <sup>2</sup>	12	16.20	<b>31.5</b>
Emp-Dev	Employee performance appraisals	%	Employees with performance appraisal	39	27	<b>58</b>
Emp-Turnover	Employee turnover and retention	Number	Total number of new hires	39	114	<b>58</b>
		%	Rate of new hires	103	92	<b>38</b>
		Number	Total number of departures	2	28	<b>37</b>
			Rate of departures	5	23	<b>25</b>
<b>HEALTH &amp; SAFETY</b>						
H&S-Emp	Employee health and safety	%	Injury rate	–	0.0039	<b>0.0028</b>
		%	Absenteeism rate	–	0.00	<b>0.14</b>
		%	Absence rate	–	4.04	<b>7.73</b>
		Number	Work-related fatalities	–	0	<b>0</b>
H&S-Asset	Asset health and safety assessments	%	Sites inspected for occupational safety <sup>3</sup>	not applicable	not applicable	<b>not applicable</b>
H&S-Comp	Asset health and safety compliance	Number	Breaches of health and safety regulations for products and services	0	0	<b>0</b>

<sup>1</sup> Cureus is a limited liability company (GmbH) under German law and does not therefore require a Supervisory Board.

<sup>2</sup> Training and development figures also include the appointed member of the management.

<sup>3</sup> Cureus does not act as an operator and therefore has no operational control to perform appropriate health and safety checks.



EPRA Code	EPRA Name	Unit	Indicator	2020	2021	2022
<b>COMMUNITY</b>						
Comty-Eng	Community engagement, impact assessments and development programmes	%	Share of stock with community outreach initiatives	4.50	0.00	<b>0.00</b>
<b>GOVERNANCE</b>						
Gov-Board	Composition of the highest governance body	Number	Board members <sup>4</sup>	not applicable	not applicable	<b>not applicable</b>
		Number	Supervisory Board members <sup>1</sup>	not applicable	not applicable	<b>not applicable</b>
		Years	Average term of office in the management body only related to the Board of Directors <sup>4</sup>	not applicable	not applicable	<b>not applicable</b>
		Number	Board members with competencies in the areas of environment and Society <sup>4</sup>	not applicable	not applicable	<b>not applicable</b>

<sup>1</sup> Cureus is a limited liability company (GmbH) under German law and is not required to have a supervisory board.

<sup>4</sup> Cureus is a limited liability company (GmbH) under German law and is not required to have a board of directors.





# Annex

## Consumption Values on the Construction Site and Business Operations

### Greenhouse gas emissions on the construction site and in business operations<sup>1</sup>

[GRI 305-1/GHG-Dir-Abs, GRI 305-2/GHG-Indir-Abs, GRI 305-3, GRI 305-4, GHG-Int]

in t CO <sub>2</sub> e	2019		2020		2021		2022	
<b>Direct (Scope 1) GHG emissions<sup>2</sup></b>	<b>0</b>		<b>0</b>		<b>172</b>		<b>0</b>	
of which fuels in office buildings	0		0		16		0	
of which construction fuels in-house GC	0		0		156		0	
<b>Energy indirect (Scope 2) GHG emissions</b>	<b>N/A, as this was before the company was founded.</b>		<b>23</b>		<b>145</b>		<b>107</b>	
of which district heating and electricity of the office buildings			23		88		80	
of which construction electricity in-house GC <sup>3</sup>					57		27	
	Available data <sup>2</sup>	Extrapolation to all completed projects	Available data <sup>2</sup>	Extrapolation to all completed projects	Available data <sup>2</sup>	Extrapolation to all completed projects	Available data <sup>2</sup>	Extrapolation to all completed projects
<b>Other indirect (Scope 3) GHG emissions</b>	<b>317</b>	<b>489</b>	<b>166</b>	<b>316</b>	<b>701</b>	<b>765</b>	<b>739</b>	<b>1,061</b>
of which construction site electricity external GC <sup>3</sup>	317	489	95	245	243	307	201	523
of which construction fuels external GC <sup>2</sup>					183	183	88	88
of which diesel fuels for leased company cars <sup>4</sup>	No information possible, as this was before the company was founded.		56	56	249	249	381	381
of which fuels for leased hybrid diesel vehicles <sup>4</sup>	No information possible, as this was before the company was founded.		8	8	0	0	1	1
of which petrol for leased company cars <sup>4</sup>	No information possible, as this was before the company was founded.		7	7	26	26	68	68
<b>Total GHG emissions (Scope 1 to 3)</b>	<b>317</b>	<b>489</b>	<b>189</b>	<b>339</b>	<b>1,018</b>	<b>1,082</b>	<b>846</b>	<b>1,168</b>
Intensity of GHG emissions (Scope 1 to 3) in t CO <sub>2</sub> e/completed m <sup>2</sup> GFA	0.012	0.012	0.007	0.013	0.016	0.022	0.011	0.015

Scope 1 = all direct emissions (from company-owned and controlled resources)  
 Scope 2 = all indirect emissions from purchased energy (e.g., electricity, district heating)  
 Scope 3 = all other indirect emissions not included in Scope 2 (e.g., from purchased goods and services, etc.)

<sup>1</sup> The calculations are based on the emission factors of the CO<sub>2</sub> calculator of the Bavarian State Office for the Environment (2021) and the Federal Environment Agency (2023).

<sup>2</sup> The construction fuel consumption figures are only available from 2021 onwards and relate to the entire project duration of all projects completed in the respective year.

<sup>3</sup> The construction electricity consumption figures given here refer to all projects completed in the respective year for the entire project duration (→ table electricity consumption on the construction site).

<sup>4</sup> Reporting of the fuel consumption (diesel and petrol) of the company car fleet is only possible from 2020 onwards and is carried out on an annual basis.



### Energy consumption outside of the organisation<sup>1</sup>

[GRI 302-2, GRI 302-3]

	2019		2020		2021		2022	
	Available data	Projection <sup>2</sup>	Available data	Projection <sup>2</sup>	Available data	Projection <sup>2</sup>	Available data	Projection <sup>2</sup>
Building electricity consumption in kWh	787,526	1,214,052	237,024	611,080	733,358	868,743	<b>552,531</b>	<b>1,300,646</b>
Number of completed m <sup>2</sup> GFA <sup>2</sup>	26,401 (65%)	40,740	9,994 (39%)	25,784	54,927 (84%)	65,067	<b>33,016 (43%)</b>	<b>77,719</b>
Building electricity consumption in kWh/finished m <sup>2</sup> GFA	30		24		13		<b>17</b>	

<sup>1</sup> The data refer to the entire construction period of the projects completed in the respective year.

<sup>2</sup> These data represent an extrapolation of the available consumption data to all projects completed in the respective year over the entire construction period. The building electricity consumption in kWh/finished m<sup>2</sup> GFA (available data for the respective year) was used as the basis for extrapolation.

### Water consumption<sup>1</sup>

[GRI 303-5]

	2019		2020		2021		2022	
	Available data	Projection <sup>2</sup>	Available data	Projection <sup>2</sup>	Available data	Projection <sup>2</sup>	Available data	Projection <sup>2</sup>
Water consumption in m <sup>3</sup>	1,192	5,896	679	7,400	5,009	12,340	<b>1,465</b>	<b>5,011</b>
Number of completed m <sup>2</sup> GFA	15,262 (54%)	28,077	5,039 (9%)	56,923	26,411 (41%)	65,067	<b>22,727 (29%)</b>	<b>77,719</b>
Water consumption during construction in m <sup>3</sup> /finished m <sup>2</sup> GFA	0.21		0.13		0.19		<b>0.07</b>	

<sup>1</sup> These data refer to consumption over the entire construction period for the projects completed in the respective year.

<sup>2</sup> These data represent an extrapolation of the available consumption data to all projects completed in the respective year over the entire construction period. The building water consumption in m<sup>3</sup>/finished m<sup>2</sup> GFA (available data for the respective year) was used as the basis for extrapolation.

## Entities of Cureus GmbH

[GRI 2-2]

Adolf Harke Verwaltungsgesellschaft mbH	SP Bad Laasphe GmbH	SP Dinslaken GmbH
Cureus Beteiligungs GmbH	SP Bad Oeynhausen 2 GmbH	SP Dortmund Bodelschwingh GmbH
Cureus Fünfte Vorrats GmbH	SP Bardowick GmbH	SP Drochtersen GmbH
Cureus Planbau GmbH	SP Barkhausen GmbH	SP Duisburg GmbH
Cureus Sechste Vorrats GmbH	SP Bingen GmbH	SP Duisburg II GmbH
Cureus Vierte Vorrats GmbH	SP Bochum 2 GmbH	SP Essen GmbH
Cureus West GmbH	SP Bochum GmbH	SP Essen-Stauderkreisel GmbH
Harke u. Schulze GmbH u. Co. KG	SP Braunschweig Nordstadt GmbH	SP Extertal GmbH
Pflege und Wohnen Duhner Spitze GmbH	SP Bremen Blumenthal GmbH	SP Fleestedt GmbH
Projektgesellschaft Alte Volksparkstraße GmbH	SP Bremen Grohn GmbH	SP Flensburg GmbH
Sandkruggärten Wolfsburg GmbH	SP Bremerhaven GmbH	SP Frankfurt (Oder) GmbH
Seniorenheim Aschendorf GbR	SP Büchen GmbH	SP Freiberg GmbH
Seniorenheim Oldenburg GbR	SP Buchholz GmbH	SP Ganderkesee II (Bargup) GmbH
Seniorenresidenz Bad Oeynhausen GmbH & Co.KG	SP Buer GmbH	SP Garrel GmbH
SP Alfeld GmbH	SP Butjadingen GmbH	SP Gelsenkirchen GmbH
SP Alfter GmbH	SP Celle GmbH	SP Gelsenkirchen-Horst GmbH
SP Amecke GmbH	SP Chemnitz GmbH	SP Gladbeck GmbH
SP Arnum GmbH	SP Cottbus GmbH	SP Glauchau GmbH
SP Arpke GmbH	SP Delbrück GmbH	SP Gnarrenburg GmbH
SP Aschendorf GmbH	SP Delmenhorst GmbH	SP Gotha GmbH
SP Aurich GmbH	SP Dessau GmbH	SP Greifswald GmbH
SP Bad Bodenteich GmbH	SP Dietzenbach GmbH	

Continuation on next page

SP Hagenow GmbH  
 SP Halberstadt GmbH  
 SP Halle (Saale) GmbH  
 SP Hammah GmbH  
 SP Hannover Ricklingen GmbH  
 SP Harburg GmbH  
 SP Haus Am Koppelteich Kamen GmbH  
 SP Haus Husemann Unna GmbH  
 SP Haus Volkermann Kamen GmbH  
 SP Heimerzheim GmbH  
 SP Herne 2 GmbH  
 SP Herne GmbH  
 SP Herten GmbH  
 SP Herzebrock-Clarholz GmbH  
 SP Hohnstorf GmbH  
 SP Hoppegarten GmbH  
 SP Kamp-Lintfort GmbH  
 SP Kassel GmbH  
 SP Kerpen GmbH  
 SP Kiel-Wik GmbH  
 SP Langendreer GmbH  
 SP Lengerich GmbH  
 SP Lippstadt GmbH  
 SP Lüchow GmbH  
 SP Magdeburg GmbH

SP Mainz-Kastel GmbH  
 SP Marl GmbH  
 SP Mayen GmbH  
 SP Meerbeck GmbH  
 SP Meinerzhagen GmbH  
 SP Melle GmbH  
 SP Merseburg GmbH  
 SP Minden GmbH  
 SP Moers GmbH  
 SP Mönchengladbach GmbH  
 SP Neumünster GmbH  
 SP Neumünster-Gartenstadt GmbH  
 SP Neuruppin GmbH  
 SP Oberhausen 2 GmbH  
 SP Oberhausen GmbH  
 SP Oldenburg GmbH  
 SP Osterholz-Scharmbeck GmbH  
 SP Otterndorf GmbH  
 SP Preußisch Oldendorf GmbH  
 SP Rathenow GmbH  
 SP Ratingen GmbH  
 SP Rethem GmbH  
 SP Ronnenberg GmbH  
 SP Sankt Augustin GmbH  
 SP Solingen GmbH

SP Springe GmbH  
 SP Stockelsdorf GmbH  
 SP Uetersen GmbH  
 SP Verl GmbH  
 SP Verwaltungsgesellschaft mbH  
 SP Wachtberg GmbH  
 SP Wesel GmbH & Co. KG  
 SP Wiesbaden GmbH  
 SP Wilhelmshaven GmbH  
 SP Witten GmbH  
 SP Wolfenbüttel GmbH  
 SP Wolfsburg Vorsfelde GmbH  
 SP Wunstorf GmbH  
 SP Wuppertal GmbH  
 SWH Marienheide GmbH  
 SWH Nettetal GmbH  
 Wohncarrée Bremen Grohn GmbH  
 Wohncarrée Celle Klein Hehlen GmbH  
 Wohncarrée Driburger Straße GmbH  
 Wohncarrée Hannover-Leinhausen II GmbH  
 Wohncarrée Hansemannstraße GmbH  
 Wohncarrée Korbach GmbH  
 Wohncarrée Peine GmbH

The deadline is 31 December 2022



# Imprint

[GRI 2-3]

## Publisher

Cureus GmbH  
Friesenweg 2b  
22763 Hamburg  
Germany

## Contact

Christoph Wilhelm  
Corporate Communications  
kontakt@cureus.de

## Consultation and implementation

Berichtsmanufaktur GmbH, Hamburg

Editorial deadline: 15 June 2023

Published: 30 June 2023

## Registered office of the company

Schmalhorn 13  
29308 Winsen (Aller)  
Germany

## Note:

This report has been prepared with the greatest of care. Nevertheless, rounding, transmission, typographical and printing errors cannot be ruled out. This is a translation of the original German text. In case of discrepancies, the German version takes precedence.

This document contains forward-looking statements based on opinions and assumptions of the management of Cureus GmbH, made to the best of their knowledge. Forward-looking statements are subject to calculable and incalculable risks, uncertainties and other factors that may cause the turnover, profitability, target achievement and overall performance of Cureus GmbH to deviate significantly from those explicitly or implicitly contained in this publication. For this reason, readers of this publication are reminded to exercise appropriate caution in evaluating such forward-looking statements. Cureus GmbH assumes no liability for the accuracy of these forward-looking statements and will not adjust them to future events and developments.

## Copyright © 2022 Sustainalytics

All rights reserved. This report contains information developed by Sustainalytics. This information is proprietary to → Sustainalytics and/or its third-party providers (Third-Party Data) and is provided for informational purposes only. The information does not constitute an endorsement of any product or project or investment advice and is not guaranteed to be complete, current, accurate or fit for any particular purpose. The use of this information is subject to the → Terms and conditions available here. Data as at December 2022.

## Copyright

Images: Christian Bierwagen, Martin Rohrmann, Melanie Schönemann, Uganda Reach the Aged Association (URAA), freepik.com  
Illustrations: Catherina Isken