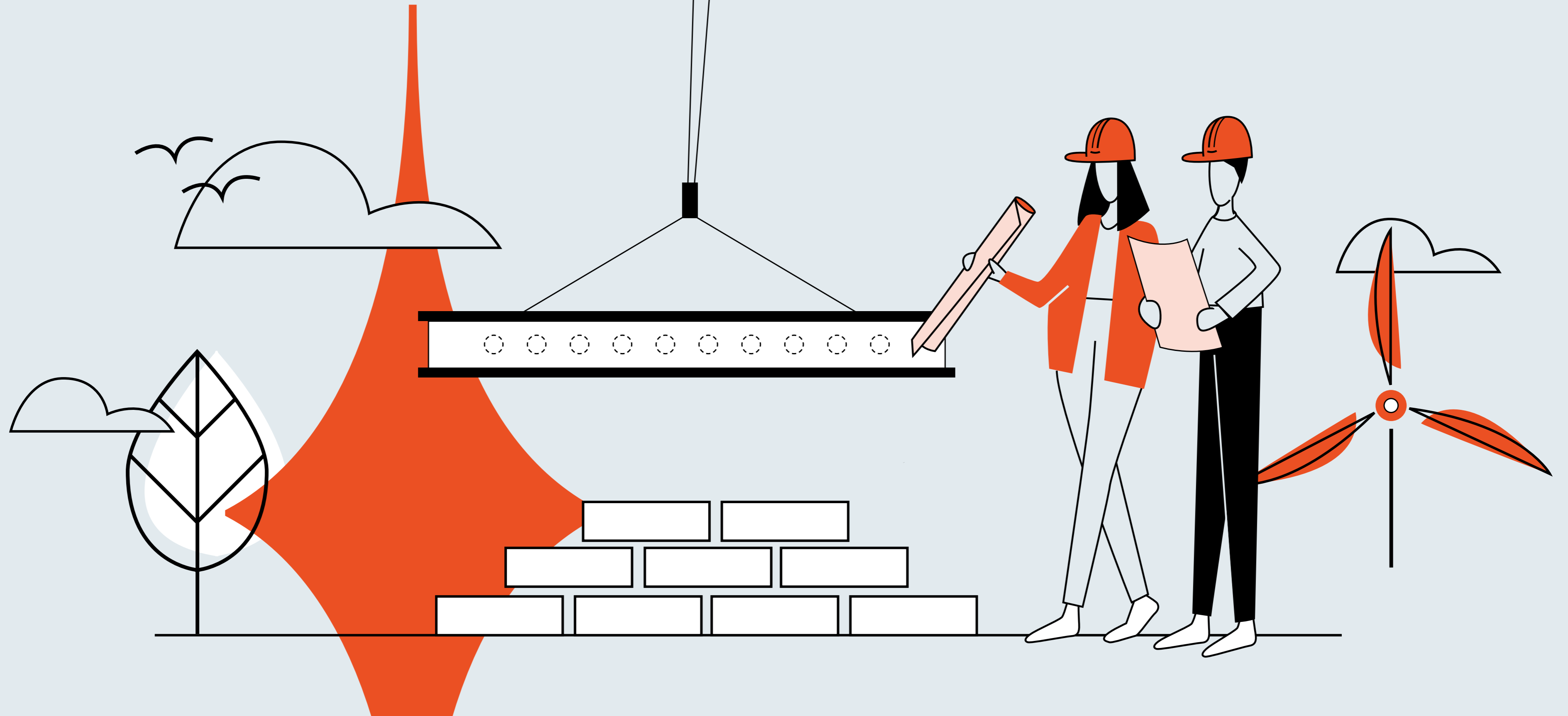


Responsibility and Transparency

Sustainability Report 2020



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Foreword

[GRI 102-14]

Dear Readers,

For us, care begins with the property. We want to set new standards in the care market with our properties and develop them further to enable people to live to the full in their senior years. That's why we ventured into something new in June 2020, despite the challenging social environment, and founded our company Cureus, which specialises in system care homes.

In the intervening months, we have grown rapidly. We have continued to increase the number of our projects and our team has grown to over 100 employees, also through the successful integration of two companies. In addition and starting this year, we took the strategic decision to build all of the properties for our own portfolio and thus create a strong basis for further growth. In parallel, we are establishing the necessary internal processes and structures, which we are always dynamically adapting to our corporate development. From the outset, we have been very focussed on sustainable long-term topics and aspects that not only affect Cureus, but the world we all live in. We are working intensively to further consolidate sustainability in our corporate development and in the creation and management of our future properties.



Christian Möhrke (COO) and Gerald Klinck (CFO)

Shaping the sustainable development of society is one of the greatest tasks of our time. It can only be put into practice with the courage to change and with conviction. As a 'build-and-hold' investor specialising in inpatient care homes, we are determined to play our part in

meeting current and future challenges. With our holistic approach, we standardise and optimise inpatient care homes for efficient operation. Our vision of standardisation does not mean uniformity or stagnation: All of our properties are seamlessly integrated into the surround-



ing environment in terms of architecture and design. In addition, we are constantly responding to the changing framework conditions for care homes and are thus constantly developing our holistic system approach for the benefit of operators, municipalities and residents.

In order to pool our resources for our sustainability measures, we have conducted a materiality analysis, which reveals the key sustainability issues for Cureus and allows us to address them in a targeted and transparent manner.

Forward-looking corporate management forms the foundation of our entrepreneurial and responsible business operations. Our sustainable approach to value creation is specifically geared to the requirements of the operators and future users of our properties and inte-

grates the issue of sustainability from the very first day of planning. In particular, we strive for a high energy efficiency standard for all our buildings.

We also embrace our responsibilities as an employer and business partner. In everything we do, we work in a spirit of trust and openness. In the future, we will firmly anchor this attitude in a code of conduct for suppliers and thus establish clear guidelines for responsible action for ourselves and our partners.

Our aim with this and future reports is to provide insights into our company and to outline our achievements, identify the areas we would like to make further progress in, and set out the goals we are pursuing. In the long term, this will contribute to achieving sustainable

impacts throughout our organisation and ensuring that they are recognised.

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

Sincerely

Christian Möhrke (COO) and Gerald Klinck (CFO)

About this report

[GRI 102-1, GRI 102-50, GRI 102-52, GRI 102-54]

This is Cureus GmbH's first Sustainability Report. We have written this report for our business partners, employees and investors, as well as for interested parties from business, government and society. We also want to provide the communities where we operate valuable insights into our actions. The entire Cureus team has been involved in preparing this report and the final version has been reviewed and approved by the Management Board.

This report presents our young company's aspirations and commitments to sustainable growth in all areas. It illustrates the measures we have already implemented and the goals we have set ourselves for the future. We also address the legal obligations that our company is subject to in various areas.

This report refers to three different property phases: secured projects, construction, and completion. Some information refers only to selected property phases and is marked accordingly.

As of the reporting date of 31 December 2020, our business model was still focused on property development and the construction of care homes for subsequent sale. In May 2021, we adopted a build-to-hold strategy, under

which we retain ownership of the completed projects and actively manage the assets of our own care homes in the future. For this reason, our 2020 Sustainability Report only covers our property development activities. From fiscal 2021, we will also include our property portfolio when we evaluate the sustainability of our organisation. This Sustainability Report covers the 2020 financial year. However, the key financial and personnel figures only relate to the period from 30 June 2020 to 31 December 2020, as Cureus GmbH was only founded on 30 June 2020. The Cureus Group's individual property development companies (→ Annex) existed before 30 June 2020 and were consolidated on 31 December 2020. For this reason, this report does provide some information from before 30 June 2020.

Data on resources consumed on our construction sites, for example electricity and water, are not collected or evaluated on an annual basis for reasons of methodology and comparability, but only over the entire construction and operational phase, in some cases over several years. The reference periods for the individual KPIs are always included 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

The three property phases at Cureus

Secured projects:

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

Construction:

We have been granted a building permit and construction is about to start or is already underway. In some cases, construction has been completed but the properties have not yet been handed over to the operator.

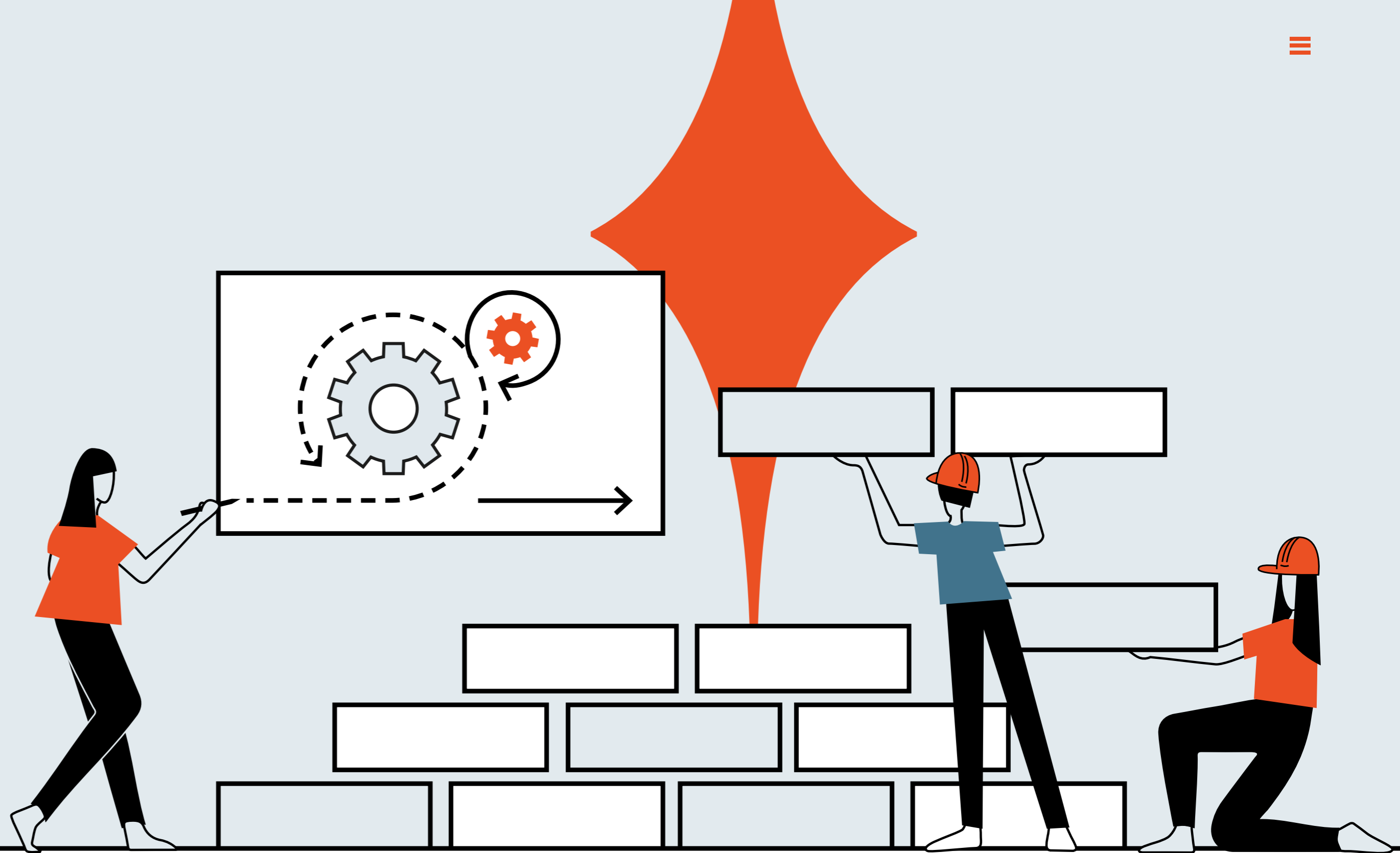
Completion:

These properties have been handed over to the operator after completion.

(2020: 6 projects, 2019: 8 projects). One of the projects completed in 2020 was a property we acquired and expanded structurally, which means we had little influence on numerous technical aspects and do not have a full set of data for this property.

We have prepared this report in accordance with Global Reporting Initiative (GRI) standards, the internationally recognised framework for sustainability reporting. The report was prepared in accordance with the Core option. Cureus expects to publish its next Sustainability Report in summer 2022.

Company Profile



Cureus was founded in mid-2020 and has an experienced team of more than 100 employees. We develop inpatient care and assisted living facilities and also manage the construction of a number of the projects ourselves. We have been doing this exclusively for our own portfolio since 2021. From the initial concept all the way through to completion, we implement our own optimised standard.

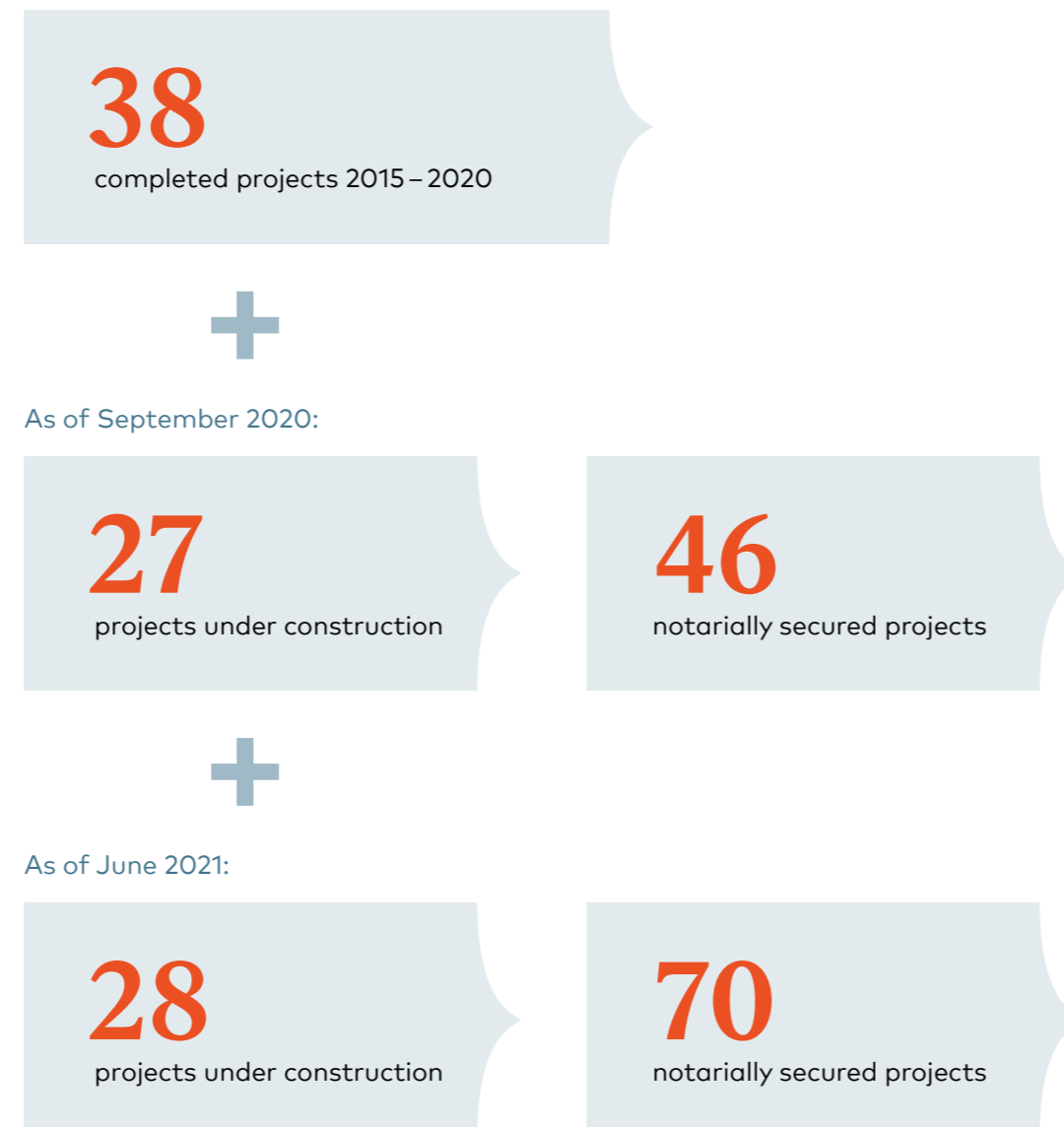
Cureus Milestones

[GRI 102-7]

Cureus evolved out of the Lindhorst Group, which operates in a number of sectors, including the care sector. Thanks to its roots, the seasoned Cureus team draws on 15 years of experience in the design and operation of care homes. We are now applying this knowledge in our young company.

- June 2020:** We established our company under a provisional name and launched with 18 employees.
- October 2020:** After a systematic branding process, we settled on the name Cureus GmbH and entered the company in the commercial register.
- November 2020:** We made our first public appearance as Cureus.
- January 2021:** We expanded our business operations to include general contractor services by merging with two other companies. Our team grew to more than 100 employees as a result.
- May 2021:** We realigned our corporate strategy and will add the completed properties to our portfolio in future rather than selling them after completion.

It is not only the increasing number of employees that shows, that we are on course for growth – but also the increase in the number of our projects:



System Care Homes

[GRI 102-2, GRI 203-2]

By 2040, the number of people over the age of 80 in Germany will grow from around 6.0 million today to about 7.3 million. The proportion of people over the age of 85 in the total population in Germany will reach a new high of around 16%. This means that the shortage of care home places, which already exists in many places, will be further exacerbated. At the same time, each federal state imposes different requirements on the construction of inpatient care homes and this fragmented regulatory landscape results in increased expenditure of time and money in the care home development market. The shifting legal landscape leads to long-term fluctuations in quality, while the provision of care home places continues to lag behind demographic developments in German society.

In view of this, Cureus developed a system approach that allows new care homes to be created faster and in a more cost-efficient way. This standard creates uniform quality benchmarks, irrespective of location, and is specifically geared to the requirements of care home operators and residents. Our uniform approach creates systematically designed care homes and provides a scalable answer to the constant growth in demand for inpatient care facilities.

Creating added value and quality

[GRI 203-1, GRI 413-1]

We are constantly adapting our product to the dynamic conditions of the care market and integrating our experience and in-depth understanding of both the care and real estate markets into our continuous optimisation process. Designed from the ground up to meet the specific needs of operators and residents, our system approach enables smooth and cost-efficient operation of the properties. 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 property. 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.

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 their properties by creating parks, playgrounds, cycle paths, and footpaths.

As of the reporting date, our value creation process is divided into two phases: The first, the development phase comprises the conceptual planning of a specific property as the basis for the decision to purchase the land, in accordance with our general system care home model, the acquisition of the land and the subsequent detailed planning of the property to be built according to the local conditions and specifications. These steps, in particular, are guided by our standardised approach to system care homes.

During the subsequent construction phase, either Cureus manages the construction process as general contractor (GC) or commissions an external GC for this purpose. After completion of the construction phase, Cureus hands over the turnkey property to the future operator. Here too, all processes are carried out in accordance with our standards.

With the realignment of our corporate strategy, we added a third phase, active portfolio management, in May 2021. We now build system care homes for our own portfolio and lease them to professional, nationwide operators, who in turn provide care home places or rent assisted living units to interested parties.

Our Activities and Products

[GRI 102-2, GRI 102-4, GRI 102-6, GRI 102-7]

The projects under construction in the reporting year include senior residences for full inpatient care, assisted living units, outpatient units, and outpatient facilities. Some of the full inpatient care places are also used by the operators at their own discretion for overnight, short-term and preventive care and other inpatient care.

Building care homes across Germany

In 2020, 22 projects fell into the "construction" category. One project was under construction in Thuringia, two each in Mecklenburg-Western Pomerania, Rhineland-Palatinate and Saxony-Anhalt, seven in Lower Saxony and eight in North Rhine-Westphalia (→ Cureus website). Six of these projects were completed in 2020 (2019: 8). In the future, Cureus intends to expand its operations throughout Germany.

Economic performance and targets

[GRI 201-1]

For the period July to December 2020, the construction volume for projects under construction and completed by the Cureus Group was approx. EUR 75 million. Since 2015 alone, members of the current Cureus team have developed 38 care homes using the system approach. The



projects have a market value of around EUR 500 million and offer more than 3,300 care places and assisted living units. In 2020, we completed six projects with a total of 471 places (2019: 8 projects, 673 places). In the future, we have set ourselves the target of completing more than 20 projects per year.

Organisational Structure

[GRI 102-3, GRI 102-4, GRI 102-5, GRI 102-18]

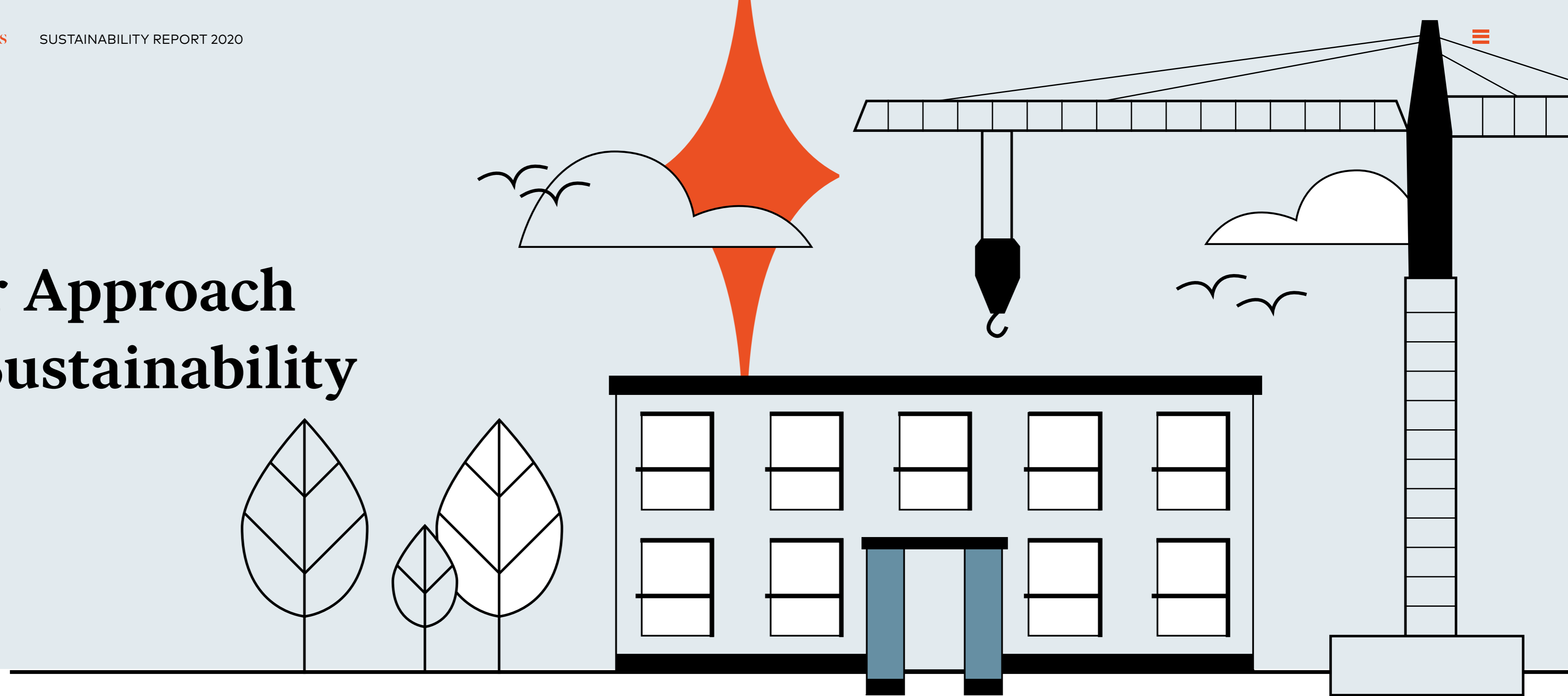
As of 31 December 2020, the majority of Cureus GmbH belongs to Aureus Holding GmbH (77.8%). The other shareholders are Alexander Lindhorst Verwaltungs-

GmbH (15.9%), Ciela Beteiligungs-GmbH (5.2%) and Seniorenpark Dienstleistungs-GmbH (1.1%). A total of 65 subsidiaries belong to the Cureus Group (→ Annex).

Cureus has a dual leadership team consisting of Christian Möhrke as Chief Operating Officer (COO) and Gerald Klinck as Chief Financial Officer (CFO).

The company's registered office under commercial law is in Winsen (Aller), the operational headquarters are in Hamburg. Additional offices were opened in Marl in early 2021.

Our Approach to Sustainability



Cureus has taken on an important social task: the creation of urgently needed care capacities. From the very beginning, we want to dovetail our vision of the future of care with a commitment to sustainability. To this end, we have taken the first steps and identified areas in which we are already active today and want to be active in the future.



Material Topics

[GRI 102-29, GRI 102-40, GRI 102-42, GRI 102-44, GRI 102-46]

Shaping the sustainable development of society is one of the greatest tasks of our time. It can only be put into practice with the courage to change and with conviction. As a property investor specialising in inpatient care homes, we are determined to play our part in meeting current and future challenges by offering fresh impetus and solutions to satisfy the growing requirements of the care market and the increasing demand for care places in years to come while being mindful of the environmental impact of our organisation. Because we are well aware that the real estate industry also has a key role to play in ensuring that we meet our global climate change goals.

Our systematically designed care homes offer a uniform construction standard and represent a long-term response to the challenges facing the healthcare market, respecting both ecological aspects and the needs of operators, municipalities, and residents.

We recognised the importance of integrating the issue of sustainability from day one. In a materiality assessment

conducted in close collaboration with our stakeholders, we have identified the areas of our business that have the most directly relevant impact on the environment and society.

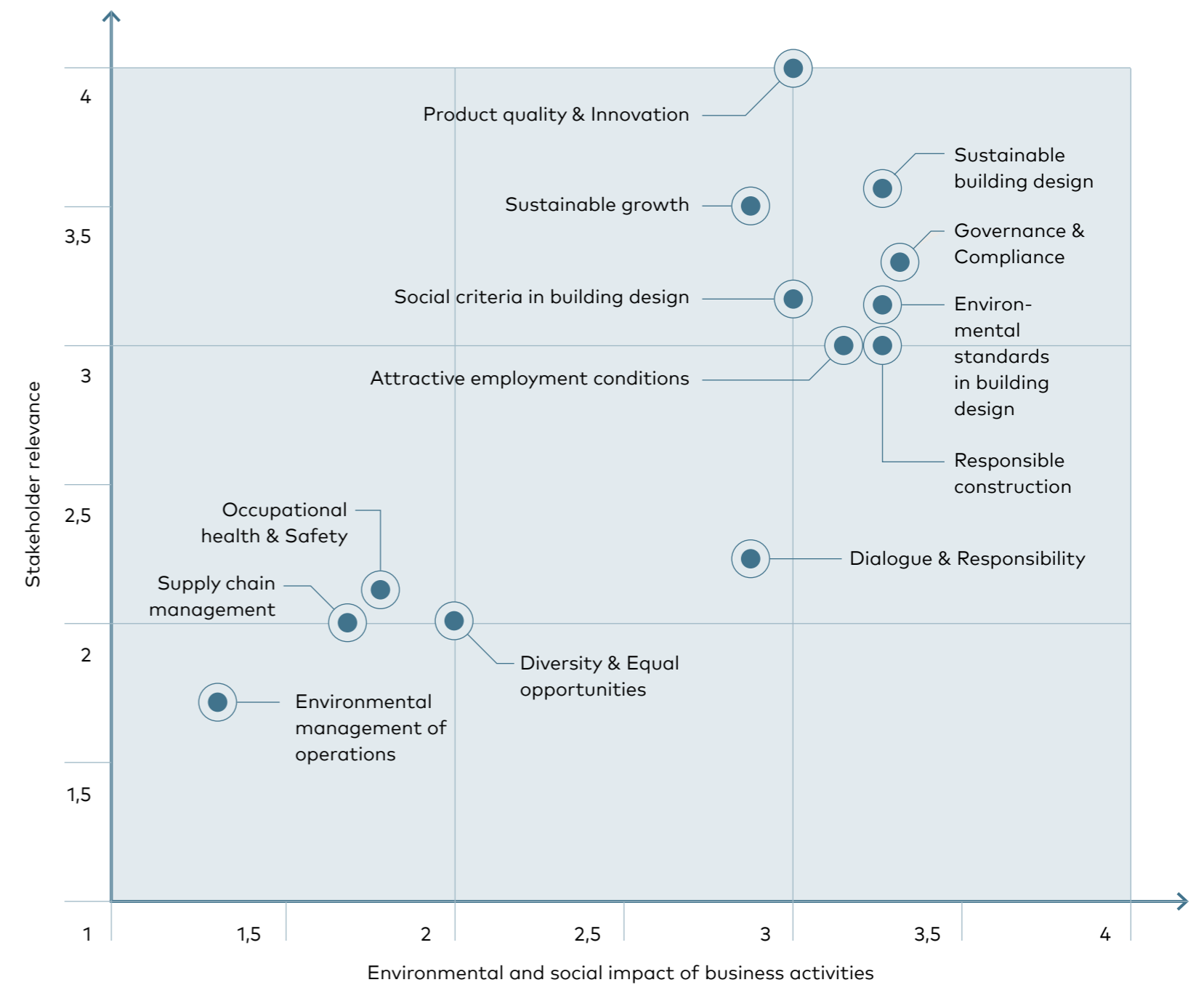
For this analysis, we grouped potentially material topics into three key fields of action "Forward-looking corporate governance", "Sustainable value creation" and "Responsible employer".

Through interviews with internal and external experts, we have determined the relevance of the individual 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 organisation, we conducted an internal online survey in which employees from different departments participated.

The results of this materiality assessment were presented to management in a workshop. Based on extensive discussions, the following materiality matrix was approved.

Materiality matrix

[GRI 102-47]



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



Stakeholder interviews have helped us to gain a more comprehensive understanding of what our stakeholders expect from us as an organisation and what they see as the main challenges and opportunities for Cureus. We take their comments seriously and are considering how they can be implemented in the future.

For example, the analysis encouraged us to collect data on specific KPIs, which enable us to measure and manage the impacts of our sustainability activities as we continue to grow. At the same time, these data confirm in which areas we are already doing a good job and on which topics we should keep a closer eye in the future. We will define specific goals and measures in the next reporting year.

Contribution to Global Sustainable Development Goals

[GRI 102-12]

We will align our commitment to sustainable action at Cureus with the global Sustainable Development Goals (SDGs), which were adopted by the United Nations in autumn 2015. These 17 goals provide business, politics and society with pathways for sustainably shaping the topics of health, climate and the city of the future, among others, by 2030. From fiscal 2021 onwards, we will further intensify our focus on the SDGs and define key topics for the future.



Sustainability within our Organisation

[GRI 102-18, GRI 102-29, GRI 102-31]

In order to anchor long-term sustainability goals and measures in our company, we will introduce and successively expand the following process from 2021. The Management Board will assume responsibility 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. In this way, appropriate topics and measures are discussed, decided and implemented. Corporate Communications is responsible for managing this process.

In support of the further development of our company, we have set ourselves both general goals and more specific targets in a range of defined areas of action, and will provide updates on our progress towards achieving these goals in future reports:

Goal	Timeframe
OUR SUSTAINABILITY APPROACH	
With the realignment of the business model to include the management of completed properties, key figures according to GRI and EPRA are also to be determined and reported in relation to the Cureus property portfolio.	As of fiscal 2021
A sustainability report is to be prepared and published annually.	Continuously
The expectations expressed by stakeholders and the challenges and opportunities they identify are constantly analysed and assessed for feasibility.	Continuously
Specific sustainability goals and measures are defined.	2021, then continuously
Relevant SDGs from the UN catalogue and related goals are defined and pursued.	Starting 2021
A systematic process is being established and successively expanded to anchor sustainability issues within the organisation.	2021, then continuously
Stakeholder surveys are conducted regularly.	The next survey in 2024
Membership in other associations is being sought.	Starting 2022
FORWARD-LOOKING CORPORATE GOVERNANCE	
In future, senior management remuneration is to be linked to sustainability aspects.	Starting 2022
A code of conduct for employees will be drawn up and published.	Until 2022
A code of conduct for suppliers will be drawn up and published.	Until 2022
Employees are trained on compliance topics in line with their professional duties.	For the first time in 2021, then continuously
A whistleblower system is established.	2021
A comprehensive tax strategy is formulated.	2021
A risk management system and an internal control system are established.	2021
SUSTAINABLE VALUE CREATION	
The number of renewable energy systems (e.g. solar thermal, photovoltaic, CHP with biogas) in the existing property portfolio is reported. More such systems will be installed in the future.	Starting 2021, then continuously
The possibility of using only green electricity on future construction sites is examined.	Starting 2022
In future, general contractors will be required to collect data on energy and water consumption on construction sites.	Starting 2022
The next Sustainability Report will include the volumes of the most important building materials used for a standard system care home.	2022
RESPONSIBLE EMPLOYER	
There will be a staff satisfaction survey.	2022
At least one performance review is held with all employees once a year.	Starting 2021
Cureus becomes an apprenticeship company.	2024 at the earliest
More employees will receive variable remuneration to participate in the company's success.	Starting 2022
Online occupational health and safety training is provided.	Starting 2021, then continuously
Preventive occupational health examinations (eye tests, etc.) are provided.	Starting 2021, then continuously

Stakeholder Engagement

[GRI 102-21, GRI 102-40, GRI 102-43, 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 property developments. The major stakeholders of Cureus are our employees, the operators of our care homes and the local communities in which the properties are built (→ 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. In the future, we want to standardise and intensify engagement with our main stakeholders, for example by seeking their opinions in regular stakeholder surveys.



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.

Membership of associations and initiatives


[GRI 102-12, GRI 102-13]

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).

For 2022, we aim to become active in further associations.

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 compliance with legal requirements.

Responsible Corporate Governance

[GRI 102-16]

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 102-18, GRI 102-35]

Our governance structure currently consists of two levels: the Management Board and the department heads. 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.

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' invest-

tors, including where we take on the role of general contractor (GC). 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.

Raising employee and supplier awareness

[GRI 205-2, GRI 205-3, GRI 206-1, GRI 307-1, GRI 419-1, 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.

Guidelines for employees and suppliers

In 2021, we will draw up an Employee Code of Conduct to be published by 2022 at the latest. In the same timeframe, we will prepare a Supplier Code of Conduct, which will be integrated into our procurement processes starting in 2022. With these binding codes of conduct, we aim to ensure that economic, environmental and social issues are observed by all stakeholders during the design, planning and construction of our properties.

We are currently developing online training courses to communicate compliance content to our employees. These training courses will also include training on human rights policies or procedures for relevant employees. The aim is for all employees to have undergone compliance training tailored to their area of work by the end of 2021.

We will also establish a whistleblower system so that employees, suppliers, and other business partners can highlight areas of concern to us and make suggestions. Of course, stakeholders can already notify us of any such concerns, for example by phone or email. Our contact details can be found on → our website. Cureus handles all information confidentially and responsibly.

In this reporting year, there were no cases of non-compliance with legal regulations and no violations due to corruption or anti-competitive behaviour. There were also no violations with regard to environmental laws or requirements.

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 will also play 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 sustainable value and reduce risks. Thus, in certain circumstances, tax benefits can be used or tax rates applied that are offered under tax law. However, we do not use artificial constructs to gain tax advantages. In the reporting



period, Cureus paid corporate income taxes of EUR 6,123 according to the HGB financial statements. The formulation of a comprehensive tax strategy is planned for the 2021 fiscal year.

Avoiding and managing conflicts of interest

[GRI 102-25/Gov-Col]

Conflicts of interest may arise during any business activity. 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 became known in this reporting year.

Establishing a Risk Management System

[GRI 102-11]

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. Both are to be completed in the 2021 fiscal year. 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 102-15, 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, extreme weather events and the effects of new legal requirements in the context of environmental policy.

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



achieving the goals of the Paris Climate Agreement. 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 40 standard (→ Planning environmentally-

friendly buildings). 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.

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.

Our supply chain

[GRI 102-9]

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: 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 con-

struction of our projects in 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 five projects under construction.¹

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. In the next reporting year, we will provide information on processes for evaluating and screening our suppliers that go beyond the creation and introduction of our Supplier Code of Conduct (→ Raising Employee and Supplier Awareness).

¹ Throughout this report, the term GC is used uniformly. Unless explicitly stated, this refers to both 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, 65% of suppliers involved in five of the six projects completed in 2020 were local suppliers in the reporting year (2019: 67% on 8 projects). 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 projects 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) will also include criteria for material procurement.

Sustainable Value Creation



We take responsibility for our care properties – from the initial concept to completion and management. 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.

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. For example, in the year under review we provided financial support to the city of Schwerin to upgrade a brownfield site in



the vicinity of our Cureus care home, thereby creating a more vibrant environment for both the residents of the property and the wider community. In addition, we sometimes also 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 the municipality.

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.

Three of the projects we completed in the reporting year meet the KfW 40 standard. Two projects were built to the KfW 55 standard. In the previous year, all eight completed projects met the KfW 40 standard. Compliance with the standards was certified for all of our new-build

properties by external energy efficiency experts working on behalf of the KfW. The primary energy requirement of the five projects completed in the reporting year averaged 27.9 kilowatt hours per square metre per year (kWh/m²a) compared with 18.1 kWh/m²a for 7 of the 8 projects completed in 2019. Compared to the previous year, the average primary energy requirement in 2020 was significantly higher, as a number of projects had to be completed in accordance with the KfW 55 standard in the reporting year.

Primary energy requirement of the completed projects

	2019	2020
Average total primary energy requirement in kWh/m²a	18.1	27.9
Average primary energy requirement KfW 40 building in kWh/m ² a	18.1	18.3
Average primary energy requirement KfW 55 building in kWh/m ² a	-	42.4

Data were available for 5 out of 6 (2020) and 7 out of 8 (2019) completed projects.

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

Our properties comply with KfW energy efficiency standards

Cureus strives to develop properties that comply with KfW 40 standard. Properties that meet this standard require 60% less energy than is allowed under the German 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 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.

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 or solar thermal systems as well as combined heat and power plants (CHP) with biogas firing. We want to make even greater use of these systems in future properties. However, any such decisions need to be supported by the operator. The same applies to the consideration of whether the property should later be operated with environmentally-friendly electricity.



Using water carefully

[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 be overloaded 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 microclimate 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 resealing or clearing. For some projects, however, resealing or clearing is unavoidable. If trees have to be removed, we implement compensatory measures in accordance with legal requirements. Five of the six projects completed in 2020 were on brownfield sites (2019: 7 of 8).

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 within the municipal authorities to the relevant nature conservation authority for review. If necessary, we appoint external experts. None of the projects completed in the reporting year had a negative impact on protected species; the same

applies to the previous year. In 2020, for example, we voluntarily installed bat nesting boxes at two projects. None of our projects completed in 2019 and 2020 are located in water or nature conservation areas.

Conserving resources

Our properties feature certain 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 construction site manager and the head of construction and project management are responsible for the efficient use of resources. In the future, we will include resource conservation in our codes of conduct for suppliers and employees (→ Raising Employee and Supplier Awareness).

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

Planning for the Provision of High-Quality Care

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

The residences we develop are always divided into individual living groups with associated 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 partially wheelchair accessible. Corridors, passageways, paths and terrace areas are designed so that people with walkers or in wheelchairs can use them easily. We design our care home facilities in accordance with the valid specifications and DIN standards.

At the request of operators, we can also include a library and a fireside 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 themselves. 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.



Our standard of safety and well-being

In addition to all legal requirements, the Cureus standard integrates recommendations for the safe and barrier-free design of care homes. For example, we ensure that automatic doors and doors with a zero to two-centimetre-high threshold (zero thresholds) are installed in entrance areas. 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.



Building 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. Therefore, we ensure that all applicable environmental, social and occupational health and safety standards are complied with (→ Managing Suppliers, → Occupational Health and Safety). These issues are the responsibility of the general contractor (GC) of each construction site. The construction of the projects completed during the reporting year was managed entirely by external GC. Cureus has taken on the role of GC for some of the projects that are currently under construction (→ Our supply chain).¹

Reducing energy and emissions

The GC makes sure that as little electricity as possible is consumed during the construction period by, for example, determining exactly which rooms need to be heated and scheduling working hours so that as much of the work as possible can be done in daylight thus avoiding the use of additional lighting of the construction site.

On the construction sites of the projects completed in the reporting year, an average of 23.7 kWh of electricity was consumed per completed square metre of gross

floor area (GFA). In the previous year, consumption averaged 29.8 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 (see table). If the available data are extrapolated, the total electricity consumption of all projects completed in the reporting year totals 611,080 kWh (2019: 1,214,052 kWh). 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 counter-measures 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, for example.

The majority of Cureus' greenhouse gas emissions are produced through the consumption of construction site

Construction site energy consumption

[GRI 302-2]

Construction site energy consumption ¹	2019		2020	
	Available data ²	Calculation of all completed projects ³	Available data ²	Calculation of all completed projects ³
Construction site energy consumption in kWh ²	787,526	1,214,052	237,024	611,080
Number of completed sqm GFA ⁴	26,401	40,740	9,994	25,784
Construction site energy consumption in kWh/completed sqm GFA	29.8	-	23.7	-

1 The data refer to the entire construction period of the projects completed in the respective year. As the construction site energy was purchased from external contractors, it is classified as energy consumption outside the organisation.
 2 For projects completed in 2019, we have data on construction site energy consumption in 5 out of 8 cases. In 2020, we have data for 2 out of 6 construction sites. The data presented here relates to the actual consumption for these construction sites over their entire duration.
 3 These data represent an extrapolation of the available consumption data for all projects completed in the respective year over the entire construction period. The construction site energy consumption in kWh/sqm of completed GFA (available data for the respective year) was used as the basis for extrapolation.
 4 These data represent the completed GFA in sqm for each of the respective projects.

energy. Since the construction site energy for all completed projects was purchased by external GCs in the reporting year, the emissions from construction site energy consumption are assigned to Scope 3. The composition of the construction site energy consumed corresponds to the German electricity mix. We are currently examining whether green electricity can be used on future con-

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



struction sites. The fuel consumption of our leased company car fleet is also recorded under Scope 3 emissions.

No Scope 1 emissions were generated at Cureus in 2019 and 2020. The mapping of Scope 2 emissions from electricity and district heating consumption in our administrative departments is in principle only possible from the year in which Cureus was founded (2020) – however, the key figures for the reporting year were not yet available to us at the editorial deadline. We will publish these in the next report.

The GC also takes care to keep emissions on the construction site low. 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 – during the construction phase as well as when the building is in operation. This is done, for example, with noise barriers or by locating the supplier entrance on roads that already have heavier traffic, so that quieter areas are not disturbed.

Greenhouse gas emissions on construction sites and in business operation

[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 ₂ e	2019		2020	
Direct GHG emissions (Scope 1)	0		0	
Indirect GHG emissions (Scope 2) ¹	No information available, as this was before the company was founded.		No information available, as data from supplier not yet available.	
	Available data ²	Calculation of all completed projects ³	Available data ²	Calculation of all completed projects ³
Indirect GHG emissions (Scope 3)	317	489	166	316
of which construction site energy	317	489	95	245
of which diesel fuel for leased company cars ⁴		No information available, as this was before the company was founded.		56
of which fuel for hybrid diesel vehicles for leased company cars ⁴		No information available, as this was before the company was founded.		8
of which petrol for leased company cars ⁴		No information available, as this was before the company was founded.		7
Total GHG emissions (Scope 1 & 3)	317	489	166	316
Intensity of GHG emissions (Scope 1 & 3) in t CO₂e/finished sqm GFA	0.012	0.012	0.017	0.012

Scope 1 = All direct emissions (generated by combustion in own plants)
 Scope 2 = All emissions from purchased energy (e.g. electricity, district heating)
 Scope 3 = All indirect emissions (e.g. through purchased services/goods, business trips, etc.)

The calculations are based on the emission factors of the CO₂ calculator of the Bavarian State Office for the Environment (as of March 2021).

¹ The presentation of Scope 2 emissions from electricity and district heating consumption in administrative departments is only possible from the year in which Cureus was founded (2020). We did not receive the data on electricity and district heating consumption for 2020 from the supplier until after the editorial deadline. We will publish the corresponding data in the next report.

² For the projects completed in 2019, we have data on construction site energy consumption in 5 out of 8 cases, which serves as the basis for calculating CO₂e emissions. In 2020, we have data from 2 out of 6 construction sites. The data presented here refer to the actual consumption of these construction sites over their entire project duration.

³ The emissions stated here are based on the extrapolation of the construction site energy consumption for the entire project duration for all projects completed in the respective year (see table electricity consumption on the construction site).

⁴ The presentation of the fuel consumption (diesel and petrol) of the company car fleet is only possible from the year in which Cureus was founded (2020) and is stated on an annual basis.



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 the legal requirements and the KfW 40 standard.

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. In our next sustainability report, we plan to state the quantities of the main building materials used in an average system care home.

Water withdrawal and discharge

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

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.

Use of materials





Waste-water contaminated with environmentally hazardous substances 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 0.14 cubic metres of water was consumed per completed square metre of gross floor area. In the previous year, consumption averaged 0.07 cubic metres of water 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.

Construction site water consumption¹

	2019	2020
Construction site water consumption in cubic metre ²	1,413	679
Number of completed sqm GFA	20,389	4,874
Construction site water consumption in cubic metres/finished sqm GFA ²	0.07	0.14

¹The data refer to consumption over the entire construction period for the projects completed in the respective year.

²For projects completed in 2019, we have data on construction site water consumption in 4 out of 8 cases. In 2020, we have data on 1 out of 6 construction sites. The data presented here relate to the actual consumption on these construction sites over their entire construction period.

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]

The respective subcontractors are responsible for the 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. In the future, we will also address 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. For example, in our development in Moers-Kappeln, which was completed in 2019, the demolition of existing structures generated around 7,000 cubic metres of material, of which 5,000 tonnes could be reused instead of natural stone gravel, including to create a base and frost protection layer under the new building. The rest of the rubble was removed and recycled by a specialised company.

Handling hazardous waste carefully

[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 in suspected cases. 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.

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 102-16]

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 them. 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 seven guiding principles that define how we want to work with each other and achieve our goals together:

1. We work on the basis of transparent objectives.
2. Our actions always prioritise time and cost effectiveness and we constantly strive to achieve optimal results with the financial and material resources entrusted to us.
3. We believe that professional development is an ongoing process and recognise that investing time and financial resources into training is a duty to all Cureus stakeholders.

4. When we express criticism, we do so constructively. We do not compromise on matters of principle, nor do we avoid making tough decisions.
5. We respect one another and work together in a trusting, open, fair and collegial manner.
6. Where appropriate, we delegate decision-making powers and responsibility appropriately.
7. We provide our colleagues with comprehensive information in a timely manner, an appropriate and comprehensible form and we do not withhold relevant information.

The coronavirus pandemic of 2020/2021 has encouraged us to increasingly enable our employees to perform their work-related duties from home or other premises of their choice. We have also shifted the work we do with independent contractors to the digital realm wherever possible. Only employees who are required to be present on construction sites are exempt from these remote working provisions (→ Preventing Accidents and Promoting Health).





Human resources are the foundation of our business

Cureus is in the process of scaling up and establishing a firm basis for future growth. 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 from day one of Cureus' business activities. In shaping our future human resources strategy, we recognise the importance of understanding, among other things, employee satisfaction levels at Cureus. As a young company, we have not yet collated any employee satisfaction data, although we are already planning an employee survey for 2022. Since only two out of 39 employees left Cureus in 2020, both at the end of the year, we assume that employee satisfaction is high. Cureus' human resources

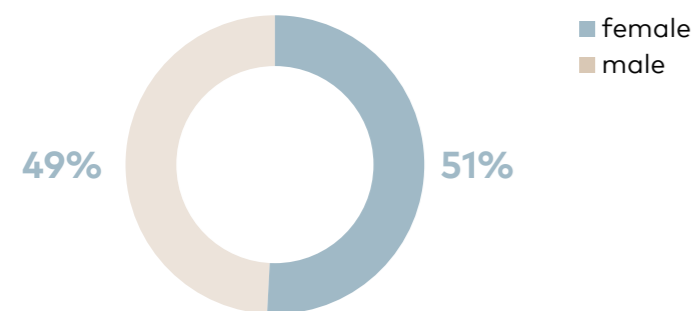
strategy is the responsibility of the members of the Board of Management and the head of the HR department, who work together in close consultation with the heads of each department. We have also involved our employees in the process of developing our employer brand.

Employer attractiveness in numbers

[GRI 102-7, GRI 102-8]

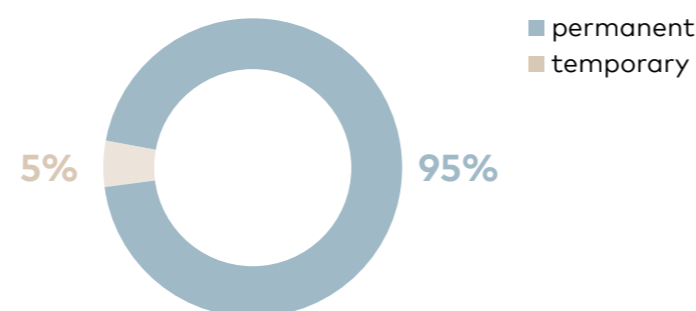
A majority of employees at Cureus are employed on a permanent basis, underlining our commitment to creating secure jobs as a core element of our employer brand. We also offer our employees the option of working part-time. Just under 51% of our employees are women and 49% are men. Two employees left the company during the reporting period. This corresponds to an employee turnover rate of 5.3%.

Employees by gender 2020¹



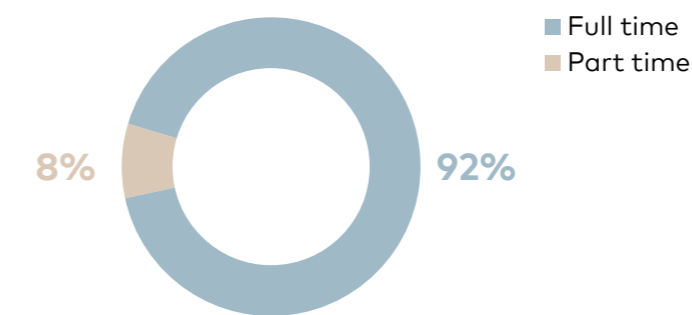
¹ The key figures include all Cureus employees as of December 31, 2020. We were not aware of any employees identifying as "x" as of the reporting date.

Employees by employment contract 2020¹



¹ The key figures include all Cureus employees as of December 31, 2020.

Employees by employment contract 2020¹



¹ The key figures include all Cureus employees as of December 31, 2020.

Number of new employee hires and employee turnover

[GRI 401-1/Emp-Turnover]

	<35 years	35-49 years	>50 years	Total
Total new employee hires	16	14	9	39
of which women	14	6	3	23
of which men	2	8	6	16
of which x ¹	0	0	0	0
Total employee turnover	1	1	0	2
of which women	1	1	0	2
of which men	0	0	0	0
of which x ¹	0	0	0	0
Employee turnover rate ²	6.3	7.1	0	5.3

¹ We were not aware of any employees identifying as "x" as of the reporting date.

² Calculated using the Schlüter 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 2020, one employee took parental leave and one employee 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.

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 six to eight weeks after they join the company. In the future, we also want to hold at least one annual appraisal review with each employee. We believe this will allow us to specifically promote the further development of our employees and our company as a whole. In 2020, our managers held annual appraisal reviews with eleven employees – 29% of the total workforce. In addition to these annual appraisals, managers also conduct ad hoc reviews, for example to ensure that targets are met within specified timeframes, to coordinate career development measures, or in the event of misconduct.

Upgrading employee skills

[Emp-Training, 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. We also plan to position Cureus as a training-centric company from 2024 at the earliest, thereby implementing internal measures to tackle the challenges associated with the general shortage of skilled workers in Germany. We are

Employee benefits

We equip all of our employees with company mobile phones and laptops. Where appropriate, we also provide employees with company cars, which they are also able to use privately. 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. In addition, we subsidise both an occupational pension scheme and occupational disability insurance, adding 20% to employee's own contributions.

currently in the process of determining the most effective approach for implementing this plan. Our employees benefit from training and education programmes offered by Cureus and by external providers. In coordination with management, we offer training opportunities to employees on the basis of their needs and requirements. For example, in 2020, we supported a permanent employee financially and with time off work in order to enable him to attend a specialist, part-time degree programme.

In the reporting year, our employee training programmes focused on brand building and public relations. We held three team meetings, each lasting 90 minutes, in which our employees were updated on the progress of our brand building campaign and its impact on operations. Approximately 20 employees attended these meetings. We also offered a 60-minute online seminar on press and public relations, which was attended by 20 employees.



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.

Diversity in the workforce 2020

[GRI 405-1/Diversity-Emp]

	<35 years	35-49 years	>50 years	Total
Management Board ¹	0	1	1	2 ¹
of which women	0	0	0	0
of which men	0	2	0	2
of which x	0	0	0	0
Senior and middle management	0	4	1	5
of which women	0	2	0	2
of which men	0	2	1	3
of which x	0	0	0	0
Non-management level employees	15	9	8	32
of which women	12	3	3	18
of which men	3	6	5	14
of which x	0	0	0	0

¹One member of the Management Board is not directly employed by Cureus GmbH.

As of the reporting date, 56% of employees in non-management roles were women and 40% of employees in senior and middle management roles were women. The Management Board of Cureus consisted of two men. Across the total workforce, 51% of employees were women.

Code of Conduct in the pipeline

[GRI 102-16]

We are committed to developing goals, measures and concepts to embed and promote inclusion and equal opportunities throughout our company. This includes our Employee Code of Conduct, which will be developed in fiscal 2021 (→ Raising Employee and Supplier Awareness) and spearheaded by our commitments to diversity, equal opportunities and equal treatment for all. Once the Code of Conduct has been finalised, we will raise awareness among our employees and anchor it in their employment contracts.

Remuneration in line with experience, qualifications and responsibilities

[GRI 102-41, GRI 407-1, GRI 405-2/Diversity-Pay, GRI 406-1]

No employee at Cureus is covered by a collective bargaining agreement. Each employee's compensation package is negotiated between the individual employee and the company and is determined on the basis of their individual

experience, qualifications and responsibilities. In the year under review, we compared the average compensation paid to our female and male employees in order to identify potential gender-based discrepancies. To ensure comparability, we analysed all teams in which female and male employees perform the same duties. As a result of our analysis, we can confirm that the salary ratio of men to women in these teams is on average 1.1:1.0. We were not aware of any employees identifying as "x" as of the reporting date.

Our calculations are based on monthly gross salaries. At the time of reporting, we were unable to consider annual salaries because the company was only founded in mid-2020. Variable components were not considered as such agreements have only been concluded with a very small number of employees. From 2022, more employees will receive variable compensation as we give them the opportunity to share in the success of Cureus.

In the year under consideration, there were no confirmed or alleged cases of discrimination at Cureus. Likewise, there were no indications that the right to freedom of association required under German law was violated or at significant risk, either within our company or among our suppliers.

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) assumes responsibility for management of the construction site and is therefore responsible for occupational health and 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 is acting as the GC or whether an external GC has been appointed.¹ In two projects currently under construction, Cureus is the GC. This represents a change from the construction projects completed in the reporting year, all of which were overseen by external GCs. All construction sites were regularly inspected for compliance with occupational health and safety in accordance with statutory requirements.

¹ Throughout the following, this report uniformly refers to the GC. Unless explicitly stated, this refers to both Cureus and external GCs



In our Supplier Code of Conduct, which we will elaborate in fiscal 2021 (→ Raising Employee and Supplier Awareness), we will also define occupational health and safety conduct guidelines for GCs. The code will apply to all suppliers from 2022. Currently, 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. 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. Health and safety coordinators and site managers are specially trained to conduct these safety inspections.

The GC is responsible for ensuring that every company involved on the construction site complies fully with all legal requirements relating to health and safety and human rights (→ Raising Employee and Supplier Awareness). This process is managed by the GC. As a young company, Cureus has not yet implemented an occupational health and safety management system. We will, however, examine whether and, if so, when to set up an occupational health and safety management system – and which training courses we will offer on the subject.



Preventing work-related accidents and promoting worker health

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

In order to protect our office employees, we have appointed fire protection officers and first aiders. The first aiders completed their training in 2020. Unfortunately, training for the fire protection officers had to be cancelled due to Covid-19 lockdown restrictions. It was made up at the beginning of 2021. Our employees have access to a company physician who provides care and can be involved in analysing the causes of work-related accidents. In addition, we are launching an online programme of occupational health and safety training, which will be delivered by an external service provider from 2021 onwards. This programme will provide our employees with regular updates on identifying and eliminating work-related hazards.

In collaboration with an external occupational health and safety service provider, we are planning a walk-through of our premises to identify work-related hazards. This analysis will focus primarily on our office environment, where eye and back problems are among the

most common risk factors. To mitigate such problems, we will be introducing a range of preventive examinations in 2021, including eye tests for employees. There were no work-related injuries among Cureus employees during the current reporting period.

We strive to ensure the safety of our workplaces and to 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. In addition, our employees benefit from free fruit baskets and drinks. 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. In May 2021, we also organised vaccinations for all of our employees. 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 and construction sites.

Occupational accidents 2020

[GRI 403-9]

	Gesamt
Occupational accidents	0
Working days lost due to accidents	0
Fatalities	0

In the year under review, there were zero fatalities and zero occupational accidents among Cureus employees.



GRI Content Index

GRI Standard	Page	Notes
GRI 101: Foundation 2016		
GRI 102: General Disclosures 2016		
ORGANIZATIONAL PROFILE		
GRI 102-1: Name of the organization	5	
GRI 102-2: Activities, brands, products and services	8, 9	
GRI 102-3: Location of headquarters	9	
GRI 102-4: Location of operations	9	
GRI 102-5: Ownership and legal form	9	
GRI 102-6: Markets served	9	
GRI 102-7: Scale of the organization	7, 9, 32	
GRI 102-8: Information on employees and other workers	32	
GRI 102-9: Supply chain	19	
GRI 102-10: Significant changes to the organization and its supply chain		There were no changes to the locations of the organization's operations in 2020. However, in view of the company's strategic growth, the workforce of Cureus (or its predecessor company) has been significantly expanded at the Hamburg location since the end of the reporting year.
GRI 102-11: Precautionary principle or approach	18	
GRI 102-12: External initiatives	12, 14	
GRI 102-13: Membership of associations	14	
STRATEGY		
GRI 102-14: Statement from senior decision-maker	3	
GRI 102-15: Key impacts, risks, and opportunities	18	
ETHICS AND INTEGRITY		
GRI 102-16: Values, principles, standards, and norms of behavior	16, 31, 34, 37	



GRI Standard	Page	Notes
GOVERNANCE		
GRI 102-18: Governance structure	9, 13, 16	
GRI 102-25: Conflicts of interest	17	
GRI 102-29: Identifying and managing economic, environmental, and social impacts	11, 13	
GRI 102-31: Review of economic, environmental, and social topics	13	
GRI 102-35: Remuneration policies	16	
STAKEHOLDER ENGAGEMENT		
GRI 102-40: List of stakeholder groups	11, 14	
GRI 102-41: Collective bargaining agreements	34	There is no works council at Cureus. Cureus is also not bound by collective bargaining agreements. Our employees are of course free to organize themselves in a union.
GRI 102-42: Identifying and selecting stakeholders	11	
GRI 102-43: Approach to stakeholder engagement	14	
GRI 102-44: Key topics and concerns raised	11, 12	
REPORTING PRACTICE		
GRI 102-45: Entities included in the consolidated financial statements	46	
GRI 102-46: Defining report content and topic boundaries	11	
GRI 102-47: List of material topics	11	
GRI 102-48: Restatements of information		None, as this is the first report.
GRI 102-49: Changes in reporting		None, as this is the first report.
GRI 102-50: Reporting period	5	
GRI 102-51: Date of most recent report		July 2021
GRI 102-52: Reporting cycle	5	
GRI 102-53: Contact point for questions regarding the report	47	
GRI 102-54: Claims of reporting in accordance with the GRI standards	5	
GRI 102-55: GRI content index	37–43	
GRI 102-56: External assurance		No external assurance.



GRI Standard		Page	Notes
MATERIAL TOPICS			
GRI 201	Economic performance 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	9, 17	
GRI 201-1:	Direct economic value generated and distributed	9, 17	
GRI 201-2:	Financial implications and other risks and opportunities due to climate change	18	
GRI 203	Indirect economic impacts 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	8, 22	
GRI 203-1:	Infrastructure investments and services supported	8, 22	
GRI 203-2:	Significant indirect economic impacts	8	
GRI 204	Procurement practices 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	13, 16, 19, 20	
GRI 204-1:	Proportion of spending on local suppliers	20	It is not possible to determine the proportion of total spending on local suppliers in 2020 because most spending on completed projects was contracted and invoiced via external GCs.
GRI 205	Anti-corruption 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	13, 16, 17	
GRI 205-2:	Communication and training about anti-corruption policies and procedures	13, 16	
GRI 205-3:	Confirmed incidents of corruption and actions taken	17	
GRI 206	Anti-competitive behavior 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	13, 16, 17	
GRI 206-1:	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	17	
GRI 207	Tax 2019		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	13, 17	
GRI 207-1:	Approach to tax	17	
GRI 207-2:	Tax governance, control, and risk management	17	
GRI 207-3:	Stakeholder engagement and management of concerns related to tax	17	
GRI 207-4:	Country-by-country reporting		As Cureus only operates in Germany, country-by-country reporting is not applicable in this report.



GRI Standard		Page	Notes
GRI 301	Materials 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	13, 20, 24, 28, 29	
GRI 301-1:	Materials used by weight or volume	28	At this point in time, it is not possible to report the total weight or volume of materials used in our properties. We are initiating data collection in order to be able to provide quantitative information on the materials used to produce our primary products in the future.
GRI 302	Energy 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	13, 18, 23, 26	
GRI 302 -1:	Energy consumption within the organization		Data on electricity and district heating consumption for 2020 had not been provided by the supplier in advance of the editorial deadline. We will publish these data retrospectively in the next report.
GRI 302-2:	Energy consumption outside the organization	26	
GRI 302-3:	Energy intensity		Data on electricity and district heating consumption for 2020 had not been provided by the supplier in advance of the editorial deadline. We will publish these data retrospectively in the next report.
GRI 302-5:	Reductions in energy requirements for products and services	23	
GRI 303	Water and effluents 2018		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	13, 24, 28, 29	
GRI 303-1:	Interactions with water as a shared resource	24, 28, 29	
GRI 303-2:	Management of water discharge-related impacts	24, 28, 29	
GRI 303-5:	Water consumption	13, 28, 29	
GRI 304	Biodiversity 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	24	
GRI 304-2:	Significant impacts of activities, products, and services on biodiversity	24	
GRI 304-3:	Habitats protected or restored	24	
GRI 304-4:	IUCN Red List species and national conservation list species with habitats in areas affected by operations	24	
GRI 305	Emissions 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	13, 18, 23, 26, 27	
GRI 305-1:	Direct (Scope 1) GHG emissions	27	
GRI 305-2:	Energy indirect (Scope 2) GHG emissions	27	Data on electricity and district heating consumption for 2020 had not been provided by the supplier in advance of the editorial deadline. We will publish these data retrospectively in the next report.



GRI Standard	Page	Notes
GRI 305-3: Other indirect (Scope 3) GHG emissions	27	
GRI 305-4: GHG emissions intensity	27	
GRI 306 Waste 2020		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	29	
GRI 306-1: Waste generation and significant waste-related impacts	29	
GRI 306-2: Management of significant waste-related impacts	29	
GRI 306-3: Waste generated	29	We are not able to collect data on the waste generated by all of our construction sites, as the waste generated is disposed of by the respective subcontractors.
GRI 307 Environmental compliance 2016		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	13, 16, 17	
GRI 307-1: Non-compliance with environmental laws and regulations	17	
GRI 308 Supplier environmental assessment 2016		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	16, 19, 20	
GRI 308-1: New suppliers that were screened using environmental criteria	19	We do not currently screen new suppliers using environmental criteria. We will provide information on processes for evaluating and auditing suppliers that go beyond the creation and introduction of our Supplier Code of Conduct in the next reporting year.
GRI 401 Employment 2016		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	13, 31–33	
GRI 401-1: New employee hires and employee turnover	32	
GRI 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	33	
GRI 401-3: Parental leave	33	The total number of employees still employed by Cureus twelve months after the return of parental leave cannot be disclosed, as Cureus was established in mid-2020. The figure will be disclosed as of the next reporting year.
GRI 403 Occupational health and safety 2018		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	13, 35, 36	
GRI 403-1: Occupational health and safety management system	35	
GRI 403-2: Hazard identification, risk assessment, and incident investigation	35, 36	



GRI Standard	Page	Notes
GRI 403-3: Occupational health services	36	
GRI 403-4: Worker participation, consultation, and communication on occupational health and safety	13, 36	
GRI 403-5: Worker training on occupational health and safety	36	
GRI 403-6: Promotion of worker health	13, 36	
GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	35	
GRI 403-9: Work-related injuries	36	As there were no injuries to Cureus employees in fiscal 2020, there is no need to report the main types of work-related injuries.
GRI 404 Training and education 2016		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	13, 31, 33	
GRI 404-1: Average hours of training per year per employee		We are unable to report the average hours of training per employee in the year under review as we are still establishing both a system to centrally manage employee training courses and a corresponding data collection system. We plan to disclose these data in future reports.
GRI 404-2: Programs for upgrading employee skills and transition assistance programs	33	
GRI 404-3: Percentage of employees receiving regular performance and career development reviews	13, 33	
GRI 405 Diversity and equal opportunity 2016		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	34	
GRI 405-1: Diversity of governance bodies and employees	34	
GRI 405-2: Ratio of basic salary and remuneration of women to men	34	
GRI 406 Non-discrimination 2016		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	16, 17, 34	
GRI 406-1: Incidents of discrimination and corrective actions taken	34	
GRI 407 Freedom of association and collective bargaining 2016		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	16, 17, 34	
GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	34	
GRI 412 Human rights assessment 2016		
GRI 103: Management approach 2016 (including 103-1, 103-2, 103-3)	16, 17	
GRI 412-2: Employee training on human rights policies or procedures	16	



GRI Standard		Page	Notes
GRI 413	Local communities 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	8, 22	
GRI 413-1:	Operations with local community engagement, impact assessments, and development programs	8	
GRI 414	Supplier social assessment 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	16, 19, 20	
GRI 414-1:	New suppliers that were screened using social criteria	19	We do not currently screen new suppliers using social criteria. We will provide information on processes for evaluating and auditing suppliers that go beyond the creation and introduction of our Supplier Code of Conduct in the next reporting year.
GRI 415	Public policy 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	14	
GRI 415-1:	Political contributions	14	
GRI 416	Customer health and safety 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	25	
GRI 416-1:	Assessment of the health and safety impacts of product and service categories	25	
GRI 416-2:	Incidents of non-compliance concerning the health and safety impacts of products and services		Cureus complied with all regulations during the reporting period. There are no known incidents that have jeopardised customer health or safety. The direct customers of Cureus are the care home operators.
GRI 418	Customer privacy 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	17	
GRI 418-1:	Substantiated complaints concerning breaches of customer privacy and losses of customer data	17	
GRI 419	Socioeconomic compliance 2016		
GRI 103:	Management approach 2016 (including 103-1, 103-2, 103-3)	13, 16, 17	
GRI 419-1:	Non-compliance with laws and regulations in the social and economic area	17	In the year under review, there were no confirmed cases of non-compliance with laws and/or regulations that resulted in fines or sanctions.



EPRA Index

The scope of the EPRA Sustainability Best Practice Recommendations (sBPR) primarily covers existing property portfolios and a company's direct business activities (e.g. environmental impact from a company's headquarters) as well as corporate-level policies and practices. The EPRA sBPR do not currently cover real estate development activities. In our report on fiscal 2021, we will integrate further EPRA indicators relating to our real estate portfolio held at that time.

Code	Sustainability performance measure	GRI Standard	Page	Notes
ENVIRONMENT				
Elec-Abs	Total electricity consumption	302-1		In 2020, Cureus was solely engaged in real estate development activities and did not own any real estate assets; utility bills for the company's headquarters and offices were not yet available at the editorial deadline. These data will be published on an annual basis starting with the report on fiscal 2021.
Elec-LfL	Like-for-like electricity consumption	302-1		
DH&C-Abs	Total district heating & cooling consumption	302-1		Consumption data was collected for some of the construction sites and is also shown in this report as an extrapolation to all construction sites.
DH&C-LfL	Like-for-like district heating & cooling consumption	302-1		
Fuels-Abs	Total fuel consumption	302-1		
Fuels-LfL	Like-for-like fuel consumption	302-1		
Energy-Int	Building energy intensity	302-3		
GHG-Indir-Abs	Total indirect greenhouse gas (GHG) emissions	305-2	27	
GHG-Dir-Abs	Total indirect greenhouse gas (GHG) emissions	305-1	27	
GHG-Int	Greenhouse gas (GHG) emissions intensity	305-4	27	
Water-Abs	Total water consumption	303-1		In 2020, Cureus was solely engaged in real estate development activities and did not own any real estate assets; utility bills for the company's headquarters and offices were not yet available at the editorial deadline. These data will be published on an annual basis starting with the report on fiscal 2021.
Water-LfL	Like-for-like water consumption	303-1		
Water-Int	Building water intensity			Consumption data was collected for some of the construction sites and is also shown in this report as an extrapolation to all construction sites.



Code	Sustainability performance measure	GRI Standard	Page	Notes
Waste-Abs	Total weight of waste by disposal route	306-2		The weight of collected waste containers is not determined by waste disposal companies in Germany. Under the German waste system, paper and recyclables are, in part, collected free of charge and without documentation. We therefore do not have any data on the weight of waste by disposal route.
Waste-LfL	Like-for-like total weight of waste by disposal route	306-2		
Cert-Tot	Type and number of sustainably certified assets		23	
SUSTAINABILITY PERFORMANCE MEASURES – SOCIAL				
Diversity-Emp	Employee gender diversity	405-1	34	
Diversity-Pay	Gender pay ratio	405-2	34	
Emp-Training	Training and development	404-1	33	We are unable to report the average hours of training per employee in the year under review as we are still establishing both a system to centrally manage employee training courses and a corresponding data collection system. We plan to disclose these data in future reports.
Emp-Dev	Employee performance appraisals	404-3	33	
Emp-Turnover	Employee turnover and retention	401-1	32	
H&S-Emp	Employee health and safety	403-2	35, 36	100% of construction sites were subject to regular inspections in fiscal 2020 in accordance with all applicable legal requirements. No material violations were identified.
H&S-Asset	Asset health and safety assessments	403-2, 416-1	25, 35, 36	
H&S -Comp	Asset health and safety compliance	416-2	43	Given the small size of the Cureus team, inspections at the two office locations were not required by law in 2020.
Comty-Eng	Community engagement, impact assessments and development programmes		22	4.5% (1 of 22 sites currently under construction)
GOVERNANCE				
Gov-Board	Composition of the highest governance body	102-22		Not applicable, Cureus operated as a limited liability company in 2020 and did not have a controlling body in this sense.
Gov-Selec	Nominating and selecting the highest governance body	102-24		
Gov-Col	Process for managing conflicts of interest	102-25	17	

Annex

Entities of Cureus GmbH

[GRI 102-45]

Sandkruggärten Wolfsburg GmbH

Proj.ge.Alte Volksparkstr.GmbH

SP Hoppegarten GmbH (Pr.Ges. Boltenhagen Ostseeallee GmbH)

Seniorenpark Verwaltungsgesellschaft mbH

SP Wesel GmbH & Co. KG

SP Wiesbaden GmbH

SP Alfter GmbH

SP Heimerzheim GmbH

SP Duisburg II GmbH

SP Herne 2 GmbH

SP Dinslaken GmbH

SP Oberhausen GmbH

SP Gladbeck GmbH

SP Essen-Stauderkreisel GmbH

Wohncarrée Hanseemannstr. GmbH

SP Wuppertal GmbH

SP Solingen GmbH

SP Meinerzhagen GmbH

SP Bad Laasphe GmbH

SP Kassel GmbH

SP Mönchengladbach GmbH

Wohncarrée Driburger Str. GmbH

SP Delbrück GmbH

SP Verl GmbH

SP Lengerich GmbH

SP Amecke GmbH

SP Melle GmbH

SP Barkhausen GmbH

SP Minden GmbH

SP Herne GmbH

SP Alfeld GmbH

SP Ronnenberg GmbH

SP Hannover Ricklingen GmbH

SP Wolfenbüttel GmbH

Wohncarrée Bremen Grohn GmbH

SP Osterholz-Scharmbeck GmbH

SP Wilhelmshaven GmbH

SP Bremerhaven GmbH

SP Gnarrenburg GmbH

SP Otterndorf GmbH

SP Schwerin GmbH

SP Lüchow GmbH

SP Fleestedt GmbH

Pfl. u. Woh. Duhner Spitze GmbH

SP Flensburg GmbH

SP Halle (Saale) GmbH vormals: SP Gera GmbH

SP Gotha GmbH

SP Halberstadt GmbH

SP Dessau GmbH

SP Magdeburg GmbH

SP Cottbus GmbH

SP Rathenow GmbH

SP Neuruppin GmbH

SP Greifswald GmbH

Cureus West GmbH

SP Drochtersen GmbH

SP Hammah GmbH

SP Bad Bodenteich GmbH

SP Celle GmbH

SP Wolfsburg Vorsfelde GmbH

SP Preußisch Oldendorf GmbH

SP Braunschweig Nordstadt GmbH

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The greatest care was taken during the preparation of this report. Nevertheless, rounding, transmission, typographical and printing errors cannot be ruled out.

This is a translation of the original German text. In case of doubt, the German version takes precedence.

This publication contains forward-looking statements based on current opinions and assumptions of the management of Cureus GmbH, made to the best knowledge. Forward-looking statements are subject to known and unknown risks, uncertainties and other factors that can lead to the turnover, profitability, target achievement and results of Cureus GmbH differing greatly from those named or described expressly or implicitly in this publication. Anybody reading this publication should therefore exercise appropriate caution in evaluating such forward-looking statements. Cureus GmbH accepts no liability and gives no guarantee for the correctness of these statements and will not adjust them to future results or developments.

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