

Environmental, Social, and Governance (ESG) Policy

I. Introduction

We believe that Environmental, Social and Governance (ESG) practices and policies guides to the better future, sustainable economy, and healthier environment. This ESG policy outlines Solida Capital Group in the effort to be responsible managers of the funds entrusted us by our clients.

This policy reflects a general framework for our approach to ESG across internal operations and investment strategies.

Operating in the commercial and residential real estate industry, we focus on taking decisive action for the development of the environment, social issues and corporate governance.

II. Our Commitment

Our experienced experts and managers provide solutions to tenants and property owners to support them in the process of achieving their ESG goals. Solida Capital Group's global team consisting of professionals from across Europe and Asia, advises on ESG matters. ESG issues are regularly presented by our regional asset managers and discussed with the board of directors at monthly meetings as well as at annual meetings of investors involved in our projects.

ESG factors that we take into account when implementing our investments include, among others:

Environmental:

- Reduction of Greenhouse gas emissions (GHG)
- Active Waste Management
- Green Tech – Water and Energy consumption savings
- Air Pollution filtering systems
- Climate change goal
- Compliance with environmental regulations

Social:

- Socially Responsible Investing (SRI)
- Diversity, Equity, and Inclusion (including anti-discrimination)
- Social Justice and Corporate Ethics
- Employees' Health and Safety
- Ethical supply chains
- Customer Privacy

Governance:

- Corporate Governance and Transparency

- Avoiding conflict of interest
- Risk Management
- Anti-fraud and anti-corruption polices
- Integrity and Diversity in selecting its leadership

Our goal is to apply best practice by our global team, encouraging at the same time our business partners to implement ESG criteria in their enterprises.

III. Our Targets

We believe that green investing is crucial to reduce negative human's impact on the natural environment. Based on the results of scientific research we intend to:

- Reduce GHG emissions across our managed projects, properties and operations by procuring materials from sustainable sources, introduction of water and energy saving mechanisms, usage of modern equipment less pollutant, soils decontamination and other green tech solutions that allow GHG reduction.
- Arranging regular workshops for our clients and investors, aimed at raising awareness and knowledge of green investment factors, encouraging them to set their own targets

We agree that, socially responsible investing is the best way to promote ethical and socially conscious aspects including diversity, inclusion, community-focus, social justice, and corporate ethics, in addition to fighting against racial, gender, and sexual discrimination. We are focused on:

- providing our employees with a healthy and safe workplace
- introducing group policies preventing from any kind of discrimination
- paying fair (living) wages
- ensuring leadership and team diversity

We are highly convinced that good corporate governance guarantees companies financial and operational stability. Therefore, we are focused on ensuring:

- corporate transparency, including financial and operational reporting
- accurate and transparent accounting methods
- avoiding conflict of interest
- diversity on board of directors
- implementing anti-fraud and anti-corruption polices

IV. ESG Monitoring and Reporting

Solida Capital's Senior Management Team and Board of Directors are responsible for overseeing the ESG policy, coordinated by our regional corporate teams. We are committed to being transparent for our investors, shareholders, as well as the other partners. Our current activity in the scope of ESG factors and implementation of the assumed goals are regularly monitored, reviewed and reported. We provide periodic updates on our website.