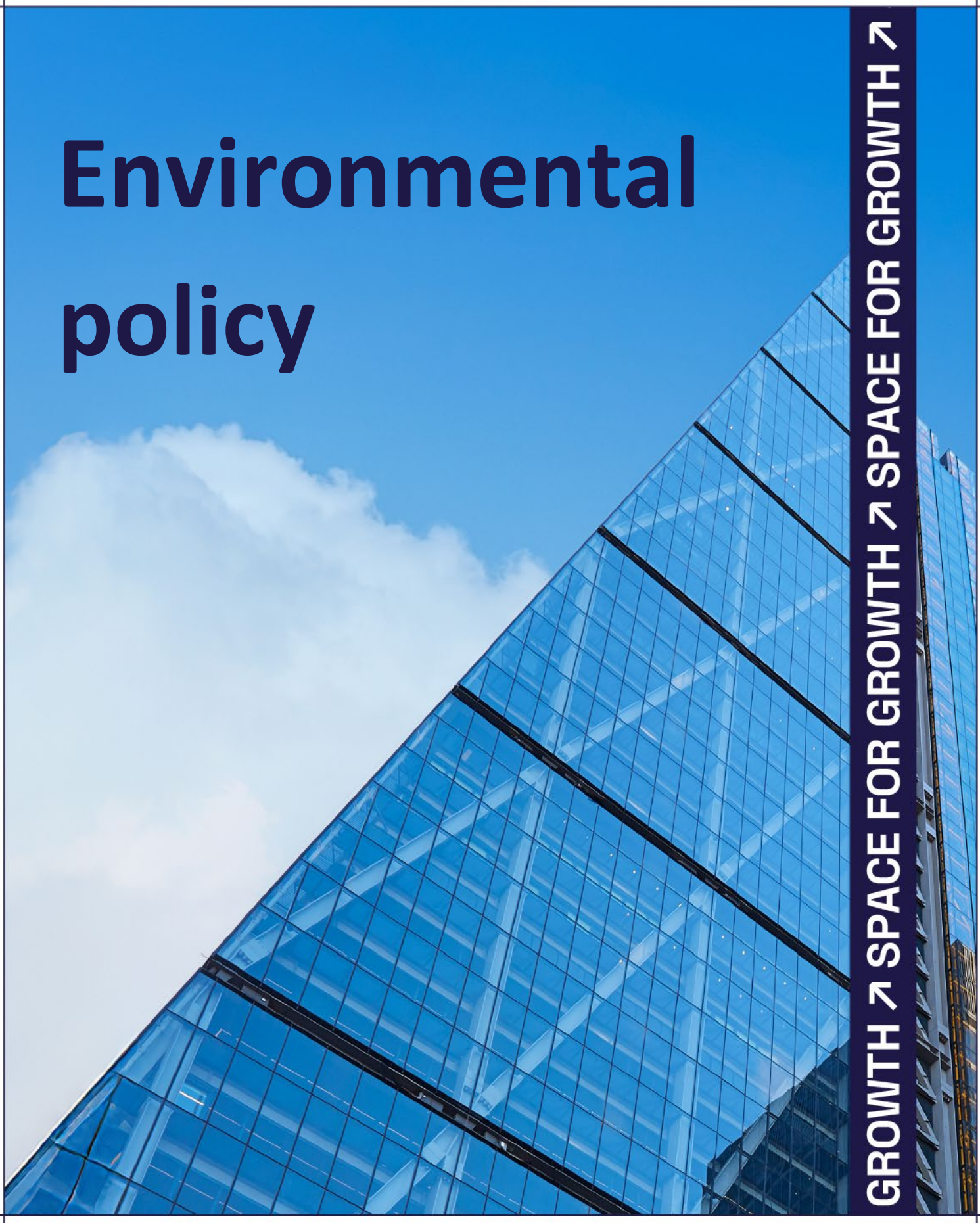
Environmental policy



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MONTEA
SPACE FOR GROWTH

GENERAL OBJECTIVES

Sustainable business has always been part of our DNA at Montea. Our track record in recent years is the clearest evidence of our commitment to sustainable value growth rather than short-term profit. Our main objective is to continue to bring our expertise in logistics real estate to bear so as to make sustainable long-term investments that create added value for our clients, shareholders, employees and other stakeholders.

Montea acknowledges that the design, construction, and operation of its properties can have significant environmental impacts. As such, we are at the forefront of driving sustainability within the logistics sector. With a land bank exceeding 2 million m²—over 80% of which comprises grey and brownfield sites—we focus on redeveloping existing industrial areas. We invest in remediating polluted industrial sites and transforming them into energy-positive, future-proof logistics hubs. Throughout all our developments, we prioritise reducing greenhouse gas emissions, enhancing energy efficiency, and optimising space usage. Our objective is not short-term gain, but the creation of long-term value that generates positive impacts for both current and future generations.
We are committed to building multifunctional, multimodal, and energy-efficient buildings that consider the full lifecycle and circularity of materials, with a focus on preventing construction waste and supporting the well-being of our customers' employees. Our goal is to protect and sustain the environment by minimising resource use, thereby reducing environmental impacts during both the development and operation of our properties. We strive to create well-located, well-prepared, low-carbon, and versatile warehouses.

This environmental policy outlines our environmental commitments and details the ways in which we uphold these commitments.

CONTEXT AND ENVIRONMENTAL TARGETS

We recognize that we have a duty of care to our stakeholders to sustain and protect the environment during the development and operation of our property portfolio.

Montea acknowledges the United Nations Sustainable Development Goals calling for responsible use and production of resources, together with stakeholders' expectations for Montea to develop and manage properties that make a positive environmental impact.

In the logistics real estate sector, addressing the impact of global warming depends largely on eliminating greenhouse gas emissions stemming from energy consumption. We aim to improve the climate resilience of our portfolio by minimising greenhouse gas emissions. Our sustainability objectives are in line with the European Green Deal and the Paris Climate Agreement, covering three components: our own operations, our existing portfolio, and new development projects. Each component requires a tailored approach and impact analysis.

Our sustainability goals for 2030 and 2050

1/ Montea operations	2/ Existing portfolio	3/ Montea developments
2030: Net zero[1]	**2030:** Reduce CO_2 emissions by 55% **2050:** Net zero	**2030:** Reduce CO_2 emissions by 55% **2050:** Net zero

We use the CRREM tool to refine our decarbonisation pathway and establish clear priorities. This science-based tool, developed specifically for the real estate sector, aligns with climate targets set by the Paris Agreement and the European Green Deal.

Decarbonisation pathways vary by country due to differences in energy mixes, policies, and infrastructure. As we operate across multiple regions, we conduct data analysis on a country-by-country basis, enabling us to address unique challenges and capitalise on opportunities specific to each market.

COVERAGE

This policy covers all activities under Montea's operational control, including properties under management, transactions, developments, and corporate tenancies. It applies to Montea employees, external facility managers and service providers, with impacts felt across clients and visitors, as well as local communities and habitats.

Montea seeks to collaborate with stakeholders to achieve these commitments, targeting a long-term, environmental stewardship approach.

FROM COMMITMENT TO STRATEGY

We aim to protect and sustain the environment by minimizing the use of resources to reduce environmental impacts in the development and operation of our properties. Montea is committed to:

- Comply with environmental legislation and regulation.
- Prioritise the redevelopment of grey and brownfield sites to limit environmental impact and land consumption, reserving greenfield development strictly for existing industrial zones.
- Integrate criteria on climate risk, resilience and adaptation into investment decision making and operations.
- Improve the environmental performance of the assets in its portfolio by helping its clients to minimize the consumption of energy in order to reduce greenhouse gas emissions to meet the targets set by the Paris Climate Agreement.
- Maximise the production of renewable energy and invest in energy storage on our sites where it is technically possible to facilitate the energy transition for its clients and our portfolio.

- Reduce the greenhouse gas emissions in line with our 2030 and 2050 net-zero targets (see above).
- Implement practices that minimise the use of resources (both materials and energy) to create multifunctional, multimodal, and energy-efficient buildings that consider the lifecycle and circularity of materials and avoid construction waste while looking after the well-being of the employees of our customers.
- Assess and manage physical climate risks across our portfolio by identifying acute hazards (e.g. floods, storms) and chronic stressors (e.g. heatwaves, sea level rise), integrating these into our Sustainability Scorecard and investment decisions to enhance long-term climate resilience.
- Manage water-related climate risks by integrating drought resilience, rainwater harvesting, and water-efficient infrastructure into our asset design and operations. Enhance biodiversity at our sites.
- Minimise potential environmental impacts from our upstream supply chain whereby we ask our suppliers to subscribe to Montea's Supplier Code of Conduct.
- Disclose transparently on environmental performance and progress on our environmental targets, in line with regulatory and voluntary reporting.

These commitments constitute the five key pillars of our sustainability strategy, shaped by the results of a comprehensive double materiality assessment conducted in 2024. For each pillar, we have clearly detailed the content and approach:

PILLARS	WHAT?	HOW?
CLIMATE CHANGE AND ENERGY: TOWARD NET ZERO	• -55% operational carbon emissions by 2030. • Net-zero whole-life emissions by 2050 (incl. embodied carbon). • Own operations: net zero by 2030.	• **Energy efficiency**: designing new buildings according to the Net-Zero Operational Carbon principle, focusing on smart energy management and monitoring. • **Renewable energy**: by 2030, we will use only renewable energy. Each new development must generate at least 50% of its energy consumption from solar energy within five years. • **Fossil-fuel free buildings**: new projects will be built completely fossil-fuel free, while our existing portfolio will be fully disconnected from gas by 2035 at the latest.
CONTRIBUTING TO CLIMATE RESILIENCE AND BIODIVERSITY	• Developing a biodiversity index by 2026. • Remediating grey and brownfield sites • Minimizing the development of greenfield sites.	• **Climate risk assessments**: conducted for all projects starting in 2025. • **Green roofs and natural water retention systems**: implemented to preserve biodiversity and reduce flood risks.
DEVELOPING CIRCULAR AND MULTIFUNCTIONAL BUILDINGS	• Developing circular buildings by 2050. • Using recyclable or reusable wood products that meet FSC or PEFC certification standards. • Applying four key circularity principles: flexibility and adaptability, use of circular and healthy materials, maintaining a materials database and urban mining.	• **A circular passport for each project**: an inventory of all materials to facilitate future reuse. • **Renovation**: given precedence over demolition and new construction unless an existing structure cannot be future-proofed. • **Urban mining**: recovering 70% of non-hazardous construction and demolition waste through non-thermal methods.
SUPPORTING SUSTAINABLE LOGISTICS	• Selecting locations with multimodal accessibility, such as proximity to waterways, railways, and well-developed cycling infrastructure. • Supporting clients in their sustainability efforts by providing locations for more efficient transport modes. • Investing in city hubs for more sustainable and efficient last-mile delivery.	• **Encouraging sustainable transport**: facilitating the use of electric vehicles (EVs) and bicycles. • **Public transport access**: ensuring projects, where possible, are easily accessible by bus, tram, or train.
EXCELLING IN SUSTAINABILITY	• The Montea Blue Label, our standard for sustainability and innovation (see p. 93).	• Applying the **Montea Blue Label** to every renovation and new construction project from 2025.

IMPLEMENTATION AND MANAGEMENT

Montea's environmental management system integrates these commitments and pillars, ensuring relevant actions and sustainability measures are considered and tracked in all group activities. Through this environmental management system Montea :

- Identifies and implements legislative requirements and best practices.
- Strives to continually improve environmental performance and minimise environmental footprint.
- Aims to deliver a positive impact on biodiversity at assets.
- Ensures that employees, contractors, service providers and customers are aware of the impact of their actions on the environment, use reasonable endeavours to ensure that they are appropriately trained and motivated to conduct their activities in an environmentally responsible manner, and comply with or exceed the requirements of relevant environmental legislation and Montea's commitment to improving our environmental performance.
- Ensures that environmental programs are successful and targets are met, in line with the five sustainability pillars.
- Identifies, manages, and monitors potential risks and opportunities presented by climate within the portfolio.
- Develops and promotes initiatives to improve the environmental performance and reduce the environmental impact of the assets.
- Involves and takes into consideration the views of interested parties.
- Provides transparent monitoring and reporting in relation to environmental performance.

The environmental management system translates into tangible sustainability practices and initiatives, such as (amongst others):

- Across the portfolio, Montea sets and monitors performance against environmental management performance goals, and reports on progress against those goals (at least) annually.
- The adoption of portfolio-wide **energy and water** efficiency programs, forming an integral part of asset planning and operations.
- All new lease agreements include **green lease clauses**, encouraging the use of renewable energy, information sharing (such as energy consumption data), and performance discussions. Green leases engage tenants in enhancing the environmental performance of the assets they occupy and contribute to reducing energy and utilities consumption and improving waste management.
- For every renovation and construction project, the **'Montea Blue Label'** is taken into account. This is a set of guidelines that is designed to ensure that all relevant sustainability considerations are integrated into the design of a new project as early as possible. This includes eco-design principles anticipating future European legislation as well as Montea's ambitions for sustainability. It can be used to provide guidance for defining a project's sustainability ambition and prioritisation in case of conflicting targets and/or to provide specifications to be fulfilled by contractors.

- As part of the investment discussion and decision in relation to an acquisition (land plot or standing assets), development or material renovation, sustainability indicators are taking into account through Montea's "**Sustainability Scorecard**". The Scorecard is filled in by, as the case may be, the country director or development manager, and shared with the Chief Sustainability Officer for validation. Once validated, the Scorecard is presented to the investment committee and board of directors, thereby embedding key sustainability indicators in the investment discussion and decision. The Scorecard scores various sustainability indicators such as physical climate risk, alignment with EU Taxonomy, optimal use of space, GHG emissions, renewable energy, wellbeing, and mobility. Climate-related risks, impacts, and opportunities are also evaluated as an integral part of this assessment.
- **LCA analysis for new developments:** For new developments, where feasible, a life-cycle analysis determines the carbon footprint of project activities from design to operation. This comprehensive assessment supports the group's policy to reduce the carbon footprint across its portfolio.
- **Fit-out & refurbishment program for tenants on ESG:** To support our tenants, our policy is to install renewable energy resources and/or energy storage on every building where this is technically possible and economically viable to do so. As part of its operational management process of environmental performance, the group measures improvements in its energy efficiency per asset.

MONITORING, EVALUATION AND REPORTING

On a day-to-day basis, the Chief Sustainability Officer is responsible for the implementation of this policy. Progress on sustainability initiatives and the overall sustainability strategy is monitored by the ESG Steering Committee, which is chaired by the Chief Sustainability Officer, and consists of members of executive management, other managers from within the organization taking into account their expertise and, where appropriate, one or more external sustainability experts.

The ESG Steering Committee is an informal advisory body that advises the board of directors on a wide range of ESG-related topics, particularly about renewable energy initiatives (e.g., PV installations and energy storage systems) and Montea's sustainability initiatives, reporting, and strategy.

Montea has established and actively monitors a range of indicators to oversee the environmental performance of its operational assets and development projects, aligning these efforts with the objectives outlined in its ESG strategy. These objectives are incorporated into the budget.

Montea provides an annual update on its sustainability progress in its sustainability report, which serves as the framework for setting and reviewing environmental objectives and targets. Most sustainability indicators, including climate disclosures and performance metrics, which are published in the annual report are subject to limited assurance by Montea's statutory auditor. ESG KPIs are also integrated into executive management's variable remuneration to ensure effective management and achievement of these objectives.

In 2021, Montea also established a Green Finance Framework. Through this framework, Montea issues green financing instruments (such as bonds and loans) to (re)finance sustainable projects that consider environmental and societal impact. In accordance with the Green Finance Framework, Montea allocates incremental net proceeds from green finance instruments to eligible green projects

in the categories of “Green Building” and “Renewable Energy”. Montea publishes an annual report on the progress and, where possible, the impact of the eligible green project portfolio.

APPROVAL AND REVISION

This policy will be reviewed bi-annually or as required by regulatory updates or operational changes. It can always be amended, with approval of the board of directors on the advice of the ESG Steering Committee. In case of discrepancies between versions, the Dutch version will prevail.

The General Counsel and Chief Sustainability Officer may make formal changes (including corrections, rewording or updates to terminology, without changing the content or effect of the rules) to this policy without the intervention of the board of directors and/or ESG Steering Committee. The General Counsel is responsible for keeping the latest version of this policy on the Company's website, including the date when it was last updated.

CONTACT

For more information, please contact our Chief Sustainability Officer.

RELATED POLICIES

- Supplier Code of Conduct
- Green Finance Framework
- Code of Conduct