



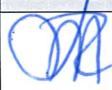
LION'S HEAD INVESTMENTS

Environmental and Social Policy

May 2024

Environmental and Social Policy
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JUSTIFICATION OF CHANGE					
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LHI-ESMS-ESPO-01	29.05.2024	Kunka Yordanova	Milena Hristova	Tanya Kosseva-Boshova	
RELATED DOCUMENTS	Code of Conduct, Human Resources Policy, Community Health Safety and Security Policy, Occupational Health and Safety Policy				

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Rev01	Issued for implementation	29.05.2024

LION'S HEAD INVESTMENTS

Environmental and Social Policy

Lion's Head Investment and its subsidiaries (together "LHI" or "the Group") are a real estate investment and asset management platform, focused on prime office properties with international blue-chip tenants in Central and Eastern Europe. LHI also plans to diversify its real estate portfolio through the acquisition, development, and operation of logistics parks in the region.

Our commitment is to build a dynamic, successful, and sustainable business. We strive to avoid, prevent and mitigate environmental and social impacts and risks, including those related to climate change. We are dedicated to positively contributing to the environment, the well-being of our employees, and affected communities.

This Environmental and Social Policy highlights our commitment and responsibility for the sustainable development in the regions where we operate and aims to identify opportunities for creating positive environmental and social impacts beyond what is already planned or determined.

Our policies, this one included, apply to all companies within the LHI Group and extend to our supply chain - customers, suppliers, business partners, and other third parties involved. We view ourselves as an active contributor to positive environmental and social outcomes and we expect all entities within our sphere of influence to adhere to the high principles outlined in this Environmental and Social Policy.

We establish environmental and social objectives and principles that guide our projects and business activities to achieve sound environmental and social performance throughout the lifespan of our projects, products, and activities. In doing so we will comply with the applicable national legislation, permits and governmental commitments, including those laws implementing obligations under international law, and adhere to the IFC Performance Standards on Environmental and Social Sustainability.

Our high-level environmental and social objectives and principles include:

- Implementing an Environmental and Social Management System (ESMS) which reflects Environmental and Social Policy and includes activities to: identify and take feasible measures to manage (avoid/prevent, mitigate or offset) our E&S risks and impacts regularly, measure, monitor and control them, audit compliance and efficacy of the measures implemented, annual review (and disclose) our environmental and social performance and to extend these requirements to our suppliers and contractors;
- Prioritizing the protection of human health, well-being, and community safety and security and ensuring inclusivity in the design, construction and operation of LHI's assets, to guarantee accessibility for all potential users;
- Preventing and controlling pollution and climate change, while promoting efficient use of resources by implementing the Good International Industry Practice;
- Maintaining fair and safe labor and working conditions and an inclusive environment, where everyone has equal access to resources and benefits;
- Integrating human rights aspects into our operations to prevent abuses, inequality, harassment, including sexual harassment, intimidation and/or exploitation, focusing on protecting the rights of women and gender inclusivity;
- Zero-tolerance to any acts of direct or indirect discrimination based on nationality, gender, ethnicity, religion, language or any other;

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- Fair business practices and support for vulnerable individuals and groups to provide them with equitable benefits from our projects;
- Building trust in stakeholders and affected communities through transparent and respectful engagement, by disclosing relevant project information, conducting open and inclusive consultation processes, fostering informed input and feedback in decision-making, and encouraging their participation in the ESMS process. We'll implement a Grievance Mechanism to receive and address concerns from stakeholders, including affected communities, ensuring their issues are resolved in a fair and timely manner.

LHI plans to enhance its environmental and social performance by considering the adoption of internationally recognized standards, certification schemes or codes of practice, such as ISO 9001, 14001, and 45001 in case of future expansions.

We aim to secure green certification and high sustainability ratings for LHI's products, including office buildings and logistic parks. To achieve this, we integrate resource efficiency measures early in the design process, starting from the Request for Service stage, involving Building Information Modelling (BIM) and certified advisors to support building and industry certifications such as Building Research Establishment Environmental Assessment Methods (BREEAM), Leadership in Energy and Environmental Design (LEED), International WELL Building Institute, Excellence in Design for Greater Efficiencies (EDGE) etc. Our office buildings and logistic parks will feature integrated smart metering, power-saving technologies, water recycling in all feasible cycles, roof structures, capable of supporting photovoltaic installations, etc. LHI's products and activities adhere to the best practices of the Good Industry International Practice (GIIP), particularly focusing on environmental friendliness and addressing labour and community issues.

With the full support of senior management, this policy is effectively communicated, understood, and implemented at all levels within LHI, including the supply chain. Our Environmental and Social Policy is regularly communicated to our employees and stakeholders, clearly outlining their roles and responsibilities in its implementation. This communication is conducted through emails and meetings, as well as digital platforms that facilitate the disclosure of information, the opportunity to ask questions, and the expression of opinions and grievances.

This policy is implemented alongside the other LHI's policies, namely Human Resources Policy, Code of Conduct, Community Health Safety and Security Policy and Occupational Health and Safety (OHS) Policy. All LHI policies are published on our website and are accessible to all interested parties, including the general public.

This policy is approved by LHI's Managing Director, who is also responsible for its implementation.

The Managing Director is operationally supported in this effort by the Sustainability Manager and other members of ESMS management team.

Signature: 

Name: Tanya Kosseva-Boshova

Position: Managing Director, Lion's Head Investments