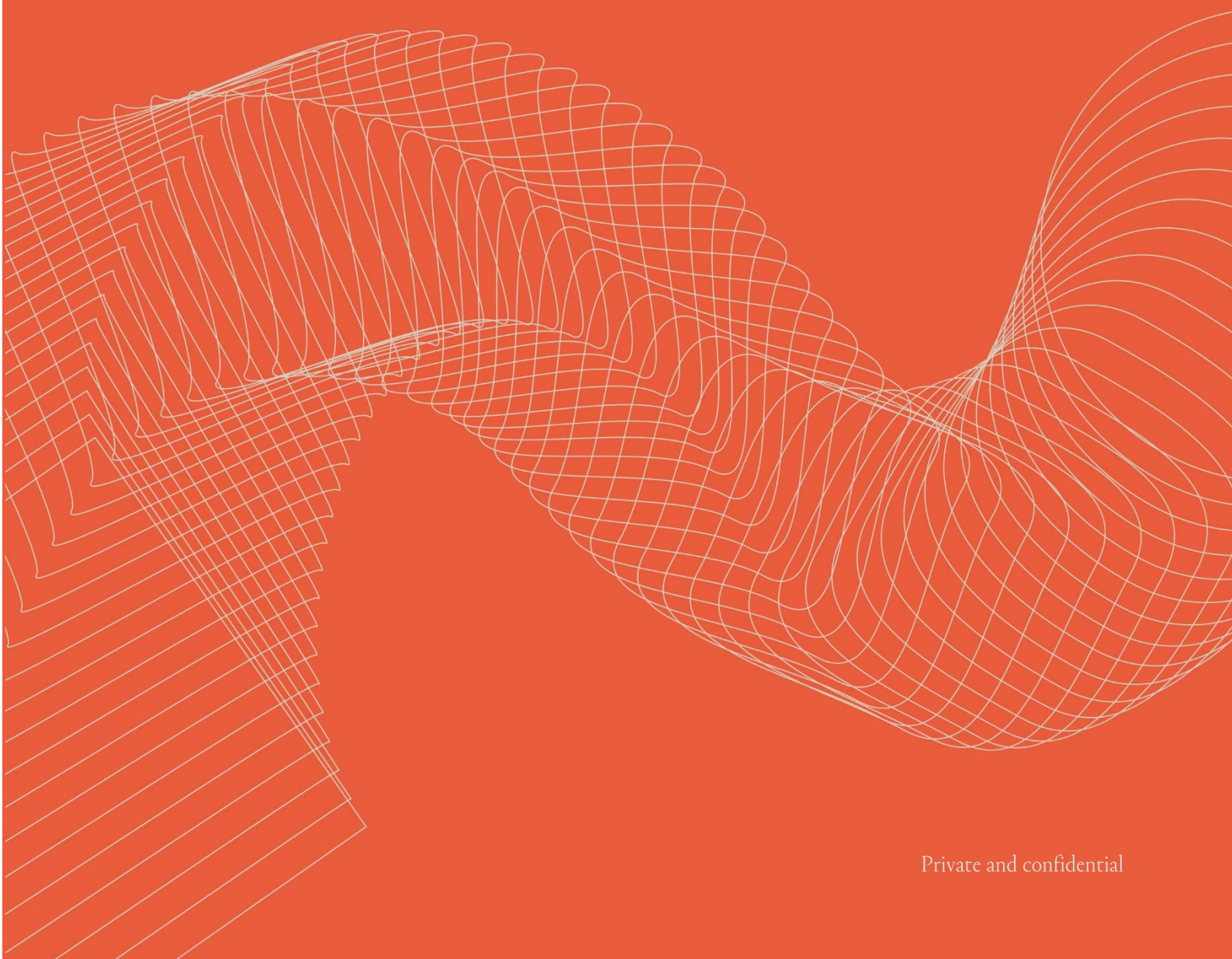


YOO CAPITAL

Health and Wellbeing Policy 2022



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Health and Well-being ESG Pillar

‘Health and Well-being’ is an important pillar of Yoo Capital’s wider ESG strategy. We recognise that many of the environmental, social and governance decisions we make directly impact people’s short- and long-term health and well-being. This applies for our staff, contractors, designers, and people living and working in the communities in which we operate.

We have developed a strategy in partnership with health and well-being experts that recognises these responsibilities to both our staff and communities. This approach runs as a common thread through our methodology for both the development and management of all our real estate assets. We have made a Day 1 commitment to taking these requirements seriously, as well as planning for their continuous improvement, and benchmarking ourselves against each of the key areas that we seek to address.

This includes alignment with our wider decarbonisation goals and sustainability targets, voluntary global standards, industry metrics and international ESG reporting tools.

We believe that through this approach, we will create a lasting positive impact on the places and communities in which we operate, one that we can be proud of and that develops social value over time.

“Some of the UK’s most pressing health challenges – such as obesity, poor mental health issues, physical inactivity and the needs of an ageing population – are influenced by the built and natural environment. The planning, design, construction and management of spaces and places can help to promote good health, improve access to goods and services, and alleviate, or in some cases even prevent, poor health thereby having a positive impact on reducing health inequalities”

Public Health England, 2021¹



CGI of One Olympia Square Terrace, Olympia

¹ Public Health England. Accessible via: <https://www.gov.uk/government/publications/phe-healthy-places/phe-healthy-places>

Our People

Recognising the importance of working culture, practices, benefits and policies for hiring, retaining and maximising the potential of our staff.

Why Yoo Capital is focussing on this

We recognise that firms who support the health and well-being of their employees have happier teams, are better at retaining staff, and report higher returns on investment. We also acknowledge the profound impact of mental health on the workplace², with depression and anxiety alone costing the global economy an estimated \$1 trillion due to lost productivity³. We prioritise the mental and physical health and well-being of our staff to create a better working environment and achieve better results.

How Yoo Capital will achieve this

We have implemented a range of policies to support staff health and well-being, including:

- Life insurance and healthcare insurance
- Mental health first aid training
- Paid time for volunteering in the local community (minimum 1 day per year)
- Ergonomic office furniture and sit-stand desks on request
- Flexible working arrangements, such as home-working

In addition, over the next 18 months we will review and develop the following:

- A board diversification plan and staff diversification plan
- Paid parental leave
- Putting in place an employee assistance programme (EAP)

How Yoo Capital will measure success as part of ESG goals and reporting

We will measure the success of these policies through the following:

- Annual staff satisfaction surveys
- Absenteeism data and staff turnover
- Progress on total number of volunteering days taken
- Company diversity data, measured and reported annually

² Steel Z, Marnane C, Iranpour C, et al. The global prevalence of common mental disorders: a systematic review and meta-analysis 1980-2013. *Int J Epidemiol.* 2014;43(2):476-493. doi:10.1093/ije/dyu038

³ World Health Organization. Mental health in the workplace. WHO. http://www.who.int/mental_health/in_the_workplace/en/. Published 2017.

“People’s well-being is not a luxury. It is a business imperative. The COVID-19 pandemic has highlighted that employee wellbeing is crucial to business success. Organisations must put employee well-being and culture at the centre of the workplace to thrive”

EY Wellbeing Report, 2021⁴

⁴ EY. Accessible via: https://www.ey.com/en_uk/workforce/why-organisations-should-protect-employee-well-being

Movement and Animation

Creating developments and masterplans that encourage movement and activity.

Why Yoo Capital is focussing on this

Active communities are healthy communities. Health problems due to inactivity are on the rise and are commonly found to be related to car-oriented urban developments and sedentary lifestyles⁵. Inactivity is estimated to cost the UK around £7.4bn each year, including up to £9.4m to each NHS CCG in England for five of the most common preventable diseases⁶. Encouraging opportunities for movement and fitness in our developments through good design, a focus on walkability and safety, the use of appropriate lighting, accessibility for all, and providing a mix of use classes supports our wider mission of creating healthier communities.

How Yoo Capital will achieve this

We will support healthy, walkable cities by undertaking a commitment to the following:

- Stipulating a preference for acquiring sites near transport hubs and making this part of our due diligence process
- Carrying out a walkability review for all sites, including factoring in connections to the existing neighbourhood
- Adopting the '15-minute city' approach to all our masterplans
- Ensuring the pedestrianisation of key routes through our sites
- Providing opportunities for outdoor activities suitable for all ages and abilities
- Ensuring a varied mix of tenants and land uses to support a range of amenities
- Creating a programme of active and outdoor events

How Yoo Capital will measure success as part of ESG goals and reporting

We will measure and report on our success by:

- Reviewing our sites against the '15-minute city' targets
- Evaluating tenant mix and use classes mix across our portfolio
- Collecting data on the number of active and outdoor events held per annum
- Maintaining assets that facilitate outdoor exercise and recreation and collecting data on their use through local occupier and community surveys

⁵ Tran, M.C., 2016. Healthy cities—walkability as a component of health-promoting urban planning and design. *Journal of Sustainable Urbanization, Planning and Progress (Transferred)*, 1(1).

⁶ UK Health Security Agency. Accessible via: <https://ukhsa.blog.gov.uk/2018/10/10/increasing-physical-activity-in-every-level-of-society/>

“Evidence clearly points to the quality of the local environment in which people live, play and work as a contributing factor to excess calorie consumption and inactive lifestyles. The planning and design of the environment can help address obesity while contributing positively to sustainability and a healthy lifestyle”

Public Health England, 2020⁷



CGI of Olympia Way, Olympia

⁷ Public Health England. Using the planning system to promote healthy weight environments Guidance and supplementary planning document template for local authority public health and planning teams. Accessible via https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/863821/PHE_Planning_healthy_weight_environments_guidance__1_.pdf

Restorative Spaces

Creating spaces for rest, contemplation, and relaxation in order to support mindfulness and mental health

Why Yoo Capital is focussing on this

While cities can be vibrant places of collaboration, connectivity, and opportunity, they also have an increasing need to include places for rest and contemplation. Public green spaces are statistically associated with greater mental well-being, and positive mental health is not only associated with parks, but also spaces characterised by recreational and sporting activity⁸. We recognise that parks, plazas, public spaces, and common areas in buildings are all fundamental to achieving better mental health in cities and for providing respite from busy urban life.

How Yoo Capital will achieve this

We will support urban spaces for relaxation, recreation, and contemplation through the following:

- Providing shading and covered areas in public squares on larger masterplans
- Incorporating water installations and water fountains where feasible
- Providing public toilets on larger sites to support outdoor activities
- Ensuring some space in all large-scale new buildings accessible to the public
- Allowing for the use of otherwise redundant spaces at evenings or weekends to local community groups

How Yoo Capital will measure success as part of ESG goals and reporting

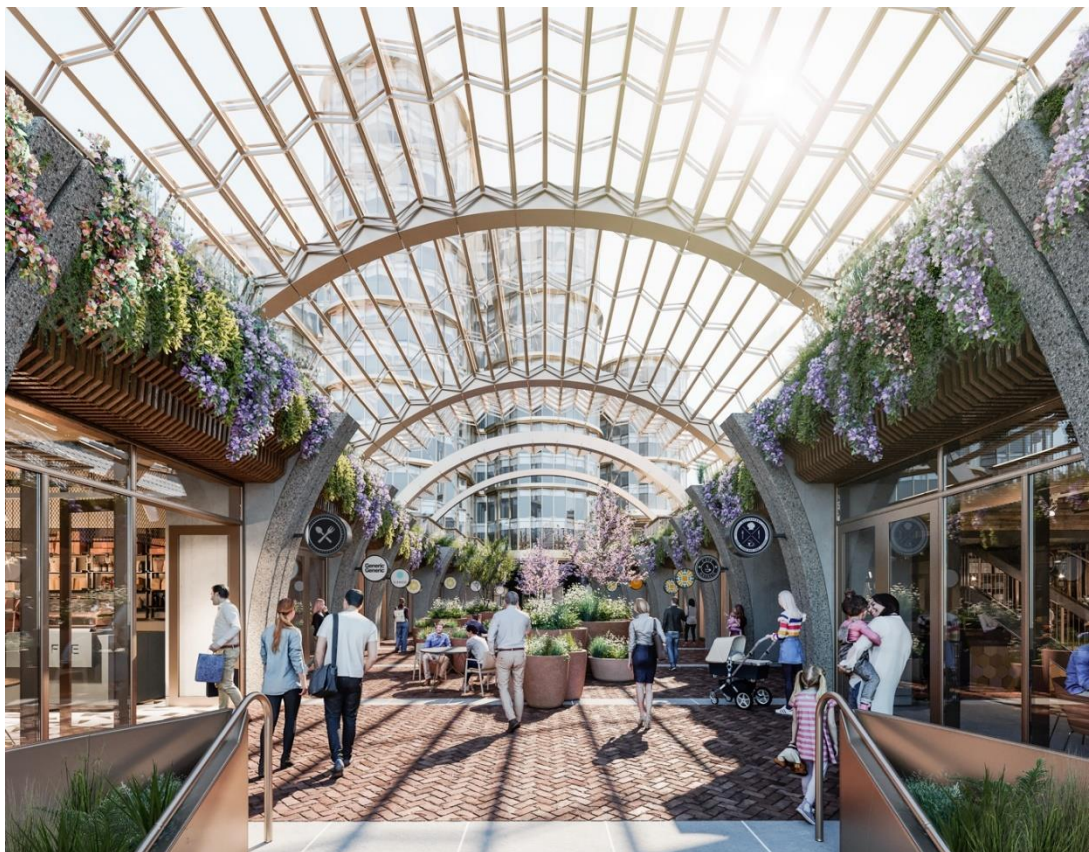
We will monitor our progress in creating restorative places through the following:

- Mapping of restorative spaces and amenity spaces across our portfolio
- Calculating the total area available for community or public use across each site and making this information public
- Collecting data on community use of spaces offered free of charge and ensuring high take-up of this amenity through our communications strategy

⁸ Wood, L., Hooper, P., Foster, S. and Bull, F., 2017. Public green spaces and positive mental health—investigating the relationship between access, quantity and types of parks and mental wellbeing. *Health & place*, 48, pp.63-71.

“Natural features, settings, and processes in urban areas can help to reduce stress associated with urban life. In this and other ways, public health benefits from street trees, green roofs, community gardens, parks and open spaces, and extensive connective pathways for walking and biking”

Living in Cities Naturally, 2016⁹



CGI of Sky Garden, Olympia

⁹ Hartig, T. and Kahn Jr, P.H., 2016. Living in cities, naturally. Science, 352(6288), pp.938-940.

Nourishing Communities

Ensuring our developments encourage better nutritional choices and help to create healthier communities through considered design and management.

Why Yoo Capital is focusing on this

Healthy eating is an essential factor in reducing the risk of chronic illness, with around 8 million annual deaths being caused globally by unhealthy diets¹⁰. Yoo Capital is committed to creating developments that serve and sell fresh, nourishing food that will improve the health of our communities. Furthermore, we will actively encourage healthy cooking and consumption through a range of site-wide initiatives that educate occupants and inform better choices.

How Yoo Capital will achieve this

The provision of spaces and initiatives that encourage daily nourishment with fresh whole foods:

- Ensure fresh food grocers are incorporated into all sites to enable building occupiers to have access to fresh groceries within walking distance of their home or workplace
- Implementing a food and beverage policy to ensure that at least one food operator on site has a nutritionist-approved menu
- Signage or promotion reminding building occupants to make healthy food choices and visit the fresh produce suppliers on site
- Hosting community nutrition talks, cooking demonstrations and workshops for building residents on major sites
- Offering annual donations to local schools to encourage investment in nutrition education initiatives

How Yoo Capital will measure success as part of ESG goals and reporting

- Sales reporting from the marketplace and farmer's market to understand the buying choices of the building occupants
- Surveying attendees to community nutrition talks, demonstrations, and workshops to gather feedback in order to tailor the offering
- Number of schools utilising the donation programme and testimonials of how the money has been used for nutrition education purposes

¹⁰ Hartig, T. and Kahn Jr, P.H., 2016. Living in cities, naturally. Science, 352(6288), pp.938-940.

“The environment can promote physical activity in daily lives, enable active travel to get to work, school or leisure activities, and help people access and choose healthier food options on our high streets, around schools and in our town centres”

Public Health England, 2020¹¹



Tony
Shepherd's Bush Market Trader

¹¹ Public Health England. Using the planning system to promote healthy weight environments Guidance and supplementary planning document template for local authority public health and planning teams. Accessible via https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/863821/PHE_Planning_healthy_weight_environments_guidance__1_.pdf

Thriving in our Environments: Comfort and Productivity

Creating environments that allow people to fulfil their full potential

Why Yoo Capital is focussing on this

We recognise that our environments have a profound impact not only on our health and well-being but also our productivity and ability to 'thrive'. Sick building syndrome (SBS) is a complex syndrome of symptoms associated with being present in some modern buildings and the disappearance of those symptoms shortly after leaving it - SBS is the cause of an extensive loss of productivity, sickness absenteeism, and a high rate of reported complaints¹². We aim to create places that make people feel comfortable and allow them to carry out productive work, free from disturbances such as excess noise, poor lighting, inadequate ventilation or overheating.

How Yoo Capital will achieve this

We will achieve comfortable working environments through targeting the following strategies:

- Mitigating the urban heat island effect through biodiversity and landscaping strategies
- Considering exterior acoustics in masterplans: minimising excess noise and reverberation
- Targeting a minimum of WELL Building Standard 'Silver' for all newly constructed buildings
- Creating quiet spaces as well as busy hubs of activity in both buildings and masterplans
- Targeting acoustic-related optimisation features in the WELL Building Standard
- Designing exterior and interior lighting in line with voluntary codes of best practice, such as the IES Lighting Handbook, EN 12464-1&2: 2011, ISO 8995-1:2002(E) (CIE S 008/E:2001), GB50034-2013 or CIBSE SLL Code for Lighting
- Carrying out indoor air quality monitoring across all buildings
- Installing demand-controlled ventilation systems with CO2 monitoring and regulation in public venues and any managed or fully operated office spaces
- Ensuring the comfort of construction workers membership of the Considerate Constructors Scheme

How Yoo Capital will measure success as part of ESG goals and reporting

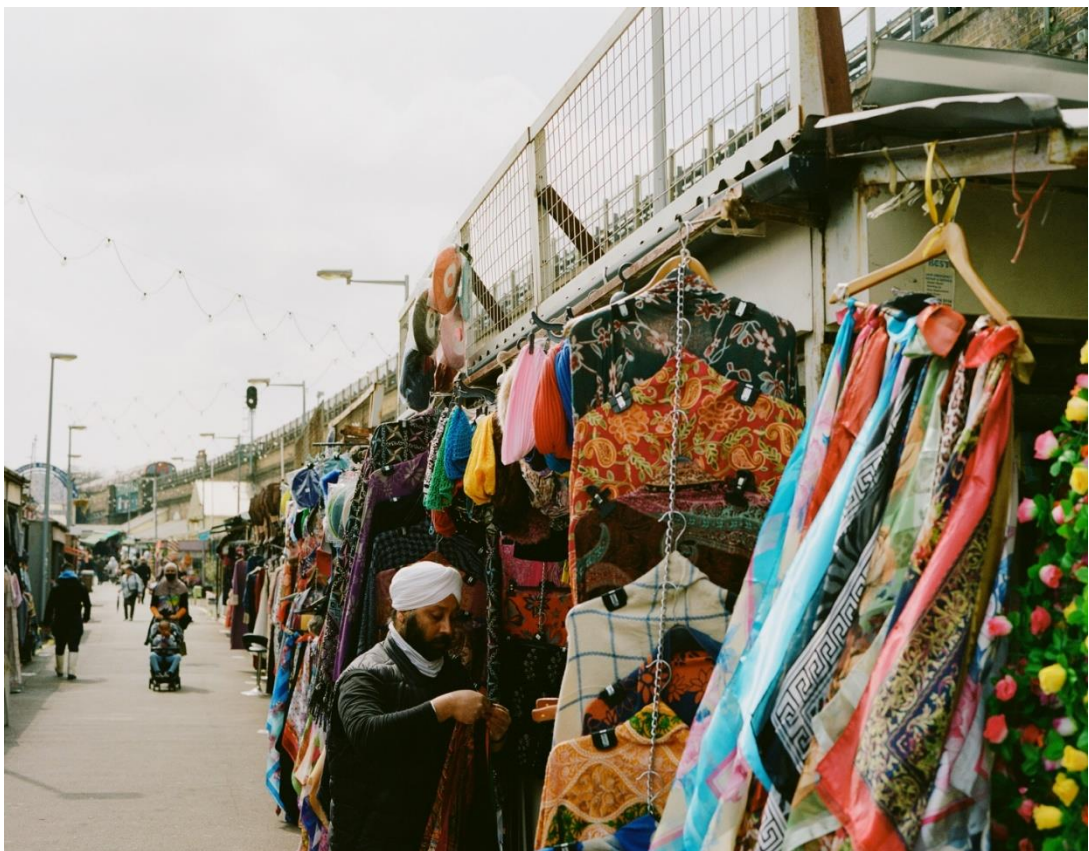
We will monitor our progress in creating comfortable places through the following strategies:

- Achieving WELL Certification and monitoring the number of optimisations achieved under each Certification, with the aim of incrementally increasing this across sites
- Gathering responses and feedback from tenants via post occupancy monitoring
- Closing the gap between design and built performance through robust technical checks and monitoring, ensuring targeted specifications and benchmarks are met or exceeded
- Monitoring temperatures in public spaces and levels of comfort through on-site surveys

¹² Barbu, B.A., Niculescu, Z. and Moise, L.G., 2018. Sick building syndrome, a crossroad in modern occupational medicine assessment. Romanian Journal of Occupational Medicine, 69(1), pp.12-17.

“Understanding how our spaces and places impact our health and wellbeing is the first step in making better decisions to create healthy cities in the long term”

ARUP, 10 Priorities for Health and Well-being, 2018¹³



View of Shepherd's Bush Market

¹³ ARUP. Accessible via: <https://www.arup.com/perspectives/publications/research/section/10-priorities-for-health-and-wellbeing>

Nature and Biophilic Design

Creating rich biodiverse environments that support people and planet.

Why Yoo Capital is focussing on this

We recognise the symbiosis between people and planet. There is a well-documented direct relationship between better access to nature and better health outcomes. Living in greener urban areas is associated with lower probabilities of cardiovascular disease, obesity, diabetes, asthma hospitalisation, mental distress, and ultimately mortality among adults; and lower risks of obesity and myopia in children¹⁴. Greater quantities of neighbourhood nature are also associated with better self-reported health, subjective well-being in adults, and improved birth outcomes and cognitive development in children¹⁵. We will always seek to increase opportunities for green spaces across our sites to encourage greater access to and interaction with nature.

How Yoo Capital will achieve this

We will achieve this across our sites through the following:

- Creating robust biodiversity strategies for each site, in line with environmental ESG goals
- Including biophilic design principles as a key requirement in all briefs to architects and designers
- Working with environmental champions such as Bioregional across major sites
- Creating urban gardening zones for communities on larger sites
- Exploring opportunities to integrate with local health networks through social prescribing opportunities, included from the outset in project briefs to architects and designers
- Utilising opportunities for green walls and rooftop gardens, open to the public where possible
- Introducing pollution-trapping species alongside any major arterial roads and traffic hotspots, included as a key goal in briefings to landscaping teams

¹⁴ White, M.P., Alcock, I., Grellier, J., Wheeler, B.W., Hartig, T., Warber, S.L., Bone, A., Depledge, M.H. and Fleming, L.E., 2019. Spending at least 120 minutes a week in nature is associated with good health and wellbeing. *Scientific reports*, 9(1), pp.1-11.

¹⁵ White, M.P., Alcock, I., Grellier, J., Wheeler, B.W., Hartig, T., Warber, S.L., Bone, A., Depledge, M.H. and Fleming, L.E., 2019. Spending at least 120 minutes a week in nature is associated with good health and wellbeing. *Scientific reports*, 9(1), pp.1-11.

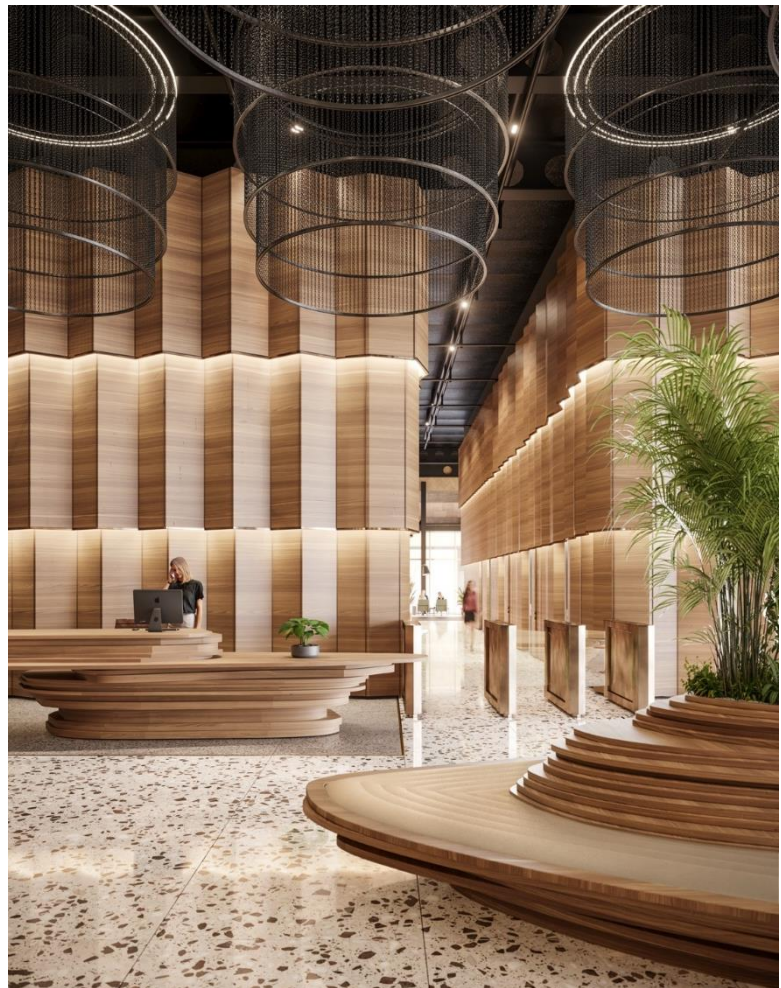
How Yoo Capital will measure success as part of ESG goals and reporting

We will monitor progress in creating rich, biodiverse environments and implementing biophilic design strategies through the following:

- Biophilic design evident as a key design deliverable in all Design and Access Statements
- Species monitoring on site and/or carrying out urban biodiversity assessments
- Social prescribing uptake
- Local community use of gardening zones
- Outdoor air quality monitoring and benchmarking, with annual improvements due to planting interventions

“With biophilia comes a restless curiosity, an urge to investigate and discover the elusive places where we meet nature, where she plays on our senses with colours and forms, perfumes and smells”

David Attenborough, 2021



CGI of office entrance, Olympia

Social Connectivity & Community

Our approach to creating places that grow social capital, social value and social connectivity

Why Yoo Capital is focussing on this

We specialise in taking complex and underperforming assets and transforming them into inclusive communities that reflect and contribute to their local environments. A focus on community consultation, engagement and genuine partnerships is therefore key to our overall wider mission. We are aware of the importance of building strong, well-connected communities and the impact that this has on people's health; loneliness and social isolation are well-known risk factors for coronary heart disease and stroke¹⁶ and the quality and quantity of individuals' social relationships has been linked not only to mental health but also to both morbidity and mortality¹⁷. We aim to create places which foster human connections and allow communities to become hubs of social connectivity and interaction.

How Yoo Capital will achieve this

We aim to deliver the following community strategies and amenities across our portfolio, where appropriate:

- Setting up of community time banks on large sites
- Encouraging a 'Libraries of Things' as a tenant on larger sites
- 'Make do and mend' community workshops as either permanent or pop-up amenities
- Organising free-of-charge community events, at minimum quarterly, on large sites
- Organising and hosting charity events on large sites
- Celebrating diverse cultures with culture-appropriate events and facilities on large sites
- Ad-hoc surveys on community cohesion

How Yoo Capital will measure success as part of ESG goals and reporting

We will monitor the success of the above uses and interventions through the following:

- Calculating the number of community-use-based tenants on each site, with an aim to increase this across our portfolio
- Calculating the number of annual community events across our portfolio
- Identifying progress in ad-hoc community surveys via qualitative or empirical data

¹⁶ Valtorta, N.K., Kanaan, M., Gilbody, S., Ronzi, S. and Hanratty, B., 2016. Loneliness and social isolation as risk factors for coronary heart disease and stroke: systematic review and meta-analysis of longitudinal observational studies. *Heart*, 102(13), pp.1009-1016

¹⁷ Holt-Lunstad, J., Smith, T.B. and Layton, J.B., 2010. Social relationships and mortality risk: a meta-analytic review. *PLoS medicine*, 7(7), p.e1000316.

“Improving community design is one way to combat health inequities. Housing and living conditions, sanitation and waste management, educational opportunity, access to health care services and safe social spaces are examples of physical and social determinants of health that can be addressed through effective, community-level policy measures and design strategies”

WELL Community Standard, 2022¹⁸



Community event, Shepherd's Bush Market

¹⁸ WELL Community Standard. accessible via: <https://www.wellcertified.com/certification/community/>

Toxicity Management in the Environment

Our commitment to reducing toxicity in the built environment through material selection, air and water quality management

Why Yoo Capital is focussing on this

Reducing exposure to toxins is fundamental to human health. Hazardous chemicals contribute both to health disorders throughout our lives, and to the increased prevalence and incidence of noncommunicable diseases including cancer, urinary and reproductive system diseases, cardiovascular and respiratory diseases, allergies, neurodevelopmental and congenital defects, and endocrine disruption¹⁹. Specifying healthy materials, ventilating buildings to high standards and installing robust water filtration systems is paramount to delivering healthy places for all our end users and the wider community.

How Yoo Capital will achieve this

We will support the creation of healthier, non-toxic environments through the following strategies:

- Adhering to the WELL Building Standard preconditions and aiming to incrementally achieve more optimisations in the Air, Water and Materials concepts on future sites
- Stipulating a preference for the use of health-certified and tested materials for interiors in design briefs, such as GreenGuard and Cradle to Cradle certified products, and a minimum requirement for all paints, sealants and flooring to comply
- Ensuring air supply and filtration in all buildings adheres to CIBSE standards
- Ensuring water filtration in all buildings adheres to CIBSE standards

How Yoo Capital will measure success as part of ESG goals and reporting

We will measure our success in creating healthier environments through the following:

- Monitoring the number of WELL-specific optimisations achieved on each site under the Air, Water and Materials concepts and testing air and water quality to ensure compliance with preconditions
- Monitoring and reporting on the percentage of health and well-being certified products used for interior construction and incrementally improving this
- Achieving air and water filtration quality to CIBSE standards
- Gathering qualitative and quantitative post occupancy data on health and well-being and self-reported comfort, such as skin or eye dryness, asthma and allergy symptoms

¹⁹ World Health Organisation, Chemical Safety. 2022. <https://www.euro.who.int/en/health-topics/environment-and-health/chemical-safety>

“Chemicals are essential for economic development and well-being; however, if managed in an unsound way, they can pose significant risks to human health. The evidence is growing that hazardous chemicals contribute both to health disorders throughout the life-course and to the increased prevalence and incidence of noncommunicable diseases. People need to be protected from exposure to hazardous chemicals throughout the life-course”

World Health Organisation, 2022²⁰

²⁰ World Health Organisation. Accessible via: <https://www.euro.who.int/en/health-topics/environment-and-health/chemical-safety>

Site Management and Post-Occupancy Monitoring

Proactively managing our assets and collecting valuable performance data that creates successful places, mitigates risks and leads to future improvements

Why Yoo Capital is focussing on this

We want to become responsible custodians of our developments and create a positive legacy for all our sites. This means establishing good practices and protocols from day one and creating robust and transparent processes that allow us to have detailed insights on the success of our built assets, leading to continuous improvements in the way we design and manage our buildings. We recognise that the continued success of public spaces is also likely to attract more commercially oriented stakeholders with interest in co-opting the benefits that arise from vibrant community assets²¹ and that one of the most important roles for institutions shaping urban environments is to act as the first follower of innovative communities²².

How Yoo Capital will achieve this

We will achieve this across our sites through the following:

- Following the principles in the BPF Aftercare guide²³
- Carrying out post-occupancy surveys using the BUS survey methodology²⁴
- Collecting and analysing building performance data using the RICS IBOS methodology
- Carrying out ongoing air and water quality monitoring and reporting

How Yoo Capital will measure success as part of ESG goals and reporting

We will monitor our success and progress in the way we manage assets through the following:

- Evaluating performance against the BPF Aftercare guide and reporting progress annually
- Evaluating performance against the BUS survey methodology criteria and reporting progress annually
- Evaluating performance against the RICS IBOS methodology and reporting progress annually
- Reporting air and water quality monitoring results annually and targeting improvements within this each year

²¹ Campbell, A.T., Eisenman, S.B., Lane, N.D., Miluzzo, E. and Peterson, R.A., 2006, August. People-centric urban sensing. In Proceedings of the 2nd annual international workshop on Wireless internet (pp. 18-es).

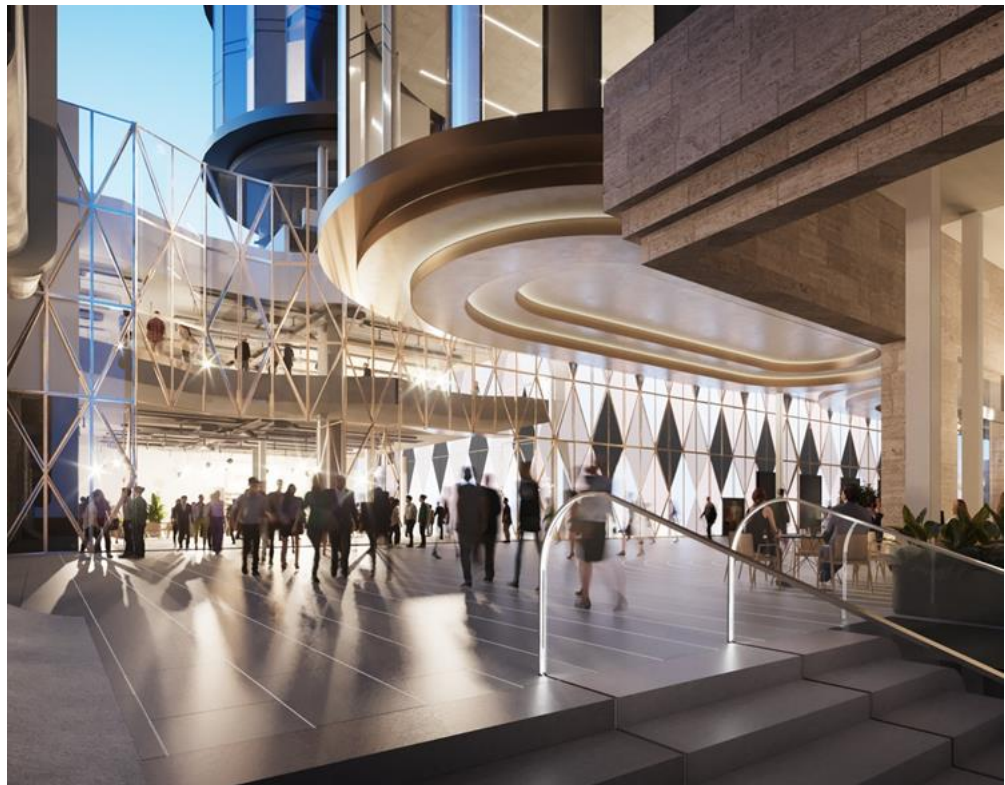
²² Campbell, A.T., Eisenman, S.B., Lane, N.D., Miluzzo, E. and Peterson, R.A., 2006, August. People-centric urban sensing. In Proceedings of the 2nd annual international workshop on Wireless internet (pp. 18-es).

²³ BPF Aftercare Guide accessible via: <https://www.bpf.org.uk/sites/default/files/resources/aftercare-guide-28-nov-web-version.pdf>

²⁴ BUS Survey Methodology <https://busmethodology.org.uk>

“With a changing social, economic and environmental landscape, and a growing awareness of the environmental, social and governance (ESG) agenda, it is important for those with responsibility for property assets at all stages of the property life cycle to adopt a multidimensional and people-centric approach to assessing performance”

RICS IBOS Standard, 2022²⁵



CGI of Olympia Square, Olympia

²⁵ RICS IBOS Standard. Accessible via RICS online: <https://www.rics.org/uk/>

Alignment with Global Standards and Reporting

Ensuring our health and well-being strategy relates to wider industry standards, and is measurable and progressive

Why Yoo Capital is focussing on this

Investors integrate environmental, social and governance (ESG) data into their investment decisions to manage risks and spot opportunities, but also to achieve strong returns and meet sustainability goals, therefore these factors must be validated and standardized across assets²⁶. We place great importance on benchmarking ourselves against wider industry and global standards, to show transparency to our investors, compare the performance of our assets with industry peers and to lead the construction sector in the adoption of new processes and technologies that lead to improvements and better experiences for our end users.

How Yoo Capital will achieve this

We will achieve transparency and benchmarking through the following certifications and ESG methodologies:

- Utilisation of the WELL Building Standard Certification across all future assets, targeting WELL Silver as a minimum
- Achieving an AirScore Certification for public buildings and offices
- Achieving WiredScore Certification for all commercial assets
- Annual PRI data collection and reporting
- Annual GRESB data collection and reporting

We will report scores in the above standards and methodologies publicly, as well as to investors and key stakeholders. We aim to achieve incremental improvements to all the above scores through a robust procurement, design, management, construction and operational strategy for all our built assets, that leads to continual improvements and benefits for the end user.

²⁶ GRESB, 2022. Accessible via: <https://gresb.com/nl-en/welcome/for-investors/>

“There are now an array of certification strategies available that can optimize buildings’ health, safety and wellbeing. This is particularly important given the pivotal role the built environment now plays in regards to the environmental and social health of society... Ultimately, all of these certifications are helping to make the invisible visible especially when it comes to health, wellbeing, safety and air quality”²⁷

GRESB, 2021



Sara Parris
Shepherd’s Bush Market Trader

²⁷ <https://gresb.com/nl-en/2020/09/08/how-certification-standards-provide-practical-pathways-to-safety-health-and-well-being-in-our-office-buildings/>

“Yoo Capital has always placed great emphasis on the impact of our projects. Health and wellbeing have never been as important as in the last few years and, as well as doing good, we want our projects and working practices to leave people feeling good. We look forward to implementing and reporting on the success of our health and well-being policy.”



Lloyd Lee
Managing Partner