

CSR Annual Report 2021

Investing in perpetual value

ASR Dutch Farmland Fund

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Mission

"We create **perpetual value** for our investors and society by investing in sustainable and fertile farmlands."



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Facts & Figures

a.s.r. real estate: Pedigree of more than

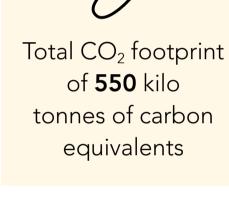
















'Open bodemindex' score available for 100% of the portfolio





Tenant

satisfaction

36,340 hectares



The Fund's vision of Corporate Social Responsibility (CSR) is to accommodate the interests of tenants and investors in the best possible way by creating and maintaining farmland investments that have long-term value from both a financial and a social perspective, and to achieve this in a sound and responsible manner with engaged and aware partners and employees.

SFDR Level 1

The EU Sustainable Finance
Disclosure Regulation (SFDR) has
been applicable to the Fund since
10 March 2021. The Fund's SFDR
statement, which is published on
the website (www.asrrealestate.
com), outlines its approach
to sustainability. It explains
how the Fund has embedded
sustainability in its strategy and
investment decisions, and how it
adheres to the SFDR.
Under the new regulation,
the Fund is classified as a
financial product that promotes

environmental characteristics within the meaning of Article 8(1) of Regulation (EU) 2019/2088 on sustainability related disclosures in the financial services sector.

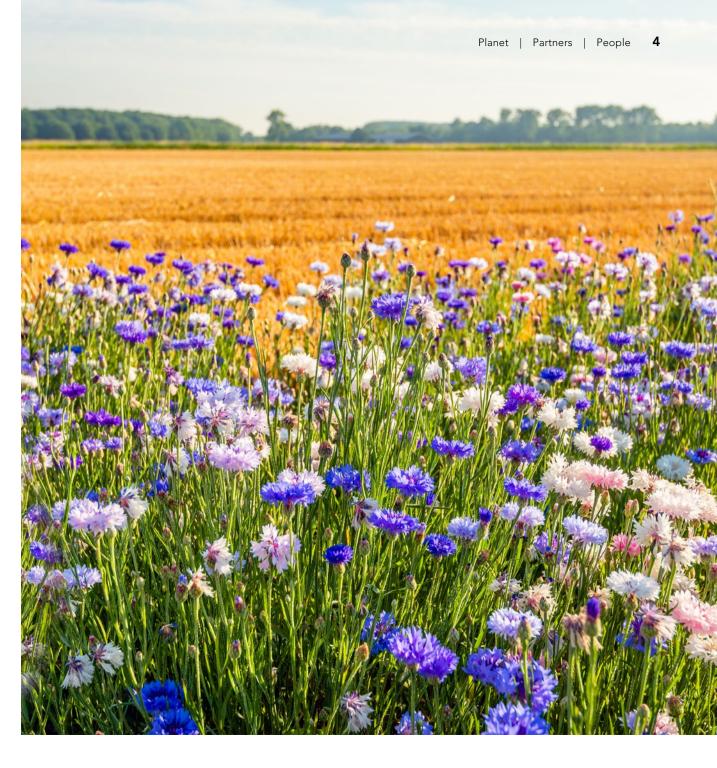
The Fund has its own annual CSR policy which sets outs it specific sustainability objectives. This policy is also published on the website of a.s.r. real estate. The Fund's aim is to position itself as a sustainable fund that has an impact on the Dutch agricultural sector by encouraging farmers to apply the principles of climatesmart agriculture (CSA). These principles motivate farmers to pass on their valuable assets to the next generation in better condition, measured in soil quality. Enhancing soil quality improves yields both for the Fund and the farmers. A thorough investment and management process, with a focus on the further development, propagation, implementation and monitoring of sustainable soil

management, is key for achieving the Fund's environmental objectives.

To work towards these goals, the Fund develops strategic CSR objectives around five themes:

1. Planet

- a. Sustainable productivity and income
- b. Resilience to climate change
- c. Reducing greenhouse gas emissions
- 2. Partners: sustainable long-term partners
- 3. People: sound business practices and healthy and satisfied employees



Strategic objectives 2021

		Objective 2021	Results 2021
	Sustainable productivity		
	Soil quality - OBI scorecard Level 1 - based on public data (% of portfolio)	≥ 50%	100%
	Soil quality - OBI scorecard Level 2 - based on public data and parcel specific soil samples (% of portfolio)	≥ 2.5%	0.76%
	Soil use - Portfolio contributes to food supply (% of portfolio)	≥ 80%	97.8%
	Act as Safe Lessor (veilige verpachter) for 'long-term' and 'short-term' leases	≥ 80%	100%
	Number of tenants that apply to the good agricultural principles (common agricultural policy European Union)	≥ 50%	>50%
	Sustainable income		
	Green leases for new ground lease agreements	≥ 50%	13%
(5)	Facilitate young farmers to start their agricultural business based on conditions which lead to lower cash outflows (# young farmers)	≥ 5	11
	Facilitate ground mobility to support farmers who either grow or stop their business activities (% total traded value)	≥ 7.5%	8.5%
	Resilience to climate change		
	Build a portfolio that is progressively adaptable to the results of climate change via the transition roundabout (# of pilot projects)	Design	In progress
	Allocate farmland for renewable energy in line with Regional Energy Strategy (RES)	Design RES	In progress
	'Asbestos-safe portfolio' (% of portfolio)	≥ 70%	92%
	Reducing greenhouse gas emissions		
	Define the Fund's CO ₂ methodology and its CO ₂ reduction strategy	Design	In progress
	- define measureble objectives for our lessees	Design	In progress
	Determine the CO ₂ footpint of our portfolio at parcel level (% of portfolio)	≥ 90%	100%
	Partners: Sustainable partners in long-term relationships		
~~~	Tenant satisfaction	≥ 7.5 /10	7.3
2 ( ~ ~ )	Stakeholders' leadership and strategic partnerships regarding agricultural sector (# of projects)	≥ 2	In progress
74,00	Active partnership sector development (# of partners)	≥ 1	2
	Active tenant participation programme (# of yearly projects)	≥ 2	2
	People: Sound business practices and healthy and satisfied employees		
	Sound business practices: implementation of sustainabillity in risk control framework	TCFD & SFDR	Compliant with current implementation targets
	Personnel development of employees		
3 (\ \ )	- Training (% annual salaries)	≥ 1%	1.2%
	- Sustainability employability (% of annual salaries)	≥ 1%	1%
	Focus on employee's health and wellbeing	Improvement vitality score	In progress
	Employee satisfaction (Denison scan)	≥ 94/100	94/100

### **SDGs**

On 25 September 2015, 193 world leaders committed themselves to the 17 SDGs of the United Nations which are designed to achieve sustainable development worldwide. Between now and 2030, these goals will focus on the eradication of global poverty and inequality, combating climate change and ensuring that everyone can lead a prosperous and peaceful life.

The Fund actively contributes to the SDGs which are outlined on this page.



#### ASR DFLF actively contributes to four SDGs



The Fund aims to contribute to target 2.4: 'ensure sustainable food production systems...that increase productivity... and that progressively improve land and soil quality'. The Fund does this by implementing the 'Open bodemindex', by measuring and reducing greenhouse gas emissions in our portfolio and through our green lease products.



Through the 'Open bodemindex' and by awarding sound farming practices with our green lease products, we contribute to target 12.4: environmentally sound management of chemicals and all wastes and significantly reduce their releases to air, water and soil in order to minimise their adverse impacts on human health and the environment.



The Fund's Paris Proof commitment will be further specified in 2022. The Fund is already measuring the carbon footprint of the Fund's portfolio and will design an ambitious roadmap for reductions of the greenhouse gas emissions from the Fund's portfolio. The Fund will integrate reduction target in our strategies and planning (target 13.2) and will help our farmers in building resilience and adapt to climate change (target 13.1).



By signing the Finance for Biodiversity pledge, the Fund is committed to protect and restore biodiversity through finance and investment activities, and thereby also commit to target 15.a.

With the implementation of the 'Open bodemindex', the Fund aims to contribute to biodiversity in the soil and though financing landscape elements on the Fund's farmlands the Fund takes a first step in contributing to biodiversity on land.

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### Investing in perpetual value translates to:

1. Planet



2. Partners



3. People



Committed to making a positive impact on climate and society

Building long-term relationships with sustainable partners

Healthy & satisfied employees



Climate change and the loss of biodiversity are among the greatest challenges of our time. Together with our partners we want to find answers to these challenges and therefore we have adopted an ambitious climate-smart agriculture strategy. Every day we experience that agricultural entrepreneurs feel engaged and are prepared to take responsibility, supported by a reliable government that invests in entrepreneurship, innovation, knowledge development and platforms for experimentation. Our climate-smart agriculture consists of three pillars.









	2021 objective	2021 realisation
Sustainable productivity		
Soil quality		
OBI Level 1	≥ 50%	100%
OBI Level 2	≥ 2.5%	0.76%
Soil use	≥ 80%	97.8%
Act αs α Safe lessor	≥ 80%	100%
Number of tenants that apply to the good agricultural principles	≥ 50%	≥ 50%
Sustainable income		
Green leases for new ground lease agreements	≥ 50%	13%
Facilitate young farmers	≥ 5	11
Facilitate ground mobility	≥ 7.5%	8.5%
Resilience to climate change		
Adaptable to climate change via the transition undabout		
Allocate farmland for renewable energy		
Asbestos-safe portfolio		
Reducing greenhouse gas emissions		
Define the Fund's CO ₂ methodology and its CO ₂ reduction strategy		
Determine the CO2 footpint of our portfolio at parcel level		

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#### Strategic objectives - Sustainable productivity

#### Soil quality

In 2021, the OBI continued to be rolled out with the help of around 200 farmers (first peloton) to view and test measurement data on a larger scale. The further rollout, after which the peloton of farmers will increase from 200 to 1,000 farmers, including 50 to 100 of the Fund's farmers. has been postponed to the first half of 2022. In addition, the soil coalition, which consists of Rabobank, Vitens and a.s.r., has set up a foundation ('Stichting Open bodemindex') for the management and further development of the OBI to guarantee independence of the tool.

The Fund aspired to be awarded an OBI Level 1 score, based on public data, for at least 50% of its portfolio by the end of 2021. By the end of the fourth quarter, an OBI Level 1 score was available for 100% of the portfolio, resulting on an average score of 0.8. The current OBI score is based on the continuation of current agricultural use, the aim of the foundation is to develop the score into an integral soil score, which also takes into account the impact on climate and water quality.

Objective
OBI level 1

Objective 2021

≥ 50%

Result 2021

100%

Objective OBI level 2

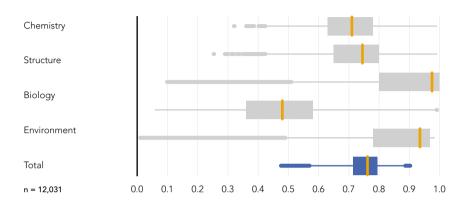
Objective 2021

**≥ 2.5**%

Result 2021

0.8%

Figure 1 OBI scores of portfolio investments as at 31 December 2021



Source: a.s.r. real estate, 2022

With the launch of the new contracts with a green clause in the fourth quarter of 2021, the young farmers' ground leases were not the only ones to contain a contractual clause for an OBI Level 2 score, based on public data and parcel-specific soil samples. Due do the launch of these new contracts, we expect a significant growth in the number of farmers with an OBI Level 2 score. By the end of the fourth quarter of 2021, 0.76% of the portfolio had been awarded an OBI Level 2 score. The Fund's aim was to be awarded an OBI Level 2 score for 2.5% of the portfolio by the end of 2021. Due to the launch of the new contracts later than expected, this target was not achieved in 2021. Based on the interest shown in these new contracts, we expect to catch up in the first half of 2022.

#### Soil use

The Sustainable Development Goal (SDG) of Zero Hunger aspires to end all forms of hunger and malnutrition by 2030, ensuring that all people, especially children, have sufficient, nutritious food year-round. The Fund aimed to contribute to this SDG by making at least 80% of the portfolio available for food supply by the end of 2021. By the end of 2021, 97.8% of the portfolio contributed to the food supply.

Objective Soil use

Objective 2021

> 80%

Result 2021

98%

#### Act as Safe Lesson

Under Dutch law, safe lessors are lessors who own farmland but do not actually work the land themselves. As such, actual farmers are able to farm the land and there is no substitution. By the end of 2021, our lease reports showed that the Fund did not have any operational contracts in its portfolio. As a result, the Fund acts as a safe lessor in respect of all its land.

Objective Act as Safe Lessor

Objective 2021

≥ **80**%

Result 2021

100%

#### Number of tenants that apply to the good agricultural principles

The Common Agricultural Policy (CAP) is the agricultural policy of the European Union. It implements a system of agricultural subsidies and contributes to food production while simultaneously protecting nature and safeguarding biodiversity. Agriculture ministers have accepted the provisional deal struck with the European Parliament on the key elements of the Common Agricultural Policy (CAP) reform for the period 2023-2027, thus bringing the proposal a step closer to becoming part of EU law. The agreement paves the way for a fairer, greener and more performance-based CAP that seeks to provide a sustainable future for European farmers. The new CAP bolsters environmental measures, and also includes provisions to ensure more targeted support for smaller farms and to help young farmers enter the profession.

By the end of 2021, the Fund's aim was to have at least 50% of its lessees apply the good agricultural practices as set out in the CAP. Based on public data from the Netherlands Enterprise Agency ('Rijksdienst voor Ondernemend Nederland'), the Fund concluded that at least 80% of our lessees receive a agricultural subsidy and therefore comply with the good practices as set out in the CAP.

Objective

Number of tenants that apply to the good agricultural principles

Objective 2021

**≥ 50**%

Result 2021

80%

Strategic objectives - Sustainable income

#### Green leases for new ground lease agreements

It was the Fund's intention to have added green clauses to 50% of its new ground lease agreements by the end of 2021. At the end of 2021, 13% of new ground lease agreements included a green clause. In the fourth guarter of 2021, the Fund launched new contracts with a green clause in which the farmer will be rewarded by means of a discount for making their farmland holdings more sustainable. The Fund already has several (signed) agreements which will executed in the first guarter of 2022.

Objective Green leases for new ground lease agreements

Objective 2021

≥ **50**%

Result 2021

13%

#### Facilitate ground mobility

The Fund seeks to play an active role in helping farmers grow their business sustainably or in assisting farmers who stop farming. The Fund aims to be involved in 7.5% of the total tradable area in the agricultural sector. In 2021, the Fund was involved in 8.5% of the tradable area.

Objective Facilitate ground mobility

Objective 2021

**≥ 7.5**%

Result 2021

8.5%

#### Facilitate young farmers

The Fund is committed to helping young farmers start their own business. To meet the growing demand from young farmers, the Fund launched a ground lease product (young farmers' ground lease) in 2020. This is a customized product, including a green clause and participation in the OBI, which allows young farmers to lease farmland in a responsible manner with less own equity.

In 2021, the Fund acquired 11 farmland investments (213 hectares; € 12m) and has issued the farmland on ground lease to young farmers. Objective Facilitate young farmers

Objective 2021

≥ 5

Result 2021

Strategic objectives - Resilience to climate change

#### Adaptable to climate change via the transition roundabout

The Fund aspires to build a portfolio that is progressive and adaptable to the results of climate change. In our experience, variety and scalability are important aspects in the adaptation process. In cooperation with business associates, we are working on a concept called the 'transition roundabout'. This will give farmers the opportunity to choose solutions, such as proven concepts of crop and cultivation techniques, which suit their situation.

In 2021, the Fund signed an agreement with NextEconomy for a project that explores the options of the transition roundabout for the farmers of the future (in Dutch – Verkenning Transitierotonde Boeren voor de toekomst). In addition, various meetings were held with NextEconomy, farmers, water authorities, chain parties and other stakeholders concerning a feasibility study for pilot projects, which resulted in a progress report.

Objective

Adaptable to climate change via the transition roundabout

Objective 2021 Design

Result 2021 In progress

#### Allocate farmland for renewable energy

Through its dispatched ownership of farmland, the Fund is wellpositioned to facilitate energy parks. In line with the Regional Energy Strategy (RES), the Fund has decided to allocate farmland for the generation of renewable energy. Despite the fact that the guidelines for the various RES were still being developed at the end of 2021, the Fund includes concrete objectives for the area that will be allocated to generating renewable energy in the CSR Policy 2022 - 2024.

Objective Allocate farmland for renewable energy

Objective 2021 Allocation in line with design RES

Result 2021 In progress

#### Asbestos-safe portfolio

Although the Fund will not be legally required to make its rural real estate portfolio asbestos-safe, it has the ambition to achieve this for at least 90% of its portfolio by the end of 2023. At the end of 2021, 92% of the rural real estate portfolio was asbestos-safe.

Objective Asbestos-safe portfolio

Objective 2021

**≥ 70**%

Result 2021

92.0%

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Strategic objectives - Reducing greenhouse gas emissions

# Define the Fund's CO₂ methodology and its CO₂ reduction strategy

The Fund aimed to provide a framework for annual carbon reduction goals and strategies by the end of 2021. These include avoiding intensive animal husbandry, such as mega farms, and increasing the take-up of greenhouse gas emissions (GHG) through organic matter in the soil. The Fund has commissioned the Nutriënten Management Instituut (NMI) and WUR to further elaborate various strategic scenarios for annual carbon reduction goals and expects the results of this study in the first quarter of 2022.

Objective
Define the Fund's CO₂
methodology and its CO₂

Objective 2021 **Design** 

reduction strategy

Result 2021 In progress

### Determine the CO₂ footpint of our portfolio at parcel level

In 2021, the Fund has commissioned the NMI and WUR to determine the CO2 footprint for the Fund's portfolio. With this study, the emissions and sequestration of greenhouse gases of the rural real estate portfolio is mapped in more detail by using company-specific data (from the agricultural companies that lease the parcels) in relation to numbers of animals, soil type, land use and fertilization. The greenhouse gases included in this study are carbon dioxide (CO2), methane (CH4) and nitrous oxide (N2O). The results of this study deviate significantly from the results of the professional assignment (2019) of the 'Hogere Agrarische School (HAS)', which is mainly due to the fact that the study of the HAS was based on an online calculation model where less information was available about the current soil quality as well as land use. The total CO2 footprint came to 550 kilo tonnes of carbon equivalents.

Objective

Determine the CO₂ footpint of our portfolio at parcel level

Objective 2021

≥ 90%

Result 2021

100%

#### CO₂ Footprint as at 31 December 2021

	tons CO ₂ -eq	per hecatere	per € 1m AuM
CO ₂ emission	770,000	19.8	434.9
CO ₂ uptake	170,000	4.7	106.5
CO ₂ footprint	550,000	15.2	328.4

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#### Green lease products

The Fund realises better than anyone that being a farmer is fantastic, but we also see that becoming a farmer is challenging. In addition to the complexity on the farm, large investments are required. With our leasehold products we offer farmers investment space for starting, expanding or making a business more sustainable.

This contributes to the continuity within the agricultural sector and thus a sustainable income for the farmer. To further facilitate the transition to sustainable farming, we have developed Green Lease Products, providing incentives to farmers that commit to implement sustainability measures in their farming practices.

Our green lease products are available for all clients, both new and existing contracts, and provide a discount (5-10% on the annual rent) if a farmer commits to a set of sustainable farming criteria. The criteria consist of 3 categories:

- 1. Implementation of the 'Open bodemindex' to measure and report on soil quality;
- 2. Implement biodiversity measures in line the Nature and Landscape management framework of the Dutch government; and
- 3. A detailed business plan that includes farm specific sustainability measures and compliance with the criteria in the EU Common Agriculture Policy.

Our aim is to make our green lease products the standard in our portfolio and offer only green leases in 100% of all new contracts by 2024.



Er wordt vooral gepráat over verduurzaming van de landbouw. Boeren moeten zus, boeren moeten zo, Maar is de transitie niet ci wordt vooral gepraat over verduurzaminig van de landbouw, oberen moeten zus, oberen moeten zu, waan is de uanstreen een verantwoordelijkheid van ons allemaal? Is het niet tijd om samen concrete stappen te zetten? Bij a.s.r. vinden we van wel. een verantwoorderijkneid van ons allemaar is net niet tijd om sanien concrete stappen te zetten; bij d.s.t. viriuen we van wet. Daarom dragen we ons steentje bij in de keten. Al meer dan 125 jaar beleggen we verzekeringspremies in agrarisch gebied en Dealthin dragen we uns steering oil in de keten. At meer dan 125 jaar bereggen we verzekeringsprennes in agranson gebied en inmiddels hebben we de grootste private landbouwgrondportefeuille van Nederland. Dit stelt ons in staat om boeren te helpen infiniodes requente de grootste private fanououwgronoportereurile van requeriand. Ent stelle oris in stelle original stell

a.s.r. doet het

Corporate social responsibility is not something we do alone. We build longterm relationships with sustainable partners. This enables us to optimize the quality of use and the sustainability of our assets. We also aim for satisfied tenants.

Tenant satisfaction	2021 objective ≥ 7.5 /10	2021 realisation 7.3
Stakeholders' leadership and strategic partnerships regarding agricultural sector (# of projects)	≥ 2	In progress
Active partnership sector development (# of partners)	≥1	2
Active tenant participation programme # of yearly projects)	≥2	2



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#### Tenant satisfaction

The Fund's tenants are important partners and the Fund endeavours to ensure that tenants are involved, aware and content. The Fund will actively seek to improve tenant satisfaction and commitment by periodically conducting tenant satisfaction surveys, at least every two years. The 2020 tenant satisfaction survey revealed a number of areas that would increase tenant satisfaction and improve the performance of a.s.r. real estate and its contractors with regard to quality of service. The average rating of the Fund in the survey was 7.3 out of 10, just below the Fund's objective of 7.5..

Objective **Tenant satisfaction** 

Objective 2021

≥ **7.5**/10

Result 2021

7.3

### Stakeholder leadership and strategic partnerships

Stakeholder leadership and strategic partnerships
The role of the Fund's partners is essential to the achievement of
CSR targets. Together, the partners form a chain in which each link is
important in creating the best possible teamwork and delivering CSR
results. The Fund aims to increase partner engagement through open
communication about its CSR policy, by sharing specialist knowledge
and by making specific agreements in the area of sustainability. In this
context, the Fund reaches out to other Dutch and international partners
to exchange views on how further teamwork can be explored and how
existing programmes could be used for farmland guidance

Objective
Stakeholders' leadership
and strategic partnerships
regarding agricultural sector
(# of projects)

Objective 2021

≥ **2** 

Result 2021 In progress

### Active partnership sector development

#### Soil coalition

The success of sustainable soil management is above all the result of strong working relationships with farmers, long-term involvement with the agricultural sector and the willingness to share information. This ultimately resulted in the development of the OBI. In this context, the Fund joined Rabobank and Vitens in the soil coalition, to which each partner contributes staff and budget.

#### Sustainable Finance Platform

The Fund is also an active member in the Biodiversity working group of the Sustainable Finance Platform. This platform has issued a report entitled Biodiversity Opportunities and Risks for the Financial Sector. The report is the result of the efforts of the Biodiversity Working Group, which was set up under the auspices of the Sustainable Finance Platform. The members of the working group are representatives of Actiam, APG, ASN Bank, a.s.r., FMO, Rabobank, Robeco, the Dutch Ministry of Agriculture, Nature and Food Quality, and Erasmus University Rotterdam. The initiative is sponsored by NWB Bank. The Sustainable Finance Platform is a partnership between the Dutch Central Bank (DNB), which serves as its chair, and the Dutch Banking Association, the Dutch Association of Insurers, the Federation of the Dutch Pension Funds, the Dutch Fund and Asset Management Association, Invest-NL, the Netherlands Authority for the Financial Markets, the Dutch Ministry of Finance, the Dutch Ministry of Economic Affairs and Climate, and the Sustainable Finance Lab.

Objective
Active partnership
sector development
(# of partners)

Objective 2021

≥ 1

Result 2021

2

### Active tenant participation programme

The Fund aims to organize at least two knowledge sharing events for our lessees to share knowledge with our tenants, to encourage knowledge sharing among tenants and to find out which skill sets they would like to improve. In 2021, the Fund organized a webinar about the introduction of the new green leases and a webinar about diversity and nature-inclusive farming.

Objective
Active tenant
participation programme
(# of yearly projects)

Objective 2021

 $\geq 2$ 

Result 2021

2





### People

We believe it is important to be an attractive employer. We prioritise the well-being of our employees and encourage them to reach their full potential.

In addition, we ensure that everyone at a.s.r. real estate is fully committed and aware of their particular role in achieving our CSR objectives.



#### Sound business practices

For a.s.r. real estate, it goes without saying that corporate social responsibility can only be achieved by means of sound, transparent business practices. In accordance with the Alternative Investment Fund Managers Directive (AIFMD), a.s.r. real estate is required to be licensed for the financial services it provides in the field of collective and individual asset management. The AIFMD licence was granted in February 2015 by the Dutch authority for the Financial Markets AFM. In accordance with the AIFMD, 'Wet op het financieel toezicht' (Wft) and 'Besluit Gedragstoezicht financiële ondernemingen' (Bgfo), a.s.r. real estate has an appropriate risk management system in place to adequately recognize, measure, manage and monitor all relevant risks associated with the activities, processes and systems of the investment firm. a.s.r. real estate has a business risk manager who operates independently of the operational departments. Independence of the business risk manager is guaranteed by a hierarchical reporting line to the CFRO of a.s.r. real estate and escalation lines with the Director Risk Management (CRO) of a.s.r.

In addition, independence is guaranteed because the remuneration of risk management employees is not based on commercial objectives. a.s.r. real estate has set up and implemented its own ISAE Control Framework based on the key processes and key risks. Each year, this is coordinated with and tested by the external auditor. A Product Approval and Review Process (PARP) has also been set up in the context of financial services and the products of a.s.r. real estate. In addition, IT risks are managed in accordance with the Cobit standards of the Dutch central bank (DNB) and integrity risks are managed on the basis of DNB's SIRA (Systematic Integrity Risk Assessment).

A risk self-assessment is conducted annually with the board of directors based on the company's objectives and the relevant strategic risks. Key policies are reviewed yearly, addressing aspects such as conflicts of interest, incidents and outsourcing. Where necessary, existing controls are supplemented or changed. Since 2020, risk management has been closely involved in the implementation and risk monitoring of new sustainability regulations in Europe. This concerns the implementation across the entire operational management of the Task Force on Climate-related Financial Disclosures (TCFD), the Sustainable Finance Action Plan (SFAP) and the underlying Sustainable Finance Disclosure Regulation (SFDR). From 2021 onwards, risk management will implement the most important management measures for the sustainability objectives relating to TCFD and SFDR in the risk control framework, so that the external auditor can rely on this when drawing up the non-financial section for the annual accounts. This goal is ongoing and compliant with current implementation targets.

#### Personal development of employees

The main focus of a.s.r.'s human resource management policy is the personal development of its employees in terms of professional expertise, competences and skills. One percent of annual salaries is devoted to training and development and 1% is devoted to sustainable employability. A dedicated HR team provides guidance for employees who wish to develop their talents and, in doing so, take control of their own future, who wish to move to another position (sustainable employability) or leave a.s.r. altogether. In 2021, 1.2% and 1.0% of annual salaries, respectively, were spent on these themes.

#### Objective

#### Personal development

- Training
- Sustainable employability (% of annual salaries)

#### Objective 2021

≥ 1% / ≥ 1%

Result 2021

1.2% / 1.0%

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### Focus on employees' health and well-being

Prioritizing health and well-being and avoiding stress are important issues for office-based companies. a.s.r. considers it important to help employees remain mentally and physically fit and vital, especially during the COVID-19 pandemic. Awareness, prevention and guidance are three important instruments in this regard. a.s.r. provides a wide range of workshops and has a dedicated team to support employees. It also devotes a lot of attention to ensuring a healthy (home) office and flexible working conditions. During COVID-19, a.s.r. has been polling its employees weekly through a short online Mood Monitor survey to make sure it is assisting them to the greatest possible extent.

a.s.r. has set an important objective of measuring the health and well-being of its departments by carrying out a vitality scan. Key themes are stress, employee satisfaction, energy level, burn-out, enthusiasm, physical complaints, work/life balance and workload. The outcomes will be used to draw up a customized vitality programme. The last survey among a.s.r. real estate's employees took place in 2021. The participation rate was 56% and a.s.r. real estate scored equal to or better than the Dutch average on six out of eight themes. With the programme it is currently conducting, a.s.r. real estate hopes to improve themes where it received lower scores. The next survey takes place in 2022.

Objective

Health & Well-being

Objective 2021 Improvement of vitality score

Result 2021 In progress

### Employee satisfaction rating

On a yearly basis, a.s.r. real estate conducts the Denison Organizational Success Survey among all its employees. This survey measures the success of an organization on several dimensions, for example employee satisfaction, engagement and adaptability. The results are compared to a global benchmark of large organizations that use the Denison Survey. Following each survey, the results are analysed and discussed intensively by the board, the internal Denison workforce and all business lines. Where necessary, steps are taken to improve a.s.r. real estate's standing as an excellent employer. In 2021, a.s.r. real estate scored 94/100 for employee satisfaction. The goal is to maintain this excellent score.

Objective **Employee satisfaction rating** (out of 100)

Objective 2021

≥ 94

Result 2021

94

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# Strategic objectives 2022-2024

While each theme targets a specific aspect of impact, all five must work together in order for the Fund to achieve its ambitions. Each theme comes with its own strategic objectives, which are reported on to provide an understanding of the progress that is made. The Fund revises its one year and three-year goals on a yearly basis.

	Strategic objec	tives 2022-2024		
			2022	2024
		Planet		
		Sustainable productivity and sustainable farmer's income		
		Soil quality - Tenant participation in 'Open bodemindex' (% of portfolio)	≥ 5%	≥ 15%
		Soil use - Portfolio contributes to food supply (% of portfolio)	≥ 80%	≥ 80%
		Green leases for new ground lease agreements	≥ 50%	100%
		Number of tenants that apply to the good agricultural principles (common	≥ 50%	≥ 70%
		agricultural policy European Union)		
1		Reducing greenhouse gas emissions		
		Paris Proof roadmap	Design	Execute
		Allocate suitable farmland for renewable energy (# of projects, yearly)	≥ 5	≥ 5
		Adapting and building resilience to climate change		
		Transition roundabout (# of projects)	≥ 1	≥ 2
		Climate adaptation - landscape elements (# of projects, yearly)	≥ 5	≥ 5
	[Kudo]	Partners		
		Building long-term relationships with sustainable partners		
0		Tenant satisfaction	≥ 7.5 /10	≥ 7.5 /10
2		Active strategic partnership for sector development (# of partners)	≥ 2	≥ 2
		Facilitate young farmers (# of new young farmers ground lease agreements)	≥ 5	≥ 5
		Active tenant participation programme (# of events, yearly)	≥ 2	≥ 2
		People		
		Healthy & satisfied employees		
		Employee satisfaction rating	≥ 94/100	≥ 94/100
		Personal Development		
3		- Training (% of annual salaries)	≥ 1%	≥ 1%
		- Sustainable employability (% of annual salaries)	≥ 1%	≥ 1%
		Health & Well being	Improvement of vitality	score
		Diversity & Inclusion	Execute diversity, equity and in	clusion policy
		Sound business practices	Further implementation of SFDR a	nd EU Taxonomy

Planet | Partners | People 21

#### Colophon

a.s.r. real estate Archimedeslaan 10 3584 BA Utrecht The Netherlands

www.asrrealestate.nl

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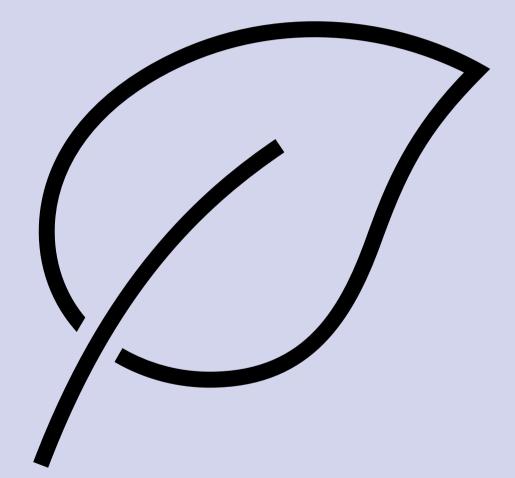
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