

Corporate Social Responsibility Policy

PBTC Group

Introduction

This document contains the CSR Policy concerning the PBTC Group (hereafter “the Group”). The Group consists of PBTC B.V., its subsidiary Jungo B.V., the brands Jungo hypotheek and Verder hypotheek and all future brands and PBTC subsidiaries, direct and indirect.

For mortgage funding Jungo B.V. depends heavily on Capital Markets Investors. An increasing number of Investors base their investment decisions on the three main areas of focus for responsible Investments. These are related to the environmental and social impact of any business’s activity and the manner in which a business itself is managed. Together, these factors are known as Environmental, Social and Corporate Governance (‘ESG’).

ESG processes and procedures focus on non-financial performance indicators that address a company’s approach towards responsible investment, sustainability, its impact on society and the environment, as well as other ethical and corporate governance considerations.

The Group’s Corporate Social Responsibility (‘CSR’) policy will address the three topics Environmental, Social and Corporate Governance, to be as much as possible aligned with the desired principles of the Capital Markets Investors.

Environmental

The depletion of natural resources and the threat of climate change have raised concerns about the environment and the potential financial impact on businesses. Sustainable options are increasingly being considered as part of investment choices. The issues are diverse but the main areas are:

- Factors contributing to climate change
- Efficient energy consumption
- Responsible disposal of hazardous waste
- Sustainability of resources
- The impact of climate change on businesses

Social

Inclusion, diversity and equality are becoming more important considerations in relation to the way in which businesses operate and can generate competitive advantage, with these areas attracting increasing scrutiny from a range of stakeholders. In particular, there are increasing commercial benefits for businesses which have inclusive and diverse work ethics and practices. At the Group we look at the impact the company and her products have on employees, local communities and society.

The main areas of consideration are:

- Preservation of human rights and avoidance of any complicity in human rights abuses
- Equality and diversity amongst employees
- Non-discriminatory employment practices
- Ensuring there is no exploitation of child labor or indentured servitude
- Health and safety
- Animal welfare
- Corporate donations

Corporate Governance

Corporate governance covers the rights and responsibilities of the management of a company, its structures, corporate values and accountability processes.

This relates to the following areas:

- Management structure
- Power balance between the Shareholder and the Board
- Appropriate checks and balances for members of the management team
- Employee relations and workplace grievances
- Executive remuneration
- Corporate Codes of Conduct

The Group's Mission statement

“To create a sustainable and cost-efficient living experience for homeowners”

How is the Group going to achieve this:

- Clients and funders are both valued customers with balanced mutual interests
- Platform will provide full paperless mortgage process automation and online execution
- Leading platform for capital market integration
- Total sustainable living experience is a fundamental and ongoing focus

All Mortgages originated will stimulate the reduction of the carbon footprint of the homeowner as much as possible:

- Profit based on mortgages, not on sustainability loan part.
- Supporting and encouraging customers home improvement to create a sustainable living experience is an integrated part of our service
- Creating a fully paperless process and providing online self service
- Using validated source data to ensure swift binding mortgage offer with full data integrity in the credit risk acceptance process
- Developing transparent products from the point of view of the homeowner and the funder, optimizing pricing and conditions for both worlds.

The Group's Core CSR Principles

The Group's Core CSR Principles are set out below and are regularly reviewed. The Group seeks to:

- Always comply with both the letter and the spirit of the law, wherever it applies
- Ensure that it takes a responsible approach to run its business throughout its business cycle and recognizes the potential impact of businesses on the environment, workers, communities and society, as well as the potential impact of climate change on the businesses in which the Group is active
- Ensure that we and our suppliers respect human rights and ensure no exploitation of child labor
- Ensure there is no bribery or corruption in any of our dealings

- Act with integrity at all times and in all our dealings
- Always be non-discriminatory (whether on grounds of gender, race or disability), and adopt equality and diversity in our employment practices
- Act responsibly with respect to the environment, aiming for a sustainable approach to the use of resources, avoiding irresponsible disposal of hazardous products and unnecessary waste
- Ensure that our management structures and policies reflect the need for transparency, accountability, equality and probity in the management of our businesses
- Comply with and inform industry standard CSR guidelines and best practices, and actively manage CSR considerations and risks effectively

The Group's Specific CSR Principles related to its mortgage activities

Business Partners

As the Group will outsource part of its activities and offered services to mortgage clients it will strive to select partners which comply with the above general CSR principles as much as possible. The need to apply to the CSR principles will, where possible, be embedded in the bi-lateral contracts and agreements in such a way that the Group can cancel the contract when a Partner is in breach with our CSR principles.

Origination and servicing of mortgages

- The Group will always apply to the Dutch code of Conduct for originating mortgages
- The Group will not make profits on any sustainable loan part or on related sustainability services
- The Group will encourage customers to improve the sustainability of their homes, not only at origination, but during the lifetime of the mortgage
- Maximum 7.5% of the total mortgage per client can be used as a sustainable loan part, financing sustainability improvement against favourable conditions (not for profit)
- The Group will strive to work together with distribution and sustainability partners who adhere to the same principles of actively advising, promoting, stimulating and implementing sustainability options for the home owner
- The Group will act as a responsible mortgage provider, where the interest of the customers has a prominent place in its business model and where competition will not lead to product push or concessions in risk acceptance

Environmental

- The Group aims to have the whole mortgage process organized with a Paperless strategy.
- The Group will work with hosting partners for her website and IT-infrastructure, which partners have an active CSR policy aimed at reducing environmental impact from the servers and preferably run on servers which use renewable energy
- Internal and External meetings will be ideally organized via Online Meeting Platforms to reduce the need to travel
- Board members and employees will be stimulated to travel by Public Transport or Cars using renewable energy
- The Group will strive to use office space in an office building with a one of the highest Dutch Energy Performance Certificate
- Broken IT hardware like computers, phones, etc will be send to a non profit social and green IT refurbishing company where jobs are created for disabled people
- The Group supports and encourages customers contribution in sustainability by:
 - o Appropriate pricing policies in accordance with the EU Energy Efficient Mortgage initiative (e.g. discount in interest rate according to improvement in energy rating of the property)
 - o Working together with partners which not only advice on solutions, but thereafter also implement the customer's chosen solutions
 - o Sustainable loan part against favourable (not for profit) conditions
 - o Offer a sustainable loan part not only to finance the limited list from the Dutch officials, but for all investments in sustainability (for example: Energy storage (power wall), home car charging station, water saving and storage installations, etc.

Social

- The Group will always strive to have a diverse as possible team working together.
- The Group will also invest time and efforts in training new staff with a more difficult background and will offer places for trainees.
- The Group will invest her experience, network and part of her profit for realizing Social and sustainability Projects like new Disabled people homes, Elderly homes, increasing IT possibilities at schools, etc.

Corporate Governance

- The Group will report annually about the CSR
- The Board members of the Group all have the same structure of incentives and remuneration also aligned with the CSR policy
- The Group will be a Dutch mortgage Platform with various Brands and products and will pay all its taxes in the Netherlands and will not use structures to reduce taxes.
- The surplus of Capital in the Group may be only invested in Euro State Bonds, residential mortgages originated by the Group and Socials projects as mentioned in this policy.

Long term ambition

To realize our ambitions in contributing to corporate and social responsibility, we have set ourselves the following goals for the Verder Hypotheken label as the **Long term ambition (2026)**:

- STP and paperless > 90%
- Energy savings loanpart usage > 50%
- Energy label improvement > 50%
- At least 10% of VerdeR's customers have used the additional (free) VerdeR services to improve the sustainability of their home

Though it is our ambition to create a diverse team that actively demonstrates social responsibility, we have not yet set concrete goals for ourselves. This will change over time, once our team increases in size.