

# Sustainability Accounting Standards Board (SASB) Disclosure

Cairn Homes plc 2021

## SASB STANDARDS INDEX

The activity metrics are reported as of the last day of the fiscal year, as per SASB guidelines.

Activity Metric	Code	Category	Unit of Measure	2021
Number of lots controlled	IF0401-A	Quantitative	Number	c.17,700
Number of selling communities	IF0401-B	Quantitative	Number	11*
Number of homes delivered (sold)	IF0401-C	Quantitative	Number	1,120

\* We had 11 developments with 5 or more homes for sale as at 31/12/21.

KPI	Code	Performance and Disclosures	Cairn Strategic Priority
<b>LAND USE AND ECOLOGICAL EFFECTS</b>			
<b>Number of (1) lots and (2) homes delivered on redevelopment sites</b>	<b>IF-HB-160a.1</b>	1) Cairn had 3,382 lots contractually available on redevelopment sites as at the end of 2021 (c.19% of our total landbank). The total number of lots available is an estimate based on the expected future development potential of the landbank.  2) In 2021, 234 (21%) of the 1,120 homes sold were on redevelopment sites.	 Homes
<b>Number of (1) lots and (2) homes delivered in regions with High or Extremely High Baseline Water Stress</b>	<b>IF-HB-160a.2</b>	No homes or lots in regions with High to Extremely High Baseline Water Stress.	 Homes
<b>Total amount of monetary losses as a result of legal proceedings associated with environmental regulations</b>	<b>IF-HB-160a.3</b>	No losses were recorded.	 Homes

SASB STANDARDS INDEX CONTINUED

KPI	Code	Performance and Disclosures	Cairn Strategic Priority
<b>LAND USE AND ECOLOGICAL EFFECTS CONTINUED</b>			
<p><b>Discussion of process to integrate environmental considerations into site selection, site design, and site development and construction</b></p>	<p><b>IF-HB-160a.4</b></p>	<p><b>Site Selection</b>                      Prior to acquisition all candidate sites are subject to a rigorous due diligence process which includes scoping of environmental and ecological sensitivities and constraints. The process is led by our multi-disciplinary Planning Team with additional support from our Environmental Health and Safety team. We obtain additional expert scientific and engineering input on environmental issues that arise.</p> <p>As part of this process all candidate sites are assessed under a number of environmental and sustainability criteria such as proximity to public transport networks; access to schools, childcare and community facilities; greenfield or brownfield condition; known contamination; flood risk; and other environmental impacts.</p> <p><b>Site Design</b>                      At the commencement of site design all projects are scoped out for Environmental Impacts. This process is led by our in-house Planning Team with assistance from Planning and Environmental Consultants. This establishes whether a full Environmental Impact Assessment (EIAR) is required or a series of focussed impact assessments on key issues. The Impact Assessment is fully integrated into the design process and our baseline studies and early impact assessment feedback into the developed design. The EIAR is coordinated by the Planning Consultants who attend all design team meetings to ensure full coordination and consideration of all issues.</p> <p>Once the planning application for a project is submitted, the Cairn Environmental Team review all applicable environmental planning compliance documents. This includes the Environmental Impact Assessment Report, Construction Environmental Management Plan (CEMP), Bat Report, Appropriate Assessments, Ecological Impact Assessment, and others as appropriate.</p> <p>Once all environmental planning compliance documents are reviewed, the Cairn Environmental Team engage with the site project manager to ensure all environmental mitigation measures are addressed at the earliest stages of a project and monitored on an ongoing basis.</p> <p><b>Site Development and Construction</b>                      Site-specific CEMP and a waste management plan are drafted by the Cairn Environmental Team for all sites and these address all environmental risk associated with that site.</p> <p>The CEMP will outline the environmental risks and detail best practice environmental management which will enable the site to proceed while limiting its environmental impact. The waste management plan summarises how waste will be managed, stating the responsibilities within the site team, and includes estimates of expected waste, and reusability of soil under Article 27 of the European Communities (Waste Directive) Regulations 2011.</p> <p>The CEMP provides both the site team and Cairn Environmental Team a platform to work from and ensures all environmental risks are managed and reduced. All environmental concerns raised by the public and/or any third-party regulatory body will be dealt with in a timely manner and addressed immediately throughout the construction phase of a project.</p> <p>Any environmental Planning Condition issued by the Local Authority will be addressed prior to works commencing. Cairn will engage with third party environmental consultants to ensure compliance with a sites environmental planning conditions. All necessary environmental monitoring will be adhered to with all consultant reports saved and recorded for future reference.</p>	 Homes

SASB STANDARDS INDEX CONTINUED

KPI	Code	Performance and Disclosures	Cairn Strategic Priority
<b>WORKFORCE HEALTH AND SAFETY</b>			
<b>(1) Total recordable incident rate (TRIR) and (2) fatality rate for (a) direct employees and (b) contract employees</b>	IF-HB-320a.1	<p>During 2021, there were 4 incidents more serious than first aid. There were 0 fatalities.</p> <p>The TRIR is 1.86 overall.</p>	 People
<b>DESIGN FOR RESOURCE EFFICIENCY</b>			
<b>(1) Number of homes that obtained a certified HERS® Index Score and (2) average score</b>	IF-HB-410a.1	<p>The HERS certification standard is not applicable in Ireland. We provide our Building Energy Ratings (BER) as an alternative.</p> <p>(1) 1,120 homes sold in 2021, all BER A rated</p> <p>(2) A rating is our average: 67% of our homes were rated A2 and 33% were rated A3. (BER ratings range from A1 [most efficient] to G [least efficient]).</p>	 Homes
<b>Percentage of installed water fixtures certified to WaterSense® specifications</b>	IF-HB-410a.2	<p>Although WaterSense specifications are not applicable in Ireland, we ensure that all of our homes are fitted with water fixtures that aim to minimise the amount of water used by the homeowner.</p>	 Homes
<b>Number of homes delivered certified to a third-party multi-attribute green building standard</b>		<p>To date, we certify our homes to the “Building Energy Rating” BER standard and all of our homes are A rated.</p> <p>Additionally, our homes are NZEB compliant and meet strict energy use and resource efficiency standards.</p> <p>During 2022 we will assess the suitability of the multi-attribute green building certifications explicitly designed for homes that are available in Ireland.</p>	 Homes
<b>Description of risks and opportunities related to incorporating resource efficiency into home design, and how benefits are communicated to customers</b>	IF-HB-410a.4	<p>Ireland has one of the most rigorous energy standards for new homes in Europe. At Cairn, all of our homes are designed to meet or exceed these standards, as well as other efficiency standards defined by planning authorities and government, as well as EU regulation.</p> <p>Homebuyers are increasingly demanding greater resource efficiency, driven by climate-related concerns, rising energy costs, sustainability demands and lender preferences. This creates a dynamic landscape for home design which can give rise to increasing development costs and, where expectations are not met, adverse impacts on the value of the homes we build. This can give rise to a variety of development, financial and compliance risks, as well as opportunities.</p> <p>As part of Cairn’s sustainability commitments, we persistently seek ways to improve the resource efficiency of the homes we build to ensure it remains at the forefront of sustainable home design and so meeting the demands of our target market. This includes developing homes that use more sustainable building material (such as light gauge steel), always meet a Building Energy Rating of A3 or above, and which have a lower impact on their environment.</p> <p>The building energy rating of the homes we build is one of the core benefits to our home buyers and is communicated through all marketing materials for our developments.</p> <p>Our Annual and Sustainability Reports are available to the public such that key information is available to all interested stakeholders. Additionally, our corporate social media accounts are used to communicate with a broad range of stakeholders on innovation and change at Cairn.</p>	 Homes

SASB STANDARDS INDEX CONTINUED

KPI	Code	Performance and Disclosures	Cairn Strategic Priority
<b>COMMUNITY IMPACTS OF NEW DEVELOPMENTS</b>			
<b>Description of how proximity and access to infrastructure, services, and economic centres affect site selection and development decisions</b>	<b>IF-HB-410b.1</b>	<p>Proximity to services and public transport is a central tenet of our sustainable development model and is a strategic consideration in site selection.</p> <p>Prior to acquisition all candidate sites are subject to a rigorous due diligence process which includes scoping of environmental and ecological sensitivities and constraints. The process is led by our multi-disciplinary Planning Team with additional support from our Environmental Health and Safety team. We obtain additional expert scientific and engineering input on environmental issues that arise. Our Corporate Development Team evaluate the local amenities and transport links available to our prospective customers.</p> <p>As part of this process all candidate sites are assessed under a number of criteria including proximity to public transport networks; access to schools, childcare and community facilities; greenfield or brownfield condition; known contamination; and other environmental impacts.</p> <p>We build quality homes in great locations; in practice this means that we build close to existing public transport nodes and urban centres. A map showing the locations of our developments is available on page 24 of this report, demonstrating our strategic commitment to this priority.</p> <p>100% of all active developments are within 1km of a public transport node and many are connected to road and rail as well as sustainable transport options such as cycleways.</p> <p>We provided 3.2ha of new public parks and green infrastructure in 2021 contributing to the 20ha of open space provided since Cairn was founded.</p>	 Places
<b>Number of (1) lots and (2) homes delivered on infill sites</b>	<b>IF-HB-410b.2</b>	<p>1) Cairn had 2,663 lots contractually available on infill sites as at the end of 2021 (c.15% of our total landbank). The total number of lots available is an estimate based on the expected future development potential of the landbank.</p> <p>2) In 2021, 236 (21%) of the 1,120 homes sold were on infill sites.</p>	 Places
<b>(1) Number of homes delivered in compact developments and (2) average density</b>	<b>IF-HB-410b.3</b>	<p>1) Cairn had c.17,700 lots contractually available on compact developments as at the end of 2021 (100% of our total landbank). The total number of lots available and expected density is an estimate based on the expected future development potential of the landbank.</p> <p>In 2021, 1,118 of the 1,120 homes sold were on compact developments.</p> <p>2) The average density for developments planned in 2021 is 66 units per hectare.</p>	 Homes

SASB STANDARDS INDEX CONTINUED

KPI	Code	Performance and Disclosures	Cairn Strategic Priority
<b>CLIMATE CHANGE ADAPTATION</b>			
<b>Number of lots located in 100-year flood zones</b>	<b>IF-HB-420a.1</b>	<p>None of our homes are within any flood zone. Where part of a site is within a potential flood zone this area would be incorporated in the open space design to ensure no risk to property.</p> <p>100% of our developments incorporate Sustainable Urban Drainage Systems designed to accommodate 1 in 100 year flood events.</p>	 Places
<b>Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks</b>	<b>IF-HB-420a.2</b>	<p>Cairn has adopted a robust risk management framework that identifies climate-related issues as a principal risk and uncertainty on the following time horizons: “Here and now” (one year or less); “medium term” (1-3 years); and “long term” (more than 3 years).</p> <p>Climate change risk is considered on the basis of risks associated with its exposure to the transition to a carbon-neutral economy, and physical risks affecting construction activity and developments.</p> <p>When considering climate change risks, we seek to identify and consider all material existing and emerging factors relevant to the business’ core activities, including policy risk, brand risk, economic risks, development risks, and compliance risks. Risks are assessed for likelihood and materiality based on a range of financial and non-financial factors.</p> <p>All risks (other than “low” risks), are managed and alleviated unless they are accepted by the business, with high risks being tolerable only with the approval of the Board, and extreme risks not being tolerated in any circumstances. In line with our risk management framework, decisions on how risks are to be managed are determined on a case-by-case basis, informed by a range of factors that are considered in the context of the specific risk and its wider business impact.</p>	