

## 2025 SUSTAINABILITY LONG-TERM OBJECTIVES

Our sustainability strategy is built around two strategic priorities where we can most effectively create shared value for our business, society and the environment.

### 1. FUTURE-PROOF THE LIVED ENVIRONMENT

With this strategic priority we aim to serve the human and business needs of tomorrow's cities, by future-proofing the built environment and operations through responsible investment criteria and sustainability solutions.

#### Sustainable buildings

- Increase the electricity efficiency to 311 kWh/m<sup>2</sup> (mall and toilet area) of owned operating assets
- Attain a level of water consumption at or below 2.5 litres per visit for owned operating assets
- Ensure that all wastewater discharges comply with Sonae Sierra wastewater management standards for non-EU owned operating assets
- Anticipate and prevent all safety risks on owned development assets, minimizing the number of accidents and their severity, aiming towards zero accidents.
- Provide a safe environment for everyone who visits or works within owned operating assets, aiming towards zero accidents, and promote safety and health conscious behaviour among our tenants, suppliers and visitors
- Embed sustainability into our corporate operations, maintain the risk management strategy of owned operating assets
- Ensure the Safety, Health and Environment Management System certification, striving for continuous improvement in Safety, Health and Environment performance and engaging our partners to ensure the delivery of high sustainability standards in our investment portfolios
- Strive to implement Sustainable Building Design and achieve a Green Building Certification for owned development assets and owned operating assets
- Ensure that Safety, Health and Environment data reporting requirements and accuracy for the Economic, Environmental and Social Report are met in all owned operating assets and offices

## Climate Change Resilience

- Reduce Scope 1 and 2 GHG emissions to 16.8 kg CO<sub>2</sub>e / m<sup>2</sup> GLA
- Reduce the GHG emission intensity of business air and rail
- Reduce indirect GHG emissions (Scope 3) by influencing visitor mobility patterns and encourage the reduction of tenant electricity intensities
- Ensure the implementation of a Climate Change adaptation strategy
- Secure energy supply by reducing utility dependence, implementing renewable energy technologies for owned assets
- Ensure a secure water supply by reducing public utility supply, with a focus on owned operating assets that are vulnerable to water shortages

## Circular economy

- Increase the waste that is recycled, recovered or reused and obtain a minimum recycling rate of 78% across owned operating assets centres
- Reduce waste sent to landfill to a maximum of 5% across owned operating assets
- Increase the waste that is recycled, recovered or reused and obtain a minimum recycling rate of 95% across our main corporate offices
- Maintain a high level of performance of waste recycling and aim to increase the proportion of construction materials with recycled content, in construction projects
- Strive to achieve the highest waste valorisation rate, aligned with the concept of circular economy through increased reuse, recycling, composting, anaerobic digestion or energetic valorisation of waste in owned operating assets
- Reduce the total waste produced in owned operating assets

## Impact on Local Communities

- Be recognized for delivering the best local community initiatives related to sustainability for visitors (managed shopping centres)

## 2. SAFE, HEALTHY & ENGAGED WORKFORCE

With this strategic priority we aim to ensure a diverse, inclusive and engaged workforce by developing employee's skills and productivity within a safe, healthy and empowering culture.

### Human Capital Management

- Attain 50% of leadership positions occupied by women
- Achieve a Top Talent Retention Rate of 94%
- Having the majority of employees recommending the Company as a good employer

### Employee Health, Safety & Well-being

- Enhance the health and well-being of our workforce to reduce the rate and severity of workplace accidents and occupational diseases, aiming towards zero accidents