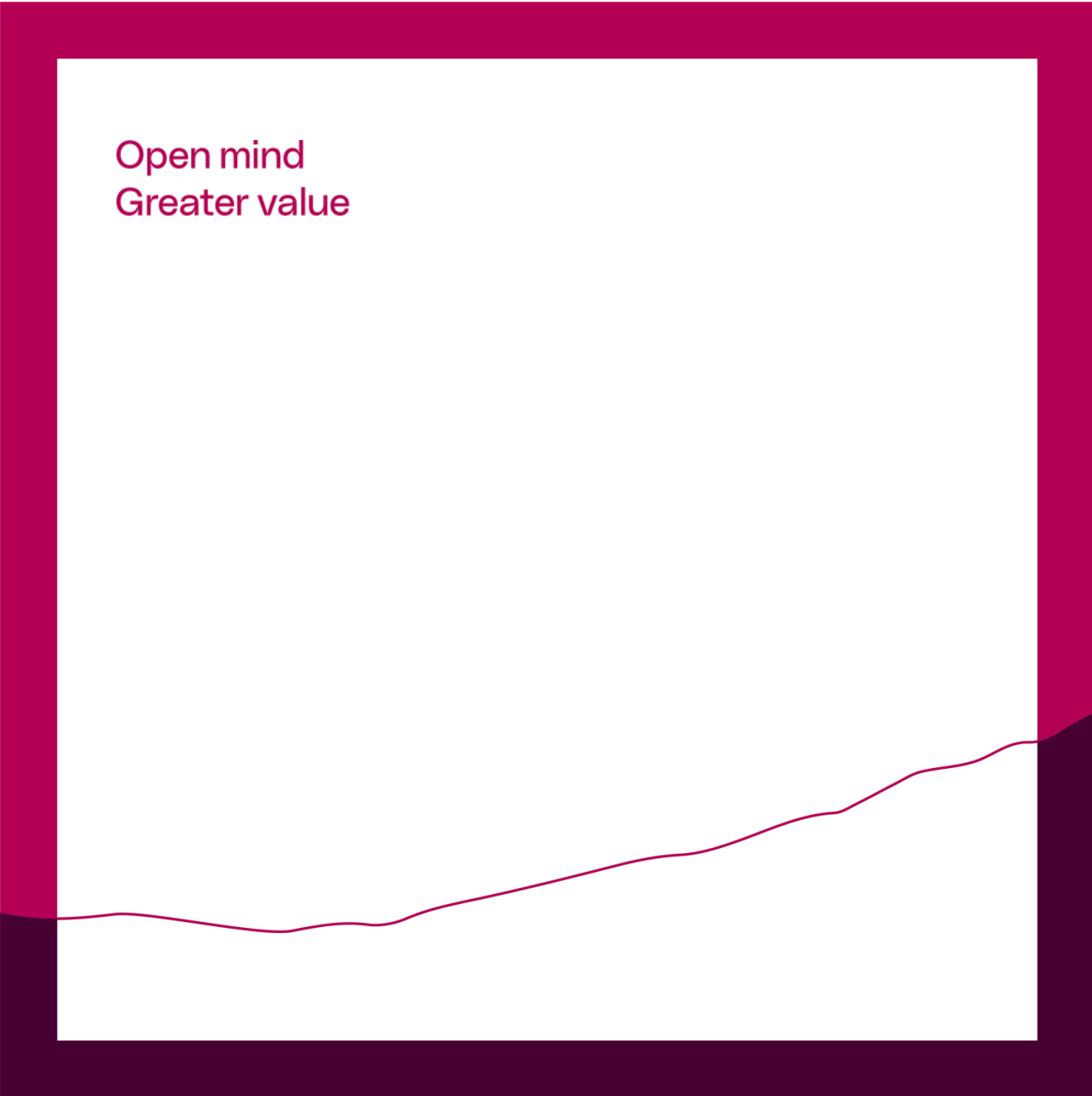


Material Areas

Open mind
Greater value



Material areas	Definition
Responsible Investment	Integrate Environmental, Social and Governance (ESG) factors into the analyses performed by investors and in the decision-making.
Sustainable Buildings	Integrate sustainability into design, construction and building operations processes and apply green building certification schemes, in order to reduce the environmental impact of assets covering site contamination, energy use, GHG emissions, noise pollution, water use and waste and ensure indoor environmental quality. Also consider the safety, health and well-being of building occupiers and visitors.
Climate Change Resilience	Incorporate ongoing assessment of climate change related risks and the adaptation to those risks by ensuring the design, construction and operation of buildings and equipment are resilient against consequences of climate change such as water shortage, storms and floods and intense heat events.
Management of Services Client Sustainability Profile	Foster and improve the sustainability impact of clients in the services sector (such as investors and developers) and ultimately, the impact of their assets, including environmental footprint, social impact and safety enhancement.
Circular Economy	Integrate principles of the circular economy (removing/reducing waste and pollution at the design stage, keeping products and materials in use, and regenerating natural systems) in business processes by prioritising regenerative resources, preserving and extending resources already in use, using waste as a resource and designing for the appropriate lifetime and extended future use.
Management of Tenant/Occupier Sustainability	Measure, foster and improve the sustainability impact of tenants (occupiers) and ultimately, the impact of their assets, including consumption—namely energy and water —waste generation and safety enhancement.
Impact on Local Communities	The ability to reduce the negative impact and increase the positive impact of asset management and development activities on the livelihood and well-being of local communities. This includes the way Sonae Sierra starts a dialogue with local stakeholders, to become aware of the relevant issues and opportunities that arise from business operations.
Responsible Procurement	Ensure procurement processes consider sustainability aspects in order to minimise the environmental footprint through the entire value chain.
Human Capital Management	Ensure a diverse, inclusive and empowered workforce by developing employees’ skills through training and development programmes and by ensuring equal opportunities in the workforce.

	Strong Human Capital management will result in higher employee engagement, talent attraction and retention.
Employee Health, Safety & Well-being	The ability to create and maintain a safe and healthy workplace environment, resulting in enhanced health, productivity and well-being of employees and reduction of rates of injury, occupational diseases, lost days and absenteeism and work-related fatalities.
Business Ethics, Transparency and Anti-Corruption	Processes to manage risks of bribery, corruption, anti-competitive behaviour, compliance and fiscal management, including the willingness of Sonae Sierra to disclose performances with shareholders and other stakeholders.