



SUSTAINABILITY POLICY

ALLOS

SUMÁRIO

_Toc146038140

- 1. SCOPE.....2
- 2. PRINCIPLES2
- 3. STRATEGIC GUIDELINES3
- 4. COMMITMENTS.....5
- 5. RESPONSIBILITIES5

The **Sustainability Policy** aims to demonstrate the Company's commitment to sustainable development, guiding the management, the values, and all employees in consolidating the strategy of business sustainability.

1. SCOPE

This Policy applies to ALLOS, all companies, directly or indirectly, controlled by or under the same control and the shopping malls in which, directly or indirectly, ALLOS holds ownership, to employees, directors, Regional Directors, Superintendents, Shopping Mall Managers and representatives of ALLOS or Shopping Malls that it manages ("Employees").

2. PRINCIPLES

2.1 ENVIRONMENTAL PRESERVATION

- Avoid and minimize the environmental impacts arising from its activities by managing the sustainable use of natural resources and pollution prevention.
- Promote eco-efficient management of energy and water consumption and adequate waste management throughout ALLOS operation.

2.2 SOCIAL DEVELOPMENT

- Protect human rights, respecting fundamental freedoms, combating slave and child labor, and minors' sexual exploitation.
- Protect labor rights and continuously progress in employee management, offering the best working conditions, health and safety, creating opportunities for personal and professional growth, in an environment that everyone is proud to be a part of, with special emphasis on:
 - a) The prevention of accidents at work and occupational illnesses;
 - b) Equity in remuneration;
 - c) Combating discrimination in all its forms, moral and sexual harassment, child labor, and forced or compulsory labor;
 - d) Valuing diversity (which is dealt with separately in the Diversity Policy);
 - e) Free union association and the right to collective bargaining; and
 - f) Providing continuous training.
- Invest in education in all its forms, making our capillarity and diffusive power available to the well-being of the population, aiming to transform the reality of the communities where it operates, allowing them to be inserted with dignity in the Brazilian society.

2.3 GOVERNANCE

- Maintain relationships with all stakeholders based on ethics, transparency, and legality to legitimize financial results, including through the adoption of a code of conduct that establishes ethical principles, which should guide employees and third parties.
- Seek competitiveness, aiming at the sustained improvement of results, continuously perfecting processes and services.
- Repudiate corrupt practices and promote ethical and transparent relations with all publics, not admitting relations with any interested party related to organized crime, illegal activities, or terrorism.

3. STRATEGIC GUIDELINES

The Company has 4 priority strategic guidelines related to themes with the greatest potential for generating positive value and mitigating negative business impacts:

3.1 ECO-EFFICIENT MANAGEMENT

- Establish long-term goals for efficient management and continuous improvement of water and energy consumption, waste generation, and greenhouse gas emissions.
- Identify eco-efficiency indicators in the Company's processes.
- Set annual eco-efficiency targets to achieve gains that meet the Company's commitments.

3.2 SUSTAINABLE CONSTRUCTION

In the development and construction of new malls, always seek the technical alternative, as long as it is economically viable, to:

- Adapt the design and construction to the LEED (Leadership in Energy and Environmental Design) certification parameters and meet the legal requirements of Environment and Occupational Safety and Occupational Health compatible with ISO 14001 and ISO 45001 standards during construction.
- Identify eco-efficiency indicators in design and construction processes.
- Establish project sustainability goals to be achieved at the end of construction that meet the commitments made in this Policy.
- Seek solutions to ensure accessibility of people with disabilities (PwD).

3.3 ENGAGEMENT OF EMPLOYEES, RETAILERS, SUPPLIERS, AND CONSUMERS

EMPLOYEES

- Empower and raise employees' awareness to be the protagonists of the Company's sustainability actions. Training and awareness measures should also be applied to the Management and the Board of Directors, reinforcing leaders' knowledge about socio-environmental aspects.
- Set sustainability goals and encourage and reward their achievement.

RETAILERS

- Develop partnership relations with its tenants, seeking to promote their awareness and sensitivity of sustainability-related issues.

SUPPLIERS

- Consider sustainability among the criteria for selection, acquisition, and purchases and performance evaluation of suppliers of products and services.

CUSTOMER

- Use communication tools with the customer to promote their education on sustainability and encourage them to adopt conscious consumption habits as a way to boost sustainable development.

3.4 INVESTMENTS IN THE COMMUNITIES

- Establish a good relationship with the community and public authorities, favoring dialogue, anticipation in resolving the community's demands, and overcoming any eventual damage.
- Consider, in the definition of projects supported by the Company, (the appreciation of) local actors' protagonism in each project, the monitoring of indicators and goals of the supported projects, and the communication of results.
- Prioritize investment in education in any of its forms to improve socio-economic conditions of the underprivileged communities neighboring the assets, defining an educational program or project to receive voluntary work from employees, investments, and support, with the following themes:
 - a) **Educational and Cultural Projects:** long-term projects and programs, of educational nature, for children, young people, and adults from the underprivileged communities surrounding the assets.
 - b) **Educational Campaigns, Actions and Events:** with guiding and pre-emptive purposes, in the areas of health, well-being and environmental preservation.
 - c) **Donation Campaigns:** regularly carried out in the shopping malls, under the brand "ALLOS Solidarity".

4. COMMITMENTS

The Company will adhere to a voluntary international commitment related to sustainable development issues to be defined by the ESG Commission.

5. RESPONSIBILITIES

Management for sustainability is everyone's responsibility in their day-to-day life, regardless of their area of activity or hierarchical level. The Ethics and ESG Committee, directly linked to the Board of Directors and the ESG Committee, composed of Board of Directors Members, are the areas responsible for maintaining the conditions for the engagement of all those involved for sustainability.

The Ethics and ESG Committee, composed of members appointed by the Board of Directors, has the responsibility to:

- a) guide the strategy and establish the priority of actions related to environmental, social, and governance (ESG) issues in the Company;
- b) guide the development and strategy of the Company's Compliance Program; and
- c) review and approve internal policies and regulations related to ethics, governance, compliance, and sustainability.

The ESG Commission, composed of statutory directors and executives of ALLOS, has the responsibility to:

- a) propose to the Committee strategies related to environmental, social, and governance (ESG) issues in the Company, establishing priorities;
- b) manage actions to implement the strategy and disseminate the ESG culture;
- c) guide the development and review of the Sustainability Report;
- d) suggest best practices for mitigating ESG-related risks;
- e) investigate potential cases of non-compliance with the Sustainability Policy and determine corrective actions and sanctions applicable to those responsible; and
- f) define which voluntary commitment(s) related to sustainable development themes the Company will adhere.