

# Sustainability Report 2023

A teal background with a gold gradient triangle pointing right, and a thin gold line that starts from the left, goes up to the top-left corner of the triangle, then follows the top edge of the triangle, and finally goes down to the right edge of the frame.

A SUSTAINABLE  
FUTURE IS A  
SOLYD FUTURE

# ABOUT THIS REPORT

SOLYD Property Developers (hereinafter referred to as SOLYD) is a leading real estate developer operating in the Portuguese market, in particular in the Lisbon Metropolitan Area. The company was established through a partnership between Estoril Capital Partners (ECP) and funds managed by Oaktree Capital Management's European Principal Group (Oaktree).

In SOLYD's 2023 Sustainability Report, we highlight our progress in integrating ESG (Environmental, Social, and Governance) and emphasize the enhanced efforts of our Corporate Social Responsibility (CSR) program, which is designed to support community well-being and contribute to the company's long-term sustainability.

Three years ago, as we embarked on our ESG journey, SOLYD's sustainability strategy took significant steps forward by identifying material topics and developing an ESG Integration action plan. Throughout 2022 and 2023, we continued implementing this plan and integrating ESG factors into our investment process.

We believe that internalizing sustainability delivers substantial benefits for all stakeholders. It enhances property value, drives cost savings, attracts investment, mitigates risks, fosters innovation, and positively impacts communities—ultimately helping to build a more resilient and future-ready real estate sector.

In this report, we share our approach and dedication to the sustainability issues that matter most to us and our stakeholders, as well as our quantitative indicators, as these objective measures are essential for ensuring transparency, building trust and showcasing our commitment to sustainable practices.

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# Message from the Senior Executive Management Team

SOLYD's senior management team prioritizes sustainable development as part of our efforts to address climate change. While the real estate sector considerably contributes to greenhouse gas emissions, it also holds the potential for driving positive changes. Committed to this transformation, SOLYD integrates ESG factors into its operations, with a focus on sustainable building design and green mobility.

In 2023, we consolidated our ESG action plan through ongoing implementation and monitoring of its initiatives. We calculated SOLYD's ESG KPIs for the year and set targets for each KPI, to better track and manage our sustainability performance. By establishing clear, measurable KPIs, we may assess our impact on the environment and society, spot areas for improvement, and align our operations with both stakeholder expectations and regulatory requirements. Furthermore, setting specific KPIs targets fosters accountability and drives strategic initiatives that enhance long-term value creation, mitigates risks, and promotes transparency, ultimately contributing to a more sustainable and responsible business model.

Calculating the carbon footprint of one of our projects for the first time marked a significant milestone in understanding its environmental impact and identifying opportunities for future improvement. SOLYD is committed to developing a comprehensive plan to reduce greenhouse gas (GHG) emissions, aligning with broader efforts to combat climate change and promote a healthier planet for future generations.

In 2023, our compliance framework was consolidated to strengthen our Governance model, making the alignment with regulatory requirements and industry best practices easier. Risk management continues to be an important concern, and we are planning to further enhance its effectiveness. Our commitment to continuous improvement in these areas reflects our dedication to maintaining a robust and resilient organizational structure.

**In 2023, Corporate Social Responsibility initiatives took center stage once again, making a remarkable impact on communities around our development projects. The implementation of our CSR Roadmap has not only strengthened our partnerships but has also unleashed a wave of positive effects, both in-house and externally. By incorporating initiatives tailored to our employees into the CSR Roadmap, we enhanced corporate responsibility and fostered a motivated workforce aligned with our company's mission and values. Our employees continue to be at the heart of our social initiatives, and their diversity enhances company performance, contributing to improved decision-making and a positive workplace culture.**

SOLYD's team is committed to this journey toward a sustainable future, and we recognize that engaging our stakeholders is vital to our success.

We thank you all for your dedication. Together, we can make a meaningful impact!



**GONÇALO CADETE**  
Chief Executive Officer



**JOÃO PAULA SANTOS**  
Chief Investment Officer



**JOÃO PINHO CARDÃO**  
Chief Financial Officer



**TIAGO BELO**  
Chief Operating Officer

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# SOLYD Property Developers



SOLYD

# 2.1. The company

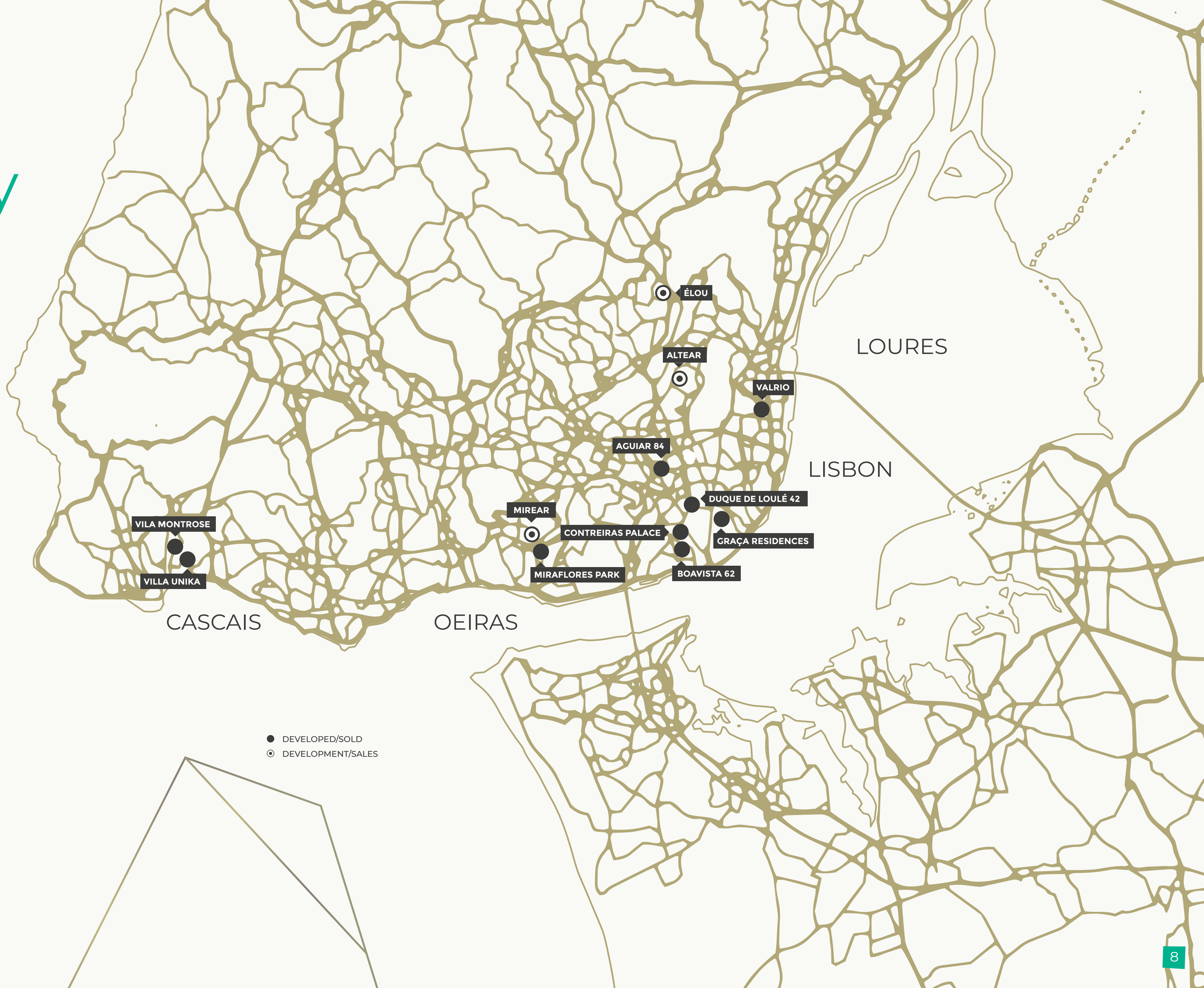
SOLYD was founded in 2015 under a partnership between ECP and investment funds managed by the Oaktree's European Principal Group.



Our business operates under the corporate brand SOLYD Property Developers. Portfolio management and investment activities are conducted through OCM-ECP Management S.A., which also concentrates all our employees. Operations are conducted through this entity, with the support and expertise provided by Oaktree Capital Management and the local investment team of Estoril Capital Partners.

Over the past eight years, we have organically grown into a leading real estate developer in Portugal, focusing mainly on creating unique residential projects (mid to mid-high-end segments) located in high-quality historical and urban areas in the main Portuguese cities, particularly in the Lisbon Metropolitan Area.

**Since mid-2015, SOLYD has acquired a diverse portfolio of buildings and development plots in Lisbon, Cascais, Oeiras, Setúbal and Loures, encompassing around 2,800 units, including both residential and commercial spaces.**



SOLYD emerged in the aftermath of a severe financial crisis, initially specializing in residential urban rehabilitation with a focus on the high-end market, catering to both domestic and foreign buyers seeking quality homes for personal use or investment. In this role, the company played a key part in the urban renewal of historical areas in Lisbon and Estoril. After two years, fueled by the success of rehabilitation projects and the positive development of the economy, SOLYD shifted its focus to new builds targeting Portuguese clients. The primary goal was to significantly increase the supply of high-quality residential properties for Portuguese households, in accordance with the latest trends and demands in urban design and sustainable construction.

Today, our strategy centers on developing residential buildings and condominiums, with a strong focus on the medium- to medium-high-end segments, and fully adapted to the new post-Covid paradigm, incorporating generous outdoor spaces and amenities that enhance work-life balance. Sustainability is at the heart of our projects, addressing climate challenges and ensuring energy efficiency, water consumption savings as well as a careful selection of sustainable, recyclable materials for all residences. At the same time, SOLYD continuously strives to incorporate cost-effective building solutions and materials into its projects, thus offering competitively priced housing.

Looking ahead, we plan to build on our consolidated position in Metropolitan Lisbon to expand our activity to new markets, specifically Porto and the Algarve, as well as to diversify our product range, including in the multifamily built-to rent and tourism sectors.

**Our goal is to continue developing state-of-the art projects that offer great value for money while meeting and exceeding our clients' requirements. We also aim to challenge ourselves as a company by investing in new market segments and trends, always striving to stay at the forefront of real estate development in the markets and segments where we operate.**

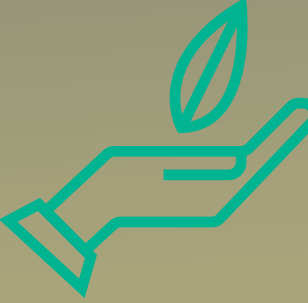


# 2.2. Vision / Mission / Purpose / Values

At SOLYD, our **purpose** is to provide people and communities with long-term life quality improvement. This purpose drives our existence and motivates us to work diligently, continuously pushing ourselves to improve our offerings.

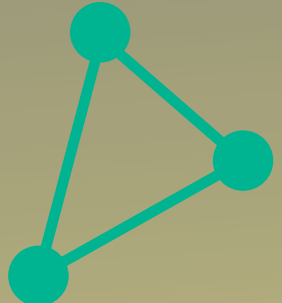
Our **vision** is to become the top-of-mind real estate developer in our target markets and segments. This vision drives our **mission** to improve our clients' professional and personal lives by developing excellent real estate projects. To achieve this vision, we are committed to fostering a corporate environment guided by our core **values**:

These values not only guide us towards business success but also help us in building a positive reputation and foster long-term relationships in the market, guiding how the company operates and interacts with clients, partners, and the community.



## SUSTAINABILITY

to care about the impact on our environment, our stakeholders, and the communities where we operate.



## COLLABORATION

to work together with our team and business partners to achieve our common goals.



## EXCELLENCE

to be committed to delivering the best real estate products and client experience in each segment.



## INTEGRITY

to be truthful, honest, and ethical in our actions.



## TRUST

to be worthy of our stakeholders' confidence by being consistently reliable and trustworthy.

# 2.3. Our team and workplace

By the end of 2023, SOLYD had 20 team members. The company is led by a Senior Executive Management Team and structured into six units: Investments, Marketing & Sales, Project & Design, Operations, Finance & Administrative, and Sustainability & Compliance.

MANAGEMENT TEAM

Gonçalo Cadete

João Paula Santos

João Pinho Cardão

Tiago Belo

Investments

Marketing & Sales

4

Project & Design

3

Operations

7

Finance & Admin

1

Sustainability & Compliance

1

The **Senior Executive Management** Team focuses on defining strategy, business, and corporate development, as well as coordinating the various units. It is composed of:

Gonçalo Cadete – Chief Executive Officer

João Paula Santos – Chief Investment Officer

João Pinho Cardão – Chief Financial Officer

Tiago Belo – Chief Operations Officer

**Investments** are responsible for sourcing development opportunities, conducting feasibility analyses and obtaining project approvals, and are also responsible for handling transaction execution, using both internal resources and external partners.

**Marketing & Sales** focuses on product positioning and branding, website management, market analysis, corporate communication, sales, and brokerage activities.

**Project & Design** is dedicated to designing, planning, and licensing. In some cases, architectural and technical design work is (partially) outsourced.

**Operations** oversees construction supervision, geotechnical, archaeological and contamination surveys (outsourced), as well as after-sales support. Construction is outsourced to primary contractors operating in the Portuguese market.

**Finance & Administrative** activities include treasury and finance, financing, accounting, planning and control, administrative and office management, payroll, IT, and taxes. Some of these functions are outsourced, specifically IT, accounting, and payroll.

■ Number of employees in each unit.



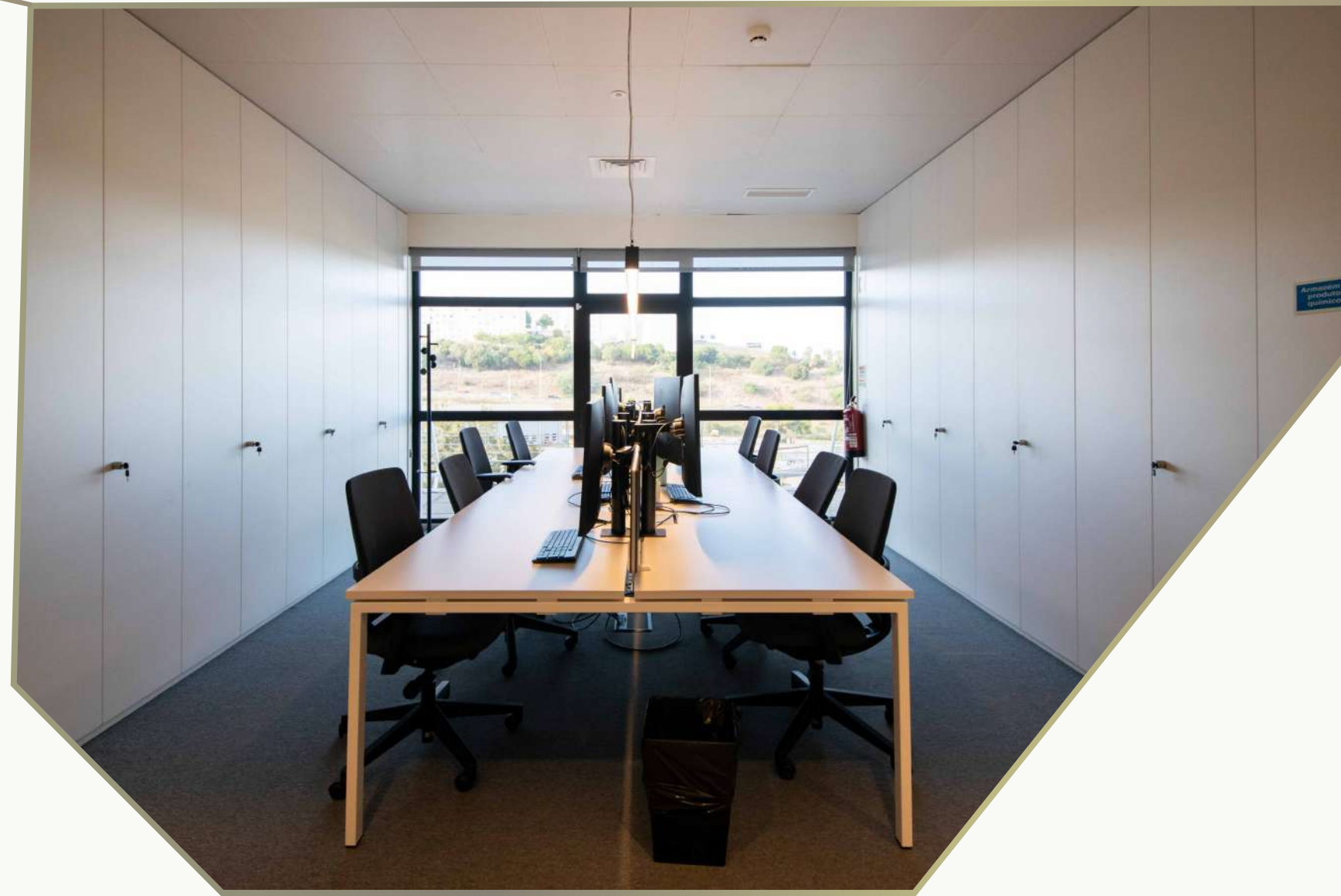
CLÁUDIA SALVADO  
SUSTAINABILITY AND  
COMPLIANCE SENIOR MANAGER

**Sustainability & Compliance** is responsible for reporting and monitoring ESG performance, internal auditing, internal control, and compliance in terms of implementation and monitoring of policies and processes. It also oversees regulatory compliance, internal communication, operational HR tasks and ESG training. Led by our Sustainability and Compliance Manager, this unit also plays a key role in identifying and collaborating with local entities to achieve the main goals of our Corporate Social Responsibility Program.

In 2023, SOLYD's team increased to 20 people by hiring an after-sales manager to support the operations team in providing technical assistance to our clients, particularly during the warranty period.

In 2022, SOLYD moved to a new workspace, providing its employees with a modern, eco-friendly work environment, featuring comfortable and collaborative workspaces like open spaces, meeting rooms, and outdoor spaces, all designed according to the latest office design trends. This endeavor not only boosted the well-being and working conditions of our team, but it also strengthened our internal culture.

**In 2023, SOLYD continued to promote team-building events aiming at fostering a positive work culture, boosting morale and motivation, and creating a sense of unity within the team. By engaging in team-building activities, employees build trust, improve productivity, and strengthen relationships, ultimately leading to a more cohesive and effective work environment.**



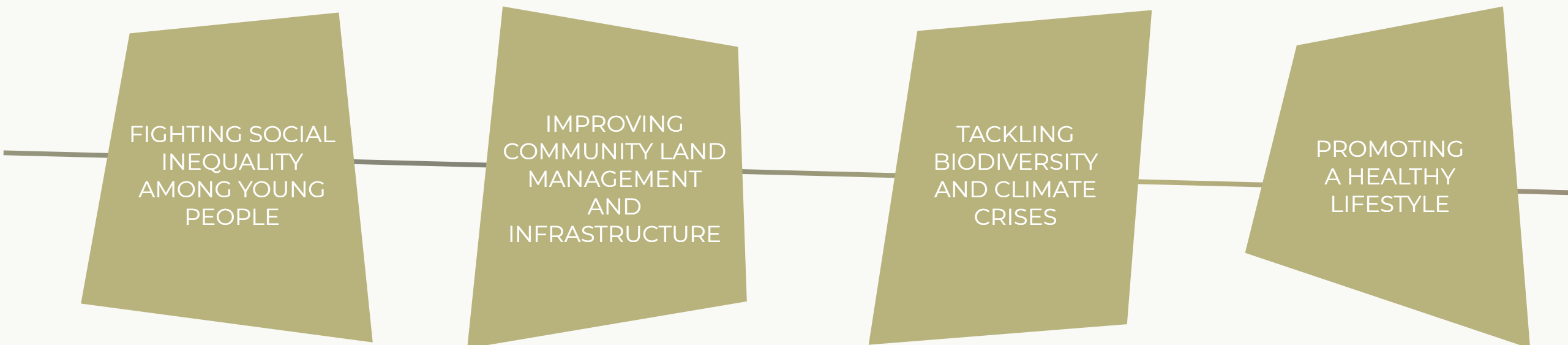
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# Corporate Social Responsibility Program



Guided by our mission, vision, purpose and values, SOLYD has crafted a comprehensive CSR strategy. By identifying focus areas, setting priorities, and determining the extent of involvement in various initiatives, we have adopted a proactive approach to social responsibility. Using a framework to evaluate and select opportunities for action, SOLYD defines initiatives for intervention and outlines the desired impact on both its team and the community.

In 2023, we continued to put in place the CSR Roadmap to outline initiatives aligned with the implementation of the CSR program framework established in 2022. **This roadmap focuses on the following four CSR areas:**





Throughout 2023, we advanced several CSR initiatives, continuing to support entities we had already partnered with in the previous year and expanded the number of initiatives across all four focus areas. The Alta de Lisboa area has been chosen as the primary focus for our initiatives, serving as a pilot for the expansion of our CSR efforts into other project development areas

**To fight social inequality among young people**, we have launched five CSR initiatives, sponsoring:

- The cultural outdoor cinema event CineConchas, organized by the Musgueira Social Center, aimed at promoting integration, diversity and social cohesion within the community surrounding the Alta de Lisboa area. This event attracted more than 23,000 spectators.
- The transportation of children from the Musgueira Social Center to a summer camp in the Algarve, where 52 students participated in activities that allowed them to get to know the world and provided development opportunities.
- The Miguel Reis Association with the expenses of 22 athletes from Alta de Lisboa schools, enabling them to attend the Muai Thai and Kickboxing National championship, to make an impact on the community, by engaging local youth and instilling values and discipline.

- The management of the projects and construction of Café Joyeux Cascais, which opened in July 2023. Café Joyeux is a solidarity restaurant/café project designed to train and employ individuals with trisomy 21 or cognitive spectrum disorders, such as autism. The Café Joyeux Cascais employs 20 people under these conditions.
- The Alta do Lumiar School Group, in partnership with ISCTE-IUL and the BeEmotional Association, at the Second Meeting on diversity and inclusion, to support discussions and an approach to diverse points of view related to inclusive education and the sharing of best practices for developing the Educational Community, with a special focus on Alta de Lisboa. Almost 500 people attended this event.



**To improve community land management and infrastructure** we painted and replaced the degraded floor of the Maria da Luz de Deus Ramos School Gym, enhancing the facilities at one of the schools of the Alto do Lumiar Group, located at Alta de Lisboa, providing better sports training conditions for over 200 students.

**To address the biodiversity and climate crisis**, we organized an event to celebrate the World Environment Day, visiting “Escola Básica das Galinheiras” to share staged stories with 80 students about sustainable behaviors that can be applied daily, to raise awareness about biodiversity and the climate crisis.



To **promote a healthy lifestyle**, we launched six CSR initiatives, two of them with internal impact to enhance employee inclusion and well-being, including sponsoring:

- Sailor Vasco Serpa's sailing team, to showcase Portugal and Cascais as prime destinations for living, while also promoting well-being and a sustainable lifestyle. The team won the first prize at the European J70 Sailing Championship, held in England.
- Corrida Sempre Mulher, an event organized by SHP, with 12,000 participants in support the Fight Against Breast Cancer: Among them, five participants were from the SOLYD team, which is composed of 62% women.
- The centenary roller hockey tournament of the Clube Atlético de Campo de Ourique (CACO). CACO is a small neighborhood club with over 100 years of history, providing sports opportunities to more than 350 young people. The club is a reference in roller hockey, a niche sport with a long tradition in Portugal.
- Rugby São Miguel, another community-based club that offers rugby for all ages. This sport promotes discipline, stress reduction, resilience, self-confidence, and strength. To encourage team involvement, SOLYD employees and their children receive a 25% discount on annual fees.

- We launched a wellness corporate protocol with Holmes Place to provide our employees access to state-of-the-art fitness facilities and professional training programs, along with enhanced payment conditions, making it easier and more affordable for them to prioritize their health and fitness.
- In our office, we also provide weekly fruit baskets filled with a variety of fresh, seasonal fruits, promoting healthier eating habits and encouraging our staff to incorporate more nutritious choices into their daily routines.

By integrating initiatives into the CSR roadmap specifically for employees, we not only enhance our overall corporate responsibility but also cultivate a motivated and engaged workforce that feels connected to the company's mission and values, fostering a sense of purpose and engagement among employees.

For further information about SOLYD's CSR Program please visit:  
[www.solyd.pt/en/sustainability/](http://www.solyd.pt/en/sustainability/)



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# Our Sustainability Approach



# 4.1. Global trends

In 2023, the ESG landscape evolved rapidly, shaped by mounting regulatory pressures, improvements in data quality, and a growing focus on social and governance factors. This convergence reflects a broader recognition that sustainable practices are crucial for long-term financial performance.

As the year ended, climate scientists declared 2023 the hottest year on record, emphasizing the urgent need to limit global warming to 1.5°C. Companies increasingly acknowledge the importance of enhancing supply chain resilience and managing climate risks, particularly in areas like flood protection and water access. Many organizations are now incorporating **climate risk assessments** into their investment strategies, as investors seek out companies that actively address climate-related impacts, driving demand for sustainable practices and transparency.

Entering 2024, businesses face significant sustainability challenges, with the World Economic Forum spotting extreme weather as the number one global risk. Expected consequences include food insecurity, heightened water stress, and population displacement. These climate impacts threaten business continuity, disrupting operations and supply chains. In response, many companies are prioritizing **resilience initiatives to safeguard their assets and workforce**. However, political uncertainty could hinder government investments, placing the responsibility on businesses to take the lead in adaptation efforts.

The **surge in net-zero commitments in 2023** is a clear response to mounting climate pressures, with companies leveraging established frameworks, technologies, and collaborative efforts to meet their ambitious sustainability targets. This shift not only reflects a growing corporate responsibility but also a recognition of the economic opportunities that come with sustainable practices.

Sustainable finance is booming, with ESG-focused investments reaching new highs. In 2023, green bonds and ESG funds attracted significant capital, driven by investor demand for sustainable options. Companies are increasingly held accountable for their environmental and social impacts, encouraging a more sustainable and equitable future.

**In 2023, regulatory bodies worldwide tightened their grip on ESG disclosures.** The International Sustainability Standards Board (ISSB) integrated the Sustainability Accounting Standards Board (SASB) standards and is now overseeing climate-related disclosures in line with the Task Force on Climate-related Financial Disclosures (TFFD). EU regulations, such as the European Sustainability Reporting Standards (ESRS) and the European Union's Corporate Sustainability Reporting Directive (CSRD), are imposing comprehensive sustainability reporting requirements for a wider array of companies, even extending to multinationals outside the EU. In the U.S., the Securities and Exchange Commission (SEC) is advocating for enhanced climate risk disclosures, reflecting a similar trend toward standardization

in ESG reporting. These developments aim to make it easier for investors to compare and assess company performance.

Despite the mandatory nature of these regulations, companies are grappling with **challenges in data collection**, particularly regarding Scope 3 emissions from their supply chains. As firms shift their focus from embedding sustainability into their strategies to meeting compliance requirements, there is growing concern that the push for reporting could overshadow meaningful action toward genuine sustainability initiatives.

The integration of technology into ESG practices is transforming how companies collect and report data. Advanced analytics, artificial intelligence (AI), and blockchain are enhancing transparency and accountability, enabling not just compliance but also empowering consumers and investors to make informed decisions based on reliable data. At the World Economic Forum, discussions highlighted **AI's role in climate change mitigation and adaptation strategies**. However, this technological shift also raises important social implications, such as labor market disruptions and privacy concerns. As reliance on AI increases, the demand for effective governance and ethical practices intensifies.

The **social aspect of ESG has taken center stage**, particularly amid ongoing discussions around social justice and equity. Companies are expanding their focus beyond diversity and

inclusion to address mental health, fair wages, and employee well-being, as social issues gain more attention in ESG discussions alongside environmental factors. Investors are increasingly considering social factors in their assessments, pushing companies to demonstrate their commitment to social responsibility and stakeholder engagement.

As awareness and action surrounding ESG issues continue to rise, incorporating these principles into corporate strategies will become a defining hallmark of responsible business conduct in the years ahead.

## 4.2. Real estate trends

In 2023, the real estate industry made significant strides in ESG practices, marked by a surge in participation and a **strong focus on net-zero targets**. This notable increase in industry involvement highlights the growing importance of sustainability as a core principle. The push for net-zero commitments is gaining momentum, with more organizations adopting these targets, signaling a clear shift toward carbon neutrality. A key driver of this change has been the **implementation of carbon pricing**, which encourages the reduction of greenhouse gas emissions and aligns economic interests with environmental goals.

Central to this evolving landscape is the heightened focus on sustainability in property development and management. **Real estate firms are prioritizing green building certifications like LEED and BREEAM**, incorporating energy-efficient technologies and sustainable materials to reduce carbon footprints. This commitment not only mitigates operational costs but also boosts asset value, as it attracts eco-conscious investors and clients who prioritize sustainability in their decision-making processes.

Looking ahead to 2024, several key developments are poised to impact the industry landscape. For instance, the incorporation of net-zero target-setting into performance evaluations will further reinforce the commitment to carbon neutrality. Additionally, the incorporation of climate-related risks and opportunities into disclosures will highlight the

tangible benefits of sustainable practices.

As these developments unfold, emerging issues such as diversity, equity, and inclusion (DEI), embodied carbon, biodiversity, and cybersecurity risk are becoming increasingly vital to ESG considerations. These factors are expected to play a significant role in shaping industry standards and practices.

On the social front, there is a growing awareness of **community impact and engagement**, leading to developments that incorporate affordable housing, accessible public spaces, and community amenities—elements that investors who prioritize social equity are finding increasingly attractive. Furthermore, the **integration of wellness features into buildings**—such as improved air quality, natural light access, and communal space reflects a broader understanding of health as a key component of property value. This holistic approach not only enhances the living experience but also positions properties favorably in a competitive market.

Governance remains equally critical in this context, as real estate firms face pressure to adopt transparent practices that align with stakeholder expectations. Robust ESG frameworks are essential for facilitating accountability and effective risk management. In response, **companies are increasingly implementing integrated ESG reporting**

**systems**, providing stakeholders with clear insights into their sustainability efforts and governance practices. This trend not only enhances transparency but also helps firms navigate regulatory requirements and investor scrutiny.

Moreover, technology is revolutionizing how real estate companies address ESG metrics. **Advanced data analytics and reporting tools enable firms to measure their environmental and social impact more effectively**. By leveraging technology, companies can streamline compliance with ESG standards and foster initiative-taking engagement with stakeholders, ensuring that their sustainability initiatives are both effective and well-communicated.

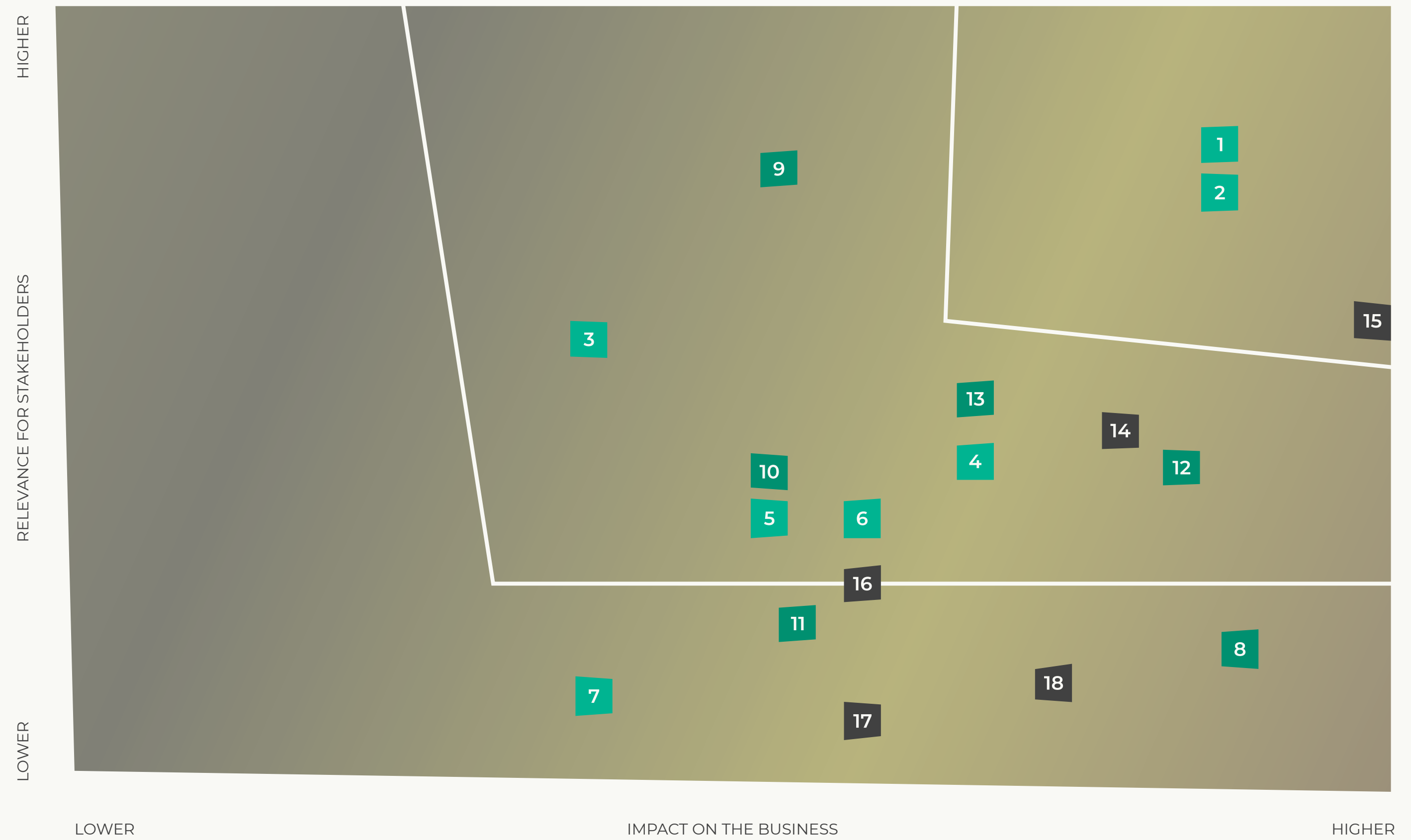
Looking ahead to 2024, the financial outlook for real estate will be shaped by these trends alongside broader economic factors. Potential challenges, such as reduced capital availability and rising interest rates, will also play a role. Additionally, the ongoing shift to remote and hybrid work models is expected to continue affecting the corporate real estate market. However, the persistent adoption of ESG practices will likely shape the financial landscape, driving the industry toward a more sustainable and resilient future.

# 4.3. ESG Integration

Since the company's foundation, sustainability has been our core value. Along the way, we have recognized the importance of ESG and integrated sustainability into our business strategy, aligning it with our mission and core values. We are committed to building better, more sustainable communities that meet current needs without compromising future generations.



Our ESG journey began in 2021 with a comprehensive maturity assessment and materiality analysis which revealed 18 key topics that we organized into a materiality matrix. The most relevant topics identified were Sustainable Buildings, Energy Management and Efficiency, and Business Ethics:



LIST OF SOLYD'S MATERIAL TOPICS

- |   |   |   |
|---|---|---|
| <b>1</b> Sustainable buildings            | <b>8</b> Appeal and employee retention      | <b>14</b> Governance model & compliance |
| <b>2</b> Energy management and efficiency | <b>9</b> Community impact                   | <b>15</b> Business ethics               |
| <b>3</b> GHG management and reduction     | <b>10</b> Diversity and equal opportunities | <b>16</b> Innovation and technology     |
| <b>4</b> Water stress                     | <b>11</b> Employee skills and development   | <b>17</b> Systemic risk management      |
| <b>5</b> Adaptation to climate change     | <b>12</b> Health & safety                   | <b>18</b> Market presence expansion     |
| <b>6</b> Waste management                 | <b>13</b> Responsible supply chain          |   |
| <b>7</b> Biodiversity                     |   |   |

Building on this foundation, we developed an ESG Action Plan for 2021-2023 structured around two main pillars, each comprising four groups that align with prioritized material topics. This framework reflects our commitment to invest in high-quality buildings that generate a positive impact, while building relationships based on ethics and responsibility.



### INVEST IN HIGH QUALITY BUILDINGS WITH A POSITIVE IMPACT...

Promote green and inclusive solutions with the best construction practices in SOLYD's developments.



### ...WHILE BUILDING RELATIONSHIPS BASED ON ETHICS AND RESPONSIBILITY.

Dealing with our partners and our people ethically and responsibly.

The implementation of our 2021-2023 ESG Action Plan led to the following key achievements in 2023:

-  Calculating SOLYD's carbon footprint at both the corporate and project levels.
-  Monitoring ESG features through corporate and project ESG checklists.
-  Calculating the ESG KPIs for 2023 and setting targets.
-  Assessing measures to enhance employees' work-life balance.
-  Preparing and publishing the second Sustainability Report for 2022, including ESG KPIs.
-  Promoting diversity, equity, and inclusion (DEI) in the workplace.
-  Conducting CSR Roadmap initiatives scheduled for the year.
-  Providing internal training on the AML Policy.
-  Actively participating as a team in ESG conferences and events.

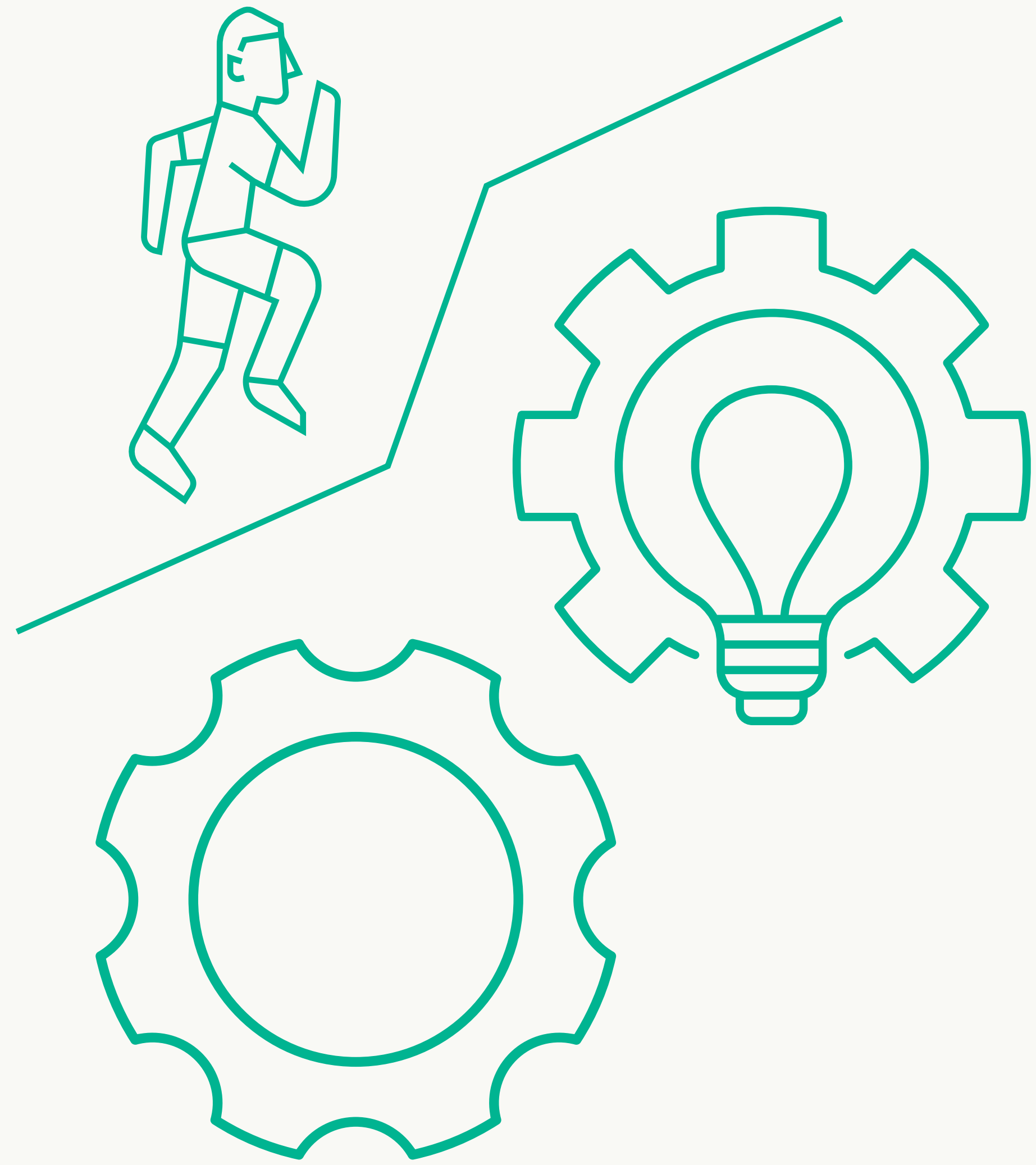
Looking ahead to 2024, we plan to continue advancing the initiatives from the 2021-2023 ESG Action Plan that were not completed within the scheduled period. Additionally, we have made progress in developing our KPI system and defining our goals for the future. As in 2022, the 2023 KPIs are incorporated into this report, specifically in Chapter 5, where we outline our management approach for each pillar and group, which we believe effectively integrates ESG topics into our business strategy.



5

# Our ESG Action Plan





In 2021, we established a baseline by mapping existing processes in line with ESG objectives. We also launched several ESG initiatives as part of our Action Plan. In 2022, we set initial KPIs for each previously identified initiative, which were then calculated in 2023, by monitoring the implementation of these ESG practices while also introducing additional initiatives.

Additionally, **setting targets for these KPIs in 2023 was important for enhancing clarity, accountability and engagement, all while driving long-term value by aligning sustainability with business strategies.**

The annual process of using ESG checklists and calculating KPIs for our ESG initiatives not only prepares us for anticipated regulatory demands but will also be continuously refined as we advance in our ESG journey, positioning us favorably in a competitive landscape.

# 5.1. Invest in high quality buildings with a positive impact...



# 5.1.1. Sustainable buildings

Sustainable buildings are essential for fostering a healthier planet by significantly cutting energy consumption, reducing greenhouse gas emissions, and promoting efficient resource use. **SOLYD is committed to providing sustainable and economically viable building solutions tailored to the specific needs of each project.** We continuously assess our previously implemented sustainable initiatives, which are evaluated by our stakeholders and detailed in our past sustainability reports. In this report we focus on the main initiatives that are monitored through ESG KPIs.

Building on our efforts in 2022, all of our projects in 2023 included contracts for waste separation and management, effectively minimizing and disposing of waste generated during construction. We have set a target of 100%, as this initiative is essential for promoting sustainability, reducing costs, and mitigating the environmental impacts associated with our construction projects.

**PROJECTS**  
WITH WASTE SEPARATION  
AND WASTE MANAGEMENT  
CONTRACT

**TARGET 100%**  
**OUTCOME 100%**



### WALLIE

SOLYD, in collaboration with LIPOR (Associação de Municípios para a Gestão Sustentável de Resíduos do Grande Porto), offered a wall-mounted recycling bin called WALLIE for MIRAFLORES PARK clients. Made from recycled plastic from garden furniture, this product is decorative, customizable, and space efficient. With an innovative and award-winning design, WALLIE facilitates recycling, is fully recyclable and has been developed using eco-design principles, incorporating 87% of recycled material.



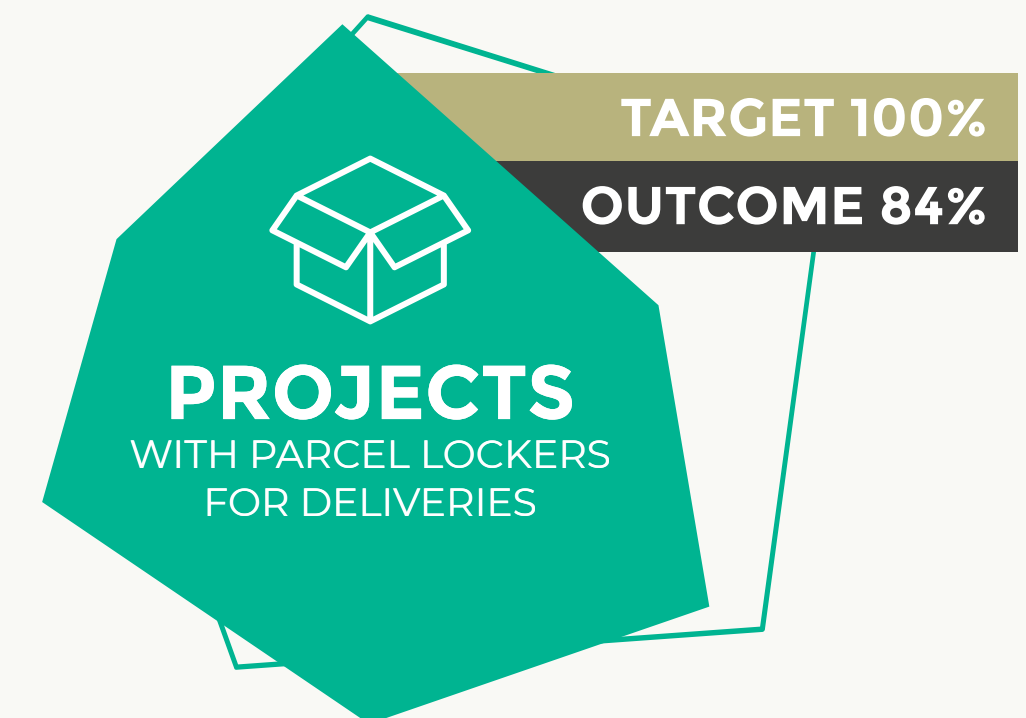
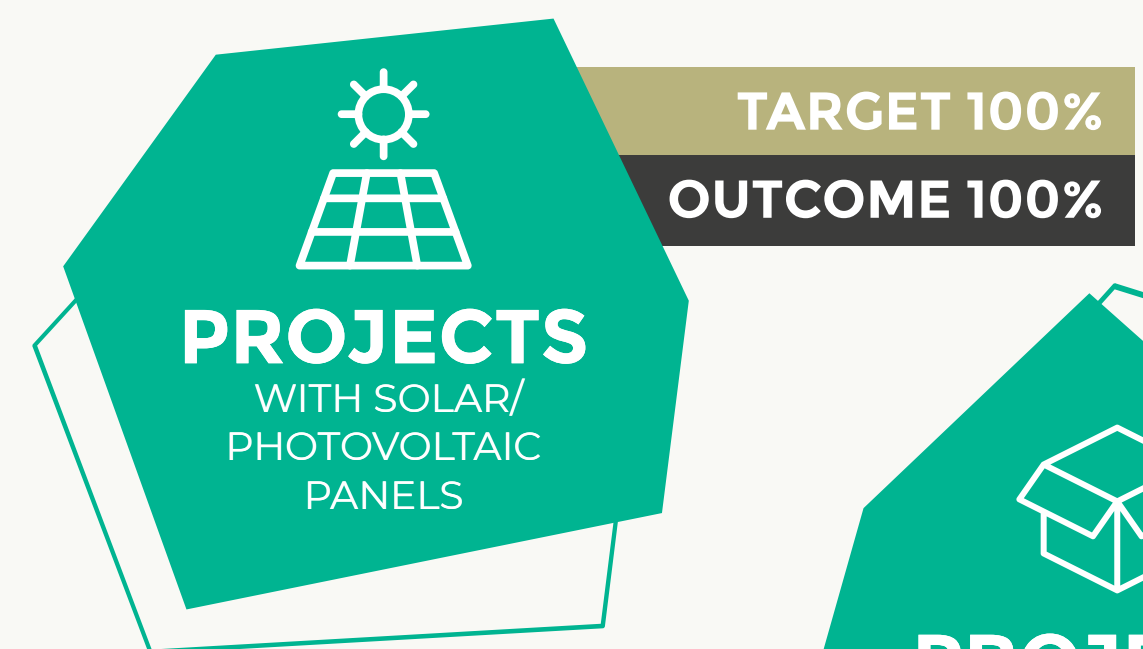


When assessing new investments, we apply our Responsible Investment approach aligned with our ESG policies. In 2023, we had one major project in investment phase, ALTEAR Malha 16, for which we conducted a soil contamination study. This due diligence phase included geological, geotechnical, and archeological surveys, along with a soil contamination assessment. Although the due diligence process was completed in 2023, this investment was not executed until 2024.

Our target is to have 100% of our projects incorporate solar panels on rooftops, as a sustainable power source. Integrating solar energy not only mitigates climate change by reducing greenhouse gas emissions but also plays a

crucial role in safeguarding public health, wildlife, and fragile ecosystems. By reducing reliance on traditional energy sources that harm ecosystems, solar energy protects biodiversity and wildlife habitats, while also promoting water conservation through its minimal water usage.

SOLYD has partnered with Locky by CTT (Correios de Portugal) to install parcel lockers in 84% of our projects, to reach a target of 100%. These lockers allow residents to receive and send parcels at any time, enhancing convenience and reducing the need for multiple delivery vehicles, thus lowering carbon emissions.





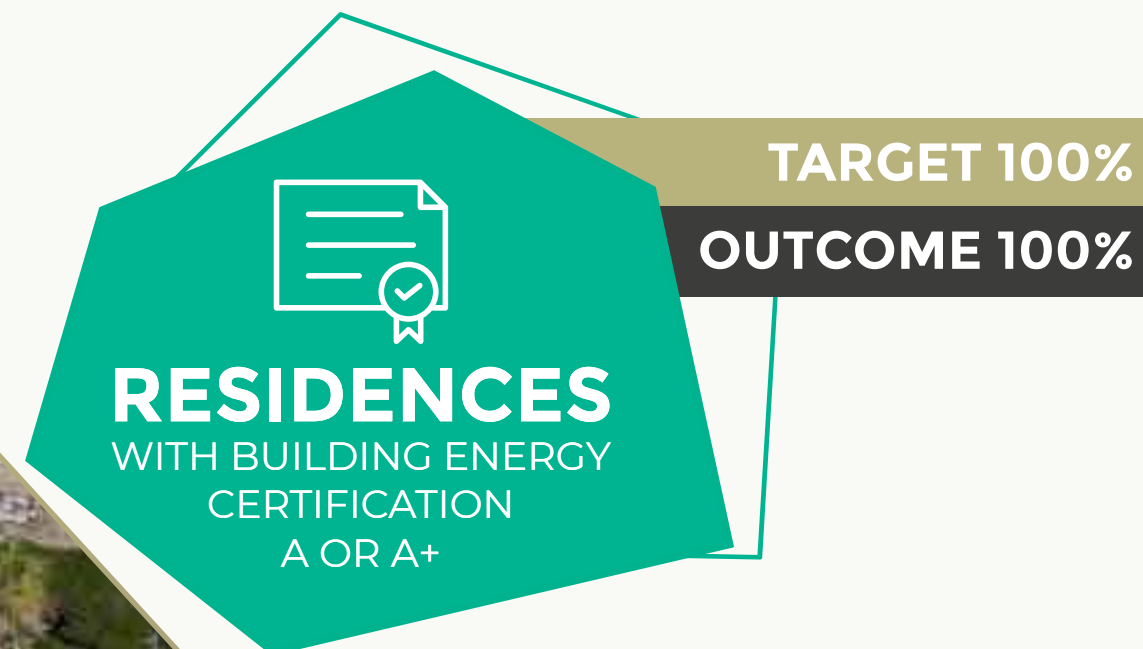
# 5.1.2. Climate change and energy management

We continued to monitor energy performance in the two pilot projects (VILLA UNIKA and PARQUE ALTEAR) using indicators that measure the energy performance of the 58 units, including 55 residences and 3 commercial spaces, delivered to our clients in 2023. Based on data from the energy certificates of all units in VILLA UNIKA and PARQUE ALTEAR, we found that 95% of them are rated A or A+ , the latter accounting for 19% of the total. Excluding commercial spaces, the percentage rises to 100%, as all 55 residences have an A or A+ certification. On average, renewable energy accounts for 58% of the energy consumption in these

buildings, with estimated annual CO<sub>2</sub>e emissions of 0.45 tons resulting from non-renewable energy.

Considering only the residential units, their cooling efficiency outperforms the benchmark by 68% and in terms of water heating, these residences are 65% more efficient than the benchmark.

**We obtained the NZEB21 (Nearly Zero Energy Building 2021) standard on the energy certification for 87% of the residential units.** This status promotes energy efficiency, leading to lower utility costs for our clients and a reduced carbon footprint, demonstrating our commitment to sustainability. NZEB standards also ensure better insulation and air quality, enhancing the comfort and health of residents.



All residences in PARQUE ALTEAR are NZEB21-certified for energy efficiency and VILLA UNIKA stood out for its use of renewable energy and highly efficient air and water heating systems, earning the prestigious Sustainability - Energy Efficiency Award from Expresso/SIC Notícias. To further reduce energy consumption, every apartment in VILLA UNIKA boasts an energy certification of A or A NZEB. This is achieved through superior insulation in facades, roofs, and communal areas, along with high-performance double-glazed windows. Additionally, electric shutters further enhance energy efficiency.

**Our commitment to energy efficiency extends beyond our residential projects. We have integrated energy-saving features into our office workspaces and actively encourage our employees to opt for hybrid or electric vehicles, reflecting our dedication to a sustainable future.**



# élou

## LOURES

Located at Santo António dos Cavaleiros, Loures, ÉLOU is a gated condo community with 266 residences spread across 17 buildings, offering options ranging from one-to five-bedroom units, with areas between 49 sqm and 149 sqm, catering to the different life stages of each family. The concept of the home as a place to live, work and leisure has become a new paradigm. With this in mind, SOLYD has designed spacious balconies and terraces of up to 137sqm for all apartments, allowing families to enjoy their own outdoor space with all the comfort of daily life.

Privileging rest and tranquility within the condominium, the common outdoor area spans over 4,000 sqm, featuring a swimming pool and lawn area, perfect for socializing and sharing unique moments with family and friends. Moreover, keeping everyday life in mind, ÉLOU offers a fully equipped gym for great workout experience. Furthermore, an excellent location close to green parks allows residents to engage in outdoor exercise, walks, and jogging in harmony with nature at Parque Casal do Monte or Parque da Encosta de Santo António dos Cavaleiros.



# élou

LOURES

Nothing has been overlooked at ÉLOU and every detail was designed by SOLYD Property Developer's Project & Design Team, integrating sustainability as a key part of this peaceful refuge. Reducing environmental impact has been a priority at Élou since its conception: the roof, facades and window frames offer high-performance thermal and acoustic insulation, which reduces the building's energy needs while maintaining a high level of comfort.

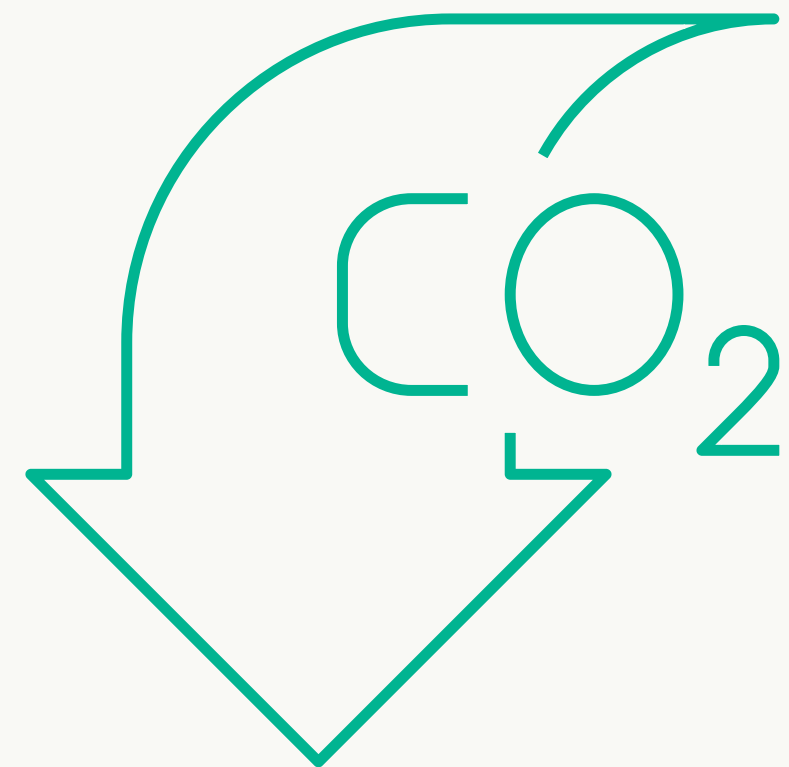
The condominium also features high-efficiency solar panels installed on the roof, water heating with high-efficiency heat pumps, lighting in atriums, circulation areas and private green spaces, as well as elevators equipped with technology that reduces energy consumption and includes energy recovery systems. The private underground parking lot includes pre-installation for electric vehicle charging, parking spaces for people with reduced mobility, and bike racks.

As for the interior of the apartments, all appliances are highly energy efficient, the air conditioning is multi-split with a high-efficiency inverter system, guaranteeing performance with low energy consumption. In the green areas, irrigation management is optimized by sector and fit to the needs of the various species, promoting sustainable water use.

Therefore, each choice respects the balance of the planet, fostering energy efficiency and opting for sustainable and recyclable materials.



# SOLYD'S carbon footprint



**In 2023, SOLYD conducted its second Greenhouse Gas (GHG) Emissions Inventory and, for the first time, calculated the inventory for a project under development.**

We implemented the data collection methodology developed in 2022, allowing us to calculate the GHG emissions of our project developments. This will enable us to develop a plan for reducing and offsetting GHG emissions associated with our projects in the future.

The development of the GHG emissions inventory is important for SOLYD, as it provides a comprehensive understanding of the emissions generated by its activities. This inventory helps to identify major emission sources, allowing for targeted decarbonization efforts in the future. Furthermore, it will facilitate the establishment and monitoring of progress towards decarbonization goals and the comparison of results over time. GHG inventory is an important tool for decision-making regarding future climate policies and objectives, playing a key role in formulating a successful decarbonization plan and setting reduction targets.

## CORPORATE GHG EMISSIONS

SOLYD's corporate GHG emissions inventory has been calculated following an operational control approach and with the support of an external team of experts. It was determined according to the GHG Protocol Corporate Accounting and Reporting Standard - Revised Edition (2004), Scope 2 Guidance, and Corporate Value Chain (Scope 3) Accounting and Reporting Standard. This inventory addresses the three scopes defined by the GHG Protocol.

EMISSION SOURCES	LOCATION-BASED METHOD		MARKET-BASED METHOD	
	tCO <sub>2</sub> e	% TOTAL	tCO <sub>2</sub> e	% TOTAL
Direct emissions (Scope 1)	7.91	8.7%	7.91	8.8%
Indirect emissions from purchased energy (Scope 2)	1.67	1.8%	0.00	0%
<b>Total Scope 1+2</b>	<b>9.58</b>	<b>10.5%</b>	<b>7.91</b>	<b>8.8%</b>
Other indirect emissions (Scope 3)	81.9	89.5%	81.9	91.2%
<b>Total Scope 1+2+3</b>	<b>91.5</b>	<b>100%</b>	<b>89.8</b>	<b>100%</b>

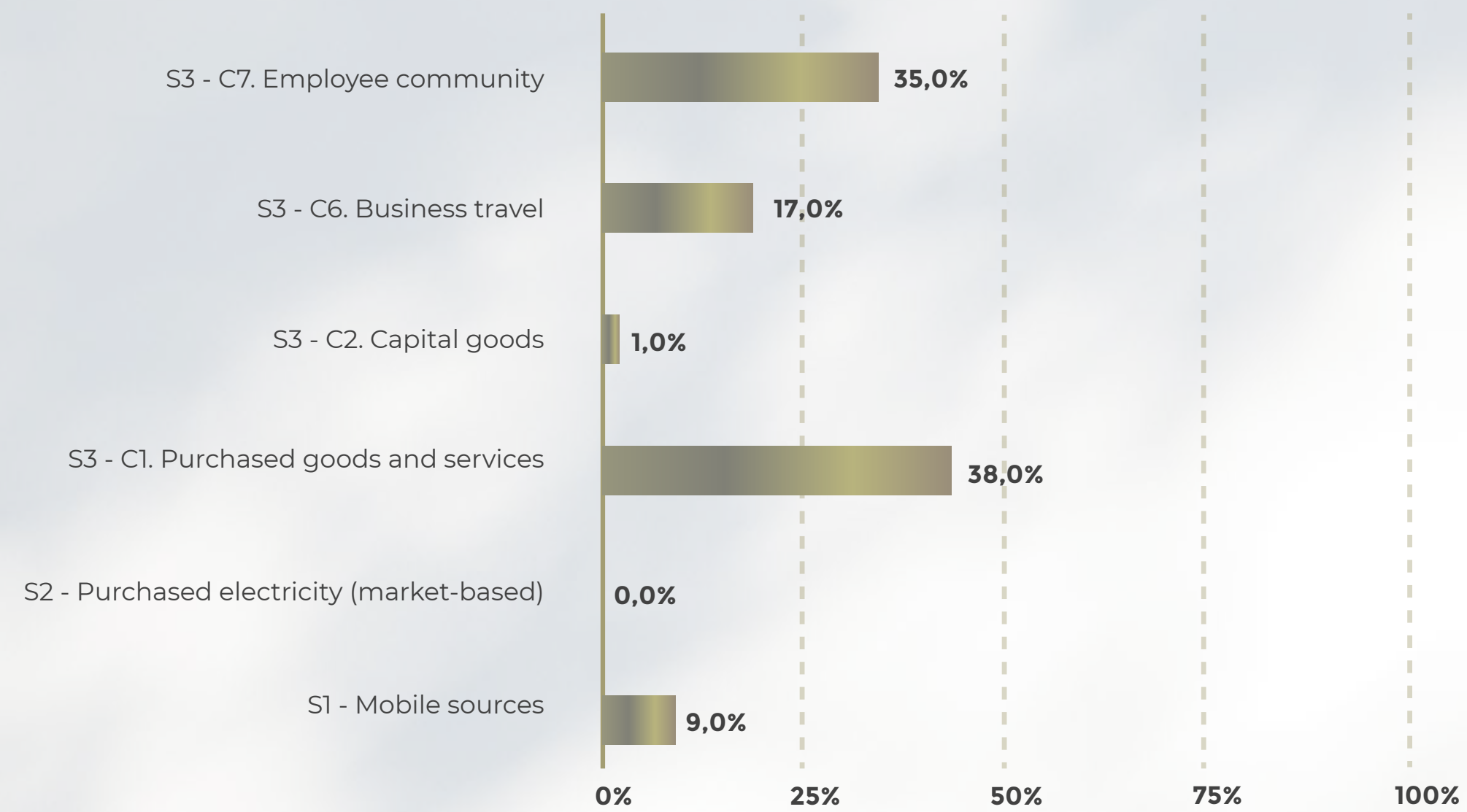
The results using the location-based method for calculating Scope 2 emissions differ, as they reflect the emissions associated with the average energy mix of the national electric grid. In contrast, the market-based method calculation shows zero emissions due to the green electricity contract in place with our supplier, which sources 100% of its energy from renewable sources for our offices.

In 2023, Scope 1 emissions accounted for only 8.8% of SOLYD's total GHG emissions considering the market-based emissions for Scope 2 emissions. Scope 2 indirect emissions from the organization's purchased and consumed electricity account for zero GHG emissions (-100% compared to 2022), reflecting a shift to a green contract, where 100% of the electricity purchased came from renewable sources. Furthermore, indirect emissions from the organization's value chain (Scope 3) represented the largest source of GHG emissions, as indicated in the previous table, accounting for 91.2% of SOLYD's total GHG emissions in 2023.

For Scope 3 emissions accounting, only Category 1. Purchased goods and services, Category 2. Capital goods, Category 6. Business travel and Category 7. Employee commuting were considered, based on data available for the reporting year.

The following figure shows the breakdown of total GHG emissions by category and emission source, considering the market-based method:

**GHG EMISSIONS - MARKET-BASED METHOD**



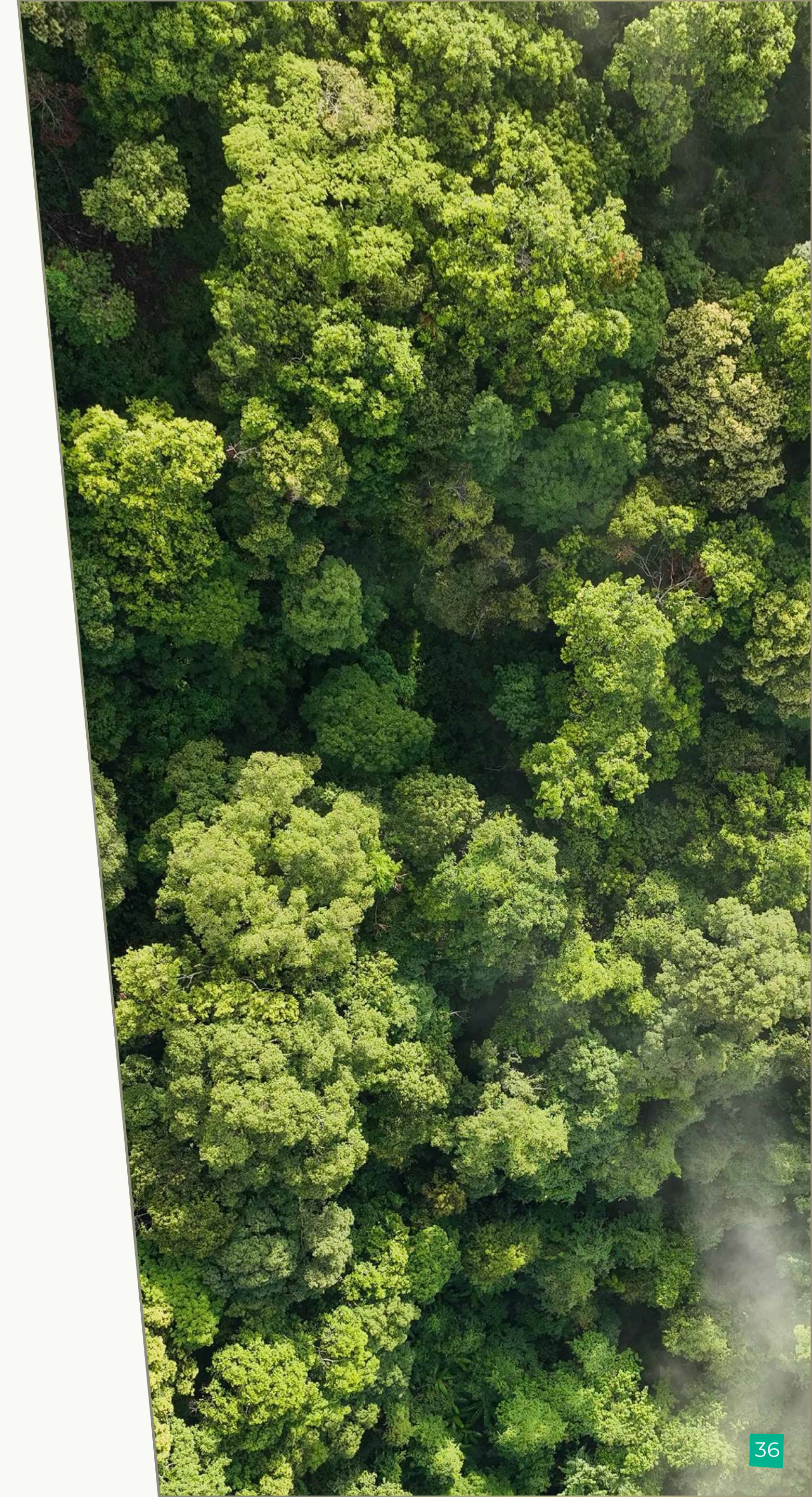
**GHG emissions related to purchased goods and services, as well as employee commuting, accounted for 73% of SOLYD's total corporate GHG emissions in 2023.**

Compared to the previous year, there was a 21% reduction in Scope 1 and 2 emissions, and a 56% reduction in Scope 3 emissions. This significant decrease is primarily attributed to the fact that, in 2022, SOLYD recorded 111 tons of emissions related to new office fit-out and furniture (non-recurring).



EMISSION CATEGORY	GHG EMISSIONS IN 2022	GHG EMISSIONS IN 2023	Δ 2023/2022
	tCO <sub>2</sub> e	tCO <sub>2</sub> e	%
Scope 1 and 2	10.02	7.91	-21%
Scope 3	185.90	81.89	-56%
TOTAL GHG corporate emissions*	<b>195.92</b>	<b>89.8</b>	<b>-54%</b>

\*Considering the market-based method for Scope 2 emissions.



## PROJECT DEVELOPMENT GHG EMISSIONS

SOLYD's GHG project development emissions inventory was calculated considering solely the product and construction stage life cycles that are associated with a built environment project. This assessment was conducted using an operational control approach and was supported by an external team of experts. The methodology followed the GHG Protocol Scope 3 Standard and the Sector Supplement for Measuring and Accounting for Embodied Emissions in the Built Environment (2021).

The project, designated as a pilot, is ÉLOU (Phase I), which commenced construction in September 2023 and is currently in progress. Located in Loures, the development comprises a total of 266 apartments, ranging from 1 to 5 bedrooms, distributed across 17 buildings organized into three blocks, with a total gross construction area of 52,021 sqm. Moreover, the project includes multipurpose rooms, a gym, a swimming pool, and 474 parking spaces.

Total GHG emissions in 2023 accounted for 3,693.50 tCO<sub>2</sub>e considering the market-based method, as detailed in the following table:

### TOTAL ÉLOU - PHASE I GHG EMISSIONS IN 2023

Emission sources	Location-based method <sup>1</sup>		Market-based method <sup>2</sup>	
	tCO <sub>2</sub> e	% total (per stage)	tCO <sub>2</sub> e	% total (per stage)
<b>Product stage (A1-A3)</b>				
B5 - Materials purchased	3 533.1	98.14%	3 533.1	98.14%
B5 - Services purchased	67.0	1.86%	67.0	1.86%
<b>Product stage -Total GHG emissions in 2023</b>	<b>3 600.0</b>	<b>97.49%</b>	<b>3 600.0</b>	<b>97.47%</b>
<b>Construction stage (A4-A5)</b>				
B1 - Mobile combustion sources	39.90	43.01%	39.90	42.69%
B2 - Stationary combustion sources	13.09	14.01%	13.09	14.01%
B3 - F-gases <sup>3</sup>	-	-	-	-
B4 - Energy consumption (at construction site)	0.53	0,57%	1,15	1.23%
B5 - Water consumption (at construction site)	0.04	0.04%	0.04	0.04%
B6 - Fuel and energy related activities	11.37	12.25%	11.44	12.24%
B6 - Well-to-Tank (WTT)	11.31	12.19%	11.31	12.10%
B6 - Transmission and distribution losses (T&D losses)	0.06	0.06%	0.13	0.14%
B7 - Upstream transportation and distribution	16.41	17.69%	16.41	17.56%
B8 - Waste generation operations	0.06	0.07%	0.06	0.07%
B8 - Waste treatment	0.05	0.05%	0.05	0.05%
B8 - Waste transportation	0.02	0.02%	0.02	0.02%
B9 - Employee commuting	11.37	12.26%	11.37	12.17%
Construction stage - Total GHG emissions in 2023	92.77	2.51%	93.46	2.53%*
<b>Total ÉLOU - Phase I GHG emissions in 2023</b>	<b>3 692.8</b>	<b>100%</b>	<b>3 693.5</b>	<b>100%</b>

<sup>1</sup>Reflects the CHG emissions associated with the national grid mix for 2023

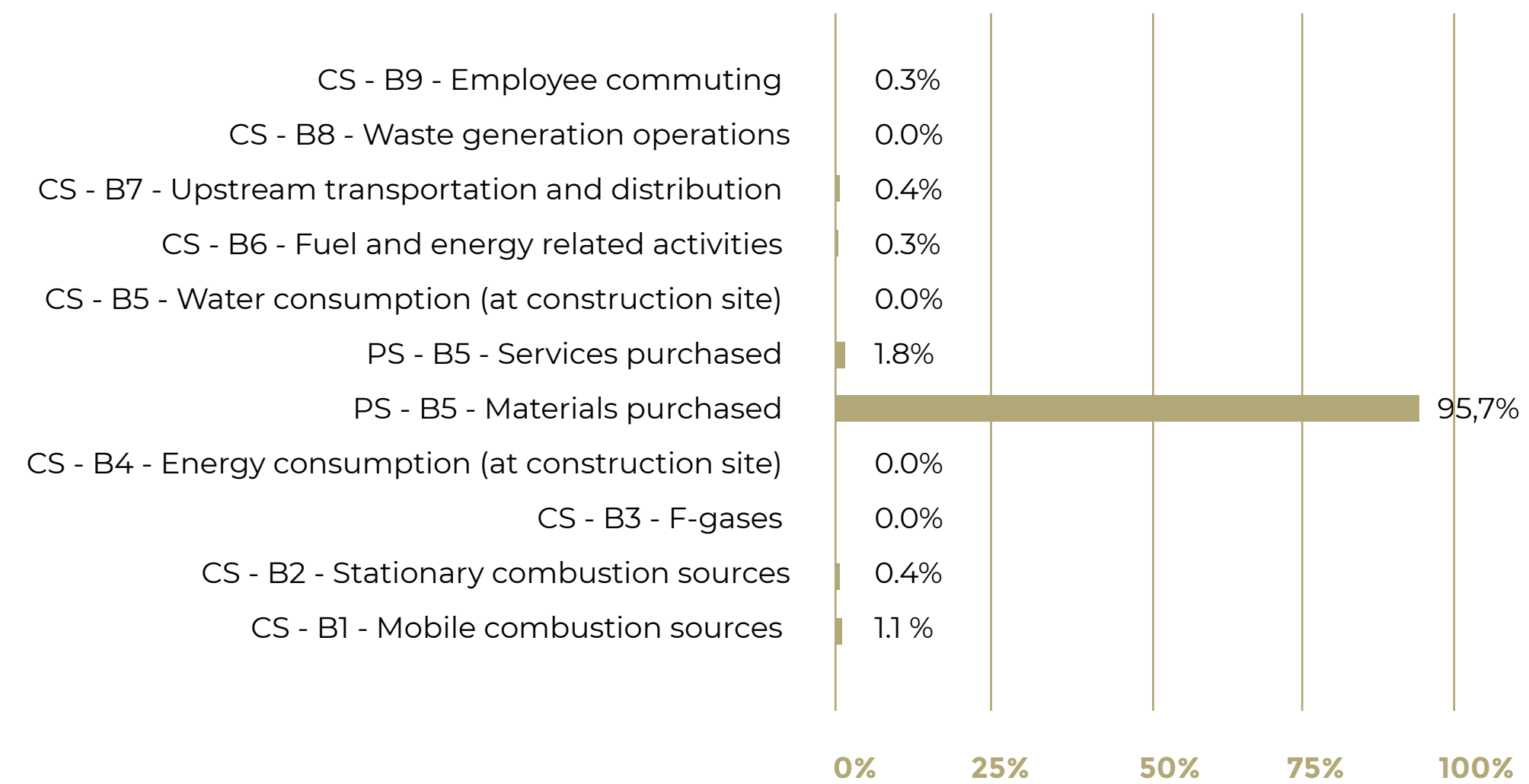
<sup>2</sup>Reflects the CHG emissions associated with the specific electricity supplier

<sup>3</sup>No fugitive emissions were recorded in 2023

\*Percentage regarding the total GHG emissions from the Product stage + Construction stage of ÉLOU -Phase I, in 2023

The majority of GHG emissions are related to the product stage and are primarily associated with purchased materials, specifically concrete and steel (19,5% and 80,3% respectively). These materials account for a total of 3,533.10 tCO<sub>2</sub>e, representing 95.7% of ÉLOU's (Phase I) total emissions. Although SOLYD has other projects under development and plans to include in future calculations, this conclusion enables us to focus on this specific source of emissions when formulating a plan to reduce emissions in future developments.

**GHG EMISSIONS - MARKET-BASED METHOD**



CS - Construction Stage  
PS - Product Stage

# 5.1.3. Community impact

We are committed to offering a variety of amenities, including green areas, decorated lobbies, children's playgrounds, lounges designed for remote work, green mobility solutions, and ground-floor retail options. To enhance our clients' sense of community and work-life balance, we incorporated wellness spaces such as pools, gyms, or spas, into 89% of our projects in 2023. Additionally, we included multipurpose rooms for social gatherings in 63% of our projects.

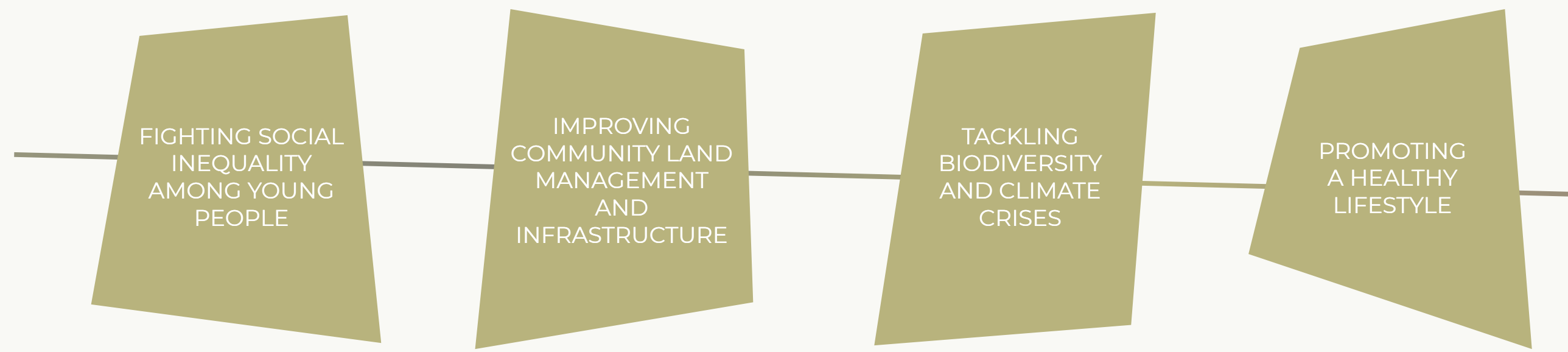
Our CSR program plays a vital role in supporting local communities by building trust and loyalty, enhancing reputation, stimulating the local economy, boosting employee engagement, and ensuring long-term viability. By actively participating in community initiatives, SOLYD demonstrates its commitment to ethical practices, attracting socially conscious consumers and fostering pride among employees.



**PROJECTS UNDER DEVELOPMENT**  
OFFER WELLBEING FACILITIES (GYMS, POOL, OR SPA)

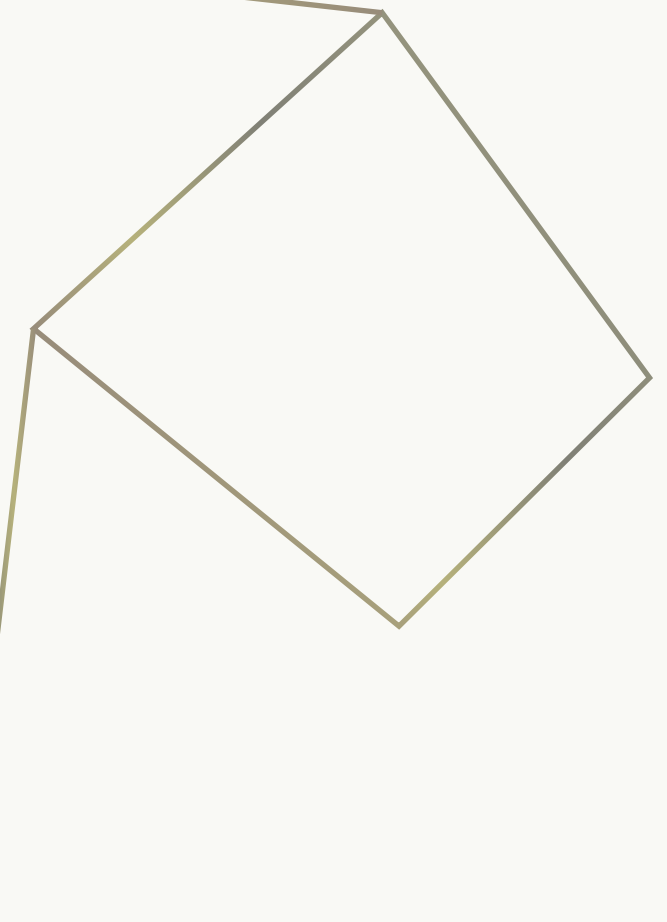
**TARGET 80%**  
**OUTCOME 89%**

SOLYD's Corporate Social Responsibility (CSR) Program, developed in chapter 3, focuses on four areas:



**FEATURE MULTIPURPOSE ROOMS** FOR SOCIAL GATHERINGS

**TARGET 50%**  
**OUTCOME 63%**



The CSR roadmap, introduced in 2022, serves as a vital tool for outlining initiatives that align with our CSR program framework, paving the way for the full implementation of our CSR strategy. Our goal is to create meaningful internal impacts through employee programs while also engaging with the surrounding community to provide opportunities that ultimately transform lives.

As outlined in Chapter 3, the thirteen CSR initiatives launched in 2023 have made a significant impact on the community, particularly among young people in the Alta de Lisboa area, aligning with our CSR strategy and focus areas. Collaboration with local entities, such as the “Agrupamento de Escolas do Alto do Lumiar” and the “Centro Social da Musgueira,” has been crucial in achieving our objectives. Their deep understanding of community needs has allowed SOLYD to direct its efforts more effectively.

In 2023, SOLYD's CSR efforts positively affected 41 742 individuals through partnerships with 14 organizations, including **two schools from the Alto do Lumiar grouping, the Musgueira Social Center, the Miguel Reis Association, ISCTE-IUL and BeEmotional Association, Café Joyeux, Sail Cascais, SHP, CACO, São Miguel Rugby Club, Holmes Place, and Equalfood.** This year, we have doubled our partnerships and expanded our reach, impacting six times as many beneficiaries compared to last year. Additionally, we have reached over one million people through our social media platforms.

**14 PARTNERS  
AND 41.742  
BENEFICIARIES**

IMPACTED BY SOLYD'S  
CSR ACTIONS AND  
SPONSORSHIPS  
IN 2023





# 5.1.4. Health and safety

In 2023, our Health & Safety officer reported only one workplace accident involving SOLYD staff. To mitigate the impact of workplace accidents, SOLYD provides comprehensive accident insurance to ensure that both employees and their families receive vital support in case of any damage incurred.

Our employees benefit from regular medical check-ups provided by a contracted medical provider. In addition to these mandatory requirements, SOLYD offers all employees comprehensive health insurance, which covers bi-annual check-ups, affordable access to medical care, and coverage for medical expenses in the event of illness.



**WORK-RELATED INJURY**  
AMONG STAFF

**TARGET 0**  
**OUTCOME 1**



**STAFF**  
WITH HEALTH INSURANCE

**TARGET 100%**  
**OUTCOME 100%**

After relocating to new offices in 2022, we are currently awaiting approval from local authorities for our office's safety plan and self-protection measures. **We remain committed to ongoing Health and Safety training for our team and will continue to monitor health and safety indicators.**

## 5.2. ...while building relationships based on ethics and responsibility



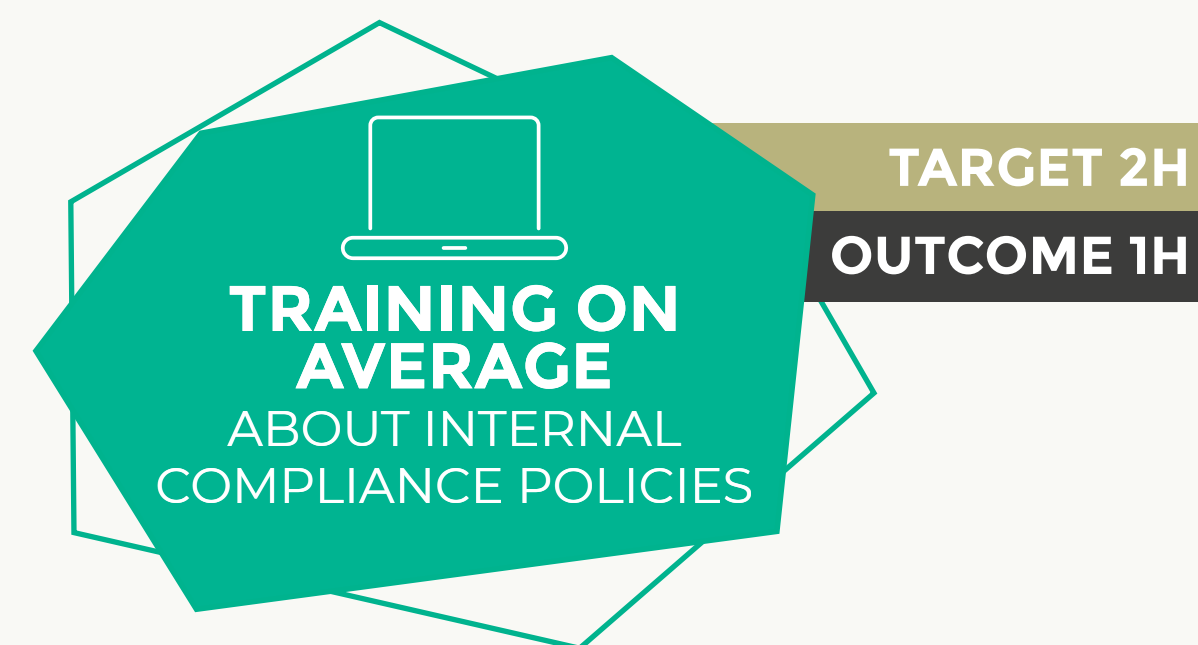
## 5.2.1. Ethics and governance

We believe that a robust governance model is essential for ethical and transparent management, as well as effective risk management in the real estate sector. A strong governance framework fosters trust with stakeholders, improves decision-making processes and helps mitigate risks related to financial misconduct and regulatory non-compliance. Our policies are designed to align with our core values and undergo an annual review to ensure their relevance and effectiveness. Our key policies include:

- Responsible Investment
- Anti-Corruption
- Anti-Money Laundering and Terrorist Financing
- Personal Data Privacy
- Information Security
- Guidelines for Contracts

Implementing a Responsible Investment Policy was an important step in establishing a reference framework and criteria that guide our investment decisions. This policy integrates Environmental, Social, and Governance (ESG) factors not only in the due diligence process but throughout the entire lifecycle of each project.

As a firm advocate for Responsible Investment, SOLYD is committed to embedding ESG principles into its corporate operations and project activities. We apply Responsible Investment criteria at every stage of the investment process,



from project selection to due diligence, ensuring that sustainability and ethical considerations are prioritized throughout each project's lifecycle. This approach not only enhances our reputation but also contributes to long-term value creation for our stakeholders.

**The successful implementation of key policies relies on the establishment of processes that integrate them into daily operations.** Engaging employees and partners, as well as providing essential training, is crucial for effective policy adoption and compliance. In 2023, all our employees received training on Anti-Corruption and Anti-Money Laundering and Financing of Terrorism. This training is recorded, evaluated, and accessible for future reference, ensuring continuous learning and reinforcing our commitment to these critical areas.



Our Data Protection Officer (DPO) actively oversees data protection procedures to ensure compliance with GDPR regulations, reinforcing our commitment to safeguarding personal data. In 2023 we reported no incidents of breaches involving clients or employee data privacy.

In 2023, our Whistleblower Channel, managed by an independent external company, received no reports. This confidential service empowers SOLYD employees to report unethical behavior and any instances of wrongdoing or malpractice they encounter during their work activities. The absence of complaints highlights our commitment to fostering a transparent and ethical workplace culture.



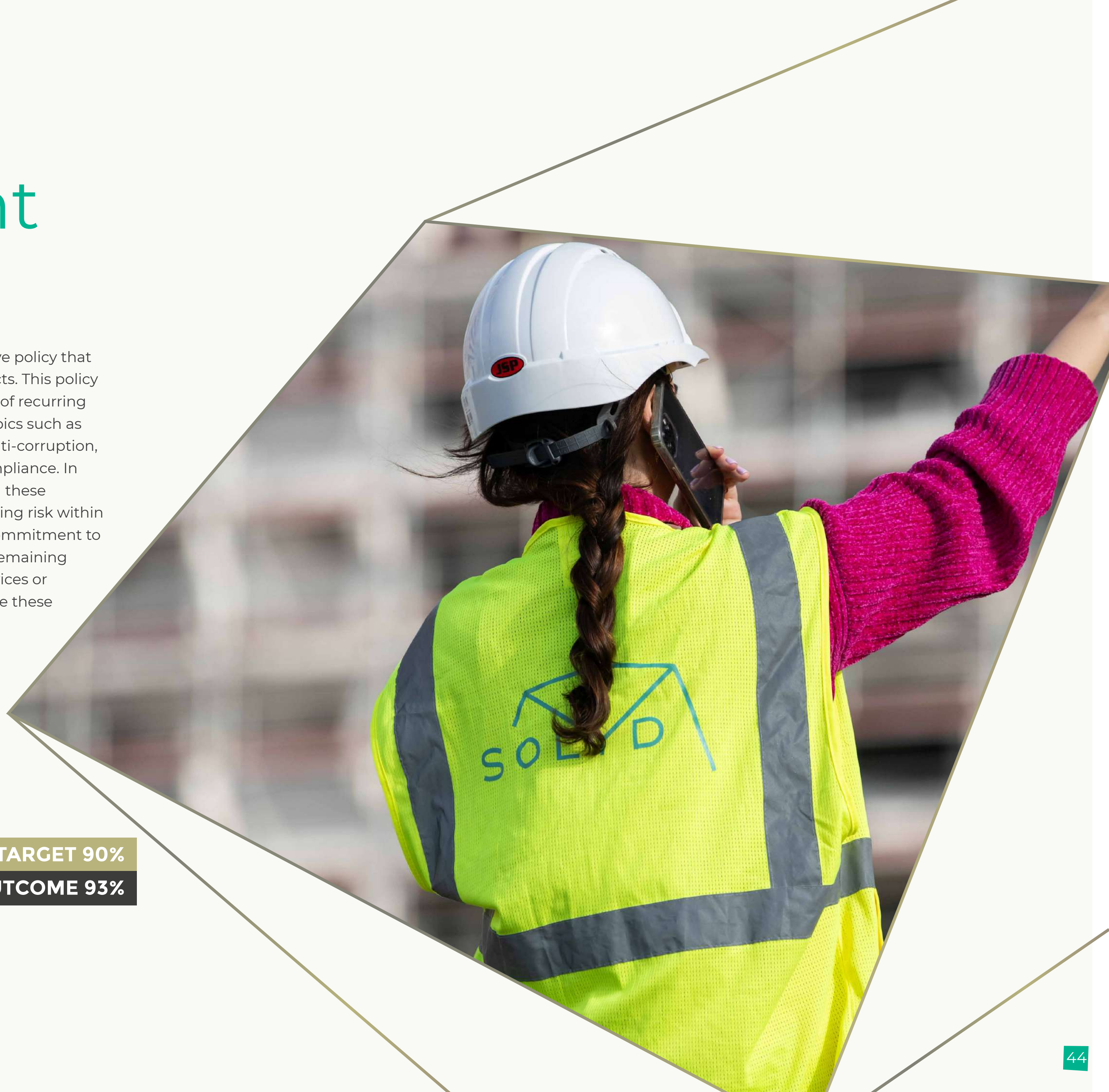
## 5.2.2. Risk management

Mitigating ESG governance risks in the real estate sector requires a multifaceted approach. Establishing clear ESG policies was essential to define our commitment to environmental sustainability, social responsibility, and governance practices. Engaging our stakeholders is also important as it helps spot potential ESG risks and builds trust. Providing ongoing training on ESG principles and best practices ensures that our staff understands its role in governance and compliance.

Developing and tracking specific **ESG KPIs** enables us to effectively measure performance, while annual sustainability reporting significantly enhances transparency and accountability. Setting targets for these KPIs is crucial for fostering a culture of responsibility and driving meaningful progress within the organization.

**Furthermore, ESG due diligence is conducted before acquiring new properties or engaging in developments, encompassing assessments of environmental risks and social impacts.** SOLYD systematically documents and monitors ESG initiatives using checklists that cover the ESG aspects of each project and at corporate level, as well as due diligence checklists during the investment phase.

SOLYD has established a comprehensive policy that provides guidelines for drafting contracts. This policy includes essential clauses for key types of recurring contracts, emphasizing ESG-related topics such as waste management, health & safety, anti-corruption, anti-money laundering, and GDPR compliance. In 2023, 93% of our contracts incorporated these important clauses, significantly mitigating risk within our supply chain and reinforcing our commitment to sustainable and ethical practices. The remaining contracts, which pertain to utilities services or materials, do not entail risks that require these clauses.



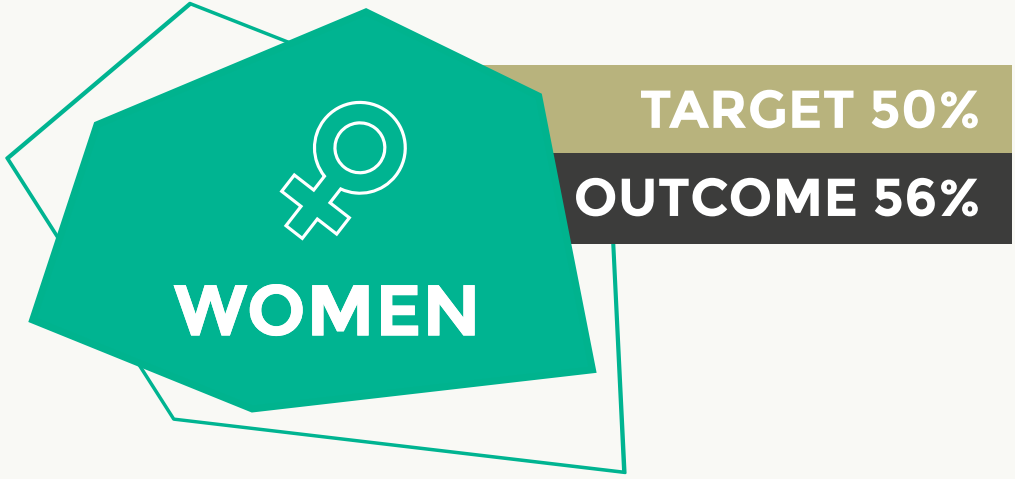


# 5.2.3. Workforce culture and wellbeing

In 2023, our workforce grew by 5%, boosted by the recruitment of one woman, which increased our female representation from 53% to 56%. Moreover, women hold 57% of our management positions. Our target is 50%, therefore this outcome highlights our organization's commitment to gender diversity and equal opportunities in the workplace.



SOLYD's Senior Management is proud of our employee retention program, which once again achieved zero turnover in 2023. As we pursue a challenging target for turnover below 5%, we understand that effective onboarding and a supportive welcome for new employees are vital for their successful integration and alignment with our corporate values.





**TARGET 40H**  
**OUTCOME 20H**

**AVERAGE**  
TRAINING HOURS  
PER EMPLOYEE

Throughout the year, we monitored our annual training plan and documented all training activities in line with our internal training process. We provided an average of 20 hours of training per employee, but our goal is to reach 40 hours to further enhance our staff's skills and knowledge. SOLYD remains committed to investing in employee training, acknowledging its crucial role in fostering team development and success.

To continue supporting remote work and improve our staff's work-life balance while minimizing the carbon footprint from commuting, we aim for 10% of working days to be conducted from home. In 2023, we achieved this target of 10%.

To further enhance our efforts in promoting Diversity, Equality & Inclusion (DEI), we encouraged our staff to attend a meeting on diversity and inclusion, supported by our CSR program. This event allowed us to reflect on various perspectives related to inclusive education and learn about best practices. By actively engaging in these initiatives, we aim to cultivate a workplace where everyone feels valued, which is not only important but essential for our collective success.



**TARGET 10%**  
**OUTCOME 10%**

**HOME OFFICE**  
DAYS



**TARGET 100%**  
**OUTCOME 100%**

**STAFF**  
WITH  
PERFORMANCE  
EVALUATION  
AND VARIABLE  
REMUNERATION

We have set a target of 100% for performance evaluations and variable remuneration, continuing our annual evaluation tradition that encompasses all team members. Alongside individual and group qualitative and quantitative KPIs, we also integrate ESG metrics into managerial assessments. Additionally, we maintained our commitment to offsite and team-building events, fostering open communication about the company's strategy while strengthening team spirit.



## 5.2.4. Prosperity

**SOLYD is dedicated to driving sector-wide progress by embedding ESG principles into its real estate projects. Our approach is grounded in adherence to industry-leading standards and is designed to stimulate sustainable growth.**

Through our comprehensive Action Plan, we focus on fostering prosperity by leveraging advanced technologies and innovative solutions to deliver high-performance products with a reduced environmental footprint. Our commitment to integrating state-of-the-art technologies enables us to deliver measurable value to clients as part of our Innovation Program.

Our projects incorporate a suite of energy-optimizing technologies, such as smart thermostats and energy-efficient HVAC systems and home management systems, allowing residents to precisely control indoor temperatures and optimize energy consumption. Rooftop solar panels harness solar energy for renewable power generation, reducing dependency on fossil fuels and supporting efficient water heating solutions. Water conservation is achieved through fixtures like low-flow toilets and showerheads, which significantly reduce water

use without compromising functionality. Enhanced insulation materials and advanced construction techniques further contribute to energy efficiency, lowering heating and cooling demands. In addition, integrated smart home automation systems enable residents to monitor and control energy usage in real-time, making resource management intuitive and effective. These solutions not only increase the eco-efficiency of modern residential buildings but also enhance their economic viability and comfort levels. Energy-efficient elevators equipped with energy recovery mechanisms also play a key role in optimizing overall energy use.

These technologies extend our impact to green mobility and renewable energy, directly contributing to a reduced carbon footprint across our projects. As advancements in technology and construction practices continue, we anticipate a growing array of opportunities to shape a safer, smarter, and more sustainable future in the real estate sector. Embracing these advancements is essential for all stakeholders committed to promoting sustainability in building design and management.



## Technology features used in VILLA UNIKA project

The apartments are equipped with a comprehensive smart home automation system featuring a programmable interface that integrates with a video intercom, accessible via smartphone. This interface enables seamless control over various home functionalities, including lighting, temperature, and security, all remotely accessible. In living rooms and bedrooms, a high-efficiency hydraulic radiant floor heating system is installed, leveraging water-based heat distribution for consistent and energy-efficient temperature control. In contrast, bathrooms are equipped with an electric radiant heating system, providing rapid and localized heating with user-controlled thermostats.

The common indoor pool in the spa area employs advanced water treatment technology, utilizing ultraviolet (UV-C) light and active oxygen (ozone) sanitization. This dual-stage purification system not only reduces the need for chemical disinfectants but also maintains optimal water quality, enhancing the swimming experience while ensuring health and safety.

In terms of the garage, SOLYD supports sustainable mobility by providing infrastructure for electric vehicle (EV) charging stations. These stations are equipped with load-balancing technology to optimize power distribution and prevent grid overload, ensuring safe and efficient charging for multiple vehicles.

The centralized irrigation system, servicing both common and private green areas, is outfitted with a weather-responsive control unit and soil moisture sensors. The integrated weather station monitors real-time meteorological data, allowing the system to suspend irrigation during rain or high humidity conditions. Soil moisture sensors further optimize water usage by ensuring irrigation only occurs when moisture levels fall below set thresholds, significantly enhancing water conservation, and supporting sustainable landscape management.

Together, these advanced solutions ensure a seamless blend of sustainability, convenience, and operational efficiency, reflecting SOLYD's commitment to environmentally responsible and technology-driven living spaces.



6

# Communication



**Communicating our ESG actions continues to play a vital role in achieving our strategic goals and fostering meaningful engagement with our stakeholders.**

In 2023, SOLYD published its second Sustainability Report, available on our website under the 'Sustainability' section. To mark the occasion, we shared the report on social media platforms and distributed a press release to the media.

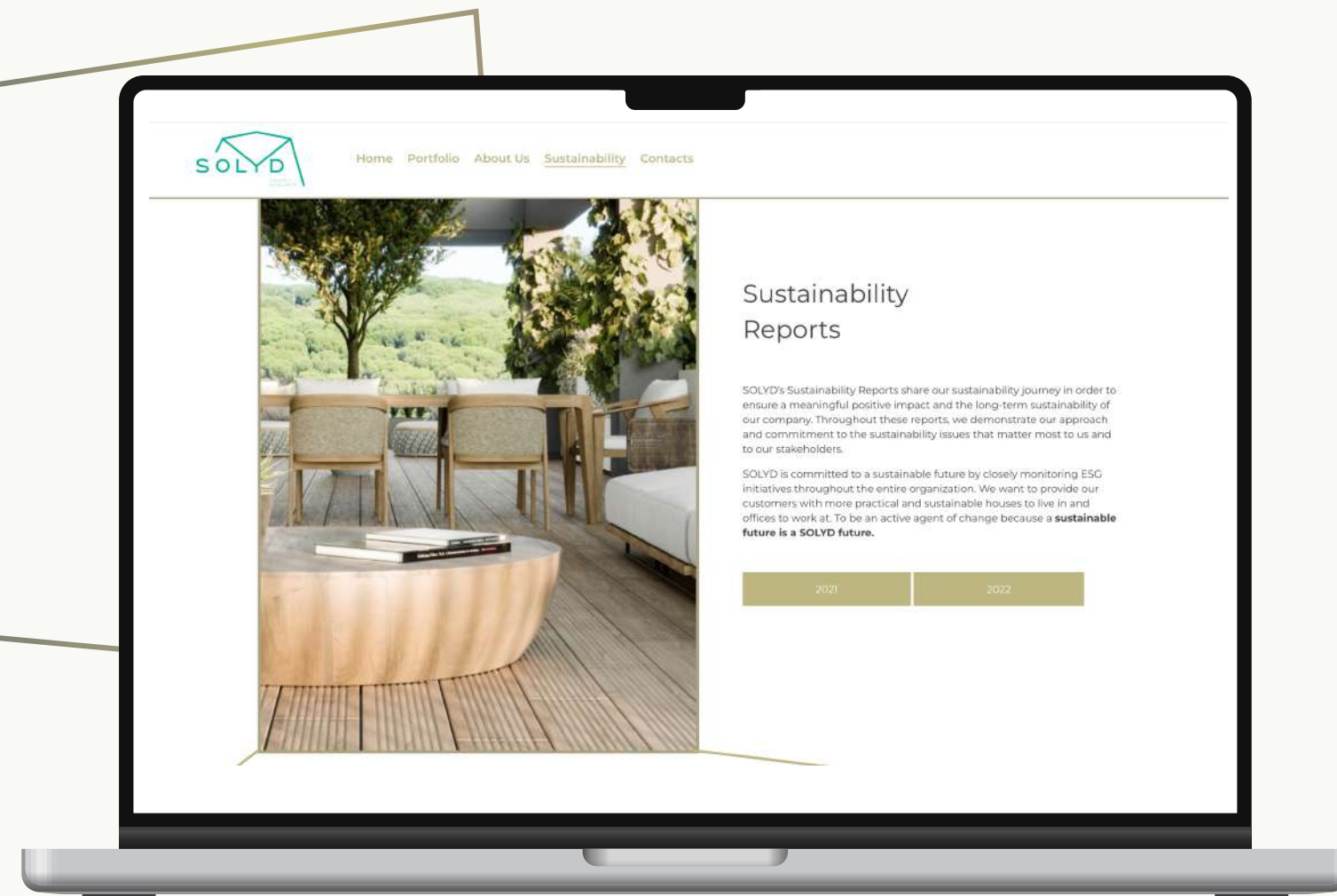
Throughout 2023, we remained focused on integrating ESG messaging within SOLYD's broader communication framework, while also achieving five key milestones that were not only significant for the company but also increased our dedication to sustainability.

# Project deliveries

The successful completion and delivery of six projects to our clients was a key achievement, marking the first time we have finalized and handed over these many developments in a single year. These projects - VALRIO II, LIFE ALTEAR, VISTA ALTEAR, PARQUE ALTEAR, VILLA UNIKA, and MIRAFLORES PARK - were completed, their deeds were signed, and welcome kits were handed over to the new homeowners. True to our commitment to sustainability, we ensured that each kit reflected our focus on promoting

eco-friendly lifestyles and our deep commitment to ESG principles, ensuring that our dedication to environmental responsibility extends beyond construction and into the everyday lives of our clients.

For instance, at ALTEAR, we continued the tradition of gifting electric scooters to encourage sustainable mobility. At MIRAFLORES PARK, the welcome kit included a yoga mat, towel, and bag to promote a healthy and active lifestyle, as well as a distinctive wall-mounted recycling station that is both decorative and customizable. Made from 89% recycled materials and fully recyclable, it encourages responsible waste management at home in a stylish, sustainable way.



# Recognition & Awards

2023 marked a record year for SOLYD in terms of recognition, with a total of eight prestigious awards, further solidifying our leadership in sustainable development. VILLA UNIKA stood out for its exceptional sustainability features, winning three national awards at the “Prémios do Imobiliário SIC/Expresso” for Best New Construction Project – Housing & Sustainability, as previously mentioned in 5.1.2., and the “Prémio Nacional do Imobiliário” for Best Housing Development. Internationally, VILLA UNIKA garnered three additional honors.

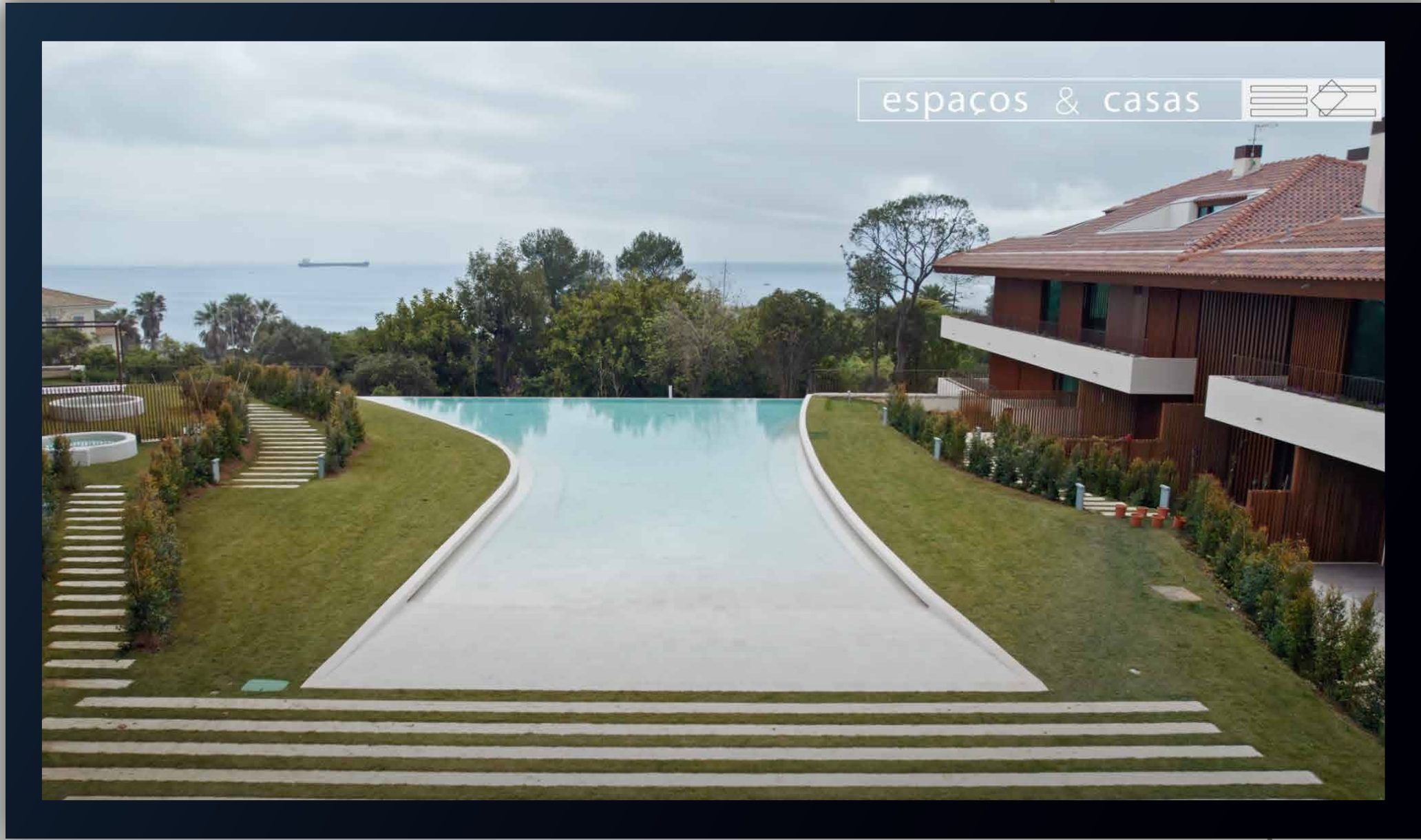
Beyond VILLA UNIKA, SOLYD’s commitment to sustainable innovation was also recognized in two other major categories. At the “Prémios SIL do Imobiliário”, the MIREAR project received the award for Best Launch Campaign, while SOLYD was distinguished internationally at the “Luxury Lifestyle Awards” as Best Luxury Sustainable Real Estate Developer in Portugal.

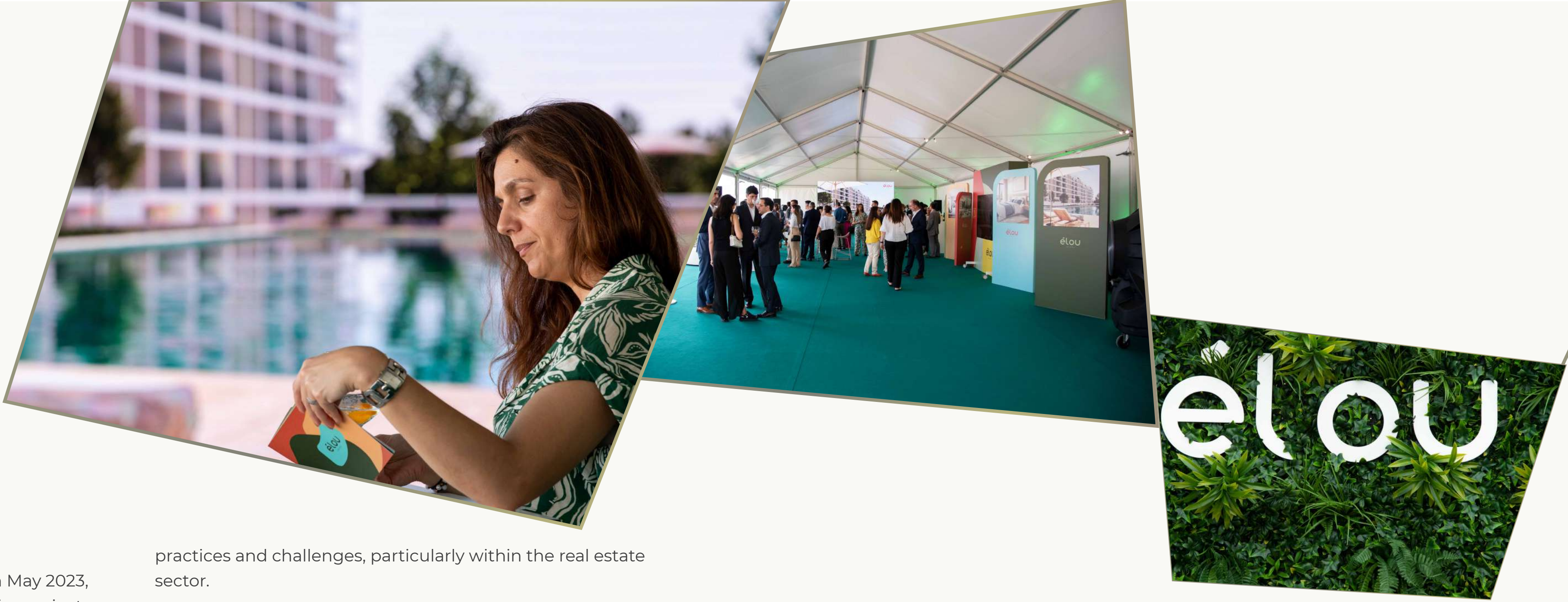
**Notably, a quarter of our awards were directly tied to sustainability, a significant achievement that highlights our ongoing commitment to environmental stewardship and innovative construction practices.** These recognitions not only validate our efforts to embed sustainability into every aspect of our projects but also reflect our unwavering dedication to creating environmentally responsible, high-quality developments.



# Media coverage

**With 125 news articles published across various platforms in 2023, 10 % of this coverage received television broadcast exposure, 23% appeared in prominent press publications and the remainder was featured online.** From respected publications to specialized real estate platforms, the media highlighted our commitment to sustainable practices in the majority of articles. Each project mentioned in the media placed a clear spotlight on its sustainable features, reinforcing our position as a leader in ESG practices within the real estate sector. For example, on the “Espaços e Casas” TV show, there was a segment dedicated to explaining the sustainable features of the project, and the news coverage of the VISTA MIREAR Block A launch specifically focused on these matters. A significant portion of this media attention also highlighted SOLYD's sponsorships, illustrating our broader role in fostering positive environmental and social impact.





# Events

### Real Estate related

Following similar experiences in previous years, in May 2023, we hosted the launch event for SOLYD's third major project - ÉLOU. These events are crucial not only to showcase the project's architecture and how it seamlessly integrates with the elegance of its interior design but also for highlighting our commitment to sustainability in our projects.

We were once again present at SIL (Lisbon Real Estate Exhibition), the largest trade fair in Portugal for the real estate industry. We participated with a larger stand, offering an even greater opportunity to engage with our target audience, competitors, and stakeholders. SIL remains a pivotal platform for SOLYD to differentiate itself and showcase how sustainability is at the forefront of our projects.

### ESG related

Throughout 2023, our team actively participated in a broad array of ESG-focused events, attending some of them as participants and others as invited speakers, maintaining our commitment to staying at the forefront of sustainability

practices and challenges, particularly within the real estate sector.

**We attended events and conferences on ESG and Sustainability, including "X Urban Requalification Week", the OCC event on "Accounting and Sustainability: Past, present and future challenge" and online events from The Economist such as the "8th annual Sustainability Week".**

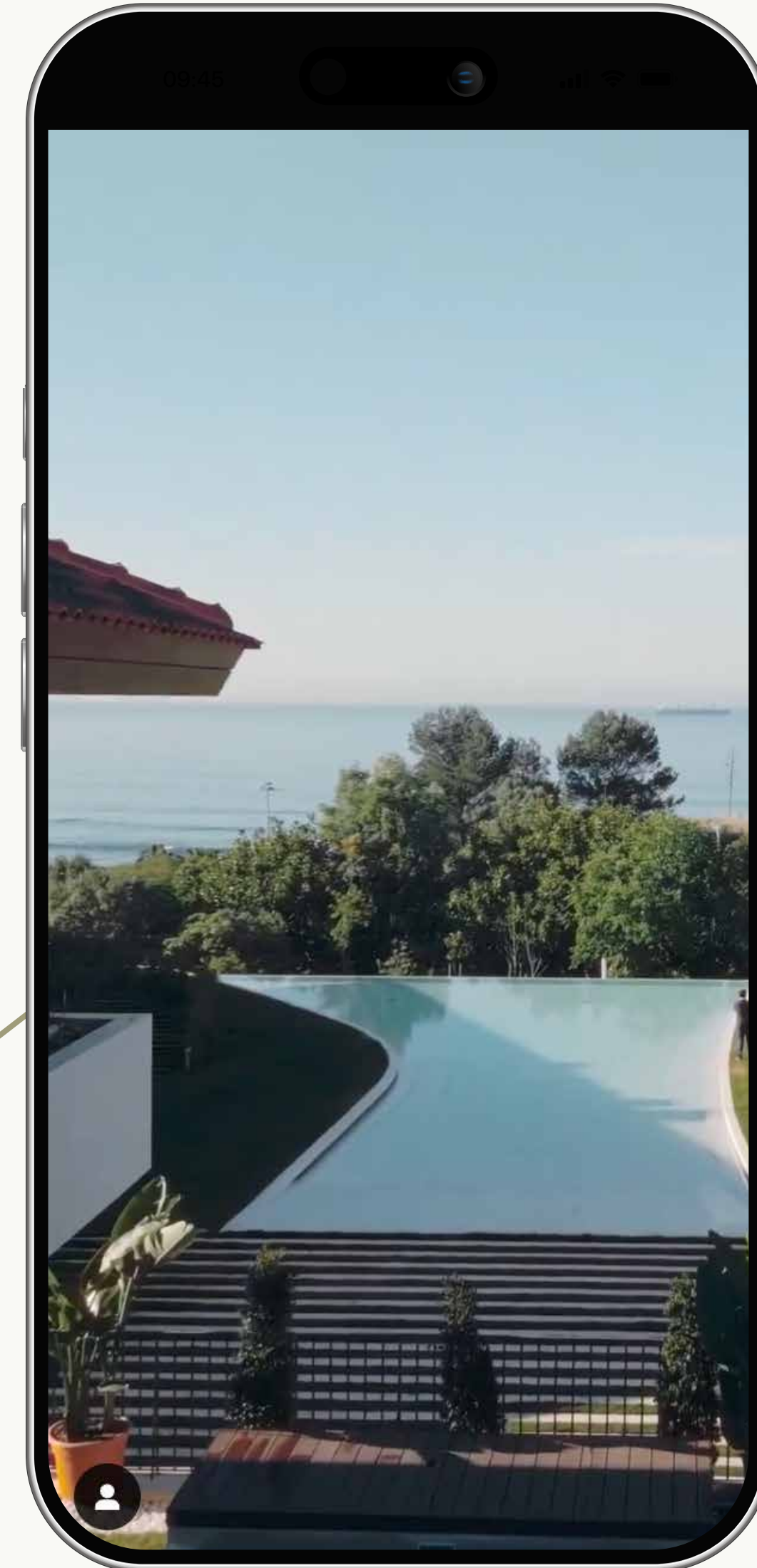
One of the most notable examples of the year was the participation of SOLYD's CEO, Gonçalo Cadete, at an exclusive executive breakfast, where he contributed to a panel discussion on the future vision of cities, with sustainability playing a pivotal role. Held in October, this event brought together leading industry professionals to discuss innovative strategies for urban development, focusing on how cities can adapt to ensure a more sustainable and resilient future. Gonçalo Cadete emphasized the essential role real estate plays in driving the energy transition and creating sustainable urban environments.



# Social media

**SOLYD's Instagram page experienced remarkable growth in 2023, with a 40% increase in followers.** This achievement is particularly significant because social media has become our primary channel for communicating Corporate Social Responsibility (CSR) initiatives. Expanding our community on this platform means that more people are engaging with and becoming aware of our sustainability efforts, from project highlights to social impact activities.

In 2023, GROHE produced a film about VILLA UNIKA, where Tiago Belo, SOLYD's COO, highlighted the project's sustainable features and explained that the selection of partners was driven by our commitment to eco-friendly solutions. The video was shared not only on our social media but also on GROHE's global platforms, amplifying the message and allowing more people to learn about VILLA UNIKA, SOLYD, and our commitment to sustainability.



7

# Outlook for 2024





In 2024, we plan to continue deploying our CSR program and define a new CSR roadmap for 2024-2025, while implementing our Action Plan to further strengthen our sustainable practices in 2024 and beyond.

At corporate, project and new investment (due diligence) levels, we consistently monitor ESG features using our ESG checklists. This approach is essential for managing risks and conducting comprehensive assessments by addressing key aspects of ESG factors.

Having consolidated the measurement of the company's impact regarding corporate carbon emissions and initiated the calculation of emissions within the supply chain of our ongoing projects, our next step is to develop a strategy for reducing and offsetting carbon emissions.

We will enhance our KPI system by improving our target-setting and working to meet these targets, ensuring accountability and driving continuous improvement across the organization.

We are committed to fostering a diverse, equitable, and inclusive work environment, while also investing in targeted employee training to enhance our team's skills. To further strengthen our commitment to ESG principles, we will launch an internship program. This initiative will not only

provide valuable opportunities for emerging talent to contribute to our sustainability goals but also boost staff motivation through meaningful engagement. By involving interns in our ESG efforts, we create a collaborative environment that fosters innovation and strengthens our commitment to social responsibility and stewardship.

SOLYD is committed to a sustainable future and will continue to implement and oversee ESG initiatives. Corporate Social Responsibility and efforts to reduce carbon footprint remain key priorities. SOLYD strives to be an agent of change, positively impacting people's lives, because

# A Sustainable Future is a SOLYD Future.

