

SUSTAINABLE DEVELOPMENT POLICY

1. Purpose

Sustainable Development is directly linked with LAMDA Development's vision, business strategy and corporate values. The current policy summarizes LAMDA Development's commitment to the responsible management of the economic, social and environmental impacts of all its activities towards its stakeholders, as well as the respective wider impacts towards the economy, society and natural environment. The company aims, on the one hand, at the reduction of any negative impacts and on the other hand, at the increase of positive impacts, within the framework of the United Nations Sustainable Development Goals.

2. Scope and implementation duration

The current Policy covers all company activities and is related to all relevant company procedures, standards, voluntary and regulatory commitments, within the framework of both risk management and utilization of opportunities to contribute to Sustainable Development. The policy review and revision (if and to the extent required) is planned to take place every two years, in order to take into account, the current socio-economic conditions and environmental challenges, as part of the company's Sustainable Development materiality analysis process.

3. Principles and Standards

The company's Sustainable Development policy is based on:

- The compliance with the current legislation in relation to Sustainable Development topics.
- The company's Corporate Governance Code.
- The company's Code of Conduct.
- The other Policies applied by the company related to environmental topics, as well socio-economic impacts' management topics (e.g. health and safety).
- The Principle of Materiality, as defined by the GRI Standards, through which the company is committed to prioritize at least every two years the most material economic, social and environmental impacts it creates.
- The Stakeholder Inclusiveness Principle, as defined by the GRI Standards, through which the company is committed to recognize the economic, social, and environmental impacts it creates for its stakeholders and to manage their relevant needs and expectations.
- The United Nations Agenda 2030 for Sustainable Development (17 Sustainable Development Goals).

4. Policy Pillars

The Sustainable Development Policy has been developed in accordance with the company's values: Extroversion, Innovation, Investing in its people, Customer-centered approach. The Policy is determined by the Top Management, and within its framework, covers the following axes:

Environment (Environment)

LAMDA Development sets environmental protection as a key parameter in any business and commercial development, considering both the legislation and the relevant best practices for managing its impacts on the following environmental aspects:

- **Climate change (GHG emissions)**
- **Air, noise and particulate matter pollution**
- **Biodiversity (effects on the ecosystems – animals, plants) and soil**

- **Resource efficiency/materials (raw materials and supplies)**
- **Solid waste**
- **Waste and wastewater**

Society (Social)

The company's activity creates a series of social and economic impacts for its stakeholders, as well as for the country in general. The most material socio-economic impacts covered by this policy include:

- **Employment and economic value**
- **Prosperity for the society and the local communities**
- **Innovation and digital transformation**
- **Dignity and equality**
- **Training and skills development of the future**
- **Health, safety and wellbeing**

Governance (Governance)

LAMDA Development, through the implementation of standards, principles and corporate governance best practices, seeks to operate with ethics, extroversion and transparency in every business operation aspect, in order to enhance its competitiveness and to create benefits at every level of its value chain. This policy includes the following aspects of a robust corporate governance approach:

- **Corporate Governance**
- **Stakeholder engagement/participation**
- **Regulatory compliance and business ethics**
- **Risk management, business continuity and emergency preparedness**
- **Responsible investments and sustainable finance**
- **Responsible procurement**

5. Roles and responsibilities

The responsibility for the compliance with the Sustainable Development Policy and the strategy deriving from it, lies within the Board of Directors.

Respectively, the responsibility for monitoring the implementation of the Sustainable Development programs, the monitoring of the relevant goals/performance indicators and results, lies within the respective company Divisions.