



SUSTAINABILITY STATEMENT

EPP COMMUNITY
PROPERTIES

for the year ended 31 August **2025**





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1. GENERAL INFORMATION

1.1. ESRS 2 GENERAL DISCLOSURES BASIS FOR PREPARATION

BP-1 General basis for preparation of sustainability statements

EPP Community Properties JV B.V. Group publishes its Sustainability Statement (hereinafter, the “Statement” or “Report”) for its fiscal year starting on 1.09.2024 and ending on 31.08.2025.

This document is prepared in accordance with the European Sustainability Reporting Standards (ESRS) related to the European Corporate Sustainability Reporting Directive (CSRD - Directive (EU) 2022/2464 of the European Parliament and of the Council of 14 December 2022 amending Regulation (EU) No 537/2014, Directive 2004/109/EC, Directive 2006/43/EC and Directive 2013/34/EU, as regards corporate sustainability reporting).

The sustainability statement has been prepared on a consolidated basis for EPP Community Properties JV B.V. and all its subsidiaries. In this statement, “EPP Community Properties”, “EPP CP” and “EPP” stands for the Parent Company EPP Community Properties JV B.V. together with its consolidated subsidiaries. None of the subsidiaries have been excluded from consolidation.

The scope of the sustainability statement covers EPP CP’s own operations as well as its activities upstream and downstream in the value chain. The value chain provided a model for materiality assessment, that resulted in identification of material impacts, risks and opportunities. The main purpose of the value chain analysis was to understand, during materiality assessment, the impact of EPP CP’s activities on key elements of the value chain, i.e., own workforce, workers in the value chain, the society, customers and the environment. Therefore, this sustainability statement describes efficient management of cooperation with stakeholders upstream (suppliers and subcontractors) and downstream (consumers, end-users and tenants) as well as EPP CP’s environmental impact and activities management across the whole value chain, especially in the area of climate change, where EPP CP discloses data on GHG emissions for scope 1, 2 and 3.

In this report, EPP CP does not disclose any information on intellectual property, know-how or results of its innovation efforts. It also does not disclose any information regarding impending developments or matters in course of negotiations.



1.1. ESRS 2 GENERAL DISCLOSURES

BASIS FOR PREPARATION

BP-2 Disclosures in relation to specific circumstances

In this report, EPP CP refers to the short-, medium-, and long-term horizons defined by ESRS 1 regarding vast majority of topics and data.

For the purposes of the climate risk analysis presented in this report, the time horizons specified in the standard have been waived. The horizons for the analysis of climate risks are defined as follows:

Short-term horizon: 5 years

The 5-year horizon focuses on the current ESG risks and opportunities and includes an assessment of the current changes in ESG regulations. It is also a horizon strongly related to financial planning (from CAPEX budgets to real estate valuations) that EPP performs for five years.

Medium-term horizon: 5 to 10 years

This timeframe allows to balance short-term financial objectives with long-term ESG goals, all while maintaining flexibility to adapt to changing market conditions and regulatory developments.

Long-term horizon: above 10 years

For real estate companies, a long-term horizon for financial planning and ESG risk-opportunity analysis typically starts at 10+ years. Real estate assets, especially buildings, have a long lifespan, often exceeding 30-50 years and a 10-year horizon allows to consider the environmental and social impact of properties throughout a significant portion of their life cycle. EPP CP develops long-term financial projections which include incorporating ESG considerations into long-term investment decisions and portfolio management. This time perspective also reflects current limitations in assessing climate risks and opportunities for EPP's buildings beyond the next decade.

A part of the metrics disclosed in the report have been based on estimations or obtained from indirect sources, including upstream and downstream value chain data. The information about specific estimations, their sources, resulting level of accuracy, and planned actions of improvement are described together with each ESRS topic.

Quantitative metrics and monetary amounts that are subject to high level of measurement uncertainty have been disclosed according to ESRS E1-6, where methods of estimation are described.

This is the second sustainability statement which materially follows ESRS published by EPP CP. Following CSRD requirements, the scope of consolidated entities in the sustainability report is consistent with the financial statement. No changes in the preparation of the sustainability statement or errors for previous periods have been reported.

Apart from ESRS, no other legislative or sustainable reporting standards or frameworks have been used to compile this statement. No information was disclosed by reference.

Topics addressed in ESRS S1, S2 and S4 have been considered material as a result of the materiality assessment, and information regarding how EPP's business model and its strategy includes the material impacts, specific targets, policies and actions aimed at identifying, monitoring, preventing, mitigating, remediating or bringing to end matters related to those ESRS are included in corresponding chapters. The topic of ESRS S3, ESRS E4 and ESRS E2 have been concluded to be non-material. EPP CP has omitted the information regarding anticipated financial effects, in line with ESRS 1 app. C, as well as EU Taxonomy disclosures.

1.1. ESRS 2 GENERAL DISCLOSURES

GOVERNANCE

GOV-1 The role of the administrative, management and supervisory bodies

The governance structure of EPP Community Properties (incorporated as a private limited liability company under the Dutch law) is distributed within the Board of Directors consisting of 2 executive directors, designated by each JV's partner. 100% of the Board of Director members are men. They are responsible for regular oversight of the economic, social and environmental performance of the company, including the impacts, risk and opportunities management.

One of the major priorities of the Board of Directors of EPP CP is to oversee the ESG performance of the Company against the strategy and targets outlined in the ESG strategy. ESG risks with material impact on the business are included in the internal risk management and control system (ERM). The Board of Directors reviews and updates the risk matrix on a yearly basis.

POSITION	RESPONSIBILITY	FREQUENCY
ESG DIRECTOR ESG OFFICER	Responsibility: monitoring the implementation of the ESG strategy	ONGOING BASIS
	Assessing and managing climate risks and opportunities on an ongoing basis	ONGOING BASIS
	Assessing and managing climate risks and opportunities on an ongoing basis.	ONGOING BASIS
BOARD OF DIRECTORS	Overseeing the ESG performance of the EPP CP against the strategy and targets outlined in the ESG report. Reviewing and updating the risk matrix	QUARTERLY

1.1. ESRS 2 GENERAL DISCLOSURES

GOVERNANCE

EPP Community Properties cooperates with EPP N.V. Group based on a property management agreement. As part of this agreement, ESG activities are also carried out, including planning and coordination of ESG-related activities, monitoring of strategic indicators, as well as support in the field of sustainable development reporting. The implementation of these tasks is presented to the Board of Directors at quarterly meetings and in current reports.

All members of the Board have a strong understanding of the key concepts and principles of sustainability, including environmental, social, and governance (ESG) factors, as well as the Company's industry and the specific sustainability challenges and opportunities it faces, including a firm grasp of the Company's environmental footprint, social impacts, and governance practices.

In addition to their own knowledge and expertise, Board Members actively participate in sustainability training and receive support from market experts who share their knowledge of the latest regulations and best practices. This helps them to stay up-to-date with the latest developments in sustainability and to get expert advice on specific sustainability issues.

The overall responsibility for managing environmental, social and governance (ESG) impacts, risks and opportunities at EPP CP lies with the Board of Directors. The Board is accountable for overseeing the ESG performance of the Company versus its strategy and targets. The oversight of the CEO includes setting up the strategic targets for the management and review of the Company's performance against the strategic targets included in the ESG strategy.

The current members of the Board of Directors and their experiences are following:

PIETER PRINSLOO

Board Member, Executive Director

Pieter Prinsloo serves as the Chief Executive Officer of Redefine Europe B.V., a subsidiary of Redefine Properties Ltd. Previously, Pieter held the position of the CEO of Hyprop Investments Ltd in South Africa, which brought him extensive real estate experience in a JSE listed REIT for more than 15 years. Earlier, Pieter was involved in private property development and management for New Africa Developments and gained an extensive know-how in commercial and structured property finance with ABSA Bank and Standard Bank in South Africa. Pieter holds a Bachelor of Science (Quantity Surveyor) cum laude degree of the University of Pretoria and has received awards from the Association of South African Quantity Surveyors.



JAMES TEMPLETON

Board Member, Executive Director

James Templeton holds the position of CEO in Castlevue Property Fund Limited, the entity ultimately controlling roughly 50% shares in the Company. James has extensive experience in the listed property sector. He was employed at a prominent South African stockbroker from 1996 to 2003 where he covered various sectors including listed real estate. James was the chief executive officer of Emira Property Fund, a Johannesburg Stock Exchange ("JSE") listed REIT, from 2004 to 2015. James was appointed as the CEO of Castlevue Property Fund on 25 October 2017. He is currently the non-executive Chairman of Emira Property Fund and Accelerate Property Fund, and a non-executive director of The Collins Property Group - all REITs listed on the JSE.



1.1. ESRS 2 GENERAL DISCLOSURES

GOVERNANCE

GOV-2 Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

The information on sustainability matters is provided to the Board of Directors quarterly to allow for the oversight of the ESG performance of the EPP CP against the strategy and targets outlined in the ESG report. The Board of Directors additionally approves ESG report and sets up the ESG strategy and targets. This activities are performed annually.

The director overseeing ESG metrics (the ESG Director) is to assess and manage ESG-related risks and opportunities on an ongoing basis. The ESG Director verifies and approves quarterly reports on ESG-related topics prepared by technicians, HR and legal departments providing support to the Company on ESG related matters and monitors progress of the strategic targets defined in the ESG strategy.

Once every six months, a meeting is held at which Property Management Directors, Asset Managers, Shopping Centre Directors and Board Members are present (Dashboard meeting). At the meeting, individual properties are discussed based on management data. All relevant indicators and their deviations from budgets are analysed. All significant events that took place during the period in question and related to each asset are discussed. From climate-related issues the monitoring includes the management of energy consumption and share of renewable energy sources.

In addition, a quarterly ESG status meeting is organized with participation of ESG Director to monitor ESG strategy implementation. Items like control of GHG emissions, management of certifications dedicated for green buildings and governance of climate-related risks are discussed. Regular monitoring ensures that ESG-related areas are being managed effectively.

GOV-3 Integration of sustainability-related performance in incentive schemes

In the fiscal year 2025 no sustainability-related performance incentive schemes were functioning in EPP Community Properties.

GOV-4 Statement on due diligence

Due diligence is implemented in many ways and related disclosures can be found in the table below.

CORE ELEMENTS OF DUE DILIGENCE		PARAGRAPHS IN THE SUSTAINABILITY STATEMENT
→	Embedding due diligence in governance, strategy and business model	S1-1, S2-1, S4-1
→	Engaging with affected stakeholders in all key steps of the due diligence	S1-2, S2-2, S4-2
→	Identifying and assessing adverse impacts	IRO-1, SBM-3
→	Taking actions to address those adverse impacts	S1-3, S2-3, S4-3
→	Tracking the effectiveness of these efforts and communicating	S1-17, S2-4, S4-4

1.1. ESRS 2 GENERAL DISCLOSURES

GOVERNANCE

GOV-5 Risk management and internal controls over sustainability reporting

The process of risk management and internal controls related to sustainability reporting at EPP CP has been under development within the organization since 2022. EPP has established internal controls throughout the organization to ensure the identification and mitigation of risks to sustainability reporting by setting metrics, policies, assigning responsibilities for specific areas, and providing related data. Data collection is carried out using effective IT systems. Metering and media billing systems are used to aggregate environmental data. Enhanced control is in place for electricity usage, thanks to the electricity metering system that provides automatic remote readings of consumption, which are compared with physical readings. In the case of data on employment, external payroll systems are used.

The preparation of sustainability reports is entrusted to the ESG team, which collects and consolidates data from across the organization. For more complex issues, this team seeks the expert support of external consultants.



1.1.ESRS 2 GENERAL DISCLOSURES

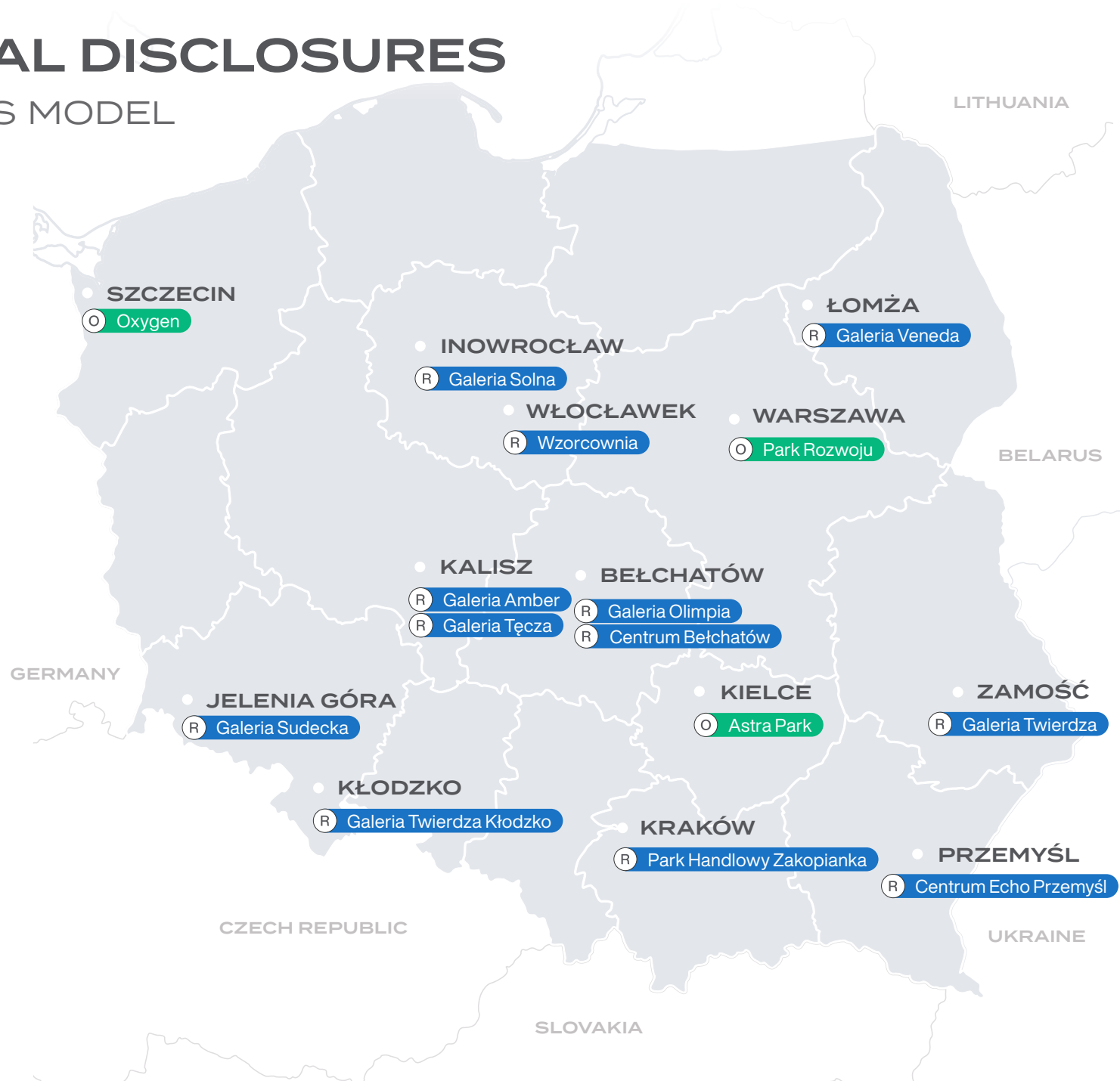
STRATEGY AND BUSINESS MODEL

SBM-1 Strategy, business model and value chain

EPP Community Properties JV B.V. is an investment platform focused on investing both in retail sector as well as established office buildings. EPP CP portfolio includes 15 projects (12 retail properties and 3 office complexes) with a total value over **EUR 670 million** and gross leasable area (GLA) of over 300 thousand sqm.

EPP CP assets are located in 13 cities – the most attractive locations in Poland in terms of consumer demand and growth potential. EPP CP is committed to deliver the best possible rates of return to the shareholders by providing tenants with attractive and innovatively managed space to support their business growth.

As of 31 August 2025, EPP Community Properties employed 37 people to perform business operations and ensure quality services to the clients and their customers. Majority of them (34 people) is based in Poland and 3 in The Netherlands.



12 retail assets

3 office assets

1.1. ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL

BUSINESS AND ESG STRATEGY

EPP aims to achieve sustainable growth and create long-term value by implementing strategic initiatives tailored to its key stakeholders' requirements. The asset management decisions are focused on creating attractive environments that cater to the needs of building users. For example, EPP aims to deliver an enhanced experience for visitors of shopping centres managed by it by providing diversified retail offerings and adding food courts, leisure and entertainment areas. In alignment with evolving shopping habits, EPP continually upgrades its shopping centres and develops new digital solutions to support omnichannel retail.

As EPP CP believes that it needs to take responsibility for environmental, social and corporate governance impacts. It follows the framework of the 2021-2025 ESG strategy, that was set at the level of EPP N.V Group and covers all assets under management of EPP N.V., including also the EPP CP portfolio. The strategy is focusing on four pillars that are linked to the Sustainable Development Goals (SDGs) set by the United Nations. Those four pillars are:



- **Earth citizen** which means understanding of broader environmental footprint perspective, especially in terms of reduction in the areas of energy intensity, enhancement of waste management system and measurement of carbon footprint.
- **Trust through transparency** where excellent governance and transparency are essential part of the ESG strategy. This means being transparent beyond what is required by law and working with responsible companies that share similar values and ensure ethical supply chain operations.
- **Mindful management** is focusing on internal growth in terms of increasing knowledge in property and asset management expertise, taking into account ESG matters. It is manifested in incorporation of ESG issues in risk management system, caring about health and safety and cybersecurity.
- **Space for everyone** is an ambition to become recognized as an employer of choice and industry benchmark. This will be achieved by implementing strategic actions and responding to the specific needs of its employees. The topic is broader and covers also the positive impact on local communities, where EPP CP aims to strengthen local economies and is ready to respond to local social challenges.

While EPP CP activities align with the strategic direction set in the 2021-2025 ESG strategy and contribute to its goals, specific targets at the level of EPP CP have not been explicitly defined. To further enhance its ESG performance, EPP is developing a bespoke strategy for the coming years. This strategy will incorporate the reporting boundary requirements of the CSRD and will involve setting quantifiable targets for the operations.

In the financial year 2025, EPP Community Properties recorded 100% of its revenues in the Real Estate and Services sector, in the amount of **EUR 91,6 mln.**

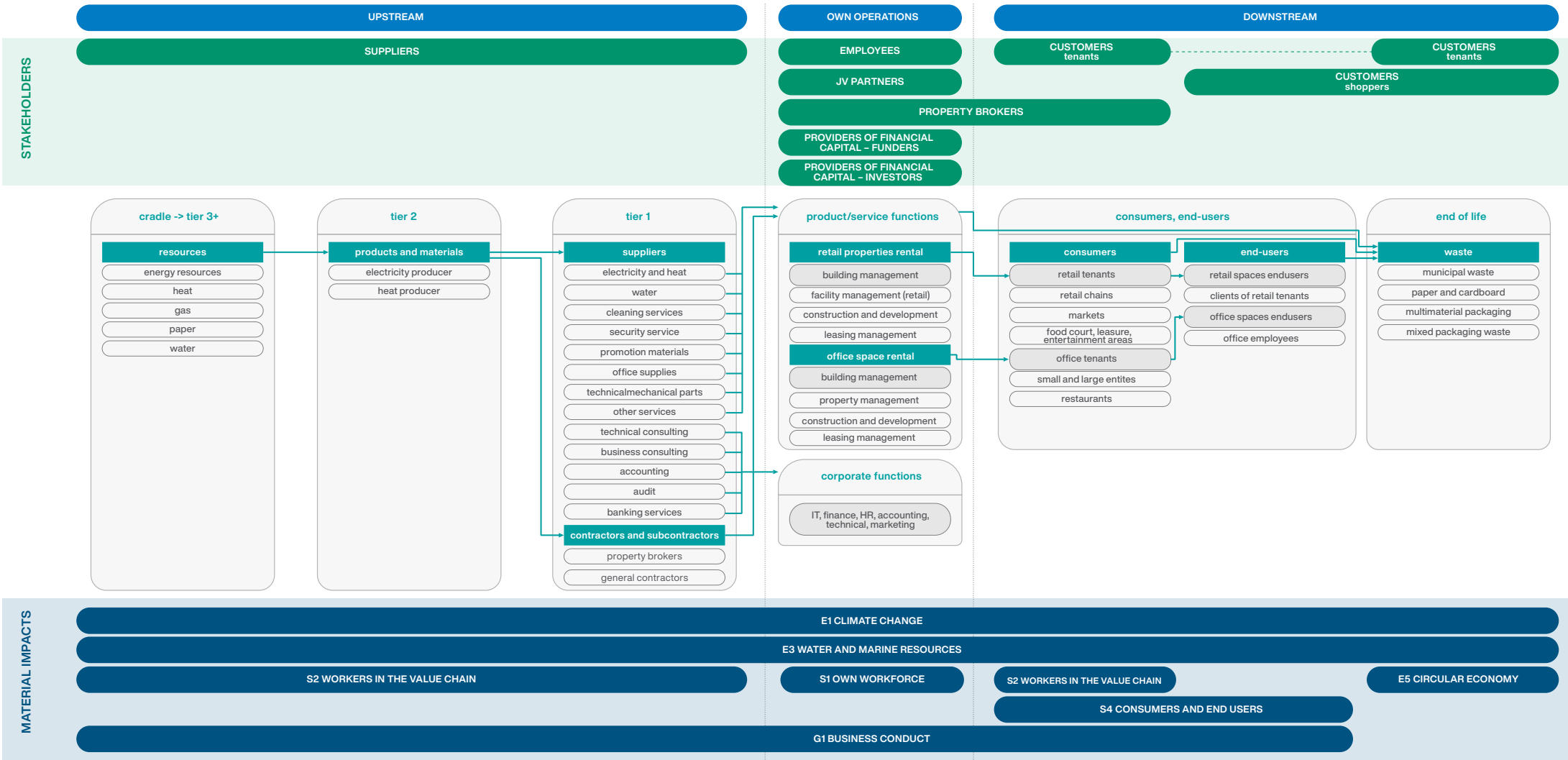
EPP CP is not undertaking any activities in sectors of fossil fuels, chemical production, weapons production or cultivation or production of tobacco.

1.1.ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL

VALUE CHAIN OF EPP COMMUNITY PROPERTIES

The EPP CP value chain model was prepared during FY24 materiality assessment, taking into account the most important material flows and services that are necessary for business activities, and in FY25 it is considered still actual.. Its scope covers own operations, upstream and downstream activities with specific focus on key stakeholders as well as EPP’s impacts on material ESG issues that were mapped in the value chain after the results of the materiality assessment.



1.1. ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL

Own operations

Own operations are the core of EPP CP activities. They cover service functions that allow for business model functioning and are supported by corporate functions.

The core activities in EPP's own operations are:

- Retail properties rental
- Office space rental

The key processes to ensure operations in those areas of EPP's business are similar and cover:

- Building management, including facility management,
- Construction and development,
- Leasing management,
- To sustain own operations in both the areas of activities, corporate service functions include IT, finance, HR, accounting, technical and marketing.

Upstream

The upstream part of the value chain covers significant activities and impacts of EPP CP with regard to all the previous operations conducted by other utilities, from obtaining raw materials, manufacturing of materials, components and products to direct supply of those products as well as subcontracting activities.

The upstream value chain analysis allowed for determination of key groups of direct suppliers and subcontractors for EPP CP.

They include:

- Electricity and heat suppliers,
- Water suppliers,
- Cleaning services,
- Security services,
- Promotional materials suppliers,
- Office materials suppliers,
- Technical-mechanical parts suppliers,
- Technical consulting,
- Business consulting,
- Accounting services,
- Banking services,
- Audit services,
- Property brokers,
- General contractors,
- Others.

The second important part of upstream activities are materials that are used to sustain EPP CP activities are energy resources that allow for electricity and heat production. Other significant material used in EPP's value chain is water. Apart from the foregoing, EPP CP is not directly responsible for using significant amounts of other materials.

Downstream

Downstream involves activities based on EPP CP business model. They cover mainly the activities of tenants and end-users as well as the end-use phase, which especially covers waste management.

The key groups of consumers/ clients are:

- Retail tenants that are renting spaces in shopping malls. The main groups are:
 - | Retail chains,
 - | Markets,
 - | Food court areas.
- **Office tenants – those renting office spaces. The main types include:**
 - | Small and large entities, renting office space for their employees
 - | Restaurants that are renting space within office buildings.

The key end-users of the above mentioned are:

- Retail spaces' end-users, i.e., clients of shopping centres that are the potential clients of retail tenants and retail tenants employees.
- Office end-users are mainly office employees.

In terms of downstream activities, the key area of impact identified in the value chain analysis was waste management.

Significant waste groups of EPP's activities include:

- Municipal waste,
- Paper and cardboard,
- Multi-material packaging
- Mixed packaging waste

Management of waste is different for each waste group and is described in ESRS E-5.

1.1. ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL

SBM-2 Interests and views of stakeholders

EPP Community Properties acts in accordance with Stakeholder Engagement Strategy developed in 2023. Strategy is supported by a tailored approach to a diverse stakeholder base. This approach allows understanding the position of EPP's stakeholders and considering their needs at the earliest possible decision-making stage. It shortens the entire process and results in decisions that are much better aligned with stakeholder demands.

An effective communication with the stakeholders allows EPP to successfully discover and manage their needs and expectations. Steady mutual dialogue is a guarantee of business success for both the parties. This approach stems from values and reflects the corporate principles, above all with the Code of Conduct and ESG Strategy.

EPP CP desires to ensure that transparency efforts are based on information from the most important stakeholder groups. Therefore, it has implemented a regular process of stakeholder engagement in the selection of material topics. This includes the following five stages:

- Stakeholder Mapping,
- Stakeholder Weighting,
- Stakeholder Prioritisation,
- Stakeholder Engagement Strategy and
- Stakeholder Dialogue for Materiality Assessment and Prioritisation.

In the stakeholder mapping process, the impact of each stakeholder group on EPP, EPP impact on the respective stakeholder group, and the materiality of stakeholder groups for peers in the commercial real estate market have been examined. EPP stakeholder groups have an interest that is being impacted or could potentially be impacted by EPP's activities (alignment with the OECD Due Diligence Guidance for responsible Business Conduct).

EPP key stakeholders have been grouped by their level of influence on EPP and EPP's impact on them. The evaluators were asked to rate the following based on a scale of 1 to 5:

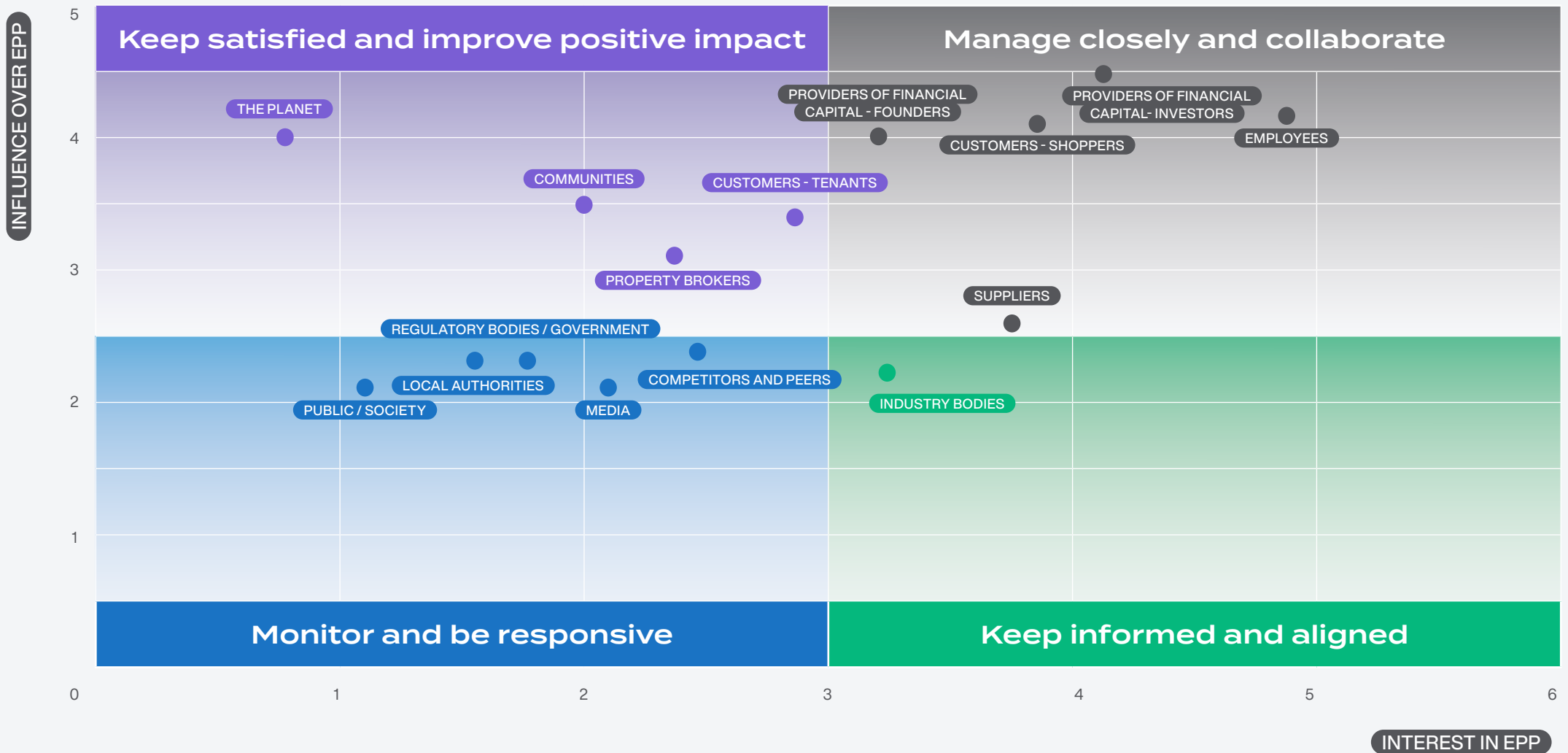
- The impact of each stakeholder group on EPP and EPP managed properties
- The interest in EPP and the EPP-managed properties of the various stakeholder groups.
- EPP's business environment is evolving and affecting the needs, concerns and ways in which EPP engage with its stakeholders. Therefore, the stakeholder analysis is to be reviewed once a year and whenever the environment changes significantly.
- The list of the key stakeholders for the purpose of materiality assessment has been established based on those that fall under the "manage closely and collaborate" category in stakeholder importance matrix and consists of:
 - Providers of financial capital – investors,
 - Providers of financial capital – funders,
 - Customers – tenants,
 - Suppliers
- The representatives of each of the stakeholders participated in FY24 materiality assessment through on-line survey and in-depth interview.

EPP CP's motto is a promise to enhance the market and provide shoppers with the best quality of service. By creating and implementing stakeholder strategy, EPP CP intends to ensure a systematic approach to stakeholder engagement. The key groups of stakeholders are described below with due regard for their engagement strategy and multiple ways of collaboration that allow to maintain perfect collaboration.

1.1.ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL

EPP STAKEHOLDER IMPORTANCE MATRIX



1.1. ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL

EMPLOYEES

STAKEHOLDER GROUP DEFINITION

All EPP's current and potential, permanent and temporary employees.

PURPOSE OF THE ENGAGEMENT

Employee engagement is vital to maintaining an innovative, motivated and committed workforce. The employees are fundamental to the delivery of EPP's strategic priorities and the future development of EPP's business.

WAYS OF COLABORATION

Regular employee survey (eNPS), Ask CEO platform, annual meetings for directors, quarterly meetings for all employees, annual site visits by HR Director, annual development talks with EPP staff.

ENGAGEMENT STRATEGY

- Maintaining two-way open and honest communication about business objectives, values and employee expectations to ensure the EPP strategy and targets are met.
- Consulting with employees and encouraging their feedback on the relevant matters relating to working conditions in order to understand and address concerns and maintain the relationships.

PROVIDERS OF FINANCIAL CAPITAL – INVESTORS

STAKEHOLDER GROUP DEFINITION

Retail and institutional equity investors, including Redefine Properties.

PURPOSE OF THE ENGAGEMENT

By understanding the requirements of EPP's investors and meeting their expectations for value creation, EPP boosts confidence in EPP's organization's ability to sustainably grow the total returns. In doing so, EPP secures access to funding at competitive market conditions.

WAYS OF COLABORATION

Quarterly business update, materiality assessment stakeholder survey, strategy meetings, weekly status meetings, including working groups meetings. Annual ESG and financial reports.

ENGAGEMENT STRATEGY

- Maintaining a constant and direct contact with investors' representatives.
- Demonstrating the attainment of business, social, legal and ethics targets through reporting,
- communications and other appropriate ways.
- Engaging to understand issues/concerns and communicating how these have been addressed.

CUSTOMERS – SHOPPERS

STAKEHOLDER GROUP DEFINITION

All current and potential shoppers at EPP-managed retail properties.

PURPOSE OF THE ENGAGEMENT

Shoppers are the reason for shopping centres' existence. Visitors and their purchases determine not only the success of a given site but, above all, the EPP business feasibility of its existence. The purpose of engagement is to create safe, accessible, inclusive and attractive environments for all.

WAYS OF COLABORATION

Regular shopper surveys performed by external entities on behalf of EPP, industry meetings, market reports, joint industry research, feedback on social media platforms.

ENGAGEMENT STRATEGY

- Ensuring a good visiting experience by:
 - ↳ Introduction of new solutions and improvements in response to customer feedback and changes in the market,
 - ↳ Quickly responding to undesirable trends and observations.
- Proactive communication and engagement with shoppers and wider with communities.
- Marketing activities including mechanisms for increasing customer loyalty.
- Collecting regular feedback from customers, analysing it and responding.

1.1. ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL

PROVIDERS OF FINANCIAL CAPITAL – FUNDERS

STAKEHOLDER GROUP DEFINITION

Banks.

PURPOSE OF THE ENGAGEMENT

Access to debt funding is critical for equity returns on EPP's capital-intensive property portfolio. Funders expect EPP to honour the agreements with them, which in turn builds trust and supports EPP's ongoing access to and cost of debt funding.

WAYS OF COLABORATION

Meetings and one-to-one interactions. Confirmation of covenant compliance. Annual ESG reports and special questionnaires, ESG materiality interviews.

ENGAGEMENT STRATEGY

- Maintaining a constant and direct contact with funders' representatives.
- Demonstrating the attainment of business, social, legal and ethics targets through reporting, communications, and other appropriate ways.
- Engaging to understand issues/concerns and communicate how these have been addressed.

CUSTOMERS – TENANTS

STAKEHOLDER GROUP DEFINITION

All current and potential users of retail and office space managed by EPP.

PURPOSE OF THE ENGAGEMENT

The commercial value of a building is driven by its occupancy levels and lease terms. Tenant development is at the heart of considerations, as EPP's business would not survive without its tenants. EPP must attract the best tenants matching requirements and spending power of respective catchment areas. Together EPP want to create safe, accessible, inclusive and attractive spaces for tenants and their clients.

WAYS OF COLABORATION

Regular tenant surveys performed by external entities on behalf of EPP. Industry meetings and events and trade fairs. EPP Connect (digital app allowing communication from and to tenants).

ENGAGEMENT STRATEGY

- Maintaining a high level of tenant satisfaction by providing the best possible conditions for running and developing their business.
- Proactive, personalized communications on strategic, business and operational topics.
- Feedback collection system and improvement of feedback's quality.
- Promptly addressing and resolving reported issues.
- Conducting cost-effective marketing activities to increase footfall and turnover.
- Supporting the process of encouraging employees to work from offices.
- Providing additional support to tenants as needed (e.g. marketing).

SUPPLIERS

STAKEHOLDER GROUP DEFINITION

Providers of services and goods for EPP operations and properties.

PURPOSE OF THE ENGAGEMENT

Suppliers, especially service providers, are an extension of the EPP brand. They are often the first point of contact for many of the key stakeholders, such as tenants or shoppers. EPP's supplier engagement strategy is in line with the Company's ESG strategy, which obliges EPP to share know-how and best practices with them.

WAYS OF COLABORATION

One-to-one interactions, feedback and status meetings. EPP Connect app, ESG questionnaires, EPP's Code of Conduct.

ENGAGEMENT STRATEGY

- Communicating, supporting and requiring ethical behaviour in accordance with the EPP values and requirements set out in the EPP Suppliers' Code of Conduct.
- Proactively communicating plans and demands (including the necessary strategy, business and operational updates), sharing information to improve planning and collaboration.
- Creating feedback mechanisms to understand needs, issues and concerns.
- Actively driving ESG transformation in the real estate sector by cooperation and knowledge-sharing.

1.1. ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL

PROPERTY BROKERS

STAKEHOLDER GROUP DEFINITION

Brokers who originate new deals for leasing office space and negotiate renewals on behalf of tenants or – in some cases – on behalf of EPP.

PURPOSE OF THE ENGAGEMENT

Property brokers are essential for leasing EPP-managed office buildings. As such, in an area related to their tasks, they represent EPP's tenants. Their performance and behaviour has a significant impact on the business results.

WAYS OF COLABORATION

One-on-one meetings, property tours and presentations, external panels and events. Industry bodies and experts, industry meetings.

ENGAGEMENT STRATEGY

- Proactively communicating plans and demands (including the necessary strategy, business and operational updates).
- Sharing information to improve planning and collaboration.
- Delivering attractive marketing materials for properties.

COMMUNITIES

STAKEHOLDER GROUP DEFINITION

The communities surrounding properties managed by EPP.

PURPOSE OF THE ENGAGEMENT

In addition to commercial functions, the properties are also centres of local interactions. EPP appreciates this because it benefits both EPP and the people living and active in the neighbourhood. A solid relationship with the community is key to playing a tailored local social role.

WAYS OF COLABORATION

Cooperation with local authorities and NGOs, review of publicly available reports on nationwide and local social challenges and needs diagnoses (conclusions gathered in the EPP Social Value Strategy).

ENGAGEMENT STRATEGY

- Providing regular updates on events and initiatives relevant to the property.
- Consulting on important decisions where they affect local communities.
- Collaborating on local initiatives and events where appropriate.
- Developing programmes to explore local needs and expectations.

THE PLANET

STAKEHOLDER GROUP DEFINITION

The Planet is the silent stakeholder introduced by the Corporate Sustainability Reporting Directive. This includes the impact of climate change on the properties managed and the environmental impact of the firm and portfolio.

PURPOSE OF THE ENGAGEMENT

The activities and people – EPP are all elements of the environment. EPP draws from it, uses its resources and contributes to its degradation. As a Group, EPP is aware of this, which is why EPP has made efforts to reduce the impact and help the Planet to survive.

WAYS OF COLABORATION

European, Polish and local diagnoses and recommendations of the condition of the environment, current and planned EU and Polish legislation, analyses, diagnoses and recommendations of organisations involved in monitoring the state of the environment and climate change. Regular review of environmental legislation (at European and country level), and best practices above the regulatory requirements concerning climate change, third party verifications (ISO 14001, BREEAM certifications, etc.).

ENGAGEMENT STRATEGY

- Implementing actions to reduce the environmental impact and encourage all the stakeholders to undertake similar efforts.
- EPP considers the Planet feedback to be the latest research and scientific achievements, showing both the condition of the environment and the potential solutions to stop the destruction of its resources by cooperation and knowledge-sharing.

1.1. ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

In 2024 EPP CP conducted comprehensive materiality assessment which allowed to identify material matters in seven topical ESRS. In 2025 EPP CP reviewed its material topics and concluded that the list is still actual. The table below covers detailed description of impacts with identification of the place of impact and priority of management that is connected to those impacts.

MATERIAL ESG MATTERS		IMPACT DESCRIPTION	MANAGEMENT PRIORITY	PLACE OF IMPACT
ESRS E1 Climate change	Climate change adaptation	<p>The real estate sector plays a pivotal role in global efforts to reduce greenhouse gas emissions and adapt to climate change. Its impact on the environment is significant, particularly regarding energy usage and greenhouse gas emissions generated by buildings. Effective energy management is a key industry challenge. Energy consumption for lighting, heating, air conditioning represents a major portion of operating expenses.</p> <p>The transition to a low-carbon economy necessitates significant investments and adaptations to business models. To address these challenges, EPP has implemented an ESG strategy that aims to decarbonize its real estate portfolio and achieve carbon neutrality in 2050.</p>	Top priority	Throughout entire value chain, including own operations, upstream and downstream
	Climate change mitigation		Top priority	
	Energy		Top priority	
ESRS E3 Water and marine resources	Water consumption	<p>EPP properties are generally connected to the public water and sewage networks, and water is consumed in the Group properties mainly through usage in restroom areas by visitors of the shopping centres. However, EPP still monitors the impact and risks in water withdrawal area. Although water is a renewable resource, its availability and quality are increasingly threatened by climate change and growing demand. Excessive water usage in buildings can lead to the depletion of local water resources, especially during droughts. Through appropriate technical solutions and education, it is possible to significantly reduce the negative impact on the environment.</p>	Medium priority	Throughout entire value chain, including own operations, upstream and downstream
	Water withdrawals		Medium priority	

1.1.ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL

MATERIAL ESG MATTERS		IMPACT DESCRIPTION	MANAGEMENT PRIORITY	PLACE OF IMPACT
ESRS E5 Circular economy	Waste	At EPP, the normal course of business generates various types of waste in both common and tenant areas. Therefore, waste management has been identified as a material issue from an impact perspective. The goals are focused on improving waste sorting and recycling through the management of waste generated within our assets and indirectly by engaging with value chain partners. EPP strongly encourages recycling to minimize the amount of avoidable waste sent to landfill. The aim is to reduce our carbon footprint by effectively monitoring resource consumption and waste generation. This applies to both our tenants and visitors within managed buildings, as well as our own corporate operations.	Medium priority	Downstream, mainly end of life phase
ESRS S1 Own workforce	Working conditions, including secure employment, working time, adequate wages, social dialogue, work-life balance, health and safety	The group maintains a significant and direct impact on its workforce. EPP prioritizes employee working conditions, health and safety procedures, prevention of discrimination, and the implementation of appropriate procedures and policies. EPP provide our employees with a secure and equitable work environment characterized by transparent and compliant employment terms and benefits. EPP are committed to fostering a workplace that promotes equality of opportunity, regardless of ethnic background, race, religion, age, gender, disability, sexual orientation, outlook, or social status.	Top priority	Own operations
	Equal treatment and opportunities for all, including gender equality and equal pay for work of equal value, training and skills development, measures against violence and harassment in the workplace, diversity		Top priority	
ESRS S2 Workers in the value chain	Working conditions, including secure employment, health and safety	EPP recognizes our responsibility to the workers throughout our value chain. EPP prioritizes the well-being of these workers, focusing on their working conditions, health and safety, and human rights. Committed to ethical sourcing, EPP only partners with suppliers who meet our stringent ESG standards. As part of our supplier selection process, all potential partners must complete an ESG questionnaire and adhere to our Code of Conduct. This code outlines specific requirements for supplier practices, including fair labor standards, safe working conditions, and equal employment opportunities. In 2024, EPP introduced a code of conduct for our tenants, which EPP attach to every new lease agreement. This code outlines EPP's expectations regarding tenant employment practices. It covers working conditions, occupational safety, and equal treatment in employment and cooperation.	Medium priority	Upstream and downstream

1.1.ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL

MATERIAL ESG MATTERS		IMPACT DESCRIPTION	MANAGEMENT PRIORITY	PLACE OF IMPACT
ESRS S4 Consumers and end- users	Information-related impacts for consumers and/or end-users, including privacy, access to (quality) information	The Group's influence on consumers and end-users is multidimensional. This impact is connected to current customer service practices, particularly in the areas of personal data management and information security. The company provides customers with information about commercial offers, events, promotions, and practical details like opening hours and store locations. As such, the company has a responsibility to ensure that the information provided is accurate, up-to-date, accessible, and ethically communicated. At the same time, due to the stringent regulations like GDPR, it is essential to implement robust data protection measures to safeguard sensitive information and ensure compliance	Normal priority	Downstream
	Personal safety of consumers and/or end-users, including health and safety, security of a person	The H&S conditions prevailing in our operated assets directly impact the well-being of consumers and end-users. Inadequate management of these conditions could result in severe injuries or compromised health.	Normal priority	
	Social inclusion of consumers and/or end-users, including access to products and services, responsible marketing practices	The Group's commitment to social inclusion is reflected in our focus on asset accessibility. EPP strive to create properties that are easily reachable for all tenants and visitors, fostering open and inclusive environments. By designing spaces that cater to the needs of individuals with diverse abilities, EPP aim to provide a comfortable and welcoming shopping experience for everyone.	Medium priority	

1.1.ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL




MATERIAL ESG MATTERS		IMPACT DESCRIPTION	MANAGEMENT PRIORITY	PLACE OF IMPACT
ESRS G1 Business conduct	Corporate culture	Corporate culture is the key area that affects every other environmental and social issues. A strong ethical culture is crucial for attracting and retaining top talent, fostering innovation, and safeguarding our long-term reputation. EPP impact in the business conduct area is managed by and reflected in framework of implemented policies and procedures. The Group is enhancing its impact on business practices by promoting a strong corporate culture, protecting whistleblowers, and fostering sustainable supplier relationships.	Normal priority	Throughout entire value chain, including own operations, upstream and downstream
	Protection of whistle-blowers		Normal priority	
	Management of relationships with suppliers including payment practices		Normal priority	
	Corruption and bribery		Normal priority	

1.1.ESRS 2 GENERAL DISCLOSURES

STRATEGY AND BUSINESS MODEL

Given the substantial value of physical assets, EPP's commitment to integrating sustainability into business operations is underpinned by environmental excellence, social responsibility, and transparent governance. As a retail property owner, EPP has identified a range of sustainability-related risks and opportunities across its operations. These include energy efficiency, climate change resilience, adapting to evolving environmental regulations and taxonomies, responsible supply chain management, green financing, and societal impacts. Sustainability challenges pose long-term threats to the Group, with potential direct or indirect consequences.

Listed below are the main risk factors in each of E, S and G areas as well as ways to mitigate them. All the detailed risks and opportunities for each material ESRS matters are described along their respective chapters, including their direct and indirect impact, anticipated effects and management strategies.

AREAS	MAIN RISK FACTORS	MANAGEMENT ACTIONS
 ENVIRONMENTAL RISKS	<ul style="list-style-type: none"> → Inability to provide climate resilience to the portfolio (physical risks). → Risk of new regulations and measures being imposed to limit GHG emission for buildings (responsible for one of major carbon footprints in the world). → Transition risk for older assets that fail to introduce technological improvements (innovative buildings management systems or solar panels) and more efficient resource and waste management. → Risk of increased energy prices (increase in own costs) and resource shortages. → Risk of failure to meet investors' expectations with regard to the implementation of pro-environmental measures. 	<ul style="list-style-type: none"> → Conducting detailed climate risk analysis for all of EPP's properties. → Comprehensive adaptation plan. → Improving energy efficiency. → Adopting green building practices. → Switching to renewable energy sources (PV and PPAs). → Integrating low-carbon technologies.
 SOCIAL RISKS	<ul style="list-style-type: none"> → Staff turnover – inability to attract and retain skilled employees. → Risks related to wage pressure, staff shortages and the loss of key staff. 	<ul style="list-style-type: none"> → Continuously assessing and enhancing compensation and benefits to maintain employee satisfaction. → Conducting regular employee satisfaction surveys to develop and execute initiatives fostering a positive work environment. → Developing and executing comprehensive strategies promoting flexible work arrangements, employee well-being, diversity, inclusion, and a sustainable workplace. → Offering ongoing learning and development programs to support employee growth and advancement.
 GOVERNANCE RISKS	<ul style="list-style-type: none"> → Inability to maintain strong, ethical and supporting sustainable development culture. → Inability to detect and anticipate new regulations. → Non-compliance of supply chain related obligations (due diligence, modern slavery, etc.). 	<ul style="list-style-type: none"> → Applying ethical conduct in the course of business, in particular through the introduced Code of Ethics and improvement of due diligence processes. → Engaging and collaborating with stakeholders, government agencies, and industry associations. → Enforcing a company-wide code of conduct for all contractors. → Evaluating potential business partners.

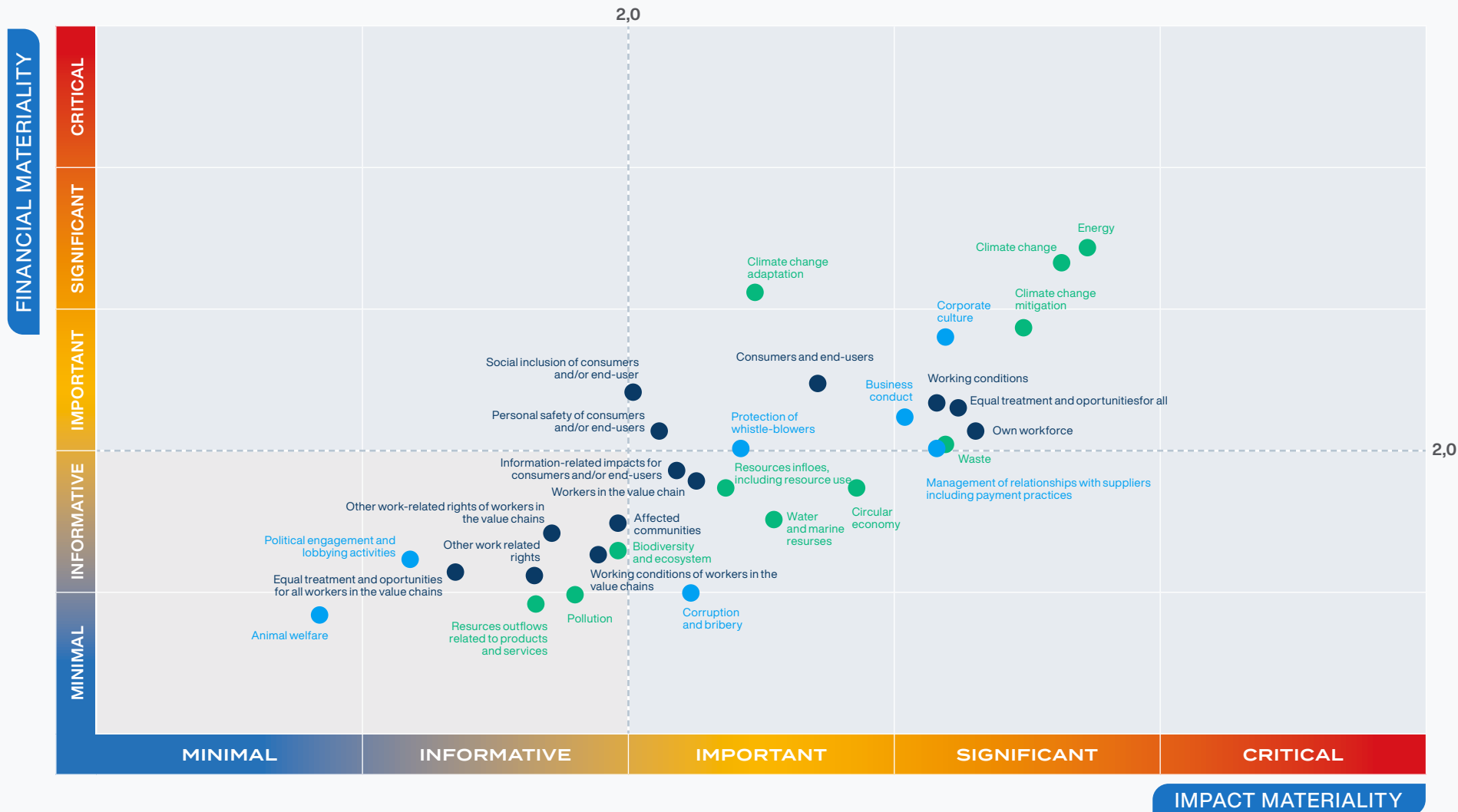
In FY25 EPP identified material opportunities only in the area of climate change, and they were described in chapter E1SBM-3.

Opportunities in other topical areas were concluded not material and not introduced into EPP's risk management system.

1.1.ESRS 2 GENERAL DISCLOSURES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

DOUBLE MATERIALITY MATRIX



1.1. ESRS 2 GENERAL DISCLOSURES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

IRO-1 Description of the processes to identify and assess material impacts, risks and opportunities

In 2024, EPP Community Properties carried out a comprehensive and detailed materiality assessment. In collaboration with the external consulting company (details of the process further described below) to achieve methodological rigor and to establish a neutral framework for the study. In 2025, a review of the double materiality analysis was conducted. This process, led by the ESG Department and the ESG Director, involved a desktop analysis to verify the continued relevance of the 2024 materiality assessment. The verification took into account several factors:

- insights from ongoing monthly meetings concerning ESG strategy implementation and key ESG areas,
- conclusions from quarterly meetings within the Enterprise Risk Management (ERM) framework,
- takeaways from continuous stakeholder dialogue, and
- a review of submissions to whistleblowing channels.

Based on this thorough review, the material topics identified in the 2024 materiality analysis were confirmed as still current, with no significant changes to the essential topics emerging from the 2024 double materiality assessment.

Methodology

The methodology of the 2024 assessment was for the first time fully adapted to the requirements of the CSRD and the new European Sustainability Reporting Standards (ESRS). The methodology took

into account the double materiality principle, which means that the materiality of matters was addressed during the assessment both from the perspective of the materiality of EPP's impact on sustainability matters and from the perspective of financial materiality, i.e. the impact of a sustainability matter on EPP's financial performance in the future.

The methodology of the study was based on a matrix analysis of the results of assessing individual impacts of risks and opportunities from the perspective of impact materiality and financial materiality. The subject of the study involved the impacts, risks and opportunities related to all 90 sustainability matters included in the table included in AR16 of ESRS 1.

The assessment considered, among other sources of information, the following:

- Analysis of the source data,
- Analysis of EPP's business model, strategy and value chain,
- Peer review of 11 companies from the industry in Poland and abroad in terms of the material impacts, risks and opportunities these entities identify in their sustainability reports,
- Comprehensive survey conducted on a group of 17 people including representatives from different EPP's Departments and internal experts,
- Surveys and structured interviews with 5 representatives of external key stakeholders, including representatives of suppliers, investors, J.V. partners, clients, suppliers, and financial institutions,
- Expert evaluation conducted by MATERIALITY consulting company.

The results of the different stages of the assessment were consolidated. The assessment followed the principle of double materiality.

The assessment did include the results of the internal risk management and control system (ERM) to identified ESG risks and opportunities connected to material impacts on the business. This includes relevant internal procedures and processes as well as the risk matrix with inherent and residual risk ratings. The Board of Directors reviews and updates the risk matrix on a quarterly basis.

The supporting material for the materiality assessment was the value chain model, developed taking into account the EPP CP's activities and those of its subsidiaries. The materiality assessment was accompanied by the process of developing the organisation's value chain, and the analysed impacts, risks and opportunities were identified on different steps of the value chain. The value chain model served as supporting material for the internal experts involved in the study. Impact materiality parameters were investigated for the five stages of the value chain: (1) earlier upstream stages, from sourcing of primary raw materials through their processing, (2) direct suppliers, subcontractors and service providers (tier 1 of the supply chain), (3) operational activities of the Company/Group, (4) customers, consumers, end users, and (5) further downstream stages, up to the end of the product/service life cycle and waste generated.

According to the principle of double materiality, matter was classified as material and reported if it was considered material from the perspective of impact materiality, financial materiality or from the perspective of both these parameters.

Impact materiality parameters were assessed in terms of four indicators:

- Scale of the impact,
- Scope of the impact,
- Likelihood of the impact,
- Irremediable character of the impact.

1.1. ESRS 2 GENERAL DISCLOSURES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

The materiality assessment process examined the level of risk in relation to material matters. The financial materiality was analysed using two dimensions: the risk level and the opportunity level, with due regard for the magnitude and likelihood of risk or opportunity.

Financial materiality in relation to the risks were assessed in terms of the following indicators:

- Critical or very significant risk,
- Significant risk,
- Above average,
- Below average,
- Minimal or minor risk,
- No risks.

Financial materiality in relation to the opportunities were assessed in terms of indicators:

- Very significant opportunities,
- Significant opportunities,
- Above average,
- Below average,
- Minimal or minor opportunities,
- No opportunities.

When comparing the levels of risks and opportunities, each matter was given a consolidated financial materiality, identified by the following indicators:

- Critical,
- Significant,
- Important,
- Informative,
- Minimal.

Matters rated as "important" or above were considered material from a financial perspective.

Matters identified as material from a financial perspective or impact perspective were considered material and have been included in this report. Each material matter was assigned one of 3 management priority levels, namely top, medium or normal, based on the EPP CP business model, and the identified risks and opportunities, the level of impact and the current management level in the Company.

The process of materiality assessment was supervised by the Board of Directors which approved the outcomes of the materiality assessment. The next steps, in which the Board of Directors actively participates are aimed at operationalizing the results of materiality assessment and implement them into day-to-day business decision-making processes.

Materiality assessment also involved analysing the correlation between environmental impacts and risks or opportunities. Starting from determining specific aspects relevant to EPP's organization by taking into account the industry, location and processes, EPP analysed what impacts it has or can have on this matter as an organization across the entire value chain. Following the double materiality principle, EPP considered impacts separately for positive and negative impact, taking into account the potential trade-offs. Concurrently EPP identified risks and or opportunities by assessing whether they are related to the impact or dependence on given natural resources. For example, the identified risks related to rising energy prices are associated with EPP's dependence on energy sources and, at the same time, actions to minimize this risk translate into the impact EPP has on mitigating climate change.

The results of the materiality assessment, including impacts, risks and opportunities, were analysed and mapped with areas already monitored in the overall risk management (ERM) process. The risk register already contained risks that were matched with some of the results of the materiality assessment. Some risk categories have been renamed or their descriptions adjusted to make their wording clearer and/or consistent with ESRS.

A complete list of the main risks along with the method of mitigation is presented in SBM-3.

ESG, sustainability, and impact management issues are embedded into the Group's business strategy and annual goals. The Board analyses these topics as part of its business conduct and expects employees to consistently report on material matters. The results of the materiality assessment, including the identified risks and opportunities are addressed in conjunction with business and strategic considerations.

The materiality assessment drew on the experience and expertise of external stakeholders, the working group, and the project team experts assembled for the materiality assessment process.

Results

In total, 27 material topics and sub-topics were identified in 2024 and deemed still relevant in 2025 from a financial and/or impact perspective. The most material topics are the ones having a top priority either on the impact or the financial perspective.

EPP plans to perform an annual review of the materiality assessment to ensure continuous relevance and adherence to strategic direction.

1.1.ESRS 2 GENERAL DISCLOSURES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement

Table 4: List of Disclosure Requirements

DISCLOSURE NUMBER	DISCLOSURE NAME	PAGE IN THE REPORT
ESRS 2 GENERAL DISCLOSURES		
BP-1	General basis for preparation of the sustainability statements	3
BP-2	Disclosures in relation to specific circumstances	4
GOV-1	The role of the administrative, management and supervisory bodies	5
GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	7
GOV-3	Integration of sustainability- related performance in incentive schemes	7,34
GOV-4	Statement on sustainability due diligence	7
GOV-5	Risk management and internal controls over sustainability reporting	8
SBM-1	Market position, strategy, business model(s) and value chain	9
SBM-2	Interests and views of stakeholders	13, 54, 66, 69
SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model(s)	18, 34, 55, 66,69
IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	24
IRO-2	Disclosure Requirements in ESRS covered by the undertaking's sustainability statements	26

1.1.ESRS 2 GENERAL DISCLOSURES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

Table 4: List of Disclosure Requirements

DISCLOSURE NUMBER	DISCLOSURE NAME	PAGE IN THE REPORT
ESRS E1 CLIMATE CHANGE		
E1-1	Transition plan for climate change mitigation	39
E1-2	Policies related to climate change mitigation and adaptation	41
E1-3	Actions and resources in relation to climate change policies	42
E1-4	Targets related to climate change mitigation and adaptation	43
E1-5	Energy consumption and mix	44
E1-6	Gross Scopes 1, 2, 3 and Total GHG emissions	45
E1-7	GHG removals and GHG mitigation projects financed through carbon credits	47
E1-8	Internal carbon pricing	47
E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	47
ESRS E3 WATER AND MARINE RESOURCES		
E3-1	Policies related to water and marine resources policies related to water and marine resources	48
E3-2	Actions and resources related to water and marine resources	49
E3-3	Targets related to water and marine resources	50
E3-4	Water consumption	50
E3-5	Anticipated financial effects from water and marine resources-related impacts, risks and opportunities	50

1.1. ESRS 2 GENERAL DISCLOSURES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

Table 4: List of Disclosure Requirements

DISCLOSURE NUMBER	DISCLOSURE NAME	PAGE IN THE REPORT
ESRS E5 RESOURCE USE AND CIRCULAR ECONOMY		
E5-1	Policies related to resource use and circular economy	51
E5-2	Actions and resources related to resource use and circular economy	52
E5-3	Targets related to resource use and circular economy	53
E5-5	Resource outflows	52
E5-6	Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities	52
ESRS S1 OWN WORKFORCE		
S1-1	Policies related to own workforce	56
S1-2	Processes for engaging with own workers and workers' representatives about impacts	57
S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	58
S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	58
S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	60
S1-6	Characteristics of the undertaking's employees	60
S1-7	Characteristics of non-employee workers in the undertaking's own workforce	61
S1-8	Collective bargaining coverage and social dialogue	62
S1-9	Diversity metrics	62
S1-10	Adequate wages	62

1.1.ESRS 2 GENERAL DISCLOSURES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

Table 4: List of Disclosure Requirements

DISCLOSURE NUMBER	DISCLOSURE NAME	PAGE IN THE REPORT
ESRS S1 OWN WORKFORCE		
S1-11	Social protection	62
S1-12	Persons with disabilities	62
S1-13	Training and skills development metrics	63-64
S1-14	Health and safety metrics	64
S1-15	Work-life balance metrics	64
S1-16	Compensation metrics (pay gap and total compensation)	65
S1-17	Incidents, complaints and severe human rights impacts	65
ESRS S2 WORKERS IN THE VALUE CHAIN		
S2-1	Policies related to value chain workers	67
S2-2	Processes for engaging with value chain workers about impacts	67
S2-3	Processes to remediate negative impacts and channels for value chain workers to raise concerns	68
S2-4	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those action	68
S2-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	68

1.1.ESRS 2 GENERAL DISCLOSURES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

Table 4: List of Disclosure Requirements

DISCLOSURE NUMBER	DISCLOSURE NAME	PAGE IN THE REPORT
ESRS S4 CONSUMERS AND END-USERS		
S4-1	Policies related to consumers and end-users	70
S4-2	Processes for engaging with consumers and end-users about impacts	71
S4-3	Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	71
S4-4	Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	72
S4-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	72
ESRS G1 BUSINESS CONDUCT		
G1-1	Corporate culture and business conduct policies and corporate culture	73
G1-2	Management of relationships with suppliers	76
G1-3	Prevention and detection of corruption and bribery	76
G1-4	Confirmed incidents of corruption or bribery	77
G1-6	Payment practices	77

1.1.ESRS 2 GENERAL DISCLOSURES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

Table 5: Datapoints in ESRS 2 and topical ESRS that derive from other EU legislation

DISCLOSURE REQUIREMENT AND RELATED DATAPPOINT	SFDR REFERENCE	DISCLOSURE REQUIREMENT AND RELATED DATAPPOINT	SFDR REFERENCE
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	5	ESRS E1-5 Energy Consumption and mix paragraph 37	44
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)	5	ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	44
ESRS 2 GOV-4. Statement on due diligence paragraph 30	7	ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	45
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	10	ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	47
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	10	ESRS E1-7 GHG removals and carbon credits paragraph 56	47
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	10	ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66	Not applicable
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv	10	ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a)	Not applicable
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14	39	ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).	Not applicable
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)	Not applicable	ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).	Not applicable
ESRS E1-4 GHG emission reduction targets paragraph 34	43	ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities paragraph 69	Not applicable
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	44	ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Not applicable

1.1.ESRS 2 GENERAL DISCLOSURES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

Table 5: Datapoints in ESRS 2 and topical ESRS that derive from other EU legislation

DISCLOSURE REQUIREMENT AND RELATED DATAPPOINT	SFDR REFERENCE	DISCLOSURE REQUIREMENT AND RELATED DATAPPOINT	SFDR REFERENCE
ESRS E3-1 Water and marine resources paragraph 9	48	ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	55
ESRS E3-1 Dedicated policy paragraph 13	48	ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	55
ESRS E3-1 Sustainable oceans and seas paragraph 14	Not applicable	ESRS S1-1 Human rights policy commitments paragraph 20	56
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	50	ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21	56-57
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	50	ESRS S1-1 processes and measures for preventing trafficking in human beings paragraph 22	Not applicable
ESRS 2- IRO 1- E4 paragraph 16 (a) i	Not applicable	ESRS S1-1 workplace accident prevention policy or management system paragraph 23	57
ESRS 2- IRO 1- E4 paragraph 16 (b)	Not applicable	ESRS S1-3 grievance/complaints handling mechanisms paragraph 32 (c)	58
ESRS 2- IRO 1- E4 paragraph 16 (c)	Not applicable	ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	64
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Not applicable	ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	64
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Not applicable	ESRS S1-16 Unadjusted gender pay gap paragraph 97 (a)	65
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Not applicable	ESRS S1-16 Excessive CEO pay ratio paragraph 97 (b)	65
ESRS E5-5 Non-recycled waste paragraph 37 (d)	53		
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	53		

1.1. ESRS 2 GENERAL DISCLOSURES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

Table 5: Datapoints in ESRS 2 and topical ESRS that derive from other EU legislation

DISCLOSURE REQUIREMENT AND RELATED DATAPoint	SFDR REFERENCE
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	65
ESRS S1-17 Non-respect of UNGPs on Business and Human Rights and OECD paragraph 104 (a)	Not applicable
ESRS 2- SBM3 – S2 Significant risk of child labour or forced labour in the value chain paragraph 11 (b)	66
ESRS S2-1 Human rights policy commitments paragraph 17	67
ESRS S2-1 Policies related to value chain workers paragraph 18	67
ESRS S2-1 Non-respect of UNGPs on Business and Human Rights principles and OECD guidelines paragraph 19	Not applicable
ESRS S2-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 19	67
ESRS S2-4 Human rights issues and incidents connected to its upstream and downstream value chain paragraph 36	68
ESRS S3-1 Human rights policy commitments paragraph 16	Not applicable
ESRS S3-1 non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Not applicable
ESRS S3-4 Human rights issues and incidents paragraph 36	Not applicable

DISCLOSURE REQUIREMENT AND RELATED DATAPoint	SFDR REFERENCE
ESRS S4-1 Policies related to consumers and end-users paragraph 16	70
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Not applicable
ESRS S4-4 Human rights issues and incidents paragraph 35	72
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	73-74
ESRS G1-1 Protection of whistleblowers paragraph 10 (d)	74-75
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	77
ESRS G1-4 Standards of anti- corruption and anti- bribery paragraph 24 (b)	78

2. ENVIRONMENTAL INFORMATION

2.1. E1 CLIMATE CHANGE STRATEGY

GOV-3 Integration of sustainability-related performance in incentive schemes

In the fiscal year 2025 no sustainability-related performance incentive schemes were functioning in EPP Community Partners. The Board of Directors entrusts the implementation of strategic goals and related tasks in the ESG areas to the EPP N.V. Group, which acts as an asset manager under the master lease agreement covering the entire portfolio.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Material impacts, risks and opportunities and their interaction with the strategy and business model are described in detail in section SBM-3 in ESRS 2.

In relation to climate matters, EPP CP is aware of its responsibility to manage the environmental impacts associated with its business. Within the ESG strategy, EPP CP focuses on reducing the environmental impact placing particular emphasis on managing climate-related impacts, risks and opportunities. EPP believes that it is fundamental for the real estate industry to invest in low carbon and energy efficient buildings. Therefore, EPP has undertaken strategic initiatives, calculated and monitored data, and implemented targets that support the Company in managing risks and opportunities relating to material environmental topics. EPP strongly believes that the transition to climate neutrality creates opportunities for responsible investment and sustainable development that respects the society and the planet.

EPP CP has conducted a detailed analysis of climate-related risks with scenario analysis that examined the climate-related hazards indicated by the TCFD framework. The analysis was carried out at both the Group and property levels.



2.1.E1 CLIMATE CHANGE STRATEGY

The assessments were conducted to integrate climate-related risks and opportunities into strategic decision-making, to identify key areas where the Company needs to adapt and to develop initial action plans to improve the Company's resilience, while also ensuring compliance with the upcoming regulations (for more information about the plans and actions refer to sections E1-1 and E1-3). Additionally, the input from the analysed scenarios helped to define the carbon reduction targets (the targets have been described in sections E1-1 and E1-4).

In alignment with the various regulations and sustainability frameworks, such as the EU Taxonomy and the TCFD, the following risks relevant for EPP CP's business operations have been identified and further analysed.

Physical climate risks: these risks stem from the direct impacts of climate change and can be categorized as acute or chronic. Acute risks are caused by sudden, severe weather events like cyclones, droughts, or floods. Chronic risks arise from gradual, long-term changes in climate patterns, such as rising temperatures, sea level increase, or water scarcity.

Transition climate risks: these risks arise from an organization's ability to manage and adapt to the changing landscape of reducing greenhouse gas emissions and adopting renewable energy sources, both internally and externally.

PHYSICAL RISKS

Temperature-related	Heat stress	High temperatures occurring more frequently in the summer season.
	Forest/wildfires	Fires can affect properties' operations due to fire-related blackouts.
Wind-related	Extratropical storm/ Tornado/ Hail	Storms may cause damages and impair properties' operations also due to blackouts.
Water-related	Drought	Limitations in water availability potentially affecting building operations.
	Heavy precipitation	Flooding due to heavy rainfall causing damage of equipment and lifts and affecting satisfaction of tenants and visitors.
	Flood	Floods can cause damage of equipment and disrupt properties' operations.

TRANSITIONAL RISKS

Regulatory (Policy and legal)	Risk of new regulations and measures being imposed to limit GHG emission for buildings.
Technological changes	Transition risk for older assets that fail to introduce technological improvements (innovative buildings management systems or solar panels) and more efficient resource and waste management.
Reputational	Risk of failure to meet investors' and tenants' expectations in terms of implementing climate friendly technical solutions and reducing GHG emissions (including in the context of Taxonomy alignment).
Market	Risk of a decrease in the availability or an increase in prices for the implementation of strategic targets. There might be increased regulatory pressure, potential future significant costs and potential sudden necessity to purchase guarantees of origin at higher prices to achieve strategic targets. EPP consider also increases in energy prices as a high risk to our business.

2.1.E1 CLIMATE CHANGE STRATEGY

At the Group level, the analysis performed by EPP was aimed at identifying and prioritizing climate-related risks the Group could be exposed to as a result of climate events, physical risks and partly transitional risks. EPP used two potential future scenarios based on different global emissions' trajectories and their corresponding impacts on the average global temperature: a <2°C warming scenario (RCP 2.6) and 4°C warming scenario (RCP 8.5) and performed the assessment in the short-, medium-, and the long-term perspective.

EPP recognizes that climate risks may impact its operations and business strategy over a longer period. Based on guidance from the TCFD framework, EPP explores climate risks and opportunities within three-time frames:

- **Short-term: 0-5 years,**
- **Medium-term: 5-10 years,**
- **Long-term: 10+ years.**

This time perspective also reflects the current limitations in assessing climate risks and opportunities for EPP's buildings beyond the next decade. EPP recognizes that the average lifespan of a concrete building can be 75 to 100 years or more, depending on the preservation techniques employed and the way the building is used. However, at this point, a longer perspective (that would consider the age of the buildings, particularly after 2050) is beyond the scope. Following the Group's approach, the risks and opportunities are annually revised within these time frames to cater for the latest climate science and internal research and development.

Climate Risk Property Level Analysis:

In 2025, EPP performed the update of Physical Climate Risk Analysis, a site-specific screening of the climate-related hazards that provided a comprehensive examination of physical risks that could impact the assets. The assessment was performed with the support of external consulting company and predominantly based on the modelled climate stress indices of Munich Re's NATHAN database. In order to obtain greater certainty and accuracy of the analyses carried out, several public and private databases, as well as publicly and in-house available country data were used. It was made under three ICPP scenarios (RCP 2.6, RCP4.5 and RCP 8.5) in 3 time horizons: 2030, 2050, and 2100 and provided EPP with the view on the future risks of climate change for the entire portfolio.

For the assessment of climate risks, the following climate hazards were considered in detail (in compliance with EU Taxonomy):

- **Temperature-related hazards** (heat-/cold wave, frost, wildfires)
- **Wind-related hazards** (tropical storm, extratropical storm, tornado)
- **Water-related hazards** (drought, heavy rain, flood, snow/ice, glacial lake outburst)
- **Solid matter-related hazards** (avalanche, landslide, subsidence)

<2°C SCENARIO

- International collaboration to reduce greenhouse gas emissions in accordance with the Paris Agreement's goals
- Full enforcement of existing EU climate regulations and implementation of future policies
- Poland adopts and meets the goal of climate neutrality or experiences a minor delay in reaching this target
- Rapid improvement in renewable energy technologies and decline in cost of key green energy technologies
- Notable increase in energy costs

4°C SCENARIO

- The EU might not achieve its ambitious goals of cutting emissions by 2030 and 2050
- Persistent reliance on fossil fuels and industries with high energy demands
- Poland experiencing a substantial gap between its current climate performance and the required level of carbon neutrality
- More visible physical effects of climate change
- Renewable energy technologies advance at a slower pace than anticipated

2.1.E1 CLIMATE CHANGE

STRATEGY

The key climate related risks and their potential impacts on the Group's financial results:

RISK GROUP CATEGORY	RISK DESCRIPTION	INFLUENCE IN SHORT TERM	TREND IN MEDIUM TERM	TREND IN LONG TERM	BUSINESS IMPACT (QUALITATIVE)	MITIGATING ACTIONS
Transitional (Market) Risk of increased energy prices	Increasing price of fossil fuels and green energy has an adverse impact on the direct operations. EPP uses energy primarily to provide lighting and air conditioning in the shopping centres and offices. Energy from fossil sources currently constitutes the majority of the energy mix (72.5% based on data published by the electricity supplier) and at the same time, EPP expects significant increases in energy prices in the medium and long term.	High	<2°C No change	<2°C Increase	The increase in energy prices directly translates into an increase in our operating costs. The consequences of increasing energy prices may even result in resignation from the floor space by our tenants in favour of transitioning to e-commerce.	The mitigation strategy for the risk of increasing energy prices includes the following initiatives: <ul style="list-style-type: none"> → introduction of energy savings by modernization of the Building Management Systems (BMS) and its connection with CO₂ sensors; → investments in photovoltaic panels, however, installation of photovoltaic panels on buildings could cover up to 5% of energy due to limited roof load; → replacement of lighting with LED lights; → regular cooperation with tenants via the Connect platform enables sharing the ways to reduce energy consumption in order to control energy-use at individual areas using the BMS system.
Transitional (Regulatory -Policy and legal) Risk of new regulations and measures being imposed to limit GHG emission for buildings	Not meeting the new regulation regime by Company's assets can become a factor in divestment eligibility of selected assets. Overall bankability may be affected in the case where the Company is unable to demonstrate to the market that affected assets are being prioritized for capital expenditures.	High	<2°C No change	<2°C Increase	New regulations could significantly impact the Company's operating costs and financial performance. Primarily, expenses associated with real estate management are likely to increase due to the need to comply with new legal requirements. Additionally, the Company will have to invest additional financial resources in low-carbon technologies to meet the new standards. Assets that do not comply with new regulations may become difficult to sell or divest. Furthermore, the Company's ability to secure financing could be hindered if it cannot demonstrate that it is investing in modernizing its assets to meet new legal requirements.	<ul style="list-style-type: none"> → Net zero decarbonization targets and transition plan. → Climate risk analysis and resilience assessment at property level and risk monitoring. → Modernization plan for assets.

The above table outlines the significant climate risks EPP identified at this time, although it is important to note that these risks could evolve. While there are additional climate risks (including physical risks), the table focuses on those that are currently regarded the most significant (high/extreme). Climate change creates challenges and risks but also growth opportunities for responsible investment towards net zero and sustainable development.

2.1.E1 CLIMATE CHANGE

STRATEGY

EPP focuses on the transition to green energy and green building practices as well as on measures to improve energy and resource efficiency. Projects supporting net-zero transition may also benefit from attractive green financing options. Due to a growing regulatory and investor-led pressures, financial institutions are also redirecting resources increasingly towards sustainable economic activities. EPP identifies the following climate-related opportunity that its strategy and lead EPP in its journey to net zero.

OPPORTUNITY GROUP CATEGORY	OPPORTUNITY DESCRIPTION	INFLUENCE IN SHORT TERM	TREND IN MEDIUM TERM	TREND IN LONG TERM	ANTICIPATED EFFECT OF THE OPPORTUNITY ON THE FINANCIALS (QUALITATIVE)	REINFORCING ACTIONS
Modernization of buildings to reach required level of energy efficiency	EPP owns and manages shopping centres, which are large-space buildings, usually consuming a lot of energy. EPP is focusing its actions on operational efficiency (shortening of AC hours, shortening lighting operational hours, which leads to increased savings in operating costs. EPP invests in the transition to LED lighting, replacement of HVAC equipment with more energy-efficient devices. More efficient buildings and equipment consume less energy annually, directly reducing the Group's annual OPEX. Additionally, more energy-efficient operations mean less dependence on the rising prices of fossil fuels.	High	<2°C Increase 4°C No change	<2°C Increase 4°C No change	In order to better its environmental performance, EPP intends to improve the energy efficiency of common areas of the assets by 5-15%. Ensuring more efficient use of resources generates savings in operating costs as more energy-efficient buildings and equipment consume less energy, thus reducing the annual OPEX.	The improvement of energy efficiency is a part of several processes relating to the technical management of assets and it includes activities such as: increasing the share of assets equipped with LED lighting inside and outside of the buildings in common areas; buildings' management with the use of the BMS system and cooperation with tenants in order to enable consumption control in individual properties as part of the BMS system (cooperation takes place through the Connect platform, which enables to share the ways of reducing energy consumption.)

2.1.E1 CLIMATE CHANGE

STRATEGY

E1-1 Transition plan for climate change mitigation

In 2023, EPP CP is has committed to reducing absolute Scope 1 and Scope 2 GHG emissions by 70% by 2030 and for Scope 3 emissions from fuel and energy activities by 40% as compared to a 2022 baseline. By 2050, the Group aims to achieve an absolute reduction in all the three scopes by 90%, compared with the base year. At the same time, the EPP Group aims to have zero net GHG emissions across the value chain by 2050.

At the same time, short and long-term targets set for EPP N.V Group, managing our properties also consider EPP CP portfolio. Those targets have been reviewed and approved by the SBTi and are compatible with a global 1.5°C pathway, the most ambitious objective of the Paris Agreement.

In order to meet its ambitious goals, EPP CP developed a decarbonization strategy, encompassing Scopes 1, 2, and 3 emissions, through a scenario analysis of all business areas and all assets owned and managed by EPP CP. A particular focus was placed on activities contributing significantly to the Group's GHG emissions and subject to reduction targets, including tenant operations. EPP's decarbonisation plan incorporates both short and long-term projections to evaluate and validate GHG emission reduction goals and trajectories consistent with the Paris Agreement. Key assumptions for this plan on which its successful implementation relies include a growing sustainable energy market, supportive govern-

ment policies, and technological progress, which are anticipated to enhance renewable energy affordability and efficiency.

MAIN DECARBONIZATION LEVERS

SCOPE 1 EMISSIONS:

Scope 1 emissions refer to direct greenhouse gas (GHG) emissions from sources owned or controlled by an organization. In the context of the provided information, these emissions primarily originate from two key areas:

Natural gas

The consumption of natural gas for heating generates direct GHG emissions. To mitigate these emissions, the Company implements various measures, depending on what is technically and economically feasible:

- **Usage Optimization:** Implementing measures to optimize natural gas usage, such as adjusting heating schedules, improving insulation, and adopting energy-efficient practices.
- **Heat Source Replacement:** Upgrading existing heating systems in older facilities with cleaner and more efficient options.

Refrigerant Leakage

Refrigerant leaks from equipment such as air conditioning and refrigeration systems release potent greenhouse gases into the atmosphere. To address this issue, the Company is focusing on:

- **Refrigeration Infrastructure Optimization:** Centralizing refrigeration systems and conducting regular inspections can help to identify and repair leaks promptly, minimizing refrigerant emissions.
- **Refrigerant Replacement:** Gradually phasing out refrigerants with high global warming potentials (GWPs) in favour of lower-GWP alternatives is crucial for reducing the overall environmental impact.

The Company is also committed to complying with the new EU regulation (EU) 2024/57 on fluorinated greenhouse gases, which will accelerate the transition to more environmentally friendly refrigerants.

2.1.E1 CLIMATE CHANGE

STRATEGY

SCOPE 2 EMISSIONS FROM ELECTRICITY AND HEATING

Scope 2 emissions are indirect greenhouse gas emissions resulting from the consumption of purchased energy. These emissions occur when electricity, heat, or cooling is generated off-site and then used by a company. This category includes energy derived from district heating and cooling networks.

Electricity

The Company plans to reduce Scope 2 emissions from electricity consumption through a combination of demand reduction and sourcing renewable energy, as follows:

- **Demand reduction:** Optimizing energy use through building upgrades, such as modernizing HVAC systems, installing LED lighting, and updating building management systems.
- **Increasing the production of renewable electricity** by installing photovoltaic (PV) panels. On the way to achieving the goals set as part of the decarbonization strategy, EPP is rolling out a solar photovoltaic installation program across the sites to generate electricity onsite on the roofs of the buildings. Since 2023, EPP CP is continuing the installation of photovoltaic (PV) panels across its buildings as part of its commitment to sustainable energy (already operational as of 31 August 2025 – 362.4 kWp). **In 2025, EPP partnered with Sunbird Solar Solutions, a leading photovoltaic installation developer in Europe. As part of this partnership, PV systems are planned to be installed in 7 properties of EPP CP, totaling over 3,700 kWp.** These installations are designed to align with

the maximum roof load capacity and/or maximum granted network connection rights for each building.

- **Purchasing electricity from renewable sources** through direct contracts (Power Purchase Agreements or PPAs) or by using Guarantees of Origin (GOs). EPP has entered also into a 3-year agreement to secure green energy, primarily sourced from wind farms. The contract began in 2025, and in FY25 already covered 8% of total energy purchased in EPP CP properties. This share will increase up to 25% in both calendar years 2026 and 2027. In 2026-2028 EPP plans to continue with 100% green energy for offices and the growing share for retail (up to 43% green energy in retail till 2028, including 25% from PPA and/or PV panels).

This strategy reflects EPP's ongoing commitment to sustainability by ensuring that a significant portion of its energy consumption is aligned with renewable energy sources.

District Heating

To reduce emissions from district heating and cooling, depending on technically and economically feasible solutions, the Company is taking the following steps:

- **Decentralization:** Shifting towards generating heat using HVAC systems or heat pumps, reducing reliance on district networks.
- **Optimization:** Improving the efficiency of district heating usage.
- **Network Evaluation:** Monitoring the carbon footprint of district networks and considering phasing out those with high emissions that hinder carbon reduction goals.

Overall, the Company is adopting a multi-faceted approach to decarbonize its Scope 2 emissions by reducing electricity consumption, increasing renewable energy generation and procurement, and transitioning away from carbon-intensive heating sources.



2.1.E1 CLIMATE CHANGE

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

SCOPE 3 EMISSIONS:

A major challenge faced by EPP is the reduction of emissions resulting from the value chain (Scope 3). EPP's main decarbonization challenge is the reduction of emissions from energy used by the tenants. It requires careful planning and close collaboration with tenants.

In the base year, EPP's value chain contributed nearly 52 912.16 tCO_{2e} of emissions. The main areas of impact, accounting for 86% of Scope 3 emissions, are energy-related emissions and emissions from leased assets. Therefore, these categories receive the most attention in the decarbonization strategy.

These emissions will be reduced mainly through:

- **Transition to renewable energy:** Shifting the electricity consumption within the value chain towards renewable sources.
- **Tenant engagement and optimization:** Collaborating with tenants to enhance energy efficiency in their store operations. This includes implementing green lease agreements with energy-efficiency requirements for new tenants and monitoring tenant energy consumption through sub-metering. The use of sub-meters enables EPP to monitor the tenants' energy consumption and evaluate the success of their energy-saving measures.

EPP's carbon footprint includes 'locked-in' GHG emissions from existing gas boilers and associated stationary combustion processes. Due to technical and economic constraints, these cannot currently be replaced by alternative heating sources like HVAC, heat pumps,

or district heating. These emissions are already factored into the carbon reduction plan and strategies, as outlined above.

Besides meeting emission reduction targets, EPP also aims to increase the energy efficiency of buildings and reduce their primary energy demand. In 2024, EPP began conducting energy audits, through which it determines the modernization measures to be taken. This is the starting point to accurately determine the required capital expenditures. Expected actions and capex plans are to be concluded after finalization of audits in financial year 2026.

E1-2 Policies related to climate change mitigation and adaptation

The purpose of EPP Community Properties is the management of commercial office real estate at a high-quality level in harmony with the natural environment, including climate change. Being aware of the importance of ecological issues and the need for further development, EPP ensures that the services are provided in accordance with legal requirements, mandatory standards and other conditions, and undertakes activities considering environmental aspects. By following this approach, EPP desires to minimize environmental risks and its environmental footprint.

EPP has Environmental Policy applicable to both the Group and the properties owned by. The Policy is available to all employees on EPP's website and it is communicated during annual training sessions with all employees. It is implemented by Boards of Directors.

The policy includes EPP's commitment to decarbonization targets by improving the energy efficiency and increasing the rational use of all energy sources, and reduction of GHG emissions. EPP aims to improve the energy efficiency of all properties through installing energy-efficient technologies and solutions and monitoring the energy consumption by EPP's tenants to boost its rational use. EPP's goal is to achieve its reduction targets through on-site photovoltaic (PV) installations, Power Purchase Agreements (PPAs), or Guarantees of Origin (GOs) GHG emissions reduction is conducted in line with calculated targets (described in details in E1-4). The reduction targets are set in all 3 scopes.

All the employees are responsible for implementing the Environmental Policy in their everyday work, and since it reflects the strategic objectives, the highest level of responsibility for its implementation is vested with the Board of Directors.

2.1.E1 CLIMATE CHANGE

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

E1-3 Actions and resources in relation to climate change policies

Climate change actions play an important role in EPP CP's operations. The key actions that resulted in improving energy efficiency and reducing the energy consumption by **11%** compared to the base year (2022) involved BMS modernization and LED lighting installation.

EPP CP managed also to achieve significant GHG emissions reduction, in part due to the energy consumption reduction, but primarily because of the PPA agreement and additionally obtained guarantees of origin from renewable sources, which together covered 35% energy purchased in retail facilities and 100% in office locations. Further reduction is expected also because of the gas consumption is decreasing, due to warmer winters and a gradual shift to other heating sources where possible. In recent years, EPP CP installed PV of entire capacity of **362,4 kWp**, that started the production of own energy at Galeria Olimpia, Galeria Amber, Twierdza Kłodzko and Astra Park. The next installments are planned in 2026 in: Galeria Solna, Galeria Sudecka, Twierdza Zamość and Galeria Veneda.

Additionally, since 2024, all newly signed lease agreements include a green lease annex. The goal of the green leases is to enhance tenants' environmental sustainability by implementing specific re-

quirements, built on open communication, knowledge sharing, and best practices. This collaborative approach empowers tenants to contribute to the environmental performance of the assets while simultaneously reducing utility and waste management costs.

Green leases prioritize aspects that directly impact tenants' environmental behaviour and performance, such as adhering to technical specifications for tenant space fit-out (particularly maximum lighting power) and implementing measures to conserve energy, water, and properly dispose of waste. To foster stronger community engagement, a clause has been introduced to encourage tenants to participate in Group-led initiatives, including community-focused campaigns promoting recycling, health, and well-being.

SHARE OF GREEN LEASES AT THE END OF 2025 IN % OF GLA:

39%

EPP COMMUNITY PROPERTIES owned assets

SHARE OF GREEN LEASES AT THE END OF 2025 IN % OF LEASES:

50%

EPP COMMUNITY PROPERTIES owned assets

2.1.E1 CLIMATE CHANGE

METRICS AND TARGETS

BREEAM

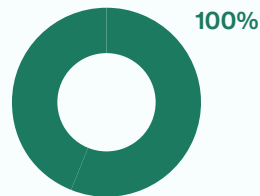
EPP takes measures to adopt green building practices and to improve the climate resilience of its assets. These measures concentrate on improving the energy efficiency of the buildings and include adopting management standards as well as participating in building efficiency certification programs, such as BREEAM. These programs provide reliable and transparent third-party assessment of the buildings by external accreditation bodies.

Environmental building certifications are essential tools for measuring and enhancing the sustainability of both new and existing properties. By adhering to established industry benchmarks, these certifications provide a comprehensive assessment of a building's environmental impact.

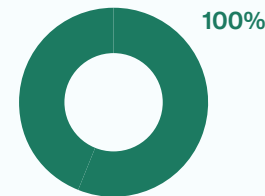
EPP's goal is to achieve environmental certifications for all its shopping centres, while consistently maintaining the highest standards. In line with industry best practices, EPP continues the certification journey using the BREEAM frameworks. BREEAM, widely recognized as the leading building certification system in Poland, offers a robust method for evaluating and improving a building's sustainability performance over its entire lifecycle. It assesses buildings across a wide range of criteria, including energy efficiency, resource management, health and well-being, and ecological impact. By identifying areas for improvement, BREEAM empowers EPP to optimize the assets' sustainability and reduce their environmental footprint. Building on its commitment to sustainability, EPP has continued to certify properties in 2025, and achieved its goal of 100% of office assets accredited by BREEAM In-Use at 'Excellent' and 100% of retail assets accredited by BREEAM In-Use at 'Very Good' or higher level in 2025.

AS OF 31 AUGUST, 2024 THE BREEAM CERTIFICATION WAS PERFORMED

→ on 100% of EPP CP office assets, out of which

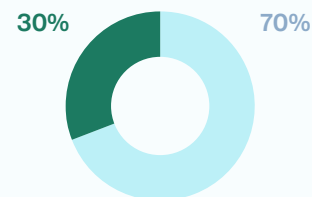


BREEAM In-Use Part 1

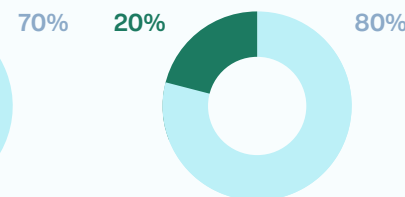


BREEAM In-Use Part 2:

→ and 100% of EPP CP retail asset, which have common areas, out of which:



BREEAM In-Use Part 1



BREEAM In-Use Part 2:

● Excellent ● Very good

Bełchatów and Przemyśl, as small assets without common areas do not qualify for certification.

E1-4 Targets related to climate change mitigation and adaptation

In line with EPP's Environmental Policy, the Group set and committed to the individual decarbonization goals targets for EPP. EPP CP is also falling within the scope of EPP N.V. decarbonization targets that were approved by SBTi. These efforts are compatible with a global 1.5°C pathway, the most ambitious objective of the Paris Agreement. The GHG emission data and goals presented in this chapter are calculated using the market-based approach, unless specified differently. This method emphasizes the Group's commitment to responsible energy sourcing.

EPP Community Properties's individual target compared to base year 2022 values (tCO_{2e}) for 2030 are:

- **Scope 1+2: 4,526.88**
(reduction 70%, -10,563.0 tCO_{2e})
- **Scope 3 (cat 3 & 13): 24,016.58**
(reduction 40%, -16,011.1 tCO_{2e})

The target values (tCO_{2e}) for 2050 are:

- **Scope 1+2: 1,508.96**
(reduction 90%, -13,581.00 tCO_{2e})
- **Scope 3 (cat. 3 i 13): 4,002.76**
(reduction 90%, -36,024.88 tCO_{2e})

By 2050, the Group aims to achieve an absolute reduction in all three scopes of 90%, from the base year. At the same time, EPP CP aims to have zero net GHG emissions across the value chain by 2050.

2.1.E1 CLIMATE CHANGE

METRICS AND TARGETS

E1-5 Energy consumption and mix

To reduce energy consumption in properties, EPP works towards ensuring they are equipped with environmentally safe and energy-efficient technologies. EPP is focused on providing efficient systems and management controls to minimize the energy use by the tenants and visitors, where possible. Energy consumption should be reduced, as its utilization contributes to the impact on the climate through GHG emissions. EPP uses energy in its offices for maintenance and to provide appropriate working conditions for EPP's employees. The energy EPP consumes is distributed throughout the offices and shopping centres, provided to the visitors and tenants. EPP is responsible for energy supply across offices and retail assets (which do not have their own connection to the grid), therefore it is also responsible for managing controls to minimize its use.

In 2025, EPP CP increased the share of renewable energy through increased coverage of consumption with guarantees of origin from the PPA and additional unbundled guarantees of origin for energy from renewable sources (see E1-1 and E1-3).

E1-5 Energy consumption and mix	UNIT	FY 1.09.2023-31.08.2024	FY 1.09.2024-31.08.2025	Y/Y CHANGE
Fuel consumption from coal and coal products	MWh	0.00	0.00	0.00%
Fuel consumption from crude oil and petroleum products	MWh	38.60	27.32	-29.22%
Fuel consumption from natural gas	MWh	2,925.20	3,445.95	17.80%
Fuel consumption from other fossil sources	MWh	0.00	0.00	0.00%
Consumption of purchased or acquired electricity, heat, steam and cooling from fossil sources	MWh	10,799.50	9,351.73	-13.41%
Total fossil energy consumption	MWh	13,763.30	12,825.00	-6.82%
Share of fossil sources in total energy consumption	%	62.26%	57.76%	-7.23%
Consumption from nuclear sources	MWh	0.00	0.00	0.00%
Share of consumption from nuclear sources in total energy consumption	%	0.00	0.00	0.00%
Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	MWh	0.00	0.00	0.00%
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	7,995.20	9,045.09	13.13%
The consumption of self-generated non-fuel renewable energy	MWh	348.50	334.48	-4.02%
Total renewable energy consumption	MWh	8,343.70	9,379.58	12.42%
Share of renewable sources in total energy consumption	%	37.74%	42.24%	11.92%
Total energy consumption	MWh	22,107.00	22,204.58	0.44%

Energy intensity per net revenue	UNIT	FY 1.09.2023-31.08.2024	FY 1.09.2024-31.08.2025	Y/Y CHANGE
Total energy consumption from activities in high climate impact sectors per net revenue from activities in high climate impact sectors	MWh/EUR 1 thous.	0.2491	0.2424	-2.68%

NET REVENUE	UNIT	FY 1.09.2023-31.08.2024	FY 1.09.2024-31.08.2025
Net revenue from activities in high climate impact sectors used to calculate energy intensity	EUR 1 thous.	88,733.90	91,595.81
Net revenue (other)	EUR 1 thous.	0.00	0.00
Total net revenue	EUR 1 thous.	88,733.90	91,595.81

2.1.E1 CLIMATE CHANGE

METRICS AND TARGETS

E1-6 Gross Scopes 1, 2, 3 and Total GHG emissions

EPP CPP achieved significant GHG emissions reductions in scope 1 and scope 2 market-based of almost 44% in relation to base year 1.09.2021-31.08.2022 to 6,509.41 MgCO_{2e} and is on good trajectory to meet the 2030 target of 4,526.88 MgCO_{2e}. In terms of scope 3 emissions the reduction that has been already achieved is 39.26% comparing to the base year. It results from the reductions in almost every

category of scope 3, but is significantly connected to reductions in category 13 which is related to the consumption of utilities by tenants. The decline in category 13 is due to a 14% reduction in tenant energy consumption (electricity, heat and gas). growing coverage by guarantees of origin (already 100% office and 35% retail), and decreasing emission factors of energy suppliers.

E1-6 GHG EMISSIONS	UNIT	RETROSPECTIVE				MILESTONES AND TARGET YEARS			
		BASE YEAR (2022)	FY 1.09.2023-31.08.2024	FY 1.09.2024-31.08.2025	Y/y change (%)	2025	2030	2050	FY 1.09.2024-31.08.2025/ base year
Scope 1 GHG emissions									
Gross Scope 1 GHG emissions	MgCO _{2e}	905.61	795.30	1,149.34	44.52%	-	-	-	26.91%
Percentage of Scope 1 GHG emissions from regulated emissions trading schemes	%	-	-	-	-	-	-	-	-
Scope 2 GHG emissions									
Gross location-based Scope 2 GHG emissions	MgCO _{2e}	14,044.57	11,920.18	10,071.83	-15.51%	-	-	-	-28.29%
Gross market-based Scope 2 GHG emissions	MgCO _{2e}	10,635.83	5,612.57	5,360.07	-4.50%	-	-	-	-49.60%
Significant scope 3 GHG emissions									
Total Gross indirect (Scope 3) GHG emissions market-based	MgCO _{2e}	47,678.56	26,946.89	29,462.86	9.34%	-	-	-	-38.21%
Total Gross indirect (Scope 3) GHG emissions location-based	MgCO _{2e}	52,912.16	42,967.09	40,177.34	-6.49%	-	-	-	-24.07%
1 Purchased goods and services	MgCO _{2e}	1,970.03	946.10	1,400.13	47.99%	-	-	-	-28.93%
2 Capital goods	MgCO _{2e}	5,436.95	1,618.90	4,648.41	187.13%	-	-	-	-14.50%
3 Fuel and energy related activities (not included in Scope 1 or Scope 2) market based	MgCO _{2e}	10,525.89	5,694.53	5,494.23	-3.52%	-	-	-	-47.80%
3 Fuel and energy-related activities (not included in Scope 1 or Scope 2) location-based	MgCO _{2e}	12,264.15	10,239.77	8,658.49	-15.44%	-	-	-	-29.40%
5 Waste generated in operations	MgCO _{2e}	243.94	288.96	323.19	11.84%	-	-	-	32.49%
6 Business traveling	MgCO _{2e}	-	-	-	-	-	-	-	-
7 Employee commuting	MgCO _{2e}	-	39.64	33.84	-14.64%	-	-	-	-
13 Downstream leased assets market based	MgCO _{2e}	29,501.75	18,358.76	17,563.07	-4.33%	-	-	-	-40.47%
13 Downstream leased assets location-based	MgCO _{2e}	32,997.10	29,833.73	25,113.29	-15.82%	-	-	-	-23.89%
Total GHG emissions									
Total GHG emissions scope 1+2 (location-based)	MgCO _{2e}	14,950.18	12,715.48	11,221.17	-11.75%	-	-	-	-24.94%
Total GHG emissions scope 1+2 (market-based)	MgCO _{2e}	11,541.44	6,407.86	6,509.41	1.58%	-	4 526,88	1 508,96	-43.60%
Total GHG emissions scope 1+2 (location-based) +3	MgCO _{2e}	67,862.34	55,682.57	51,398.51	-7.69%	-	-	-	-24.26%
Total GHG emissions scope 1+2 (market-based) +3	MgCO _{2e}	59,220.00	33,354.75	35,972.27	7.85%	-	-	6,276.86	-39.26%

*EPP CP has a scope 3 reduction target that applies to categories 3 and 13 jointly. The targets are as following:

- for 2030: 24,016.58 MgCO_{2e}

- for 2050: 4,002.76 MgCO_{2e}

2.1.E1 CLIMATE CHANGE

METRICS AND TARGETS

METHODOLOGY

The GHG emissions were calculated according to the international methodology for calculating emissions for enterprises, i.e., the GHG Protocol and recommendations regarding carbon calculations based on guidelines:

- **The GHG Protocol a Corporate Accounting and Reporting Standard Revised Edition:** the GHG Protocol provides requirements and guidance for companies and other organizations preparing a corporate level GHG emissions inventory.
- **GHG Protocol Scope 2 Guidance:** the GHG Protocol standardizes how corporations measure emissions from purchased or acquired electricity, steam, heat and cooling
- **Corporate Value Chain (Scope 3) Accounting and Reporting Standard:** the GHG Protocol allows companies to assess their entire value chain emissions impact and identify where to focus reduction efforts. For calculation either the Inventory or Screening approach was used (with the Screening approach adopted only where the Inventory approach was not possible due to lack of data).
- **Guide to Scope 3 Reporting in Commercial Real Estate, UK Green Building Council.**

The carbon footprint calculations were made for six greenhouse gases (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆) included in the GHG Protocol. Emissions of individual gases were reduced to a common unit – the carbon dioxide equivalent (CO₂e) - using Global Warming Potential (GWP) indicators from DEFRA.

The year 2022 (the most recent year for which complete data were available) was selected as the base year for all 3 emission scopes which is also EPP's base year for the GHG emission reduction targets.

The organizational boundaries of the calculations performed include all EPP's activities in the Polish market. No exclusions were made.

Operational control was chosen as the consolidation approach, which means that in scope 1 and 2 EPP reports emission generated in the operations and common areas of the buildings. Emissions related to tenant's spaces are presented in Scope 3 cat. 13 Downstream leased assets.

CATEGORIES EXPLANATION AND DATA SOURCE

Scope 1

included emissions from fuel combustion in vehicles and buildings, as well as refrigerant losses.

The calculation of the carbon footprint used data from invoices and accounting systems used to account for fuel costs. For refrigerants, the depletion value was determined based on annual refrigerant additions to air conditioning systems.

Scope 2

Emissions were calculated according to two methods, i.e., market-based and location-based. Electricity consumption and consumption of purchased heat have been included in the calculations. The data used to calculate emissions came from electricity and heat invoices.

Scope 3

Data for calculating emissions comes from internal accounting and billing systems and from data on energy and fuel consumption in managed buildings. Based on the material analysis performed in the calculation, the following categories have been selected and included:

Cat. 1 Purchased goods and services

The emissions related to the purchased goods and services have been calculated using the hybrid method in line with the GHG Protocol Average data in relation to water purchased (m³) and spend-based method to other goods and services accounting data.

Cat. 2 Capital goods

The emissions related to the capital expenditures like IT equipment and construction capex, have been calculated using the average and spend-based method in line with the GHG Protocol.

Cat. 3 Energy related activities

Calculations of emissions from energy production not included in Scopes 1 and 2 were made based on actual data of usage and emission factors for WTT natural gas, WTT diesel and WTT electricity generation and TD.

2.1.E1 CLIMATE CHANGE

METRICS AND TARGETS

Cat. 5 Waste generated in operation

The actual data on waste generated onsite and DEFRA emission factors accordingly with categories of waste treatment method.

Cat. 7 Employee commuting

Emissions from employees' transportation from home to work are based on an estimate on commuting preferences of employees and statistical data from <https://www.gov.uk/government/statistical-data-sets/nts04-purpose-of-trips,NTS0409>.

Cat. 13 Downstream Leased Assets

The emissions are calculated for the tenants according to their fuel electricity and heat consumption. Emission factors used are consistent with those used for scope 1 and 2 calculations.

EMISSION FACTORS:

Scope 1:

The emission factors used in the calculation were derived from the DEFRA (Department for Environment, Food and Rural Affairs) 2025 database (v. 10 June 2025).

Scope 2:

The emission factor for district heating from the URE (the Energy Regulatory Office in Poland, i.e., Urząd Regulacji Energetyki) was used in the calculation of emissions. The calculation of emissions from purchased electricity according to the market-based method relied on emission factors published by electricity suppliers (PGE Obrót S.A, Grupa Energią GE Sp. z o.o.). The indicator for the loca-

tion-based method was sourced from KOBIZE (The National Centre for Emissions Management, i.e. Krajowy Ośrodek Bilansowania i Zarządzania Emisjami).

Scope 3:

Emission factors used in calculations came from DEFRA (the Department for Environment, Food and Rural Affairs), Exiobase, Ecoinvent Data Base, and from electronics retailers.

The following cases may trigger recalculation of EPP' base year emissions:

- Structural changes in the EPP - Mergers, acquisitions, and divestments.
- Outsourcing and insourcing of emitting activities.
- Discovery of significant errors, or a number of cumulative errors, if collectively significant for scope 1+2 or scope 3. The significance threshold is 5%.

GHG INTENSITY PER NET REVENUE	UNIT	FY 1.09.2023-31.08.2024	FY 1.09.2024-31.08.2025	Y/Y CHANGE (%)
Total GHG emissions scope 1+2 (location-based) +3 per net revenue	MgCO _{2e} /EUR 1 thous.	0.63	0.56	-10.93%
Total GHG emissions scope 1+2 (market-based) + 3 per net revenue	MgCO _{2e} /EUR 1 thous.	0.38	0.39	3.35%

E1-7 GHG removals and GHG mitigation projects financed through carbon credits

EPP Community Properties JV B.V. did not purchase any offsets or carbon credits in reporting year.

E1-8 Internal carbon pricing

In reporting year EPP CP did not use any internal carbon pricing schemes.

E1-9 Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

EPP CP has not yet calculated the anticipated financial risks and opportunities related to climate change but it plans to analyse and calculate the risks in following years.

2.2. E3 WATER AND MARINE RESOURCES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

E3-1 Policies related to water and marine resources

EPP CP aims to increase water use efficiency in order to support the sustainable management and efficient use of natural resources.

EPP CP has two documents dedicated to water management. Its main commitment regarding water usage is published in EPP's Environmental Policy that applies to all the facilities managed by the Group and is available to all employees on EPP's website.

Additionally, EPP has developed Water Strategy 2030 which provides a set of guidelines to lead EPP's activities regarding water management. The objectives of this Strategy are to monitor and analyse water consumption, and to improve water management in the entire Group. The Strategy is implemented by the EPP Management Board, and the ESG Director is to coordinate all the work between the departments and monitor the progress. The Strategy covers the topic of water management through activities in different thematic areas:

- **Planning and management,**
- **Equipment efficiency,**
- **Reporting,**
- **Measurements,**
- **Drinking water.**

The Strategy was based on several external documents and materials, including EU Taxonomy, BREEAM In Use v6, and SDGs.

In this document, EPP CP describes and structures comprehensive approach to water management from the planning stage of sanitary installations to the monitoring and reporting of water consumption. It includes technical requirements and best industry practices regarding the use and sourcing of water in its own operations as well as water treatment and pollution prevention through, among others, improving equipment efficiency and water monitoring systems, restricting technical specifications for water appliances, and keeping separators in good technical condition thanks to a regular and methodical maintenance. It also provides guidelines for treating rainwater and shaping the landscape to minimize water use and to reduce consumption of utility-supplied water. Water-related issues are included in the service design by integrating water measuring devices within the Building Management System and limited water usage in new equipment (such as toilets, showers, urinals) in the properties.

EPP CP aims to implement the most efficient technical solutions wherever it is feasible and economically viable. Therefore, implementation of the Strategy will be first guided by a materiality analysis conducted for the existing buildings.



2.2. E3 WATER AND MARINE RESOURCES

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

E3-2 Actions and resources related to water and marine resources

EPP has adopted Water Strategy 2030, which showcase various planned actions, regarding water management. These actions, planned up to 2030, aim to increase water use efficiency in order to support the sustainable management and efficient use of natural resources.

In the strategy, EPP has established technical criteria that sanitary installations must meet, serving as guidelines for renovations and new constructions. The main points EPP aspires to meet for equipment are for example:

→ Toilets

- ❑ ≥50% of toilets ≤3 litres per flush (all remaining toilets ≤4.5 litres per flush).
- ❑ Must have an average flush volume of a maximum of 3.5 liters.

→ Showers

- ❑ 100% showers must have a maximum flow rate less than or equal to 6 litres per minute.

→ Urinals

- ❑ Waterless urinals (the best option).
- ❑ Urinals must use a maximum of 2 liters per bowl per hour.
- ❑ Flushing urinals must have a maximum full flush volume of 1 litre.

→ Aerated Taps and Sensor taps

- ❑ The best option: 100% hand washing basin taps have ≤4 litres/ min and have automatic control.
- ❑ Wash hand basin taps and kitchen taps must have a maximum water flow of 6 litres per minute.
- ❑ Aerated taps with a flow rate of ≤4 litres per minute.
- ❑ Taps should automatically shut off after a set period to prevent wastage.
- ❑ Hand-washing basin taps must have automatic control equipped with proximity sensor. Hand washing taps which run for pre-set periods of time are not compliant with this issue.

In 2021-2025 EPP successively continued to replace faucets in the common areas of the buildings with water saving aerators. Water-saving fixtures are already installed in all (100 %) common areas of the EPP CP owned properties.

According to the climate risk analysis conducted in 2025, no EPP CP real estate is located in the area at significant (high) high water stress risk in the short and medium term. In the 2100 time horizon and the RCP 8.5 scenario, all properties are exposed to a high hazard of drought, however the impact of droughts on the properties is considered not severe, therefore the risk is considered to be limited.



2.2. E3 WATER AND MARINE RESOURCES

METRICS AND TARGETS

E3-3 Targets related to water and marine resources

Considering that EPP CP's water consumption is mostly driven by the number of visitors and water is consumed in the Group properties mainly through usage in restroom areas by visitors of the shopping centres, assets of the Group's portfolio are not considered to be significant water consumers. However, EPP still monitors water withdrawals and strives to reduce it.

EPP's Water Strategy 2030 outlines a comprehensive approach to water management. Core objectives include tracking and analyzing water usage, optimizing water consumption practices, and enhancing rainwater harvesting.

The strategy is centred around contributing to the achievement of the SDGs. By 2030, EPP aims to significantly improve water use efficiency and ensure sustainable resource utilization. Specific measurable targets for water management, including reductions in water consumption, have not yet been established. This is due to the need for detailed analyses to determine the most effective and cost-optimal actions.

Building upon Water Strategy 2030, EPP plans to develop an action plan, complete with time-bound, measurable targets that will specify targets for EPP CP.

E3-4 Water consumption

The table below shows the water consumption in EPP CP in the reporting period. The provided data comes from invoices, and it applies to water withdrawals and discharges on common areas in EPP's buildings.

WATER CONSUMPTION PERFORMANCE [E3-4]		UNIT	FY 1.09.2023-31.08.2024	FY 1.09.2024-31.08.2025	Y/Y CHANGE
Water consumption	Total water consumption	m ³	0.00	0.00	0.00%
	Total water consumption in areas at water risk, including areas of high-water stress	m ³	0.00	0.00	0.00%
	Total water recycled and reused	m ³	0.00	0.00	0.00%
	Total water stored	m ³	0.00	0.00	0.00%
	Changes in water storage	m ³	0.00	0.00	0.00%
Water intensity	Total water withdrawal per EUR 1 mln of revenue	m ³ /EUR 1 mln	1,242.49	1,157.11	-6.87%
Water withdrawals and discharges	Water withdrawals	m ³	110,250.79	105,986.03	-3.87%
	including Purchased water	m ³	110,250.79	105,986.03	-3.87%
	Water discharges	m ³	110,250.79	105,986.03	-3.87%

E3-5 Anticipated financial effects from water and marine resources-related impacts, risks and opportunities

EPP Community Properties has not yet calculated the anticipated financial risks and opportunities related to water resources but it plans to analyse and calculate the risks in the following years.

2.3. E5 RESOURCE USE AND CIRCULAR ECONOMY

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

In the process of materiality assessment, as summarized in SBM-3 the topic of resource use and circular economy was assessed as material only in terms of the sub-topic of waste, therefore disclosures in E-5 are connected solely to this sub-topic.

E5-1 Policies related to resource use and circular economy

Due to EPP Community Properties's business model, the amount of waste produced in a building is primarily determined by the building's occupants and their activities. For instance, retail centres generate more waste due to higher customer traffic, while office buildings' waste is linked to occupancy rates. As a Company, EPP CP's direct control over the overall waste volume is limited. However, EPP CP is dedicated to improving waste management by enhancing waste sorting practices, educating tenants about waste reduction, encouraging them to minimize waste, and adopting innovative waste management technologies.

EPP CP aims to reduce carbon footprint by effectively monitoring the resources used, and the volume of waste generated. EPP CP aims to increase the proportion of waste that is sorted, that will allow to increase the amount of waste that could be recycled. This applies to both EPP CP's tenants and visitors within managed buildings and own corporate operations.

EPP Community Properties's main commitment regarding waste and use of resources is published in EPP's Environmental Policy, that is available on EPP's website. The EPP Board of Directors is responsible for implementation of policy and ESG Director is operationally coordinating the actions across various departments and monitoring the progress.

Additionally, EPP adopted the Waste Management Policy, which defines the directions for EPP's activities in this area and applies to properties of EPP Community Properties. The key current objectives are divided into 3 categories:

→ Waste Monitoring

Determining the waste streams and types of collection methods for each property. This is the most critical part of the waste management process, where waste logistics must be established, including how and where waste is collected, sorted and stored.

→ Centralized waste management process

Conducting a central waste audit to gather detailed information on waste, including estimating the amount and types of waste generated by tenants (stores and service outlets); creating a database with complete data on waste characteristics and volumes in all the EPP-managed properties.

→ Striving for recycling and/or recovery

Developing guidelines to inform employees and tenants about proper waste management, including a waste segregation system. Cooperate with third-party recyclers.

The policy also includes good practices for EPP's tenants. At the same time, EPP has incorporated a commitment to reduce waste and enhance recycling in the Code of Conduct for Tenants implemented in 2024. These codes are applicable from 2024 and are being appended to new lease agreements.

2.2. E5 RESOURCE USE AND CIRCULAR ECONOMY

METRICS AND TARGETS

E5-2 Actions and resources related to resource use and circular economy

One of the of the key activities in 2025 was the introduction of the waste tracking system in first location: Park Rozwoju in Warsaw (Office). The first deployment of the WasteTracker system in EPP CP properties occurred in August 2025 and EPP plans to extend the implementation to other properties next year. The WasteTracker technology is comprised of three core components: a weighing terminal installed within the waste storage area, a dedicated waste collector identification system, and an integrated online analytical module. Prior to deposition into containers, waste is precisely weighed and logged according to its fraction and producer. The process is designed for rapid, intuitive user interaction, and tenants are provided with direct access to their specific data records.

Waste Tracker tool facilitates the precise monitoring of waste generation rates and significantly streamlines internal and external reporting requirements. Furthermore, it is instrumental in fostering tenant engagement in proper waste segregation by mandating registration and providing all tenants with detailed, performance-based summaries. The aggregated data enables EPP to identify specific areas for operational improvement, such as quantifying instances of excess waste production or detecting recurrent sorting non-compliance. The collected metrics thus serve as a verifiable basis for joint initiatives focused on optimizing waste collection logistics, developing targeted educational campaigns, and promoting effective waste management best practices across the asset portfolio.

E5-3 Targets related to resource use and circular economy

EPP recycling strategy aims to ensure appropriate waste segregation by shoppers in tenanted spaces, supported by awareness campaigns, alongside policies and procedures for tenants. As part of its work on its ESG strategy for 2026-2028, EPP assumes a growing share of recycling in the volume of waste generated on the property, with a target of minimum 30% waste recycled by 2028.

E5-6 Anticipated financial effects from resource use and circular economy-related impacts, risks and opportunities

EPP Community Properties has not yet calculated the anticipated financial risks and opportunities related to resource use and circular economy but it plans to analyse and calculated the risks in following years.



2.2. E5 RESOURCE USE AND CIRCULAR ECONOMY

METRICS AND TARGETS

E5-5 Resource outflows

Based on the lease agreements, EPP Community Properties takes on the obligations of tenants with regard to municipal waste generated and the disposal of paper, cardboard and plastics packaging in terms of separate collection and transfer for further management. EPP CP does not take on the obligation to attain the levels of preparation for reuse and recycling that are incumbent on the introducers of packaged products.

The waste data published in the table on the right is generated either by EPP CP operations or by its tenants, as it is not possible to separate these figures. Some individual tenants take their waste and dispose of it themselves, but these are isolated cases.

Waste data comes from declarations of waste recipients, in which they presented the mass of waste collected in a given period broken down into individual waste codes, information on the method of waste management to which a given waste code should be subjected, as well as information on the average level of recycling of a given mass. Where such information is not provided by collectors, data is estimated based on the number of containers and their average weight. In terms of the waste directed to disposal, the precautionary approach was applied and all of the waste is assigned to the landfill category, as there was no evidence of other methods of waste management.

WASTE MANAGEMENT [E5-5]	UNIT	FY 1.09.2023-31.08.2024	FY 1.09.2024-31.08.2025	Y/Y CHANGE
Waste diverted from disposal	Mg	804.99	857.17	6.48%
Hazardous wastes	Mg	0.00	0.00	0.00%
Preparation for reuse	Mg	0.00	0.00	0.00%
Recycling	Mg	0.00	0.00	0.00%
Other recovery operations	Mg	0.00	0.00	0.00%
Non-hazardous wastes	Mg	804.99	857.17	6.48%
Preparation for reuse	Mg	0.00	0.00	0.00%
Recycling	Mg	804.99	857.17	6.48%
Other recovery operations	Mg	0.00	0.00	0.00%
Waste directed to disposal		2,337.73	2,589.81	-63.33%
Hazardous wastes	Mg	0.00	0.00	0.00%
Incineration	Mg	0.00	0.00	0.00%
Landfil	Mg	0.00	0.11	0.00%
Other disposal operations	Mg	0.00	0.00	0.00%
Non-hazardous wastes	Mg	0.00	0.00	0.00%
Incineration	Mg	0.00	0.00	0.00%
Landfil	Mg	2,337.73	2,589.70	10.78%
Other disposal operations	Mg	0.00	0.00	0.00%
Total Hazardous wastes	Mg	0.00	0.11	0.00%
Total Non-hazardous wastes	Mg	3,142.72	3,446.87	9.68%
Total radioactive waste	Mg	0.00	0.00	0.00%
Total amount of waste generated	Mg	3,142.72	3,446.98	9.68%
Total amount of non-recycled waste	Mg	2,337.73	2,589.81	10.78%
Percentage of non-recycled waste	%	74.39%	75.13%	0.99%

3. SOCIAL INFORMATION

3.1. S1 OWN WORKFORCE STRATEGY

SBM-2 Interests and views of stakeholders

Employee engagement is vital to maintain an innovative, motivated and committed workforce. EPP's employees are fundamental to the delivery of EPP's strategic priorities and the future development of the business.

Every year EPP conducts an Employee Satisfaction and Engagement survey amongst its employees. It is directed at people who have at least one month of work experience and is conducted by an external consulting firm, which guarantees full confidentiality and anonymity. It is a form of anonymous survey that, through appropriately specified questions, examines various areas, from satisfaction with working conditions to familiarity with the Company's strategy. In the survey employees are asked, among other things, to what extent they are satisfied with the location of the workplace, work tools, and workplace equipment. As part of this process, EPP analyses working conditions, cooperation with their supervisors, job satisfaction and identification with the Company, CSR, Diversity & Inclusion, cooperation, internal communication, work-life balance, career development opportunities and remuneration and benefits. The survey is based on a five-point scale to encourage those who

find it more difficult to express their opinions. Another channel for a dialogue with employees is the "Ask a CEO" platform - an intranet form through which any employee can anonymously ask a question or submit an idea regarding, for example, changes in work organization. Questions are answered directly by the CEO of EPP Poland or HR director, and once the answer is given, it is visible to everyone.

EPP has an open-door policy. Quarterly meetings are held with management (company-wide) where anyone can ask questions and raise issues of concern to them in the forum.

Additionally, when implementing major changes in the organization, such as the implementation of remote working, through a dedicated survey where candidates are put forward. Employee representatives are selected to represent the group and speak out.

Employees concerns can be communicated through whistleblower channels (described in ESRS G1) as well as direct communication with supervisor.

Selected groups of employees participated in the materiality assessment, during which they identified material matters for the Group.



3.1. S1 OWN WORKFORCE

STRATEGY

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business

EPP Community Properties provides work for both employees under standard employment contracts and people cooperating under other forms of employment than an employment contract, later referred to as “non employees” (details in S1-6 and S1-7). The offices are located in Amsterdam, Warsaw and Kielce, and majority of employees work directly in the facilities located in cities across Poland. No employees’ groups or own workforce were excluded from scope of disclosure under ESRS 2 and materiality assessment.

EPP’s workforce can be divided into:

- On-site property management: on average 1-9 per project depending on size and complexity.
- Headquarters and back office: those working in offices in Amsterdam, Warsaw and Kielce.

EPP CP’s own workforce is essential to the successful delivery of the business mission. EPP’s employees play a crucial role in creating inclusive and comfortable spaces for the tenants and customers and ensure good working conditions for all suppliers. EPP CP firmly believes that it is their responsibility to take care of the employees in acknowledgement of their positive impact on the stakeholders.

As an employer, EPP CP priorities decent working conditions, provide equality of treatment and career opportunities, and ensure a friendly atmosphere at the workplace with a key focus on human rights protection. The HR Director is responsible for the implementation of the HR strategy and ensuring it aligns with EPP’s wider strategy.

No part of EPP CP’s own operations was identified as at risk of incidents of forced or child labour.

High staff turnover and difficulty in retaining skilled employees may pose a significant risk to the Company’s ability to effectively manage its properties. The loss of experienced personnel can lead to knowledge gaps, decreased operational efficiency, and a decline in service quality. Additionally, the need to constantly recruit and train new employees can incur substantial costs and disrupt workflow. A shortage of qualified staff may result in increased workload for remaining employees, potentially leading to errors, burnout, and further attrition. These factors collectively impact the Company’s ability to meet its operational goals and maintain strong client relationships. Furthermore, a lack of diversity and inclusion within the workforce may hinder the Company’s ability to attract and retain top talent, limit innovation, and negatively impact its reputation.

To mitigate these risks and foster a sustainable business, EPP is committed to implement strategies that prioritize employee well-being, professional development, and good work-life balance.



3.1. S1 OWN WORKFORCE

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

S1-1 Policies related to own workforce

In EPP CP its employees and non-employees (contractors) are provided with several policies assuring material matters and employment are respected:

- EPP Code of Conduct
- EPP Whistleblowing Rules
- Diversity Policy
- Human Rights and Due Diligence Policy
- EPP Anti-Corruption Policy
- Reputational Risk Management Procedure at EPP
- Ethical Marketing & Communications Policy.

All documents listed above are available for employees and non-employees in the intranet and are communicated to all new employees during the onboarding process. Every year EPP organizes Code of Conduct training sessions that are mandatory for all employees. Any key changes are communicated through email, and additional meetings are organized in some specific cases (ex. for the Remote Working Procedure).

EPP adopted the **Human Rights and Due Diligence Policy** in which it commits to respect and observe human rights, avoid significant negative impact on human rights, conduct appropriate human rights due diligence process, including rules against use of forced labour or child labour. The said policy mainly covers social issues, however, it also lays emphasis on human rights in business. It stresses the lack of acceptance for any form of corruption, the need to process personal data in accordance with the law, and the importance of due diligence in the supply chain. The Policy

principles represent the values indicated in the OECD Guidelines, the UN Guidelines, the Declaration and the Bill of Human Rights.

In the **Code of Conduct EPP** presents its fundamental values and standards and is implemented by the Board of Directors. The Code states that the ambition of EPP in its business is sustainable development. It further states that EPP aims to take measures to ensure that business activities are conducted in a fair and transparent manner. The Code of Conduct also imposes responsibility for applying the code at the management level, which is in charge of its implementation, application, and monitoring. The Code commits to applying the said principles, and assigns the task of monitoring compliance with its provisions to the Director of the Legal Department and the HR Director. In its Code of Conduct, the Company emphasized the transparency rule, respect for diversity, commitment to combating all forms of discrimination, and rules of personal use of the Company's equipment and facilities. The Code of Conduct also lays down the rule of fair competition, security (including cybersecurity), reliability of financial reporting, zero tolerance for corruption, handling conflicts of interest, business secrets, and confidential information. Any doubts that may arise from its application are also covered and any doubts regarding compliance with the law, business ethics, or principles of fair competition should be reported to a direct superior or the Ethics Committee. EPP has committed to act in accordance with fair business, marketing, and advertising practices and take all reasonable steps to ensure the quality and reliability of the services it provides. The said code requires EPP to comply with the applicable law, including but not limited to labour law, tax law, and competition law. The principles established in the Code of Conduct are fundamentally compliant with the values recognized in the OECD Guidelines, the UN Guidelines, the Declaration and the Bill of Human Rights.

EPP's **Diversity Policy** promotes and supports multi-diversity in the organization, gender parity in the Management Board, the principle of equal treatment of employees, prevents discrimination or conduct that violates human dignity, thus relying on the principles indicated in Chapter IV, principle 1e of the Chapter V of the OECD Guidelines, the UN Guidelines in terms of human rights protection, the Declaration (especially in Discrimination (Employment and Occupation) Convention, 1958 No. 111) and the Bill of Human Rights. It condemns any forms of discrimination, including based on age, discrimination of employees returning to work after a long absence, and other forms of discrimination. Additionally, to guarantee implementation and protection of the diversity internally, EPP adopted an **Anti-mobbing Regulation** in which internal anti-mobbing policies and liability for mobbing have been set out and defined.

EPP also adopted the **Ethical Marketing & Communications Policy** in which it asserted that EPP views transparent communications, both internal and external, as the key element of any sustainable development strategy. The Policy is also intended as a measure to combat greenwashing and communication is expected to proceed in the spirit of and in line with ESG requirements. The document sets out rules for ethical communication at EPP (being transparent, respectful, avoiding colour washing) and provides information on diversity and inclusion in communications.

In order to ensure its appropriate operations, the Company adopted **Whistleblowing Rules**. According to this document, the Board is responsible for the implementation, application and monitoring of the whistleblowing system. The Rules also impels employees to report misconduct and sets out the ways to report any misconduct or incidents. It also includes a data privacy clause, fulfilling the information obligations laid down in Articles 13 and 14 of the GDPR.

3.1. S1 OWN WORKFORCE

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

The said policy is broadly compliant with the general principles indicated in the OECD Guidelines and the UN Guidelines.

The **Anti-Corruption Policy** promotes the rule of zero tolerance for corruption as well as lays down the principles of integrity, reliability, credibility, and transparency. The purpose of the Policy is to prevent, detect, and appropriately respond to events that may constitute corruption and which may occur in the course of business activity conducted by the Company. It also sets out principles for preventing and combating corruption, defines the meaning of the term corruption, includes rules related to giving gifts, determines the consequences of non-compliance with the rules laid down by this policy, and suggests what to do in case of doubts or observed violations. The responsibility of the Board of Directors with regard to the Policy and assessment of the risk of corruption in the Company's activities as well as the responsibility of the Director of the Legal Department to apply the Policy to address doubts and offer training have been set out. The Policy makes it mandatory to prevent and report cases of corruption. It also introduces rules on gifts and donations. Furthermore, the protection of personal data in connection with the application of the Policy is mentioned. The scope of this Policy covers the objectives of Chapter VII of the OECD Guidelines.

Accident prevention

Occupational health and safety is a strategic priority for EPP, with a primary objective to prevent accidents and safeguard the well-being of the workforce. EPP places a strong emphasis on working conditions, recognizing the legal requirement to create a healthy and safe environment, and understanding that the actions positively influence the employees' behaviour. Beyond legal compliance,

the occurrence of accidents could expose the Company to reputational risk and potential fines. EPP has implemented health and safety procedures, including instructions on occupational risks for employees working in administrative and technical job positions. EPP has internal procedures and guidelines that address circumstances that may occur during operational activities. EPP manages health and safety matters of its employees through a management system, in line with labour regulations. The system is provided by external service. Employees are informed about the work-related risks through occupational risk assessments, and updates are provided when conditions affecting work change. Documents confirming the employee's familiarization with the occupational risk assessment are kept in the personnel files. Health and safety training is conducted for each employee in accordance with labour law provisions, and confirmation of training is stored in personal files. As employees do not perform hazardous activities, no additional training is conducted. Employee accidents are monitored on an ongoing basis, both inside and outside of the workplace.

S1-2 Processes for engaging with own workers and workers' representatives about impacts

EPP CP maintains two-way open and honest communication about business objectives, values and employee expectations to ensure the EPP strategy and targets are met. EPP consults with employees and encourages their feedback on relevant matters relating to working conditions in order to understand and address concerns and maintain the relationship.

The level of engagement with employees is monitored through a yearly Employee Satisfaction and Engagement survey. The results of the survey are later discussed with the EPP's Board. The results of the survey and undertaken actions are later communicated to the employees.

An additional channel of communication for employee's engagement is the "Ask a CEO" platform (described above in S1 SBM-2), where each employee can anonymously submit a question, proposal for solution or changes in the Company. Furthermore, quarterly meetings with employees are held, and the results of the platform communications are presented at those meetings.

3.1. S1 OWN WORKFORCE

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

S1-3 Processes to remediate negative impacts and channels for own workers to raise concerns

EPP CP aims to eliminate any negative impacts by implementing a set of detailed policies and procedures, e.g. the Code of Conduct, the Diversity Policy, the Human Rights and Due Diligence Policy or the Anti-Corruption Policy. Policies are recapped to all the employees during the Code of Conduct training sessions and are available on the intranet.

EPP CP is committed to as promptly as possible discover any possible misconducts or incident and threats that are or may be related to its activities, safety of employees, associates and business partners. Information about a misconduct or an incident or a reasonable suspicion that it may have occurred or may occur, is to be passed using one of the channels indicated below ('Whistleblowing Channels'). All employees can raise their concerns using the whistleblowing system available to both internal and external stakeholders. In the event of any irregularities or negative impact, EPP CP takes corrective steps.

As part of the monitoring of the effectiveness of the whistleblowing system and undertaking follow-up actions, EPP CP periodically conducts an analysis of the notifications made, the follow-up actions taken on the basis of the notifications, and the results of the follow-up actions.

EPP CP undertakes all technical and organizational measures to preserve the confidentiality of the information concerning reports, whistleblowers and persons referred to in the reports. A whistleblower's personal data or other data enabling the discovery of his or her identity shall not be disclosed to persons other than those who take follow-up actions, unless the whistleblower has expressly agreed thereto.

EPP CP does not take any retaliation actions against persons who report a misconduct or incident under these Whistleblowing Rules. Such persons are protected against unfavourable treatment, including, but not limited to, termination of employment, remuneration cuts, as well as other adverse changes to their employment conditions. Protection against retaliation does not limit the right of EPP CP to make decisions regarding the employment or cooperation justified by objective reasons unrelated to any report of misconduct or incident.

Whistleblowing procedure is described in detail in Chapter G1-1.

S1-4 Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions

EPP Community Properties recognizes its impacts on its own workforce and the related risks driven by factors such as wage pressures, talent shortages, and the risk of losing key personnel. To mitigate those risks, the Group is committed to prioritize creating a positive work environment. This includes implementing fair employment practices, ensuring safe working conditions and preventing discrimination, EPP CP invests in employee development, offers competitive compensation and benefits, and fosters a culture of well-being. Its efforts include internal training programs, career advancement opportunities, and a focus on work-life balance. By fostering a positive and inclusive work culture, EPP CP aims to attract and retain top talent. Additionally, the Group encourages employee engagement through volunteering and social activities. At the same time, these actions translate into opportunities to acquire qualified personnel, reduce employee turnover, and foster a positive reputation among the community as a reliable employer.

3.1. S1 OWN WORKFORCE

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

EPP CP takes the following actions to mitigate risks and pursue opportunities regarding own workforce:

→ Dialogue with own workforce

EPP CP believes that monitoring satisfaction and engagement is key to determining the strengths and areas for improvement. The material goal is to conduct the Employee Satisfaction and Engagement surveys annually, monitor the working environment and respond to employee needs. As part of this process, the Group analyses the working conditions, cooperation with supervisors, job satisfaction and identification with the Company, CSR, Diversity & Inclusion, cooperation, internal communication, work-life balance, work content, career development opportunities, as well as remunerations and benefits. The survey is based on a five-point scale to encourage the participation of those who find it more difficult to express their opinions. The results are presented under five main categories: strongly agree, rather agree, neutral, rather disagree, strongly disagree.

→ H&S and well-being

EPP CP offers and fully finances private medical services for all employees. Additionally, it offers voluntary health promotion and prevention programmes to address non-work-related health risks, including illnesses associated with lack of physical activity, stressful situations and unhealthy eating habits. In this reporting cycle, we launched initiatives focused on ergonomics of working at the computer, digital stress and job burnout. The highlights include:

- | Numerous initiatives supporting the mental and physical health of the employees.
- | Cafeteria system with wide range of services/courses/ consultations referring to health and healthy lifestyle.

- | Health-related webinars.
- | Private medical healthcare.
- | Promotion of healthy lifestyle (sport initiatives and sport card).

→ Training and development

Investing in professional training and development of talents is of key importance for EPP CP's business. The professional development of employees is a motivational factor, driving innovation and the competitive edge in the business. EPP CP believes that professional growth positively impacts the collective performance as a business with well-trained and satisfied employees. EPP CP's satisfaction survey results showed that employees' development boosts the overall employee satisfaction, may keep the retention rates low and encourages potential employees to join the organisation response. EPP CP JV is committed to adjusting the development opportunities for each employee based on development conversations and training programmes on relevant skills on an annual basis. Development conversation is a meeting to diagnose the employee's level of competence. It is an annual meeting with the supervisor to summarize the most important projects and tasks. On this basis, a development plan and goals for the coming year are identified and set together with the supervisor. During the reporting period, EPP CP has provided training sessions for employees covering numerous topics (both soft and hard skills).

→ Diversity and equal opportunities

EPP CP believes that diversity is essential in the workplace, and we are committed to creating a diverse and inclusive environment within the Company. EPP CP is a signatory of the Diversity Charter, a written commitment requiring the Group to implement an equal treatment policy and diversity management, in addition to a pro-

active prevention of discrimination and bullying in the workplace, coordinated by the Responsible Business Forum. By signing the Diversity Charter, we have made a commitment to create a non-discriminatory workplace and to introduce policies that promote and support diversity. EPP CP believes that diversity is essential in the workplace, and is devoted to creating a diverse environment within the Company. The Group has implemented a Diversity Policy based on the objective of creating a workplace that respects all employees, regardless of gender, age, disability, health, nationality, ethnicity or religion. The Diversity Policy is built on three main pillars: equal opportunities during the recruitment process for managerial positions, managing age diversity to achieve a greater sense of professional stability among employees, and an initiative to support individuals returning to work after a long absence by providing professional support. Examples of such a support include training, mentoring and individual discussions depending on the employee's individual needs. Within the Diversity Policy, EPP CP aims to ensure equal pay for men and women to promote fairness and avoid gender discrimination within the organization. All new employees must complete an online training on diversity and inclusion.

3.1. S1 OWN WORKFORCE

METRICS AND TARGETS

S1-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

In 2025 EPP CP did not have individual targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities. However, by its activities it was co-implementing the ESG Strategy 2021-2025 adopted by EPP N.V.

As part of co-implementing the 2021-2025 Strategy and setting plans for 2026-2028, EPP CP monitors numbers of: employees' accidents, number of training hours per employee, employee turnover and employee development program. Additionally, every year EPP CP conducts annual employee satisfaction survey.

S1-6 Characteristics of the undertaking's employees

At the end of the FY 1.09.2024-31.08.2025 EPP CP employed 37 employees – 28 female and 9 male. Majority of employees were located in Poland with 3 employees in The Netherlands.

All HR data comes from the HR and payroll system and is presented as a state for 31.08.2025 in the number of persons.

S1-6 Basic information on employment - breakdown by gender of persons employed under employment contracts

GENDER	NUMBER OF EMPLOYEES	
	FY 1.09.2023-31.08.2024	FY 1.09.2024-31.08.2025
Female	33	28
Male	12	9
Other	0	0
Not reported	0	0
Total employees	45	37

S1-6 Basic information on employment - breakdown by country with significant employment levels for persons employed under employment contracts

COUNTRY	NUMBER OF EMPLOYEES (HEAD COUNT)	
	FY 1.09.2023-31.08.2024	FY 1.09.2024-31.08.2025
Poland	42	34
The Netherlands	3	3

S1-6 Rotation Index

PERIOD	FY 1.09.2023-31.08.2024	FY 1.09.2024-31.08.2025
Number of people employed under employment contracts (number of people) who left the organization during the reporting period	5	8
Turnover rate in the period: 1.09.2023 - 31.08.2024	11.11%	21.62%

The turnover rate was calculated as quotient of the number of people employed under employment contract who left the organization in the given financial year and number of people employed by the organization under the employment contract – status for the last day of the financial year.

3.1. S1 OWN WORKFORCE

METRICS AND TARGETS

S1-8 Collective bargaining coverage and social dialogue

In reporting period, there were no collective bargaining agreements at EPP Community Properties.

S1-9 Diversity metrics

For EPP CP diversity and inclusion metrics are very important as it was stated in the description of policies in ESR S1-1. The table below presents division of employees by age groups and gender. The majority of EPP CP employees in every age group are female. The division by gender among executive members is described in GOV-1.

S1-9 Information on diversity among persons employed under employment contracts

PERIOD	FY 1.09.2023-31.08.2024				FY 1.09.2024-31.08.2025			
	FEMALE	MALE	OTHER	NOT REPORTED	FEMALE	MALE	OTHER	NOT REPORTED
TOTAL NUMBER OF PERSONS EMPLOYED ON THE BASIS OF THE EMPLOYMENT CONTRACT IN AGE GROUP DIVISION								
Total number of persons, including:	33	12	0	0	28	9	0	0
Age group: more than 50	1	2	0	0	2	4	0	0
Age group: 30-50	28	10	0	0	25	5	0	0
Age group: under 30	4	0	0	0	1	0	0	0

S1-10 Adequate wages

The adequate wage was analyzed taking into account minimum wages in the countries where EPP CP had employees in FY 1.09.2024-31.08.2025. It was identified that all of the employees have been receiving a wage above the adequate wage.

S1-10 Information on adequate remuneration

PERIOD	FY 1.09.2023-31.08.2024	FY 1.09.2024-31.08.2025
Percentage of persons employed on the basis of the employment contract receiving a wage below adequate level	0	0

S1-11 Social protection

All employees are covered by social protection under public programs in accordance with the local labour law.

S1-12 Persons with disabilities

The share of people with disabilities in EPP CP in reporting period was 2,22%.

S1-12 Persons with disabilities employed under employment contracts

PERIOD	FY 1.09.2023-31.08.2024	FY 1.09.2024-31.08.2025
Percentage of employees with disabilities	2.22%	2.70%

3.1. S1 OWN WORKFORCE

METRICS AND TARGETS

S1-13 Training and skills development metrics

The average number of training hours for women was 17.07 and for men 20.00. The main topics of trainings in FY 1.09.2024-31.08.2025 were teams workshops, taxes and accounting in the real estate industry and effective negotiations and communication in business.

EPP CP completed 96.43% of planned development talks with female employees and 100% with male employees. The proportion of development talks per all employees was 0.89, with 0.96 for women and 0.67 for men. Number of development interviews per person employed under an employment contract as of 31.08.2025.

S1-13 Training and Development talks statistics

AVERAGE NUMBER OF TRAINING HOURS PER PERSON	FY 1.09.2023-31.08.2024				FY 1.09.2024-31.08.2025			
	FEMALE	MALE	OTHER	NOT REPORTED	FEMALE	MALE	OTHER	NOT REPORTED
Senior management	-	0	0	0	-	0.00	0	0
Persons performing managerial functions	33.14	22.80	0	0	27.00	22.00	0	0
Other persons employed by entity	15.81	28.00	0	0	13.76	38.00	0	0
Average number of training hours per person	19.48	18.83	0	0	17.07	20.00	0	0
PERCENTAGE OF PERSONS EMPLOYED UNDER AN EMPLOYMENT CONTRACT IN DEVELOPMENT TALKS								
Senior management	-	-	0	0	-	-	0	0
Persons performing managerial functions	100.00%	75.00%	0	0	100.00%	100.00%	0	0
Other persons employed by entity	92.00%	100.00%	0	0	95.24%	100.00%	0	0
Total	93.75%	88.89%	0	0	96.43%	100.00%	0	0

3.1. S1 OWN WORKFORCE

METRICS AND TARGETS

S1-13 Number of development interviews per person employed under an employment contract

PERIOD	FY 1.09.2023-31.08.2024					FY 1.09.2024-31.08.2025				
	FEMALE	MALE	OTHER	NOT REPORTED	TOTAL	FEMALE	MALE	OTHER	NOT REPORTED	TOTAL
Number of development interviews per person employed under an employment contract	0,91	0,67	0	0	0,84	0.96	0.67	0	0	0.89

S1-14 Health and safety metrics

All employees undergo occupational medical examinations as part of health and safety management system, according to the local labour law. Newly hired employees undergo initial examinations and existing employees are required to undergo periodic occupational medical examinations every few years, along with check-ups for sick leave exceeding 30 days.

In FY 1.09.2024-31.08.2025 in EPP CP there were no accidents among employees employed under an employment contract, contracts other than an employment contract as well as people employed by subcontracting companies working on-site.

EPP CP did not record cases of registered occupational diseases, incapacity for work due to injuries at work/ill health as a result of work therefore the rate of accidents at work is 0.

S1-15 Work-life balance metrics

EPP CP assumes that basing on local laws in Poland and The Netherlands 100% of female and male employees were entitled to parental leave and in FY 1.09.2024-31.08.2025 7.14% women and 0% men took the parental leave.

S1-15 Family related leaves

PERIOD	FY 1.09.2023-31.08.2024				FY 1.09.2024-31.08.2025			
	FEMALE	MALE	OTHER	NOT REPORTED	FEMALE	MALE	OTHER	NOT REPORTED
% of people with employment contracts entitled to parental leave in the total number of people employed under employment contracts	100,00%	100,00%	-%	-%	100.00%	100.00%	-%	-%
% of people with employment contracts entitled to parental leave	6,06 %	8,33 %	-%	-%	7.14%	0.00%	-%	-%

3.1. S1 OWN WORKFORCE

METRICS AND TARGETS

S1-17 Incidents, complaints and severe human rights impacts

In the reporting period no incidents regarding discrimination, severe human rights issues and incidents were reported. No fines, penalties or compensations have been imposed.

S1-16 Compensation metrics (pay gap and total compensation)

Gender Pay Gap in EPP CP was calculated as the difference of average pay levels between female and male employees, expressed as percentage of the average pay level of male employees. It includes all employees' gross hourly pay level under the standard contract of employment. People on long-term leave were included in the calculation. To calculate the gender pay gap the following formula was used:

→ $(\text{Average gross hourly pay level of male employees} - \text{average gross hourly pay level of female employees}) / \text{Average gross hourly pay level of male employees}$.

The Gender Pay Gap for EPP CP is 33.08%. The division by level of employment is provided in the table below. Gender Pay Gap for Senior management was not calculated because there are no women employed on this level.

S1-16 Detailed information on the unadjusted pay gap

GENDER PAY GAP

FY 1.09.2024-
31.08.2025

Average gross hourly pay for employees employed under an employment contract	33.08%
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AVERAGE GROSS HOURLY PAY

Senior management	-
Persons performing managerial functions	4.00%
Other persons employed by entity	21.90%

The CEO pay ratio, which expresses the ratio of the highest paid person in the organization to the median salary of all other employees during the reporting period at EPP Community Properties was 2.03.

3.2. S2 WORKERS IN THE VALUE CHAIN

STRATEGY

SBM-2 Interests and views of stakeholders

EPP Community Properties recognizes the integral role of value chain workers in its own operations. These individuals are the workforce of EPP CP's direct suppliers and employees of the tenants in EPP CP's properties. Although indirect, value-chain workers' contributions are essential to EPP's success. EPP CP commits to protect their rights and interests and to ensure that value chain workers are treated with dignity and respect. EPP CP strictly prohibits child labour, forced labour, and human trafficking, and wants to uphold the highest standards of human rights and work practices across its supply chain. EPP CP also advocates fair labour practices, a safe working environment and supports ethical employment standards as well as workers' well-being.

The group of stakeholders consisting of the workers of EPP CP's tenants is regularly engaged in EPP CP's processes and activities by regular tenant surveys performed by external entities, industry meetings, events and trade fairs, and EPPConnect – a digital app allowing communication from and to the tenants.

Representatives of workers in a value chain were included in the materiality assessment and in 2024 directly involved in filling-in the survey and in-depth interviews. Impacts on employees in the value chain were investigated as one of the potentially material topics.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Workers in EPP CP's value chain consist of diverse groups of people and sectors. EPP recognises that impacts on value chain workers, along with associated risks and opportunities, are linked to its business strategy.

All groups described below were included in the scope of materiality assessment and in this report.

Types of value chain workers that are subject to material impacts include:

Upstream

Workers employed by EPP's suppliers. There are few groups of workers, but the most important encompasses cleaning and security services doing physical work. There are also groups of office workers, for example business consulting, accounting and banking services.

Key group of workers in the value chain are also employees of EPP N.V. Group with which EPP CP has an agreement for the provision of real estate management services.

Downstream

Workers in the downstream the value chain are employed by EPP's retail and offices tenants, including workers of retail chains, markets, food court, leisure and entertainment chains, restaurants.

No significant risks of child labour, or of forced or compulsory labour among workers in the value chain have been identified in the described groups in any of the locations.

EPP CP recognizes the potentially negative impacts in terms of occupational health and safety of employees of EPP CP's suppliers and tenants at the properties. Failure to follow proper procedures, or to exercise due diligence, can lead to workplace accidents among these groups and cause negative consequences for their health. EPP CP manages those impacts by requiring all suppliers and contractors to commit to EPP Suppliers' Code of Conduct and EPP Tenants Code of Conduct.

No material risks and opportunities related to workers in the value chain were identified in the materiality assessment conducted in 2024 and 2025.

3.2. S2 WORKERS IN THE VALUE CHAIN

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

S2-1 Policies related to value chain workers

EPP Code of Conduct, that applies within EPP Community Properties, does include fundamental values and the standards by which EPP is guided and which it applies as part of its business activity, and the observance of which EPP also expects from members of its corporate bodies, employees, associates, and contractors. This Policy is described in details in Chapter S1.

The main guiding policy for managing material impacts on value chain workers is **EPP's Suppliers' Code of Conduct** for the upstream value chain and **EPP Tenants Code of Conduct** for the downstream value chain. The condition for establishing and maintaining cooperation with EPP CP, is that the suppliers and tenants are familiar with the Codes, declare that they will apply in practice the principles set out in the Code and that they actually do so. Both policies include the obligation condemning and prohibiting all child and forced labour practices.

The Suppliers' Code of Conduct is a policy aimed at ensuring that EPP CP's suppliers work according to the ethics code and maintain a responsible supply chain in their operations. The list of principles that the suppliers are required to follow include working conditions standards, human rights, diversity and inclusion principles, occupational health, and safety measures. When signing the cooperation agreement, all suppliers must agree to apply in practice the principles set out in the Code and to fill-in a verification questionnaire and the Suppliers Declaration attached to the Code. The Legal Director is responsible for monitoring the Code.

EPP Tenants Code of Conduct outlines EPP CP's expectations regarding tenant employment practices. It covers working conditions, occupational safety, and equal treatment in employment and cooperation. The Code is attached to every new lease agreement, and all tenants must agree to comply with the principles outline in the Code.

Additionally, **EPP Human Rights Policy** applies to all the employees, customers, suppliers and contractors who are associated with the EPP Group and is available to workers in the value chain on EPP's website. In this Policy EPP strongly opposes underage labour as well as any form of forced service or labour. Furthermore, EPP does not condone any form of human trafficking.

EPP CP's suppliers were required by the Suppliers' Code of Conduct to declare that they will endeavour to shape their own chains of supply of services and products in such a way that their business partners are guided by at least the values and principles set out in this Code. The Code also applies to their supply chains. The document concerns the values indicated in the OECD Guidelines, the UN Guidelines, the Declaration and the Bill of Human Rights.

The Company adopted the **Human Rights and Due Diligence Policy** in which it commits to respect and observe human rights, avoid significant negative impact on human rights, and conduct an appropriate human rights due diligence process. This Policy mainly covers social issues but also emphasizes human rights in business. It highlights the principle of non-acceptance of any form of corruption, processing of personal data in accordance with the law, and due diligence in the supply chain. The Policy principles represent the values indicated in the OECD Guidelines, the UN Guidelines,

the Declaration and the Bill of Human Rights. The Policy defines human rights responsibilities and states that EPP is identifying human rights risks and impacts on an ongoing basis according to the "Reputation Risk Management Procedure".

S2-2 Processes for engaging with value chain workers about impacts

As at the publication of this report EPP has not implemented a systematic approach to engage with workers in the value chain. This topic will be developed further in 2026.

3.2. S2 WORKERS IN THE VALUE CHAIN

METRICS AND TARGETS

S2-3 Processes to remediate negative impacts and channels for value chain workers to raise concerns

In the area of health and safety, EPP Community Properties analyses the causes of accidents and takes corrective measures. In addition to the standard repair of the possible flawed infrastructure that caused an accident, EPP CP pays attention to this factor in other locations. EPP CP makes sure that all subcontractors follow health and safety rules and regulations, and the Group inspects the facilities. Several times a year (every 3-4 months) internal health and safety audits are held. i.e. a local visit is made by the facility manager during which technicians and employees of subcontractors are interviewed. After each such visit, a summary report is prepared and sent to the director of the property in question.

EPP CP uses a feedback mechanism as a direct contact and dialogue between workers in the value chain and teams managing the facility. Contact can be made directly with the administration of the building or indirectly through email available on the website and in social media. EPP CP plans to develop anonymous channels of communication for workers in the value chain in the following years.

S2-4 Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions

EPP recognizes its responsibility to the workers throughout the value chain and prioritize the well-being of these workers, focusing on their working conditions, health and safety, and human rights. EPP undertakes a range of initiatives related to workers in the value chain. A key focus is encouraging suppliers to adhere to the Suppliers Code of Conduct. Additionally, the Group emphasizes sustainability by conducting supplier's surveys that include questions related to employment practices and occupational health and safety.

EPP consistently conducts health and safety audits of the properties. Already 100% of EPP CP's owned properties received a certificate confirming that the facility has been assessed in terms of the implementation of a labour law requirement in the area of occupational health and safety management. Conducting audits allows gathering information about the measures that should be implemented in other properties to meet the relevant safety requirements. Audits in facilities are conducted by the local management department. The department is also responsible for monitoring accidents and undertaking actions in response to possible incidents.

No severe human rights issues or incidents were reported in period 1.09.2024-31.08.2025.

S2-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

In the reporting period 2025 EPP Community Properties did not have its own individual targets, but was co-implementing the ESG strategy for the years 2021-2025 adopted by EPP N.V. EPP CP measures therefore the following areas connected to workers in the value chain:

- key suppliers ESG assessment (in 2025, 100% of key suppliers assessed for EPP CP assets),
- tenant satisfaction surveys (100% for EPP CP properties).
- facilities' external health and safety audits (described in S2-4)

As part of the implementation of individual strategy for the years 2026-2028, EPP CP plans to continue measures in the above mentioned areas.

3.3. S4 CONSUMERS AND END-USERS

STRATEGY

SBM-2 Interests and views of stakeholders

As far as consumers and end-users are concerned, the key stakeholders of EPP Community Properties are the visitors of EPP CP's real estates, especially all current and potential shoppers at EPP-owned retail properties. Shoppers are the reason for the existence of the shopping centres. Visitors and their purchases stand behind not only the success of a given property, but above all, the EPP CP's business as such and its feasibility.

Current and potential shoppers at EPP-owned retail properties come from all groups of people: women, men, youth and children, people with disabilities, Polish residents, foreigners and tourists. The goal of EPP CP is to make every person visiting its facilities welcome.

As the owner of shopping centres, EPP CP prioritizes an open dialogue with its shoppers. This engagement strategy aims to create a positive shopping experience and ensure the long-term success of its properties. The key components of this strategy include:

- Listening to customer feedback: EPP collects and analyses customer opinions through a satisfaction survey (described in S4-2) to identify areas for improvement.
- Quick response: EPP promptly addresses negative trends and issues, as this is essential for maintaining customer satisfaction.
- Proactive communication: EPP engages with shoppers and local communities through various channels, fostering a sense of connection.
- Loyalty programs: marketing initiatives are designed to encourage repeat business and build customer loyalty.

- Market insights: regular feedback provides valuable information about market needs, guiding EPP's offerings and marketing strategies.

By prioritizing customer engagement, EPP strives to create a welcoming and attractive shopping environment that meets the evolving needs of its visitors.

SBM-3 Material impacts, risks and opportunities and their interaction with strategy and business model

Customers are provided with information about the commercial offer, events, promotions and practical aspects of visiting the centre (e.g. opening hours or the location of shops). Shopping centres managed by EPP offer a wide range of products and services, thus expanding the range of products for various consumer groups. The company therefore exerts influence in terms of the information provided and is responsible for ensuring that it is up-to-date, reliable and easily accessible, and marketing communication is conducted in a responsible manner that neither discriminates against any social group nor misleads consumers. Furthermore, given the advancement of technology and collection of customer data, privacy issues are becoming increasingly important. By collecting customer data, EPP CP can personalise the offer, thus boosting customer satisfaction, while ensuring privacy protection in accordance with the law. EPP CP is also responsible for ensuring safety conditions in the shopping centres, which includes, among others,

maintaining cleanliness and order, as well as protecting the personal safety of customers and ensuring accessibility for people with disabilities.

EPP CP helps implement one of the core pillars of EPP N.V.'s 2021-2025 ESG Strategy: "Space for Everyone." This pillar specifically sets goals for the health and safety of consumers and end-users.

The following are the priorities:

- Ensuring that all health and safety rules are obeyed for visitors of our shopping malls and offices, which is confirmed by realization of ESG KPI: all of the EPP CP assets have successfully completed health and safety external audits.
- In addition to health and safety assurance, all shopping malls and offices are audited to meet the accessibility standards by the Foundation of Integration (Polish: Fundacja Integracja), the leading Polish NGO, that acts for the benefit of people with disabilities.
- As of the date of this report, 12 out of the 15 properties in EPP CP received the Certificate of Architecture Accessibility and a Product or Service Accessibility Certificate.

3.3. S4 CONSUMERS AND END-USERS

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

EPP CP's strategy and business model are shaped to assure that the assets are attractive, safe and accessible for the visitors, especially taking into account visitors with special needs. The most common positive impacts have been identified in the area of accessibility:

- Toilets for people with disabilities, mother and child rooms, where EPP is adjusting the type of existing fittings, devices, handrails, mirrors, etc. and their appropriate location in toilets, installing and adjusting emergency call systems, correcting the location of intercoms, light switches, etc., and adjusting info kiosks (touch screens) for people with disabilities.
- Common space / passages / area in front of the shopping centres, where EPP is launching a sign language interpreter service, induction loops at information points, creating of rest areas in the building and outside adapted for elderly persons and persons with limited mobility, launching sound signals in elevators, contrasting marking of stair steps, eliminating thresholds and installing horizontal warnings for visually-impaired persons in front of pedestrian crossings.
- Parking lots where EPP ensures that the number of parking spaces at each facility is no less than 2% of the total number of available spaces and those spaces are located close to the entrances.

The process of understanding of the needs of consumers and end-users with particular characteristics is important for EPP, therefore, the process of certification of the assets begun in 2022. It was conducted by the Fundacja Integracja and since then EPP has been effectively implementing solutions as a direct follow-up of reports prepared by the Auditors. In terms of implementation,

navigation and communication systems for people with visual disabilities are the most challenging to implement. Commercial facilities are sometimes quite complex and, most importantly, they are constantly changing. The location or size of the premises, tenants or finally the arrangement of space in common areas changes. Each change requires a change in the navigation system, which generates additional costs. People with visual disabilities usually move around commercial facilities accompanied by guides. In order to help people who move independently we have ensured that companies providing security services at the facility prepare instructions for assistance in case a visually-impaired person appears at the facility. Some architectural barriers are also a problem, particularly those located outside the area belonging to the facility or leading towards the facility. It is not always possible to introduce changes to improve architectural accessibility.

S4-1 Policies related to consumers and end-users

The main policies related to consumers and end-users implemented by EPP are:

- **The Ethical Marketing & Communication Policy.** Publicly available policy about marketing practices. The Ethical Marketing & Communications Policy is described in detail in ESRS S1, however, in terms of consumers and end-users it is important to underline that this policy creates the conditions of transparent communications, both internal and external, as a key

element of any sustainable development strategy. The Policy is also intended as a measure to combat greenwashing and communication is expected to proceed in the spirit and in line with ESG requirements. The document provides rules for ethical communication at EPP (being transparent, respectful, avoiding colour washing) and provides information of diversity and inclusion in communications.

- **Policies and procedures relating to the GDPR and data privacy, i.e.,** privacy policy, personal data protection policy, personal data processing (transparency), infringement notification procedure.
- **The procedure for submitting complaints at the facilities.** An internal document that helps to manage complaint about facilities, in particular the matter of improving the organization of work, improvements at workplace, personal property protection, employees' privacy protection. The subject of the complaint may be the effects of the functioning of the building - dust, noise, smell, glaring light, etc. Complaints and requests are submitted to the Director of the given property / Property Manager responsible for their consideration.

3.3. S4 CONSUMERS AND END-USERS

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

S4-2 Processes for engaging with consumers and end-users about impacts

The engagement with consumers and end-users is carried out by each shopping mall via their websites, where key information and announcements are posted and the contact details to the administration of the shopping malls is provided. The engagement with consumers and end-users is also possible through social media. EPP CP is also conducting a satisfaction survey among visitors. Between 2022 and 2025, 100% of shopping centres were included in the surveys.

The survey covers aspects such as:

- Analysis of the needs and expectations of the gallery's customers, depending on the customer segment (age, gender, etc.) and shopping missions.
- Identification of areas that require improvement or change.
- Indication of priorities, the improvement of which will increase the level of satisfaction with the visit and loyalty.

The outcomes of the study are implemented in the shopping centres. The survey is followed by a summary report presented at a meeting with the director of the facility in question and the asset manager. Furthermore, members of the Management Board of EPP Poland may also be present. The results of the report are broken down into areas that are praised and should be continued, and areas which EPP CP can discuss and improve. In the case of inquiries that are statistically significant, and EPP CP is able to make improvements, such as the state of cleanliness/ too loud music, the facility director is responsible for making the required changes.

S4-3 Processes to remediate negative impacts and channels for consumers and end-users to raise concerns

The process of remediation of negative impacts is subject to the complaints and motions procedure, the goal of which is to ensure an efficient receipt and consideration of complaints in facilities.

As it stands on 31.08.2025, EPP does not have communications channels dedicated specifically to end-users, however communications channels are available publicly through entry form on EPP's website. Reports can be also made directly to the facility manager. EPP Community Properties JV identifies the potential negative impacts to happen mostly in the area of health and safety in the facilities. Therefore, each accident is analysed and the results influence the corrective measures.

In addition to the standard repair of the possible defected infrastructure that caused the incident, EPP CP pays attention to this element at all other locations. EPP CP makes sure that the subcontractors follow health and safety rules and regulations, and facilities are regularly inspected. Internal health and safety audits are held several times a year (every 3-4 months), i.e. in the form of a local visit by the facility manager, during which technicians and employees of subcontractors are interviewed. After each visit, a summary report is prepared and sent to the director of the property in question.



3.3. S4 CONSUMERS AND END-USERS

METRICS AND TARGETS

S4-4 Taking action on material impacts on consumers and end-users, and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions

EPP Community Properties, along with EPP N.V. conducts several actions improving material impacts on consumers and end-users. These measures are aimed at increasing accessibility and health and safety. In terms of accessibility, those actions involve:

- **QUIET HOURS:** since May 2021, EPP CP has been running a Quiet Hours initiative in the managed shopping centres. The purpose of this initiative is to provide a comfortable shopping experience for people who are sensitive to loud noises and bright lights as well as those who prefer to shop in silence. For at least three hours a week, music is turned off in the shopping centres, voice announcements are kept to a minimum and lights are dimmed where possible. The number of Quiet hours resulting from this initiative totalled in 2025: **1,678** with the estimated number of beneficiaries equals **1,569,820** people.
- **PET FRIENDLY:** over the past few years, pets have become an important part of our families, therefore, EPP has opened its managed properties to visitors with furry companions. This initiative has been implemented in all EPP-owned properties and is supported by the majority of tenants who welcome pets in their shops and offices. Additionally, retail and office prop-

erties provide easily accessible water coolers and rest areas for pets. Under this measure, **32,524** pets visited EPP CP's shopping centres.

- **EN ROUTE WITH HEALTH:** EPP CP takes care to support preventive measures aimed at early detection of potential threats to health of our customers. As part of these activities, EPP CP is organizing health-related events where clients have the opportunity to participate in blood tests or preventive examinations dedicated to specific groups like mammography for women or cancer diagnostic tests for men.

The area of accessibility is managed by performing audits and certifications of the properties, as described in details in ESRS S4 SBM-3.

To enhance awareness and knowledge within the company around data protection and cybersecurity, EPP maintains cybersecurity training for employees. To ensure effective protection, EPP have categorised employees into two groups. The first group, consists of employees that are most vulnerable to cyberattacks. In this group, 100% of employees were provided with comprehensive training on cybersecurity in 2025. Employees with a lower risk exposure underwent basic cybersecurity training to prevent or mitigate potential risks across the company.

There were no severe human rights issues and incidents connected to consumers and/or end-users between 1.09.2024 and 31.08.2025.

S4-5 Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities

In 2025, EPP Community Properties did not have its own individual targets, but was co-implementing the ESG strategy for 2021-2025 adopted by EPP N.V. EPP CP measures therefore the following areas connected to consumers and end users:

- **Accessibility:** 100% of properties subject to accessibility audits (described above).
- **Health & Safety:** zero accidents (caused by EPP's negligence) at the properties.
- Conducting **end-customer satisfaction surveys** in 100% of the retail properties.

As part of the preparation of individual strategy for the years 2026-2025, EPP CP plans to continue conducting visitor satisfaction survey's and accessibility certifications of managed properties.

4. GOVERNANCE INFORMATION

4.1. G1 BUSINESS CONDUCT

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

G1-1 Corporate culture and business conduct policies and corporate culture

EPP Community Properties adapts policies to shape its corporate culture and business conduct in a lawful and ethical way. The set of corporate documents includes:

EPP Code of Conduct

The Code of Conduct applies to all employees and non-employees. It is implemented by EPP Management Board and introduced to employees and non-employees by the Director of the Legal Department and HR Director during onboarding and annual training sessions. It is also available on the intranet. The Board is responsible for the implementation, application and monitoring of its application. The Code covers, among others, the responsibility for applying the Code, standards of conduct, diversity and the principle of equal treatment, compliance with law and business ethics, security matters, reliability of financial reporting, business integrity, and conflicts of interests. Any concerns or infringements of the rules

of the Code of Conduct must be reported in line with the Whistleblowing Rules or through communication channels described in the Code.

The Code of Conduct has been implemented since 2022. Additionally, EPP complies with the Dutch Civil Code and the Dutch Corporate Governance Code. Every year, each employee and associate are required to sign a declaration confirming that they understand the EPP's Code of Conduct and will apply its rules whilst performing their daily duties.

Anti-Corruption Policy

EPP is committed to the principle of zero tolerance for corruption, as demonstrated in the Anti-Corruption Policy adopted by the EPP. Its goal is to prevent, detect and appropriately respond to events that may constitute corruption and which may occur in the course of business activity conducted by EPP. The policy contains rules that must be observed in all economic activities of EPP and indicates conduct that can be regarded as corruption. The Policy is complemented with Anti-Corruption Manual (the 'Manual') and the Gift Policy. The Policy is available to all employees and non-employ-



4.1. G1 BUSINESS CONDUCT

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

ees through intranet and is communicated during the onboarding. Each employee must sign a statement that he or she is familiar with the Policy. The responsibility of the Board of Directors with regard to the Policy and assessment of the risk of corruption in EPP's activities was specified as well as the responsibility of the Director of the Legal Department to apply the policy and to address doubts and HR Director to provide training.

Human-Rights and Due Diligence Policy

EPP has implemented the policy to ensure that human rights and due diligence are respected along the entire value chain. The policy obliged all employees and non-employees to respect and follow international documents, including the Universal Declaration of Human Rights, International Bill of Human Rights, UN Guiding Principles on Business and Human Rights, OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work. The Policy is available to all employees and non-employees through intranet and is communicated during the onboarding. It is implemented and monitored by ESG Director and the Legal Director.

Whistleblowing Rules

EPP has implemented a whistleblowing policy to ensure that all employees and non-employees have a process to report any activities considered illegal, unethical or in violation of human rights. The whistleblowing system is managed by an external provider to guarantee a complete anonymity of the whistleblower. To ensure the correct operation of the EPP N.V. and all assets under its man-

agement (the 'EPP Group') in line with legal regulations, the EPP's internal rules of operation and the Group's values, EPP introduced a system of reporting irregularities, undertaking follow-up actions, protection against retaliation in case of an incident reported under the Whistleblowing Rules.

The EPP Board of Directors is responsible for the implementation, application and monitoring of the whistleblowing system. At the same time, it entrusts the Ethics Committee of EPP Poland sp. z o.o. (the "Ethics Committee") and the external entity Ethics Line with the tasks related to the acceptance and processing reports of misconduct and undertaking all actions that will be assessed as necessary or needed to follow the reported misconduct or the raised doubt.

By complying with listed documents EPP CP ensures that all employees and non-employees practice and share EPP's values, namely:

Integrity

EPP communicates honestly and openly to employees and non-employees even if the message is negative. EPP expresses criticism in a constructive way, keeping in mind the purpose of the business.

Respect

EPP respects the time, competence and experience of others. EPP fulfils the promises it makes and explains the reasons and gives other alternatives, whenever possible.

Responsibility

EPP holds itself accountable for the decisions it makes and the task at hand. EPP does not point the blame in case of failures, but looks for solutions and takes corrective action.

Freedom of speech

In EPP people have the right to express their opinions in face-to-face conversations or on the public forum without negative consequences. Differences of opinion are normal as they stimulate healthy discussions and creativity in the team.

4.1. G1 BUSINESS CONDUCT

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

WHISTLEBLOWING RULES

It is the duty of employees and non-employees to report a misconduct or an incident of infringement, including violation of law, breach of internal policies and procedures, incidents of mobbing behaviour or discrimination or other misconduct listed in Whistleblowing Rules. Employee who witness a misconduct or an incident, or has reasonable suspicion that a misconduct may have occurred or may occur, should use one of the dedicated channels of communications to fill-in the report:

INTERNALLY:

- to the immediate superior
[directly or by e-mail]
- to the Ethics Committee composed of the director of the Legal Department and HR Director by e-mail at the following e-mail address:
komisja.etyki@epp-poland.com
or directly to a member of the Ethics Committee.

EXTERNALLY:

- via the website: epp.liniaetyki.com
- by sending a report to the following e-mail address: epp@liniaetyki.pl
- by calling the confidential line:
+48 22 290 28 68
(operating Monday to Friday,
from 07.00 a.m. to 06.00 p.m.).

Direct report means the possibility to make a report during the meeting. Reports can be made anonymously.

Whistleblowing Rules also ensure protection against retaliation in case a report is made. EPP does not undertake any retaliation actions against persons who report a misconduct or an incident in accordance with the Whistleblowing Rules. The whistleblower is protected against unfavourable treatment, including but not limited to termination of employment with or without notice of termination of any other legal relationship between them and EPP, reducing their remuneration, as well as other adverse changes to their employment conditions.

Starting from 2022, all employees and non-employees receive annual training in business ethics relating to the Code of Conduct. EPP launched an e-learning platform that allows to provide training for all employees and non-employees irrespective of the local or global circumstances and to monitor the progress made on this matter. EPP wanted to achieve the target of 100% hired and new employees and non-employees trained in business ethics issues by 2025. In 2025, the target was achieved.

In 2025, we had no (zero) legal proceedings, significant fines or non-monetary sanctions associated with non-compliance with laws and regulations

EPP does not identify specific functions that are most at risk in respect of corruption and bribery. All the policies, including the anti-corruption policy, apply to all employees and non-employees.

4.1. G1 BUSINESS CONDUCT

IMPACTS, RISKS AND OPPORTUNITIES MANAGEMENT

G1-2 Management of relationships with suppliers

As at 31.08.2025, EPP CP does not have a policy dedicated to preventing late payments, including those affecting small and medium-sized enterprises and acts in accordance with the contractual provisions and national legislation.

The main policy shaping the business relations with suppliers is EPP Suppliers Code of Conduct introduced in 2022. It is to be adhered to by suppliers that EPP CP cooperates with who share the Company's values and ethical standards. The policy outlines EPP CP's commitment to building a responsible and sustainable supply chain and establishes a set of ethical and environmental principles. Suppliers are expected to integrate environmental considerations into their operations which includes practices such as sustainable use of resources such as water and other materials, minimizing hazardous substances, responsible waste management, reduction of recycling, and proper disposal. Furthermore, the code encourages the use of recycled materials and renewable energy sources whenever possible.

The Code also serves as a framework for ongoing progress. All key suppliers, with contracts exceeding EUR 100,000 have to sign the Code of Conduct. To ensure continuous improvement EPP conducts in depth assessments of the key suppliers to evaluate their environmental, social and governance performance. The list of principles that EPP CP's suppliers are required to follow include

human rights, anti-competitive behaviour and corruption, as well as diversity and inclusion. The Code is appended to the contracts.

All suppliers' contracts above EUR 100 000 need to go through ESG questionnaire which is appended to the contract. The survey assesses the supplier commitment to environmental sustainability including goals, actions and renewable energy use. EPP expects its suppliers to make genuine efforts towards sustainable development but does not require full achievement of goals due to their dynamic nature. Goals can include environmental protection, carbon footprint reduction and sustainable resource utilization, implementing renewable energy solutions, and maintaining good working conditions within their organization. The purpose of the questionnaire is to enable EPP to gather information on the actions taken by the suppliers to implement the principles laid down in the EPP Suppliers' Code of Conduct.

In 2025 100% of key suppliers signed the Suppliers Code of Conduct and 100% were assessed.

G1-3 Prevention and detection of corruption and bribery

Every EPP CP's employee is required to read and obey the Anti-Corruption Policy and report any cases of corruption through dedicated channels (described in G1-1). The Policy is available on the intranet and recapped annually during the Code of Conduct training sessions. The training session covers topics such as:

- Forms of corruption and different relations,
- Channels to report acts of corruption or bribery,
- The investigation process of reported acts,
- Gift Policy.

During the reporting period 100% of employees and non-employees in Poland completed the session.

EPP CP has a Whistleblowing Policy that provides an opportunity to report any incidents related to corruption or bribery (described in details in G1-1). The investigation committee is independent from the chain of management involved in the reported incident. All the follow-up steps are taken by impartial persons. If members of the Ethics Committee or the EPP Board of Directors are reported by a whistleblower, the person receiving the report will take steps to ensure that the person does become aware of the report and the whistleblower's identity. The outcome of the investigations is later reported to the Board of Directors.

4.1. G1 BUSINESS CONDUCT

METRICS AND TARGETS

G1-4 Confirmed incidents of corruption or bribery

In the reporting period there were no convictions for violation of the Anti-Corruption Policy in EPP CP and no fines were imposed. EPP Community Properties did not record or confirmed any incidents of corruption or bribery.

G1-6 Payment practices

EPP's business partners are crucial to the Group's operations, therefore EPP makes sure that the payment practices are transparent and clear. In the reporting period, the average payment time of EPP CP was 16.4 days, which was calculated based on cost invoices in the 2025 financial year (FY 01.09.2024–31.08.2025). The value is the average number of days between the actual payment date and the invoice date. The payment due date is based on contractual provisions set out in contracts with suppliers, and it is usually 14 or 21 days.

EPP does not differentiate the suppliers into categories and the payment time is set individually in each case.

There were no legal proceedings for late payments in the reporting period.



We welcome your feedback on this report and the topics covered. If you would like to share your thoughts, please e-mail to:



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