

Corporate Social Responsibility Program

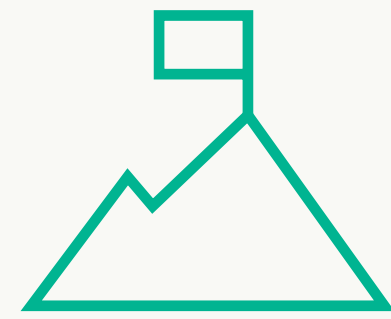


A SUSTAINABLE
FUTURE IS A
SOLYD FUTURE

1

SOLYD's way of doing business





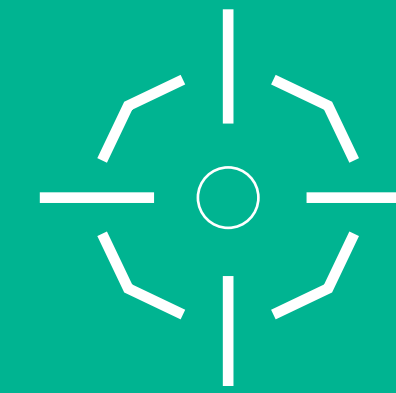
MISSION

Improve our clients' work and personal lives by developing excellent real estate projects.



VISION

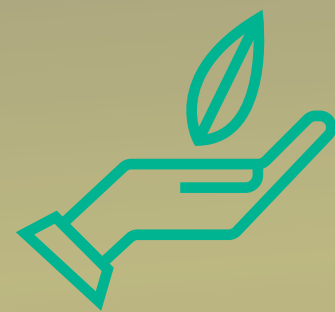
Become the top-of-mind real estate developer in our target markets and segments.



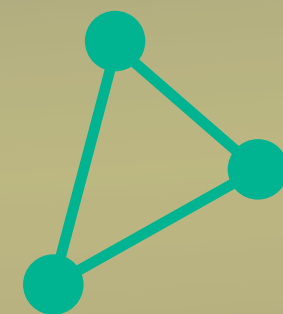
PURPOSE

Provide people and communities long-term life quality improvement.

VALUES



SUSTAINABILITY



COLLABORATION



EXCELLENCE



INTEGRITY



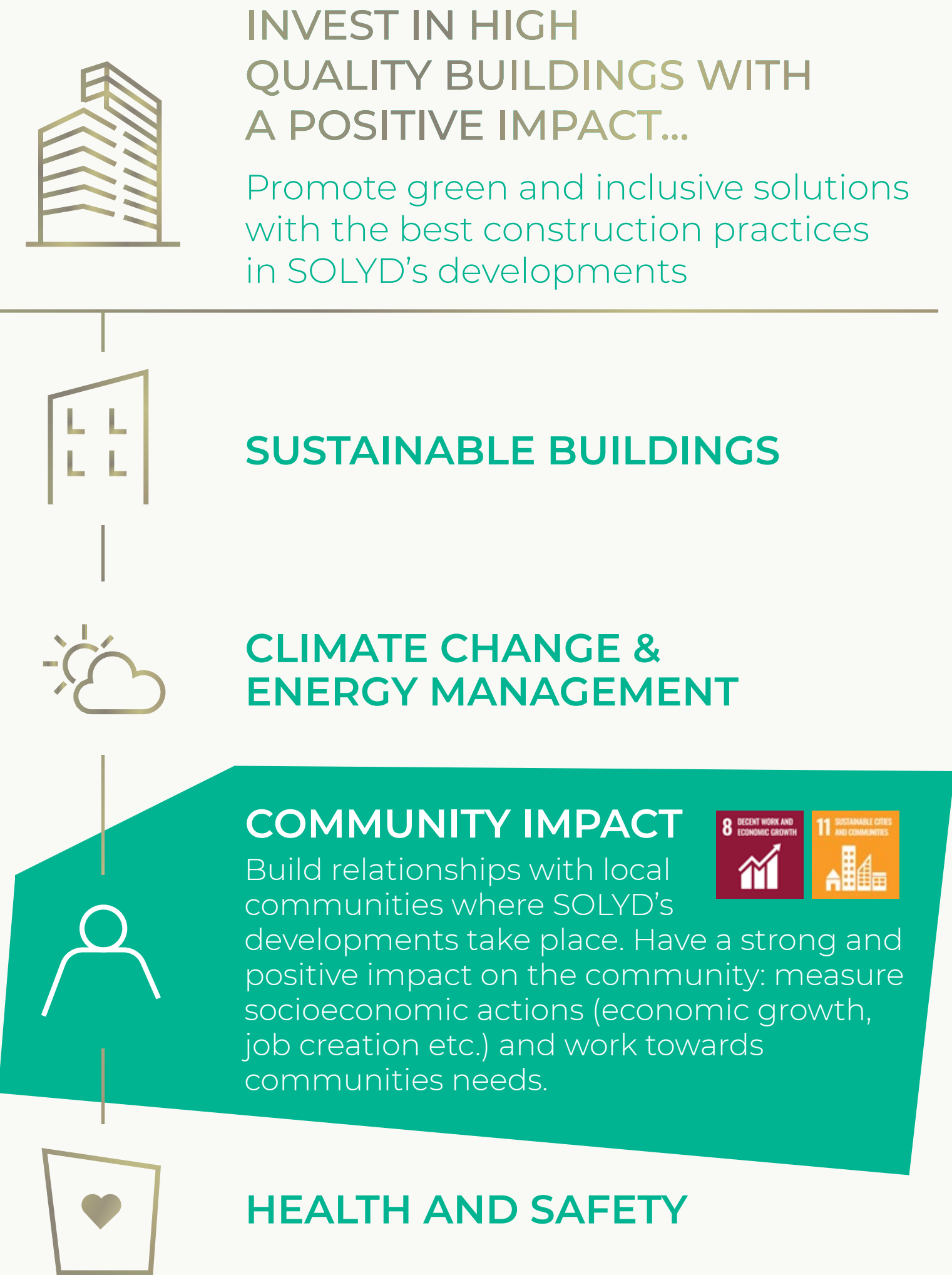
TRUST

2

Why Corporate Social Responsibility at SOLYD?



SOLYD's ESG (Environmental, Social, and Governance) Action Plan, defined in 2021, was designed around **two major pillars with four groups each** that cluster the material topics:



1.

SOLYD wants to improve people's lives.

3.

SOLYD seeks to align its CSR (Corporate Social Responsibility) Strategy with its vision, mission, purpose and values.

2.

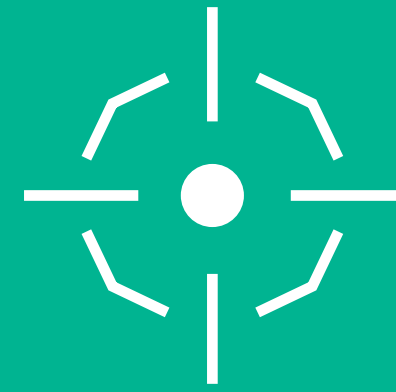
SOLYD aims at being an agent of change.



3

Methodology





FOCUS AREAS

In which areas does SOLYD want to focus?

Identified priority areas for the Corporate Social Responsibility Program, aligned with the ESG strategy.



CATEGORIES OF INITIATIVES

What is the scope of SOLYD's intervention?

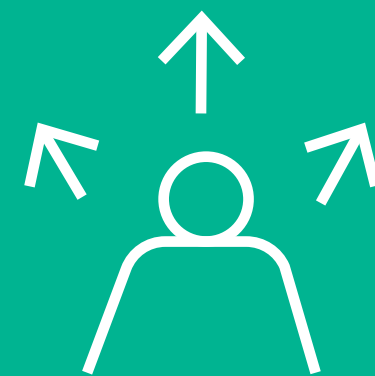
Selection of participation in different categories of initiatives, and corresponding allocated resources (e.g. money, time, knowledge).



TYPE OF IMPACT

What are the targets of SOLYD's initiatives?

Usually defined as internal or external, in terms of target population to be impacted by initiatives.



OPPORTUNITIES

What are the sources and framework to evaluate and select SOLYD's opportunities for action?

Opportunities can be generated either internally or externally, with a pre-defined analysis and selection framework.



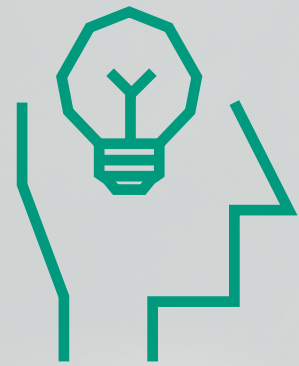
FOCUS AREAS

FIGHTING SOCIAL
INEQUALITY
AMONG YOUNG
PEOPLE

IMPROVING
COMMUNITY LAND
MANAGEMENT
AND
INFRASTRUCTURE

TACKLING
BIODIVERSITY
AND CLIMATE
CRISES

PROMOTING
A HEALTHY
LIFESTYLE



CATEGORIES OF INITIATIVES



COMMUNITY VOLUNTEERING

Company-organised volunteer activities, sometimes where an employee receives pay for pro-bono work on behalf of a non-profit organization.



SOCIAL CORPORATE COMMUNICATION

Company's communication regarding social and environmental responsibility (including campaign strategies).

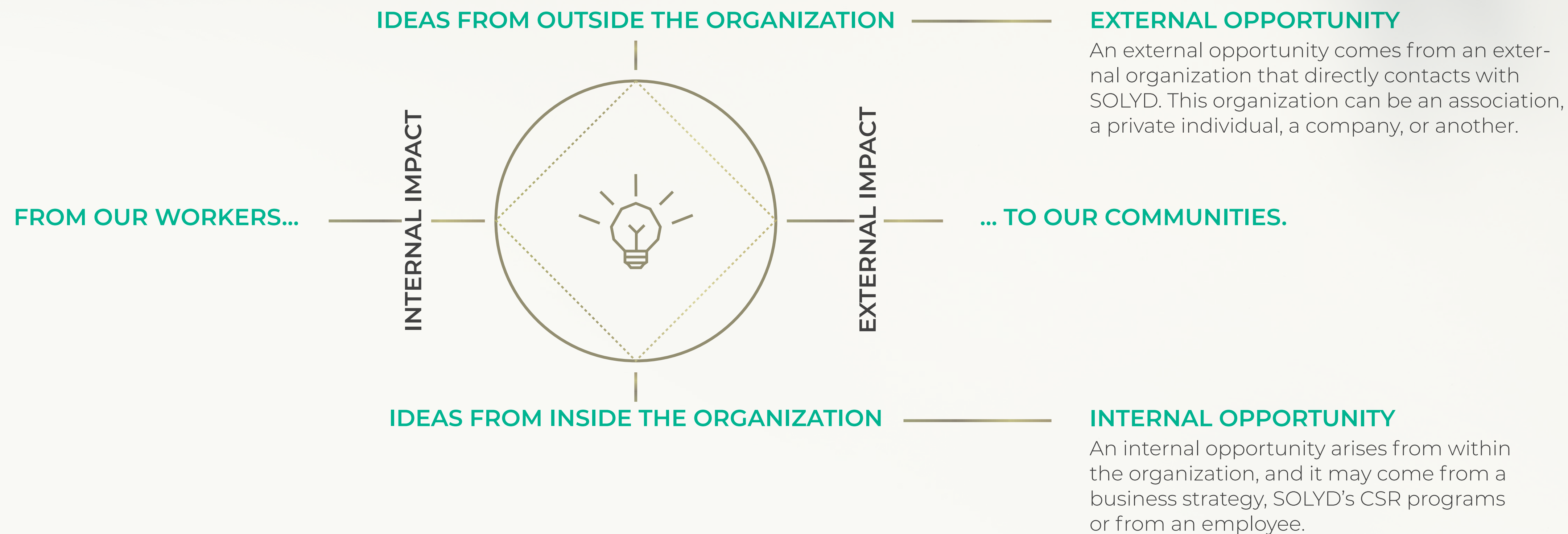


CORPORATE PHILANTHROPY

Company donations to charity, including cash, goods, and services.



TYPE OF IMPACT





INICIATIVES' EVALUATION METHODOLOGY





When assessing or developing a Corporate Social Responsibility action, it is crucial to consider the following:

- Ensure the action responds to an existent social and/or environmental issue;
- Ensure there is alignment with the focus areas SOLYD has set out as a priority;
- Define the type of impact (internal/external) SOLYD wants to have with the CSR action;
- Ensure the action has a clear beneficiary target (in terms of people who are being affected by the social and/or environmental issue that SOLYD has identified and aims to address);
- Ensure the action employs an intervention type (community volunteering, social corporate communication, corporate philanthropy) aligned with the focus area and the social and/or environmental issue;
- The action is within the budget range SOLYD is willing to invest in the CSR action;
- Decide if SOLYD wants to develop its own type of initiative as an isolated act, or if it aims to develop a series of initiatives in a specific development project.

4

Approach to Implementation





1 SOLYD'S PRIORITY AREAS TO INTERVENE

It is important to understand where SOLYD wants to be present and which areas make sense to its business strategy.

2 TYPE OF IMPACT

From its workers to its community, define whether SOLYD wants to have an external impact which will affect communities outside the organization or an internal impact that will affect workers and the organization itself.

3 DEFINE HOW SOLYD WANTS TO IMPACT

Corporate Social responsibility is SOLYD's ability to take responsibility for its actions as an organization. For this matter, it is important to decide how SOLYD wants to give back. From volunteering to corporate philanthropy, it will all be decided based on how much effort/time/money SOLYD is willing to invest.

4 STRATEGY TIMELINE

CSR Strategy

Now (< 1 year)

Next (2 – 5 years)

Beyond (long run)

