

SUSTAINABILITY REPORT 2022



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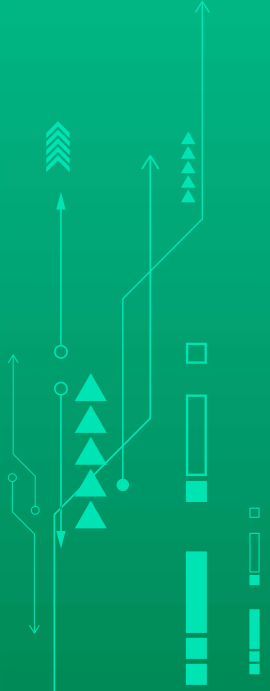
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INTRODUCTION



MESSAGE FROM THE ADMINISTRATION

▶▶▶▶ GRI 2-22



THE YEAR 2022 WAS A PERIOD OF IMPROVED PERFORMANCE FOR SYN AND BRAND RECOGNITION IN THE MARKET

I would like to express our gratitude for the collaboration and commitment dedicated throughout 2022. It was a period marked not only by SYN's recognition in the market, but also by a remarkable evolution in operational performance and the consolidation of our sustainability culture.

The year 2022 was marked by an improvement in the operating performance of our portfolio assets. The NOI on the same properties, a key indicator, reached a level of R\$ 182 million, 37% higher than the previous year, reflecting our continuous search for excellence and efficiency in our projects.

Our malls performed well, with an increase in physical occupancy in all assets, reaching 95.2% at the end of the year, a growth of 2.9 percentage points compared to 2021. Same-store sales (SSS) increased 30% year-over-year, and NOI increased 42%.

In the corporate buildings segment, which represents about 17% of rental revenue, we highlight the best performance of triple A buildings in São Paulo. We ended the year with an occupancy of 97% and a positive leasing spread of around 20% at Torres JK.

In 2022, a better financial result was also presented. In the line of liability management, we made the advance payment of 4 debenture issues, representing an amount of more than R\$ 430 million, generating savings of R\$ 10 million in the same year, with projected savings of R\$ 5.4 million for 2023, directly impacting the

company's results and promoting a more favorable amortization curve for future years.

I would like to highlight, with great satisfaction, the work of the SYN Institute, which is responsible for our social aspect. In 2022, we made the largest social investment in our history, investing R\$ 4.1 million in various projects and actions that directly impacted the lives of more than 158 thousand people.

I thank each and every one of you for your collaboration and dedication throughout this year of challenges and successes. Each partner has been essential to SYN's continued growth and maturation. We will continue to work to make our purpose a reality, seeking to be an example in the sector in which we operate.

A hug and happy reading,

Thiago Muramatsu
CEO





ABOUT THE REPORT

▶▶▶▶ GRI 2-3 | 2-4



It is with great enthusiasm that we present SYN's 2022 Sustainability Report, whose objective is to inform our customers, business partners, shareholders and other stakeholders about the development of the Company's financial, operational, socio-environmental and governance aspects between January 1 and December 31, 2022.

This report was approved by the Company's Chief Executive Officer (CEO) and Chief Financial Officer (CFO). It was developed following the internationally recognized Global Reporting Initiative (GRI) Standards methodology and aligned with the United Nations (UN) Sustainable Development Goals (SDGs).



Throughout the chapters and sub-chapters, we highlight the indicators with the ticker "GRI XXX-X". You can also find the full table of contents on page 36.

Want to know more? Go to <https://www.globalreporting.org/>



In order to contribute to the achievement of the 2030 Agenda, we report the SDGs related to business through icons in each chapter. You can also find the full table of contents on page 43.

Want to know more? Go to <https://sdgs.un.org/goals>



SUGGESTIONS AND/OR REQUESTS ABOUT THE REPORT CAN BE SENT TO RI@SYN.COM.BR

HIGHLIGHTS 2022



WE ADAPTED TO THE CHALLENGES PRESENTED AND, WITH THE SYN WAY OF BEING, WE ACHIEVED SUCCESS AND ADVANCEMENT IN THE BUSINESS OPERATIONS.



FINANCIAL RESULTS

Net Revenue of R\$ 345 million

EBITDA of R\$ 110 million and margin of 32%.

Reduction of indebtedness by R\$572 million (-34.5%)



INNOVATION

Investment in CondoConta

SYN was recognized by 100 Open Startups as one of the 10 most innovative companies in Brazil in the "Construction and Real Estate" category for the third time.



SOCIAL

SYN Institute: ISYN invested R\$4.1 million in social initiatives in 2022, impacting more than 158 thousand people.



GOVERNANCE

Policy Review

Reporting Channel Update

60% of the members of the Board of Directors are independent



ENVIRONMENTAL

30% of the water consumed in 2022 was reused.

50% of the energy consumed in 2022 comes from incentivized sources.

SYN



WHO WE ARE

▶▶▶▶ GRI 2-112-212-6



We are SYN and we understand a lot about the Brazilian commercial real estate market. Our mission is to make life easier for our customers so they can take care of their business. We serve different market segments: shopping malls, commercial buildings and warehouses.



PURPOSE

Integrate people and spaces to generate amazing experiences



BELIEFS

Partnering with customers: Our success is the customer's success

Care for people: Our business is made of people

Trust: Our word is worth a contract

Sustainable results: Our results reflect our attitudes

Citizen awareness: Our businesses are connected to communities



MISSION

Offer the best spaces to make life easier for our customers

We are a company focused on innovation and extraordinary results.

SYN is one of the leading commercial real estate leasing, acquiring, selling, developing and operating companies in Brazil. It focuses on the high-end corporate buildings and shopping mall segments, with investments in the states of São Paulo, Rio de Janeiro, Goiás and Bahia.

With almost two decades of experience in the sector, the Company is the result of the spin-off carried out in 2007 of Cyrela Brazil Realty's commercial real estate-related activities and recurrently presents solid results, both in terms of growth and profitability. Its experience guarantees it a low vacancy rate and high profitability. Listed on the Novo Mercado segment of B3 (Brasil, Bolsa, Balcão), where the shares are traded under the symbol SYNE3, committing to stakeholders to follow the best Corporate Governance practices.

At the end of 2022, we had 1,127 stores distributed in about 120.7 thousand sqm, in shopping centers, and 54 tenants in a total area of 39.8 thousand sqm, in corporate buildings.

In addition to our experience in asset acquisitions, we stand out in the sphere of service provision from asset management. In 2022, we had a 44% increase in revenue from administration services compared to the previous year.

CORPORATE BUILDINGS



11 buildings managed

10 own buildings

65 thousand square meters

Our portfolio includes ten corporate buildings, of which three are Triple A assets and seven are Class A assets, located in the main strategic regions of the cities of São Paulo (SP), Rio de Janeiro (RJ) and Salvador (BA), and mostly close to important subway and train stations. The three Triple A assets are LEED Core & Shell certified. We manage seven of the ten buildings in which we have a stake.

In addition, we manage four other third-party Triple A assets: **JK 1455, Faria Lima Financial Center, Faria Lima Square and Miss Silvia Morizono**. All are located in the Faria Lima/JK region of São Paulo.

Regarding operating performance, we closed 2022 with an occupancy of 97% and had a positive lease spread of renewals, approximately 20%, at Torres JK. Regarding vacancy, our efforts will be concentrated on two assets, Brasília Machado and ITM, which contribute 90% of the unoccupied area.

Building	Location	Total area (sqm)	SPE area (sqm)	SYN private area (sqm)	ADM SYN
Triple A buildings		129,824	42,368	12,165	129,824
<u>CEO</u>	RJ – Barra da Tijuca	14,968	10,886	2,721	✓
<u>JK Torre D</u>	SP – Juscelino Kubitschek	12,064	12,064	3,619	✓
<u>JK Torre E</u>	SP – Juscelino Kubitschek	19,418	19,418	5,825	✓
<u>Faria Lima Financial Center</u>	SP – Faria Lima	26,693	0	0	✓
<u>Faria Lima Square</u>	SP – Faria Lima	18,244	0	0	✓
<u>JK 1455</u>	SP – Juscelino Kubitschek	22,148	0	0	✓
<u>Miss Silvia Morizono</u>	SP – Faria Lima	16,289	0	0	✓
Class A buildings		112,072	81,592	53,015	42,540
<u>Nova São Paulo</u>	SP – Chác. Sto. Antônio	11,987	11,987	7,980	✓
<u>Verbo Divino</u>	SP – Chác. Sto. Antônio	8,386	8,386	5,582	✓
<u>ITM</u>	SP – Vila Leopoldina	45,808	34,356	19,162	
<u>Brasília Machado</u>	SP – Vila Olímpia	10,005	10,005	5,003	✓
<u>Leblon Corporate</u>	RJ – Leblon	4,200	846	563	
Suarez Trade	BA – Salvador	19,524	3,850	2,563	
<u>Birmann 10</u>	SP – Chác. Sto. Antônio	12,162	12,162	12,162	✓
Total		241,896	123,960	65,180	172,364

SHOPPING MALLS



6 shopping mall developments
127 thousand square meters

We have six projects in the cities of São Paulo (SP), Santo André (SP), Rio de Janeiro (RJ) and Goiânia (GO), all managed by the Company itself.

As indispensable assets for the daily life of large urban centers, shopping malls provide products and services in an agile and centralized manner, contributing to the generation of direct and indirect jobs.

In 2022, the malls had an excellent operational performance, reaching 95.2% physical occupancy at the end of the year, an increase of 2.9 percentage points compared to the end of 2021. Same-store sales (SSS) in 2022 reached 30% compared to 2021 and NOI (Net Operating Income) grew by 42%.

The Cidade São Paulo and Tietê Plaza malls are LEED Core & Shell Gold and LEED Core & Shell Silver certified, respectively.

Shopping Mall	Location	Total area (sqm)	SPE area (sqm)	SYN private area (sqm)	ADM SYN
<u>Shopping D</u>	SP – São Paulo	29,816	9,419	9,419	✓
<u>Grand Plaza Shopping</u>	SP – Santo André	69,620	42,754	42,754	✓
<u>Shopping Metropolitano Barra</u>	RJ – Rio de Janeiro	44,035	44,035	35,228	✓
<u>Tietê Plaza Shopping</u>	SP – São Paulo	36,914	36,914	9,229	✓
<u>Shopping Cidade São Paulo</u>	SP – São Paulo	16,869	15,520	15,520	✓
<u>Shopping Cerrado</u>	GO – Goiânia	27,688	27,688	14,710	✓
Total		224,942	176,330	126,860	224,942 (6 assets)



ECONOMIC AND FINANCIAL RESULTS

In the economic scenario, the year 2022 was marked by high interest rates in the country, which impacted the Company's results. These high rates directly influenced SYN's financial expenses, with repercussions on the financial results for the year. In the face of these challenges, we have redoubled our efforts to optimize our cost structure and operational efficiency, and strengthen our competitive position in the market, ensuring a solid positioning to face the impacts caused by macroeconomic events.

SYN's operations faced challenges in 2022 but remained resilient in the face of market conditions. Although we recorded a loss of R\$ 23.8 million, it is important to note that the increase in the CDI, which rose from 9.15% at the end of 2021 to 13.65%, had a significant impact and, despite this scenario, our commitment to overcoming obstacles is evident.

From the point of view of capital allocation, in view of the scenario of rising interest rates, we have adopted a strategy to reduce gross debt indexed to the CDI. We executed the total prepayment of R\$ 434 million. We highlight the following positive effects: (i) realized savings of R\$ 10 million in 2022 and projected savings of R\$ 5.4 million for 2023, net of financial revenue; (ii) lengthening of duration from 3.21 to 3.88 years and reduction of the debt spread, in CDI terms, of 12 bps compared to the original flow of amortizations (considering the last 12 months as a basis).

As a result of this work, we will have a low volume of amortizations for the next two years, with a low risk of cash needs until 2025. The company's liability management and comfortable cash position were determining factors for the upgrade of SYN's corporate rating to AA in October/22. At the same time, Fitch upgraded the ratings of the 1st and 2nd Series of the 13th issuance of unsecured debentures to A.br to AA-.br.

Want to check out more details? Access our [Quarterly Results](#).



INNOVATION



At SYN, we cultivate a humanized and innovative culture that actively promotes the exchange of ideas with our employees, resulting in the implementation of meaningful projects and the building of strategic partnerships. The Culture of Innovation is more than a goal to be achieved, it is a continuous process that we always need to provoke and engage. This culture goes beyond technology, it is a set of values, mindsets, and practices that guide the way we solve challenges and explore opportunities.

In July 2022, we launched the Closed Innovation program at SYN. This initiative represented a significant change in our innovation strategy. We chose to restructure our innovation program in a laboratory format, where we apply concepts and methodologies that seek to identify relevant problems, find solutions, and at the same time drive our digital transformation with efficiency and minimal waste.

We promote employee engagement on a voluntary basis. We launched a company-wide open call, inviting interested parties to answer a challenging question that required originality and creativity. Those who presented out-of-the-box answers were selected to participate in the innovation squads, totaling 14 members, divided into 2 squads. During the year, participants were immersed in a learning process, exploring future-based methodologies. We use QDig, a hub of digital native brands, as the central object to be transformed and tested.

At this point in the program, we are preparing to test the MVP (Minimum Viable Product), which represents an important step in our journey. These projects are not only milestones but also evidence of our significant progress. They reflect our ongoing search for optimal approaches to innovation, where we learn, evolve, and adapt along the way.

Inspired by the learnings from this new approach, we chose to improve our innovation program, seeking to further align it with the best practices in the market. We will continue to invest in the training of our employees and foster a culture of innovation that permeates the entire organization.



Our dedication to innovation has been recognized. In 2022, SYN was ranked as one of the "TOP 100 Open Corps" in the "Top 10 Construction & Real Estate" category for the third consecutive year. This reflects our ongoing commitment to leading in the industry and creating a positive impact on our community and the environment.

SUSTAINABLE STRATEGY

▶▶▶▶ GRI 2-4 | 2-22 | 2-29 | 3-1 | 3-2




In July 2022, the Company's executive officers approved SYN's new materiality matrix, developed based on a study conducted by an independent specialized company. The methodology used related the main market demands for the sector with the Company's strategic planning.

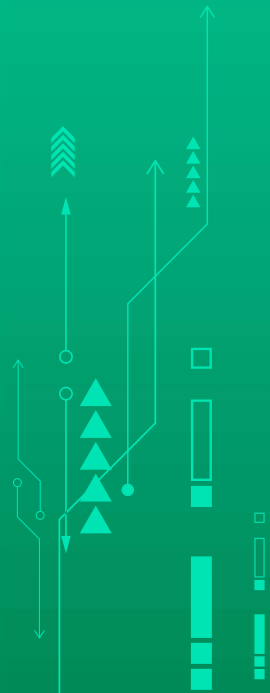
To understand what was crucial for the market, we examined the key demands identified in market assessments, such as rankings, ratings, and reporting guidelines. In addition, we look at how other companies in the industry are positioning themselves and managing these issues, to serve as a reference point.

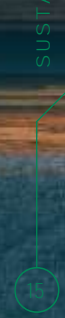
We then cross-referenced the information collected with SYN's strategic priorities. This process resulted in three strategic pillars and 13 material themes. From now on, these pillars and themes will be the basis for the development of actions and projects that will help us advance in the area of corporate sustainability and involve our various stakeholders in these important challenges.

Check out the results of our materiality study below:

STRATEGIC PILLARS	THEMES IN MATTER	OUR PURPOSE
 <p>CORPORATE GOVERNANCE</p>	<p>Business ethics and anti-corruption Code of Conduct and Public Engagement Governance Structure Diversity of senior leadership</p>	
 <p>ENVIRONMENTAL MANAGEMENT</p>	<p>Energy use management Waste management Water and wastewater use management Atmospheric emissions</p>	
 <p>SOCIAL IMPACT</p>	<p>Good labor practices in the operation Promoting diversity and inclusion Human rights Corporate Citizenship Customer Relationships</p>	<p>Integrate people and spaces to generate amazing experiences</p>

GOVERNANCE
CORPORATE





ETHICS AND GOVERNANCE



Our commitment to ethics and governance is grounded in mutual trust. We believe in the power of our word as a commitment. Our structure is guided not only by compliance with market standards, but also by the presence of professionals aligned with the Company's values. We are committed to a fair and ethical operation, highlighting the fight against corruption. Our strategy of dissemination and employee engagement is reinforced through communications and training, supervised by the governance bodies.

GOVERNANCE STRUCTURE

▶▶▶▶ GRI 2-15 | 3-3

Our governance structure is composed of the Board of Directors, the Board of Executive Officers and seven committees. All committees are formed by a multidisciplinary team and have periodic meetings for the treatment and approval of internal information, as well as for the development of new action plans related to the business.



BOARD OF DIRECTORS

▶▶▶▶ GRI 2-9 | 2-10 | 2-11 | 2-17

SYN's Board of Directors (BoD) is currently made up of five male directors, three of whom are independent (60%). According to the Bylaws, the body shall be composed of at least five and at most twelve members, elected by the Company's shareholders at a Shareholders' Meeting. The unified term of office lasts for one year, and reelection is permitted.

Our Board of Directors meets ordinarily once every quarter and extraordinarily whenever convened by the President or Vice-President of SYN.

The appointment is made by a shareholders' meeting, taking into

account mainly the candidates' experience and knowledge in SYN's areas of expertise and seeking diversity of viewpoints.

The Company seeks to comply with good governance practices and the independence of a relevant portion of its directors, as well as the interests of shareholders.

Among other functions, the Board is responsible for establishing general strategic policies, general commercial policies, electing and supervising the management of the Company's executive officers, and appointing and dismissing SYN's independent auditors.

With the support of the ESG and Sustainability Committee, ESG-related

aspects and the way they affect the Company are regularly discussed at the meetings of the Board of Directors. The Board, in turn, provides guidance to the Board of Executive Directors to improve the company's internal structure in relation to these aspects.

In line with our philanthropic culture, the Board of Directors annually decides on the transfer of 1% of the net income of the previous year to the SYN Institute, which operates in several segments (learn more on page 31).

COMPOSITION OF THE BOARD OF DIRECTORS

Position	Name	Executive	Independent	Term of office	Other Significant Positions	Gender	Race	Competencies relevant to SYN	Company Stakeholder
President	Elie Horn	No	No	14 years	Chairman of the Board and founding partner of Cyrela Brazil Realty SA.	Male	White	Extensive knowledge and experience in the real estate market	Controlling shareholder of the Company (38.61%)
Vice-President	Leo Krakowiak	No	No	14 years	Senior partner of "Advocacia Krakowiak"	Male	White	Extensive knowledge and experience in the real estate market, as well as legal and tax issues	Shareholder of the Company (21.97%)
Board Member	Claudio Bruni	No	Yes	2 years	Director of Ulbrex Capital	Male	White	Extensive knowledge and experience in the real estate market, especially in the shopping mall segment	No
Board Member	José Carlos Reis de Magalhães	No	Yes	1 year	Founder and member of the Board of Directors of Tarpon Investments	Male	White	Extensive knowledge and experience in the real estate market	No
Board Member	Kristian Schneider Huber	No	Yes	1 year	Co-founder and head of finance at Loft	Male	White	Extensive knowledge and experience in the real estate market	No

STATUTORY BOARD OF DIRECTORS

SYN's Board of Executive Officers is responsible for the day-to-day executive management of the Company, whose individual responsibilities of the officers are established by the Bylaws and the Board of Directors.

According to our Bylaws, the Executive Board shall be composed of at least two officers elected by the Board of Directors for a unified term of office of three years, with reelection being allowed (any officer may be removed by the Board of Directors before the end of his or her term of office).

COMPOSITION OF THE STATUTORY BOARD OF EXECUTIVE OFFICERS

- Thiago Kyoshi Vieira Muramatsu (CEO)
- Hector Bruno Franco de Carvalho Leitão (Chief Financial and Investor Relations Officer)
- Paulo Roberto Nazar (Engineer and Administration Officer)
- Juliana Cavalcante Morandeira (Commercial Corporate Buildings Officer)



COMMITTEES

AUDIT AND RISK COMMITTEE

The Company's Audit and Risk Committee is responsible for advising the Board of Directors on compliance with integrity supervision in the processes of financial statements, internal audits and internal control systems. Together with the Ethics Committee, it also verifies the effectiveness of the risk management actions and practices adopted by SYN. Committed to good corporate governance practices, the Committee is coordinated by an independent member of the Board of Directors.

ETHICS COMMITTEE

The Ethics Committee is responsible for establishing the ethical behaviors expected of the Company's managers and employees, acting in the implementation, communication, training and compliance with the Code of Ethics and Conduct, as well as anti-corruption laws. This process includes monitoring employment issues involving discrimination, bias, sexual harassment, moral or physical assaults, conflicts of interest, and so on. The Committee also receives information about possible violations and ensures that complaints are treated with impartiality and impartiality, proposing appropriate sanctions and forwarding these complaints to higher courts for a final decision.

PRIVACY AND DATA PROTECTION COMMITTEE

The Privacy and Data Protection Committee aims to ensure the engagement of the main internal partners impacted by the Privacy Program, which includes the supervision, analysis, discussion and proposals for the guidelines of the General Data Protection Law (LGPD), the policies, processes and procedures adopted by the Company.

DIVERSITY & INCLUSION COMMITTEE

Established in 2020, the Diversity Committee is responsible for establishing solid policies aligned with the pillars of the theme and promoting internal engagement involving employees, ensuring equity, respect, synergy and inclusion among the Company's teams. It is composed of representatives and agents of groups with less representation and power within society and focuses on five major fronts: racial, generational, gender, LGBTQIA+ people and people with disabilities (PCD). The meetings take place periodically and, since their establishment, several initiatives have already been put into practice, reinforcing our commitment to the promotion of diversity and inclusion (learn more on page 28).

COMMUNICATION COMMITTEE

The Communication Committee works to disseminate SYN's internal communication in all its areas of operation, always with the objective of providing greater transparency and assertiveness in the content shared with employees.

HEALTH COMMITTEE

The Health Committee was established in 2021 in order to promote practices capable of assisting in the well-being of our employees. Together with the People & Management, Health Plan and Occupational Health departments, the proposal implies the development of the Health Management Program, including periodic events and workshops for the entire Company with a focus on stimulating healthier habits.

ESG AND SUSTAINABILITY COMMITTEE

The ESG and Sustainability Committee was established in November 2022 with the purpose of advising the Company's Board of Directors and Executive Officers on all topics related to ESG and sustainability. The committee also has the important role of proposing solutions, monitoring and assisting the internal areas and the Executive Board in the implementation of initiatives related to the issues, acting as a point of contact with the Company's business units, in order to promote increasing evolution and engagement in these matters inside and outside SYN. It is responsible for developing, reviewing and approving policies and guidelines aimed at environmental, social and governance principles, as well as analyzing internal demands with potential impact in these areas.

REMUNERATION POLICY

▶▶▶▶ GRI 2-19 | 2-20

The Company's compensation policy was approved by the Board of Directors on November 10, 2022, and is available on the Company's Investor Relations website (ri.syn.com.br).

The Company's compensation to its managers, including the members of the Board of Directors, statutory and non-statutory Officers, fiscal council, seeks to be in line with market practices and is directly linked to the alignment of the interests of the executives in question and the Company's shareholders.

In the case of statutory Officers, the existence of the variable compensation practice allows the sharing of the Company's risk and results with its main executives, a characteristic of a transparent practice aimed at achieving lasting results and the perpetuity of the Company.

Those who are entitled to variable compensation are the statutory and non-statutory officers (also receiving fixed compensation (pró-labore), consisting of 12 monthly installments, plus benefits), while the Board of Directors is entitled to fixed compensation (pró-labore), consisting of 12 monthly installments, plus life insurance as a benefit.

This overall compensation of the managers (statutory officers and directors) is annually approved by the Company's shareholders at the Shareholders' Meeting.

BUSINESS ETHICS

▶▶▶▶ GRI 2-23 | 2-24 | 2-25 | 2-26 | 2-29 | 3-3

SYN follows core principles that guide how the company operates and makes decisions. All employees are informed and trained on how they should behave ethically, which promotes a more aligned and responsible culture. Our attention is focused on preventing corruption and ensuring that everyone understands and follows the Code of Ethics and Conduct.

ANTI-CORRUPTION

SYN does not tolerate any bribery or corruption and all company-related activities must be based on honest and responsible actions. We are committed to ensuring the economic development of the business with the application of strict measures, aiming to preventively combat corruption in all activities of our chain.

SYN has a specific policy for combating corruption and bribery, revised and approved in August 2023, whose determinations involve the mitigation of bribery and/or bribery in our internal relations spheres and with external agents.

The policy, available on our global Investor Relations website, Policies section, aims to establish measures and controls to prevent bribery and corruption, ensuring compliance with the Brazilian Anti-Corruption Legislation (Federal Law No. 12,846/2013) and the Foreign Corrupt Practices Act (FCPA). Both establish the objective, administrative and civil liability of legal entities for the practice of acts against the public or foreign administration.

CODE OF CONDUCT

▶▶▶▶ GRI 205-2

The Company's Code of Ethics and Conduct, available on our Investor Relations website, was revised and approved in November 2021, and applies to members of the Board of Directors, Officers, employees, interns, service providers and anyone acting on behalf of SYN, including its subsidiary companies. This document is periodically updated by the Compliance area and approved by the Board of Directors, and is sent for acceptance by all employees and suppliers of the Company.

Among the chapters, we address SYN's values, our commitments, integrity in the business environment and legal compliance, and reporting for cases of violation of the Code or our Policies.

In 2022, 100% of our employees completed the Code of Ethics and Conduct training and accepted the document.

ESG AND SUSTAINABILITY POLICY

▶▶▶▶ GRI 2-19 | 2-20

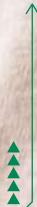


In 2023, SYN approved the Company's ESG and Sustainability Policy, with the purpose of establishing robust internal guidelines, directing our actions in line with the fundamental principles of ESG, while reaffirming our commitment to sustainable development.

The document is applicable to members of the Board of Directors, Officers, Employees, third parties and any person acting on behalf of SYN Prop and Tech, including the subsidiaries and controlled companies.

This initiative consolidates another important step in our ongoing journey towards sustainable growth and the strengthening of a responsible and conscious corporate culture.

The [policy](#) is available on SYN's Investor Relations website.



RISK MANAGEMENT

Our Risk Management has an exclusive and anonymous Ethics Channel to report behavior that is inconsistent with our Code of Ethics and Conduct and the Anti-Corruption Law. The Channel can be accessed by anyone, either in the last chapter of our Code of Conduct, or directly through the website or phone.

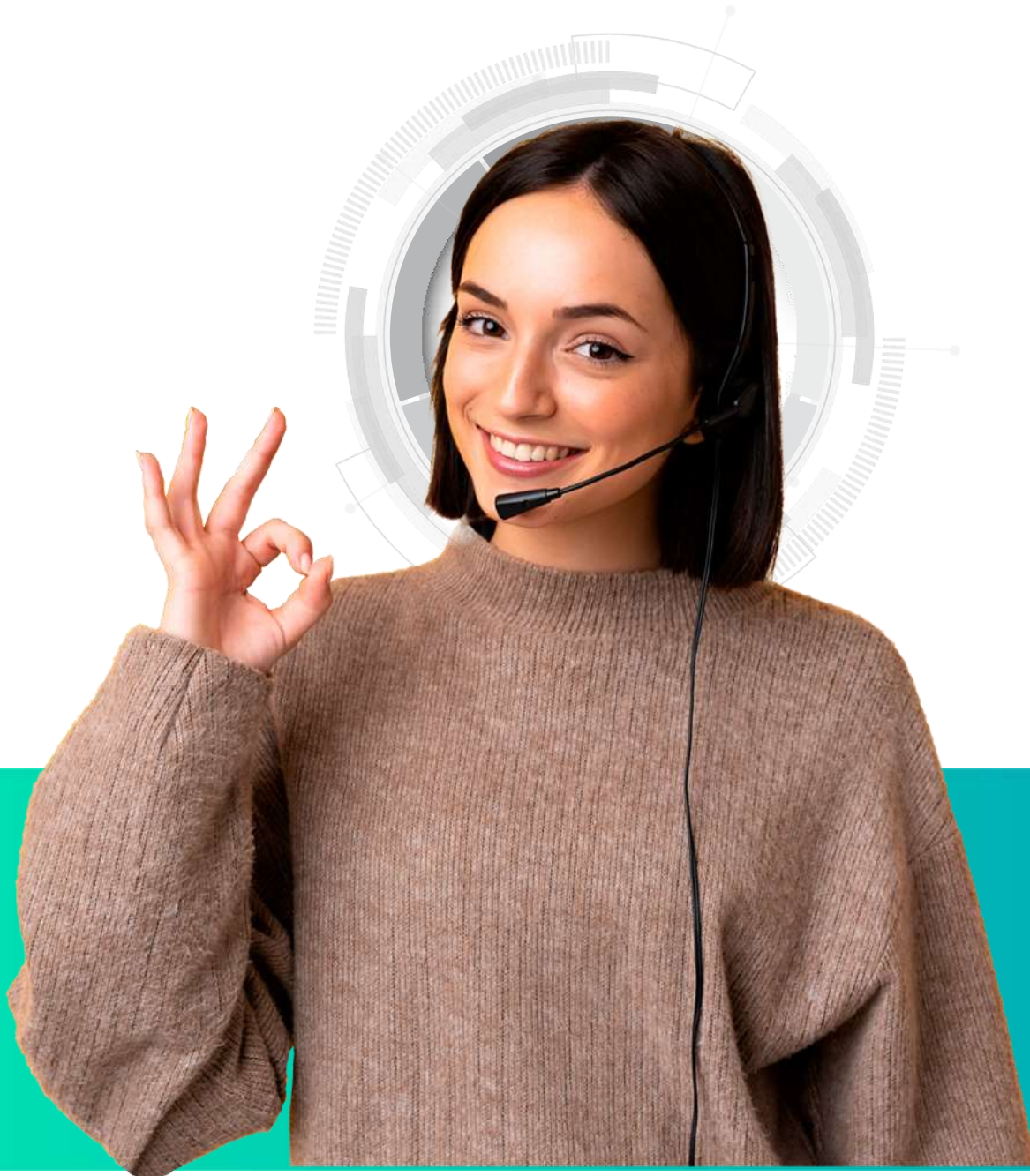
All information received is treated confidentially by Contato Seguro, an independent, impartial and totally impartial third-party company, without any type of link with SYN. The service is provided by psychologist-ombudsmen, who receive the report and send the information for analysis, investigation and resolution



<https://contatoseguro.com.br/syn>



0800 601 6940



CUSTOMER RELATIONSHIPS

▶▶▶▶ GRI 2-29 | 3-3

We dedicate ourselves daily to provide peace of mind, achievement of goals and prosperity to customers. We work behind the scenes, looking after people's experience in SYN spaces as they work, shop, and play.

Because of this, we maintain an honest, respectful and transparent relationship, taking into account the demands of these stakeholders, always thinking about our Client's success. We are committed to always looking for new solutions focused on technology and innovation, in addition to maintaining an open and active listen.

The Related Party Transactions Policy, available in the [Policies](#) section of our global Investor Relations website, establishes the guidelines for any transactions to be carried out based on the Company's highest ethical and governance standards, as well as the law. In SYN's Code of Conduct there is also a specific topic on the subject, which addresses the security and protection of the fundamental rights of our customers.

Our success is the customer's success.

▶▶▶▶ GRI 418-1

General Data Protection Law (LGPD)

Committed to the security of the data and personal information of our customers, as well as employees, SYN has an Internal Personal Data Protection Policy, whose purpose is to present the rules applicable to its processing in accordance with Federal Law No. 13,709/2018 (LGPD).

In this way, we promote the construction of a privacy program that ensures the Company's legal compliance, in addition to establishing a relationship of greater trust with our stakeholders.

As a result of such management and strategy, in 2022, there was no complaint regarding the violation of privacy and/or loss of data of our customers and consumers.



OUR AGENDA



Technological advances and transformations in production chains increasingly require people and companies to adopt measures to improve the management of natural resources and our relationship with the environment.

Aware of the urgency of this issue, SYN has a formal commitment to an operation that seeks to amplify positive impacts and mitigate the negative effects on nature resulting from the business. To this end, we have developed projects and programs that include the best social and environmental practices related to our management of water use, energy, waste disposal and greenhouse gas (GHG) emissions. As an example of this work, we are founding members of the Green Building Council (GBC Brazil), a global, independent, non-profit organization that is present in more than 80 countries. Its goal is to chart a path of transformation of the construction industry towards sustainability.

In order to honor our seal, we carry out several measures in our buildings so that they have less and less impact on the environment. Understand below.



CLIMATE CHANGE

▶▶▶▶ GRI 2-29 | 3-3

Following our initiatives to combat climate change, we answered the Carbon Disclosure Project (CDP) questionnaire regarding SYN data from 2022. CDP is an international non-profit organization that mobilizes investors, companies and governments to build and accelerate collaborative actions aimed at sustainable development for current and future generations.

Throughout the responses, we reinforced our short- and medium-term actions, involving the pillars of corporate sustainability, in addition to our climate-related commitments for the coming years.

EMISSIONS

An important issue for SYN is the concern about the impacts caused by its operational activities on climate change. That is why we made the diagnosis of SYN's 2022 Studied Greenhouse Gas emissions inventory, which was prepared based on the document "Specifications of the Brazilian GHG Protocol Program: Accounting, Quantification and Publication of Corporate Inventory of Greenhouse Gas Emissions", referenced by INEA Resolution 64/2012. The Inventory included the sources contained in scopes 1, 2 and 3. Scope 1 emissions (Direct Sources) amounted to 385.864 tons of CO2e, Scope 2 emissions (Indirect Sources) amounted to 831.978 tons of CO2e, and Scope 3 emissions (Indirect Sources) amounted to 3,289.770 tons of CO2e, totaling 4,507.612 tons of CO2e reported in the year 2022. The table below shows the respective amounts of GHGs.

Emissions in Metric Tons				Emissions in Metric Tons of CO2 equivalent (tCO2e)		
GHG (t)	Scope I	Scope II	Scope III	Scope I	Scope II	Scope III
CO2	108.736	831.978	318.024	108.736	831.978	318.024
CH4	1.567	0	104.906	43.882	0	2,937.355
N2O	0.200	0	0.130	53.051	0	34.391
HFCs	0.097	0	0	180.195	0	0
PFCs	0	0	0	0	0	0
SF6	0	0	0	0	0	0
NF3	0	0	0	0	0	0
TOTAL				385.864	831.978	3,289.770

NATURAL RESOURCE MANAGEMENT

▶▶▶▶ GRI 3-3



WATER & WASTEWATER

▶▶▶▶ GRI 303-1 | 303-2 | 303-3 | 303-4 | 303-5

Total water withdrawn (potable): 437,678 m³

Water withdrawn by source:

- Third-party water: 181,035(41%)
- Groundwater: 256,643(59%)

Water discharged by source:

- Third-party water: 100%

Water produced for reuse (non-potable): 194,191

Our approach to water consumption is based on the principles of local legislation and sustainability, prioritizing reuse and exploring alternative sources to meet the demand for non-potable water.

All water resources acquired by the Company carefully follow the availability standards established by the legal agencies. This occurs both through local utilities and through the supervision of competent public agencies, such as the Department of Water and Electric Energy (DAEE). On a monthly basis, we carry out detailed monitoring of consumption, physicochemical parameters and well conditions.

While the water supplied by the concessionaires usually comes from rivers and reservoirs, the places that use groundwater have collection and treatment systems appropriate to the local geological and water particularities. Here, extraction takes place through deep tubular wells, followed by treatment through filtration and chlorination systems.

For assets that use reused water, we have implemented treatment systems composed mostly of biodigesters, ultrafiltration and chlorination processes. These systems are fully aligned with current laws and technical standards.

Through partnerships with specialized suppliers, SYN invested in the implementation of effluent treatment plants, aiming at the use of reused water in its shopping malls. This strategy yielded a remarkable milestone: 30% of all water consumed comes from reclaimed sources, a 10% increase over the previous year. This achievement not only reaffirms our commitment to minimizing environmental impact, but also highlights our growing commitment to the responsible use of reclaimed water.

SYN is committed to ensuring that 90% of the water resources in its shopping centers come from alternative water sources by 2027.



ENERGY

▶▶▶▶ GRI 302-3 | 302-4

35,214 MWh of electricity consumed in 2022

SYN is continuously striving to improve the energy efficiency of its operations while maintaining its strategy of replacing conventional light bulbs with high-efficiency ones, such as LED bulbs.

The operational management of SYN's projects has demonstrated its effectiveness, resulting in a notable reduction in electricity consumption, equivalent to 6,732.7 MWh when comparing the years 2022 and 2021.

In addition, half of the energy used in shopping malls comes from incentivized energy sources. On the other hand, in corporate buildings, 100% of the energy purchased in the free market comes from incentivized sources.

One of SYN's goals is to ensure that 100% of the electricity consumed in the managed projects comes from incentivized sources by 2027.

Fuel Type	Total consumed (MJ)
Diesel	1,131,840.21
GLP	4,147,889.96
TOTAL	5,279,730.17



WASTE

▶▶▶▶ GRI 306-1 | 306-2 | 306-3 | 306-4 | 306-5

5,637 tons. of waste generated (non-hazardous)

Most of the waste generated in SYN's projects originates from the operations of tenants and service providers, and is not a critical factor due to the nature of our operation. Despite this, we maintain a rigorous and strategic management of this aspect, aiming at an increasingly efficient and sustainable operation in our assets.

The disposal of waste from all of the Company's projects follows the parameters established by the National Solid Waste Policy, Law No. 12,305/2010. Through the Solid Waste Management Plan (PGRS), we define guidelines for the management of waste generated in all phases of operation, operation and maintenance.

This management also covers our suppliers and partners, who go through a process of approval and monitoring. Through contractual clauses, we assign specific responsibilities regarding the disposal of your waste.

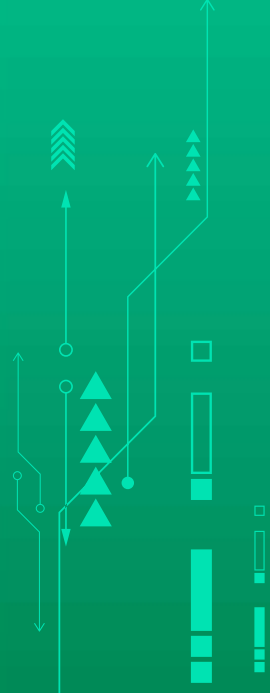
In 2022, of the total waste generated (none classified as hazardous), 1,401.47 tons were sent for recycling, while 4,235.50 tons were sent to landfills. It should be noted that the Company has implemented strategies to reduce waste production. Examples include the constant awareness of customers and shopkeepers about the importance of recycling and proper disposal, as well as the disposal of part of the organic waste for composting.

Compared to 2021, we observed a 70% increase in the volume of waste directed to recycling, resulting in a recycling percentage of 25%, an increase of 8.5 percentage points.

Waste generated [Ton]	2022	2021	Var. %
Organic	4,235.50	4,232.82	0%
Recyclable	1,401.47	825.33	70%
% Reciclagem	24.9%	16.3%	8.5 p.p
Total	5,636.96	5,058.15	11%

For the next cycles, our goal is to work on the development of projects capable of further increasing the level of recycling of waste generated by assets and, consequently, reducing the need for the use of landfills, seeking better alternatives for the environment.

We have committed to achieving 70% recycling across our portfolio by 2025. Our goal by 2027 is to primarily use sustainable materials in the operation, replacing items such as toilet paper, plastic bags, paints, among others.



SOCIAL IMPACT



OUR EMPLOYEES



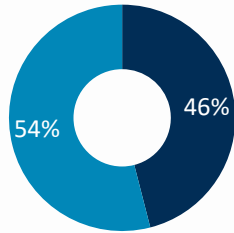
Our people are fundamental to our business. They represent the SYN way of being and are always willing to seek new solutions to enhance customers' experience with our products and services. The People & Management area, together with the Company's senior leadership, makes every effort to create an increasingly respectful, diverse and inclusive environment, capable of fostering the development of the individual capabilities of these employees and supporting the career management of each one. We work with high internal ethical standards, based on our Policies, establishing a space that complies with laws and regulations.

TEAM OF EXCELLENCE

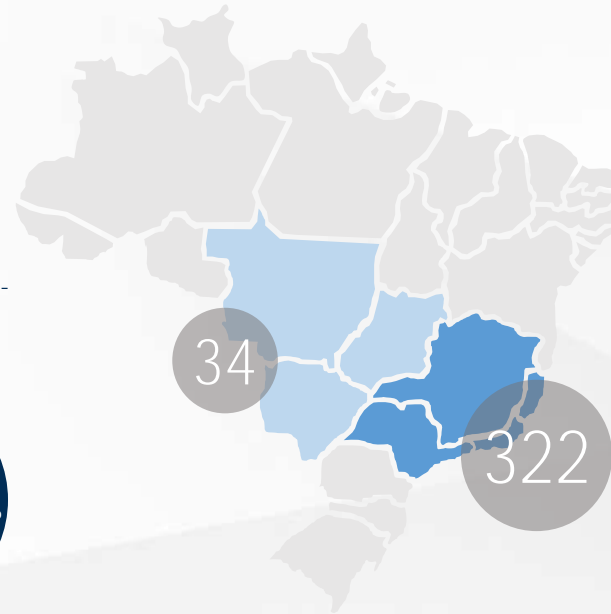
▶▶▶▶ GRI 2-7 | 3-3

■ Men ■ Women

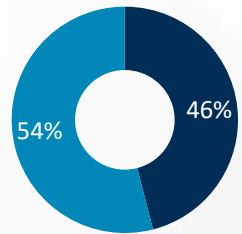
By gender



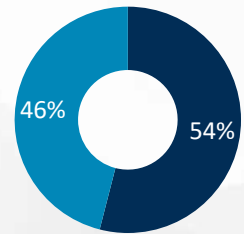
By Region



Permanent and full-time employees



Temporary and part-time employees (interns)



356 SYN collaborators

Our business is made up of people. We value caring for people and spare no effort to enhance the talent of everyone who works with us. We are an innovative company and we see people as a strategic differentiator to achieve results. One of the main measures to ensure an extraordinary experience and close monitoring of the employee is the annual people management cycle, in which each employee has the definition of their individual and shared goals, competency assessment, performance evaluation, feedback and continuous Individual Development Program (IDP) together with the manager. In this way, it is possible for every employee to be clear about what their purpose is to be performed at SYN, what their strengths are and what their points for improvement are. We value the health and comfort of all people within SYN. Therefore, in a partnership with an outsourced company, we also have the Employee Assistance Program (EAP) benefit, an emotional support and counseling service with confidential and short-term guidance for the employee to deal with everyday problems, personal or professional, that impact their performance and productivity at work. The service offers guidance on legal, social, psychological, and financial issues.

ATTRACTION & RETENTION



Hiring

▶▶▶▶ GRI 401-1

Category	Type	No. of hiring	Rate of hiring
Gender	Women	34	10%
	Men	54	15%
Age	Up to 30 years	36	10%
	Between 30 and 50	47	13%
	More than 50	5	1%
Region	Midwest	10	3%
	Southeast	78	22%
	North	0	0%
	Northeast	0	0%
	South	0	0%
Race	White	47	13%
	Blacks and browns	28	8%
	Indigenous	1	0%
	Yellow	1	0%
	Not Informed	11	3%
TOTAL		88	25%

In 2022, SYN had a strong focus on team diversity. An example of this was the goal of presenting candidates from minority groups in the selection processes: of 94 candidates presented, 34 declared themselves black, brown, indigenous or yellow. In addition to exceeding the goal, of the 88 hires in the year, 41 were from people of color.

Turnover

▶▶▶▶ GRI 401-1

Category	Type	No. of hiring	Rate of hiring
Gender	Women	110	28%
	Men	79	24%
Age	Up to 30 years	81	44%
	Between 30 and 50	100	22%
	More than 50	8	13%
Region	Midwest	17	25%
	Southeast	172	27%
	North	0	0%
	Northeast	0	0%
	South	0	0%
TOTAL		189	27%

Parental leave

▶▶▶▶ GRI 401-3

By Category	Women	Men
Employees who were entitled to take advantage of the leave	193	163
Employees who have effectively taken their leave of absence	10	4
Employees who returned to work after the end of their leave in 2022	10	4
Return rate	100%	100%
Employees who completed 12 months after returning from leave in 2022	6	2
Retention rate	60%	50%

Benefits

▶▶▶▶ GRI 401-2

In addition to the development programs, SYN offers several benefits to its employees and their families in order to ensure greater comfort and safety on a daily basis. See below:



Health care



Dental care



Transportation voucher



Profit Sharing Program*



Food vouchers



Meal voucher



Life Insurance



Discount on gyms



Financial Guidance



Psychological counseling



Legal guidance



Social orientation

* All benefits are offered to all employees, with the exception of the PLR, which is entitled only to CLT employees and directors (payment in bonuses).

DIVERSITY & INCLUSION

▶▶▶▶ GRI 3-3



¹ As informações de etnia dos colaboradores (excluindo o CA e a Diretoria) foram extraídas de forma geral, isto é, sem divisões, por meio do nosso Censo Interno
² Desconsiderando o CA.

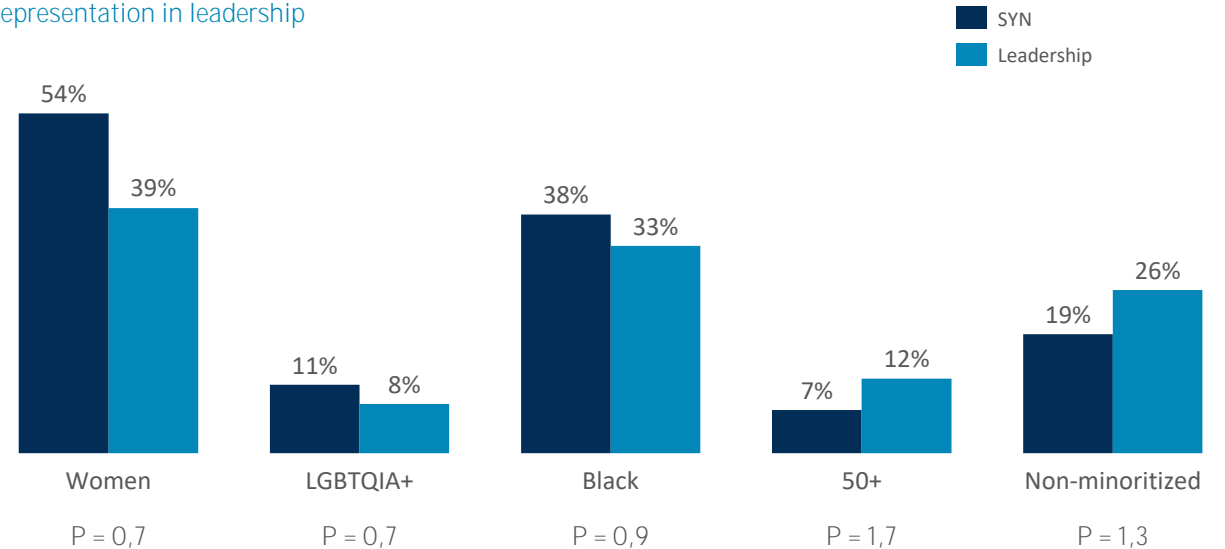
During 2021, the Company's Diversity and Inclusion Program held monthly meetings and open debates with the purpose of raising awareness and sensitizing leaders and employees about the relevance of the topic. One of the focuses of discussion for medium-term goals was to increase the representation of black and brown employees.

In 2023, we conducted a survey conducted by a specialized and independent company to assess and diagnose diversity at SYN, as well as the Company's maturity in this regard. The results broadened our understanding of diversity within the organization, providing an opportunity to further engage our leaders in the search for best practices related to the subject.

The quantitative survey analyzed the presence of minority groups in the company, both in the workforce and in leadership positions, and assessed the perception of all employees about the Company's approach to diversity. The minority groups included in the survey were women, black people, LGBTQIA+, people with disabilities (PwD) and individuals over 50 years old.

For the next cycles, we plan to develop affirmative actions in order to expand the presence of employees belonging to groups with less representation and power within society, including women, black and brown people, LGBTQIA+ people and people with disabilities (PWD). This includes a commitment to occupying leadership positions, a move that is only feasible through a commitment to the future we envision for our business, and the efforts we will put into achieving that goal

Representation in leadership



Ratio of base salary to average remuneration received by women and those received by men in 2022

Functional group	Base Salary	Average pay
Executive Committee	99%	99%
Superintendents	78%	72%
Managers	97%	100%
Coordinators/Specialists	100%	101%
Analysts/Assistants/Operatives	99%	100%
Interns	100%	100%

HUMAN RIGHTS

▶▶▶▶ GRI 3-3 | 406-1 | 408-1 | 409-1 | 412-2

SYN is committed to international human rights standards and takes an unequivocal stance against child labor, slave labor, and any form of discrimination

In our [Code of Conduct](#), we have reserved an exclusive section to address these issues, providing clear guidance on the position adopted by the Company. This posture is extended to all audiences with whom we relate, including employees, suppliers and partners.

The Code also directs stakeholders to our Ethics Channel, where anyone can report situations of non-compliance. All reports are treated confidentially by an independent third-party company and result in appropriate corrective action (learn more on page 20).

In addition, we offer periodic training on the subject and maintain strict monitoring of our supply chain to ensure that they are also in compliance with human rights principles.

In 2021, as a result of our due diligence processes and non-negotiable values, we did not identify any suppliers with a significant risk of involvement in child labor, slave labor, or the like, and we did not register any cases of internal or external discrimination.

Regarding training, all of the Company's employees participated in training on human rights during the period, resulting in an average of ten hours per employee per year.

▶▶▶▶ GRI 410-1

Since 2019, the Company has been engaged in training and qualification focused on the theme 'Anti-Racist Attitude'. We believe that awareness is key to establishing more egalitarian and respectful human relationships, free from any forms of discrimination or prejudice. These initiatives have the support and partnership of Zumbi dos Palmares University, which plays a key role in the entire process.

In addition, we promote conversation circles with shopping mall security guards, seeking to create an environment of proximity to this category and provide greater awareness and knowledge about conscious approaches in their daily lives.

The training carried out in 2022 took place in the months of September, October and November, with the participation of 922 employees, 399 internal employees and 523 outsourced employees (including several categories, in addition to security guards).

SOCIAL RESPONSIBILITY



We are committed to acting as a vector of socioeconomic development.

Social responsibility is an essential sphere for our value creation, since we understand that the Company's performance is related, in addition to business, to the socioeconomic development of local communities. We spare no effort to positively impact people, reaching them through institutional and continuous projects.

This action is based on our volunteer initiatives, encouraged projects and, mainly, through the direct action of the **Instituto SYN**.



INSTITUTO SYN

▶▶▶▶ GRI 2-29 | 3-3 | 203-1 | 203-2 | 413-1



The Institute is responsible for SYN's social performance, committed to social and environmental responsibility practices in four pillars: Entrepreneurship, Employability, Relationship & Culture and Volunteering.

SYN reaffirms its commitment by allocating 1% of its annual net profit to support ISYN's activities, driving initiatives that benefit surrounding communities, and strengthening our commitment to a more sustainable and equitable future.

2022 was the year of the largest social investment in our history. Considering the investments made in our four pillars of operation, we invested R\$ 4.1 million. Of this total, R\$ 2.9 million originated from tax incentives. In our volunteer actions we had the participation of 94 employees, who represent 26% of our team. The various projects have impacted, directly and indirectly, the lives of more than 158,000 people.

Purpose: Contributing to a fairer and more supportive society through our pillars

Mission: Boost the socio-economic growth of the communities surrounding the SYN projects, focusing our efforts on reducing social vulnerabilities.

Pillars of action:

- Entrepreneurship
- Employability
- Relationship & Culture
- Volunteering

INSTITUTO SYN

▶▶▶▶ GRI 2-29 | 3-3 | 203-1 | 203-2 | 413-1



EMPLOYABILITY

- 2 projects
- R\$ 299,712.00 invested
- 300 beneficiaries

ISYN's commitment in this area of action is to ensure the opportunity for professional training for inclusion in the labor market.

ENTREPRENEURSHIP

- 3 projects
- R\$ 496,417.22 invested
- 137 beneficiaries

ISYN's commitment in this area of action is to ensure, for those who have this vocation, the opportunity to become micro-entrepreneurs.

PROJECTS ENCOURAGED: PROMAC

- Amount invested: R\$ 2,914,372.98
- Beneficiaries: 150,723



Delivery of a playground to a state school in the vicinity of Tietê Plaza.

INSTITUTO SYN

▶▶▶▶ GRI 2-29 | 3-3 | 203-1 | 203-2 | 413-1



Volunteering in which SYN employees exchange letters with children in situations of social vulnerability.

VOLUNTEERING

- 5 projects
- R\$ 74,499.99 invested
- 108 beneficiaries

Our volunteers are where ISYN is. They work at the administrative headquarters and on various fronts in the shopping malls. Each year, the contingent of employees who wish to work in volunteer actions increases. These are experiences of human exchange in which we strengthen our culture and SYN's way of being. Learning and teaching through volunteering is our vision of the future and social prosperity. And the challenges in this context add up to good results, in which we highlight innovation projects. All SYN employees have goals and, among them, the development of an Innovation project, which, when approved, are implemented as a social action of ISYN in communities around the malls managed by the company. We believe that volunteer work expands empathy, communication, and leadership skills, and most importantly, makes people realize that doing good is good for those who practice it. Acting in social causes, with the will to do good, makes us have more solid citizenship purposes and values. It brings us together. It makes us believe in a fairer and more egalitarian future.

INSTITUTO SYN

▶▶▶▶ GRI 2-29 | 3-3 | 203-1 | 203-2 | 413-1



RELATIONSHIP

- 10 projects
- R\$ 207,145.17 invested
- 3,730 beneficiaries
- ISYN's commitment in this area of action is to bring people together, to interact with them, in dynamics of good living and full interaction of citizenship.

DIVERSIDADE & INCLUSÃO

- 8 projects
- 1,714 employees
- The SYN Institute has a strong partnership with SYN's people area and has been monitoring and supporting projects in the area of Diversity & Inclusion. Diversity is a very important topic for the company and that, in 2022, had a dedicated monthly agenda.
- Among the projects carried out during the year, there was a series of training sessions for the entire company in Anti-Racist Education. An educational action to overcome structural racism, a theme that is still very present in society.

TOTAL DO ANO

- 158,702 beneficiaries
- R\$ 4,103,599.13 invested

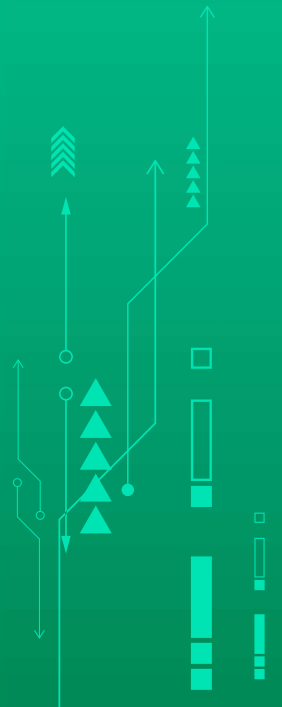


Children's Day action in a community around Shopping Cerrado

ATTACHMENTS



Table with columns: Name, Age, Sex, Height, Weight, Blood Pressure, Heart Rate, Cholesterol, Glucose, Hemoglobin, Hematocrit, Hemoglobin A1c, Creatinine, Urea Nitrogen, Calcium, Phosphorus, Magnesium, Potassium, Sodium, Chloride, Bicarbonate, Lactate, Uric Acid, Ferritin, Vitamin D, Folate, Vitamin B12, Iron, Zinc, Selenium, Copper, Manganese, Magnesium, Calcium, Phosphorus, Potassium, Sodium, Chloride, Bicarbonate, Lactate, Uric Acid, Ferritin, Vitamin D, Folate, Vitamin B12, Iron, Zinc, Selenium, Copper, Manganese.



GRI CONTENT INDEX



GRI Norm	Content	Reference/Direct Answer
General Contents		
GRI 102: General Contents	2-1 Organization Details	
	2-2 Entities included in the organization's sustainability reports	
	2-3 Reporting Period, Frequency, and Point of Contact	
	2-4 Information reformulations	
	2-5 External Verification	There wasn't.
	2-6 Activities, value chain and other business relationships	
	2-7 Employees	
	2-8 Workers who are not employed	In 2022, SYN had 1320 outsourced employees, distributed across all projects.

GRI Norm	Content	Reference/Direct Answer
General Contents		
GRI 102: General Contents	2-9 Governance structure and composition	
	2-10 Nomination and selection of the highest governance body	
	2-11 Chairman of the highest governance body	
	2-12 Role of the highest governance body in overseeing impact management	ESG and Sustainability Committee (learn more on page 17).
	2-13 Delegation of responsibility for impact management	ESG and Sustainability Committee (learn more on page 17).
	2-14 Role played by the highest governance body in sustainability reporting	The development, approval and updating of the Company's purpose, mission, strategies, policies and objectives related to sustainable development are carried out by several employees indirectly in the Company, always under the supervision of the Executive Board and, ultimately, the Board. Sustainable development is not on the agenda of specific Board meetings, however it is an issue addressed in meetings of the ESG and Sustainability Committee that may be brought to the Board of Directors and/or the Board depending on specific cases.
	2-15 Conflicts of interest	

GRI CONTENT INDEX



GRI Norm	Content	Reference/Direct Answer
General Contents		
GRI 102: General Contents	2-16 Communication of Critical Concerns	
	2-17 Collective knowledge of the highest governance body	
	2-18 Evaluation of the performance of the highest governance body	Although there is no formal performance evaluation program established, the participation of each board member in the meetings of the Board of Directors is monitored, and in 2022, the average attendance was 100%.
	2-19 Compensation Policies	
	2-20 Process for determining remuneration	
	2-21 Proportion of total annual remuneration	In 2022, the highest-paid CLT employee receives approximately 757% of the average wages paid.

GRI Norm	Content	Reference/Direct Answer
General Contents		
GRI 102: General Contents	2-22 Declaration on the Sustainable Development Strategy	
	2-23 Engagement Policies	
	2-24 Embedding Engagement Policies	
	2-25 Processes to remediate negative impacts	
	2-26 Mechanisms for seeking guidance and raising concerns	
	2-27 Compliance with laws and regulations	We define as significant cases of non-compliance the litigation judicial and administrative proceedings of the Company and/or its subsidiaries that, in financial aspects, involve substantial amounts or address matters that, if decided unfavorably to the Company, may impact its operations or image. In this regard, we declare that there are currently 13 cases in which fines/convictions of a financial nature have been incurred. Learn more in our Reference Form (starting on page 95).

GRI CONTENT INDEX



GRI Norm	Content	Reference/Direct Answer
General Contents		
GRI 102: General Contents	2-28 Membership in associations	SYN PROP & TECH is a member of the Brazilian Association of Shopping Centers (ABRASCE) and the SYN Institute, to which we allocate, upon approval of the Board of Directors, 1% of the Company's net income annually.
	2-29 Approach to stakeholder engagement	
	2-30 Collective bargaining agreements	93% of SYN's employees are covered by collective bargaining agreements, excluding only interns.
GRI 103: Form of Management	3-1 Process for Determining Material Topics	
	3-2 List of Material Topics	
	3-3 Management of material topics	
GRI 203: Indirect Economic Impacts	203-1 Investments in infrastructure and support for services	
	203-2 Significant indirect economic impacts	

GRI Norm	Content	Reference/Direct Answer
General Contents		
GRI 205: Anti-Corruption	205-1 Operations assessed for corruption-related risks	
	205-2 Communication and training in anti-corruption policies and procedures	
	205-3 Confirmed cases of corruption and measures taken	We had no confirmed cases of corruption in 2022.

GRI CONTENT INDEX



GRI Norm	Content	Reference/Direct Answer
Environmental Contents		
GRI 302: Energy	302-1 Energy consumption within the organization	
	302-3 Energy intensity	The energy intensity was calculated based on consumption per revenue (sum of the net revenue of corporate buildings and shopping malls in 2021), resulting in 0.140 Wh/R\$.
	302-4 Reduced energy consumption	
GRI 303: Water & Wastewater	303-1 Interactions with water as a shared resource	
	303-2 Management of impacts related to water discharge	
	303-3 Water Abstraction	
	303-4 Water Disposal	
	303-5 Water consumption	
GRI 305: Emissions	305-1 Direct (Scope 1) greenhouse gas (GHG) emissions	Learn more on page 24.

GRI Norm	Content	Reference/Direct Answer
Environmental Contents		
GRI 305: Emissions	305-2 Indirect (Scope 2) greenhouse gas (GHG) emissions from energy procurement	Learn more on page 24.
	305-3 Other indirect (Scope 3) greenhouse gas (GHG) emissions	Learn more on page 24.



GRI CONTENT INDEX



GRI Norm	Content	Reference/Direct Answer
Environmental Contents		
GRI 305: Emissions	305-4 Greenhouse gas (GHG) emissions intensity	The latest inventory published by SYN refers to the year 2019. Due to the interruptions during 2020 and 2021 due to the pandemic, no new inventories were generated. However, for the next cycles, we will resume such mapping, together with the future ESG Committee, ensuring the advancement of our activities on the Climate Change front.
GRI 306: Waste	306-1 Waste Generation and Significant Waste-Related Impacts	
	306-2 Management of significant waste-related impacts	
	306-3 Waste generated	
	306-4 Waste not destined for final disposal	
	306-5 Waste destined for final disposal	

GRI Norm	Content	Reference/Direct Answer
General Contents		
GRI 401: Employment	401-1 New hires and employee turnover	
	401-2 Benefits offered to full-time employees that are not offered to temporary or part-time employees	
	401-3 Maternity/paternity leave	
GRI 405: Diversity and Equal Opportunities	405-1 Diversity in governance bodies and employees	
	405-2 Ratio of basic salary and remuneration received by women to those received by men	
GRI 406: Non-Discrimination	406-1 Cases of discrimination and corrective actions taken	
GRI 408-1: Child labour	408-1 Operations and suppliers at significant risk of child labor cases	
GRI 409-1: Forced or Slave Labor	409-1 Operations and suppliers at significant risk of forced or slave-like labor	

GRI CONTENT INDEX



GRI Norm	Content	Reference/Direct Answer
General Contents		
GRI 410-1: Security Policies	410-1 Security personnel trained in human rights policies or procedures	
GRI 412: Human Rights Assessment	412-1 Operations undergoing human rights or human rights impact assessments	In 2021, 387 operations (100%) underwent human rights assessments involving our suppliers.
	412-2 Training of employees in human rights policies or procedures	
	412-3 Significant investment agreements and contracts that include human rights clauses or that have undergone human rights assessment	In 2021, six of the Company's significant investment contracts included human rights clauses, accounting for a total of 100% of significant cases.
GRI 413: Local Communities	413-1 Operations with engagement, impact assessments, and local community-driven development programs	

GRI Norm	Content	Reference/Direct Answer
General Contents		
	413-2 Operations with significant negative impacts – actual and potential – on local communities	In 2021, SYN started the construction of the CLD logistics warehouse in São Paulo (SP). The works had the expected (positive) impact on the neighborhood, not causing any negative factors to the residents, the environment and the community as a whole. The Company's other works, which have already been completed, also operate normally and without damage to their surroundings.
GRI 416: Consumer Health and Safety	416-1 Assessment of health and safety impacts caused by product and service categories	Depending on SYN's context of operation and sector, we provide all the necessary property security services in our projects in order to ensure that the properties do not cause any negative impacts on the health and safety of clients (risks of collapse, fires, shocks, among others). To do this, we hire a third-party provider, comply with all legal requirements related to the business and have the necessary licenses and permits.

GRI CONTENT INDEX

GRI Standard	Content	Reference/Direct Answer
General Contents		
	416-2 Cases of non-compliance in relation to health and safety impacts caused by products and services	There wasn't.
GRI 418: Customer Privacy	418-1 Substantiated complaints regarding breach of privacy and loss of customer data	There wasn't.

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CREDITS

Coordination
SYN PROP&TECH

Consulting, editorial design and writing
SYN PROP&TECH