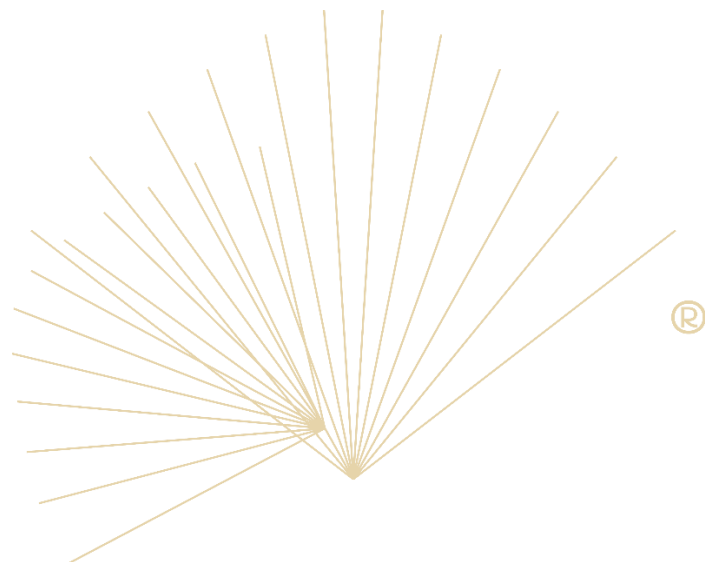




Sustainability Management Plan

A project that has sustainability as a principle



Index

1	Scope and objectives	3
2	Verdelago Resort	4
2.1	Verdelago, Sociedade Imobiliária S.A	4
2.2	Verdelago Resort's context	5
3	Organizational chart.....	7
4	Internal and External Factors.....	8
5	Communication.....	8
6	Identification of Aspects and Impacts.....	9
7	Legal and Other Requirements	9
8	Health and Safety.....	10
9	Disaster Management and Emergency Response	10
10	Guidelines	11
I.	<i>Quality Policy</i>	13
II.	<i>Sustainability Policy</i>	13
III.	<i>Environmental Policy</i>	15
IV.	<i>Human Rights Policy</i>	15
V.	<i>Policy of Respect for the Community</i>	17
VI.	<i>Occupational Health and Safety Policy</i>	18
VII.	<i>Anti-corruption Policy</i>	18
VIII.	<i>Policy for the Conservation of Cultural Heritage</i>	20
IX.	<i>Purchasing and Services Policy</i>	20
11	Current practices.....	22
12	Improvement Plan	24

1 Scope and objectives

The future prospects of tourism worldwide, including its contribution to economic and social development, are increasingly important. The National Tourism Strategy aims to establish tourism as central to economic, social, and environmental development throughout the country, thus positioning Portugal as one of the most competitive and sustainable touristic destinations in the world.

Sustainable tourism must make proper use of environmental resources, respect the socio-cultural authenticity of communities, and ensure that economic activities are viable in the long term. It also requires the informed participation of stakeholders, constant monitoring of its impacts, while maintaining a high level of tourist satisfaction.

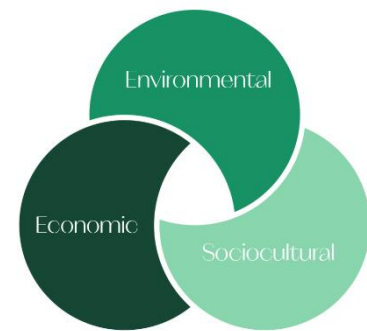


Figure 1. The three pillars on which Verdelago's policies are based.

It was with these objectives in mind that the management and, consequently, the employees of Verdelago Resort, adopted the sustainable tourism criteria of the Green Globe certification framework. This is one of the most demanding international sustainable tourism certifications, affiliated with the United Nations World Tourism Organization (UNWTO) and recognized by the Global Sustainable Tourism Council (GSTC). This certification system was developed over 30 years ago specifically for the tourism industry, recognizing businesses or operations that meet more than 380 listed indicators. These indicators are based on the Sustainable Development Goals (SDGs).

Verdelago's Sustainability Management Plan (SMP) will therefore serve as a guide to assist in the management, decision-making, and daily operations of our business, always keeping Green Globe's criteria in mind.

Verdelago was conceived and executed taking into account all the values of this certification. From the beginning of the project, sustainable practices have been implemented in various aspects. From the choice of construction materials, energy efficiency and water consumption, waste management and preference for products and services from local companies.

The resort complies with the social and environmental laws in force in Portugal, always with a focus on continuous improvement and raising standards. For this reason, this document – and its policies – will be reviewed annually and improvement measures will be implemented, with emphasis on energy, water, waste management, suppliers, climate change, communication, and social inclusion and equality. Furthermore, it will be integrated into the relationship with all stakeholders, such as employees, clients, business partners, and owners.

This document will be available on the Verdelago APP and website.

2 Verdelago Resort

2.1 Verdelago, Sociedade Imobiliária S.A

Between Altura and Praia Verde, in the heart of the eastern Algarve, covering an area of over 80 hectares and with direct access to the beach, the Verdelago Resort was born. This 5-star resort was built in complete harmony with nature, which remains untouched and paced by its own rhythm.

It has various support infrastructures and offers a wide variety of services and amenities, all aligned with a healthy and holistic lifestyle, where nature plays a central role.



Figure 2. CGI image of Verdelago Resort at the end of construction.

Vision

To develop a 5-star resort, a national and international benchmark, that provides residents and guests with a unique experience based on several factors: the singular combination of immersion in nature, proximity to the sea, low-density construction, and high-quality urban planning. All this coupled with an expanded range of services, within a safe, sustainable, and exclusive setting.

Mission

To inspire and encourage a sustainable attitude among all stakeholders, from partners to suppliers, employees to customers. Verdelago relies on a chain of local, regional

and/or national suppliers, actively working with its partners to find and implement alternative solutions that address social and environmental issues, without compromising the quality of products, services and experiences.

Values

To provide a sustainable luxury experience, while always respecting the social, cultural, environmental, and economic values of the local communities and the region.

2.2 Verdelago Resort's context

Planned in phases, the construction of this resort began in 2021, with the first phase becoming operational in 2023. It already has 211 accommodation units in operation, a club, where the reception is located, two restaurants, a Kids Club, and various leisure facilities. Upon completion, scheduled for 2029, Verdelago will feature:

- **A 5-star touristic village, with 340 accommodation units** (1.626 beds distributed in 16 detached houses, 68 townhouses and 256 apartments), various common facilities (leisure areas with communal swimming pools, a club, restaurants, bars, kids club, spa and beach support) and extensive green spaces;
- **A 5-star hotel**, branded by MARRIOTT, with 194 lodging units (394 beds);
- **A Sports and Leisure Park**, comprising sports facilities (football fields, tennis, padel and beach volleyball courts, a Pumptrack (BMX) track and a multi-sports field) and leisure areas, integrating paths, trails and naturalized spaces that allow users to experience the area, namely through contact with and environmental interpretation of the existing flora and fauna.

The resort is located within a vast green area where important natural areas can be found – a patch of cork and holm oaks, a forest of maritime and stone pine and, for example, two Temporary Mediterranean Ponds, freshwater habitats classified as priority by Annex I of the Habitats Directive (92/43/EEC).

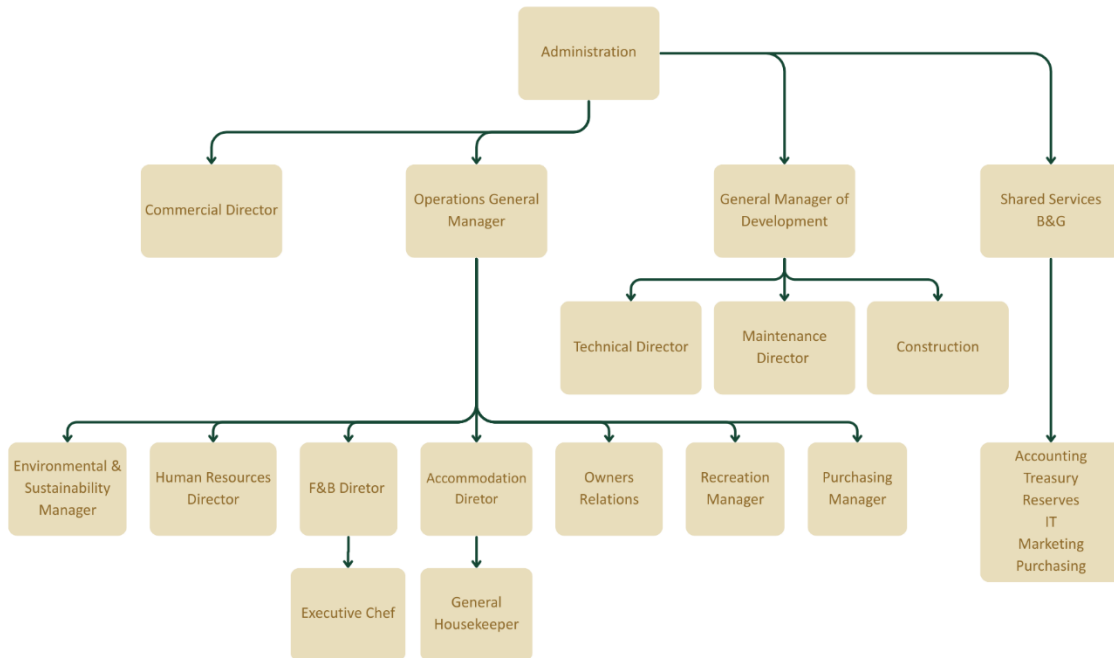


Figure 3. Temporary Mediterranean Pond.

In total, the resort has a land area of approximately 86 hectares. The constructed infrastructure will comprise less than 9%, and for this reason, Verdelago is conceived as a low-density construction project, impacting the surrounding area as little as possible.

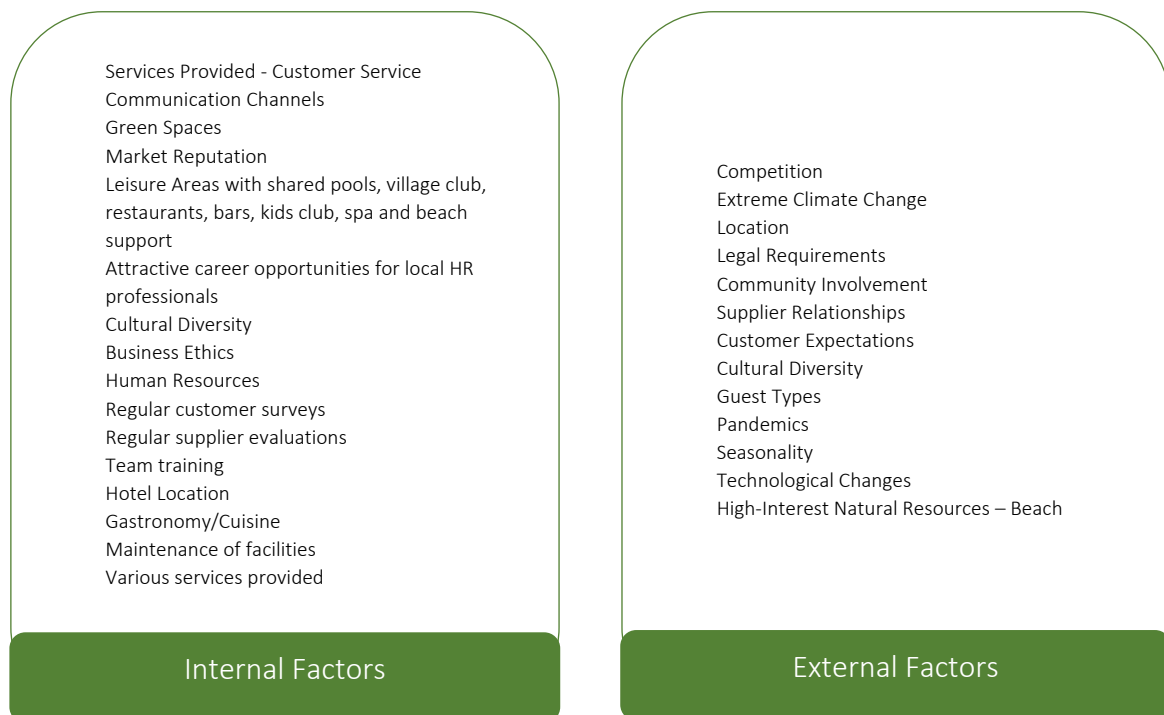
3 Organizational chart

The Verdelago board and staff are organized as shown in the organizational chart below.



4 Internal and External Factors

Verdelago identified the following relevant internal and external factors in the context of its organization:



Identifying internal factors makes it possible to pinpoint areas for improvement, consequently strengthening and improving our business. Monitoring external factors is equally important, enabling Verdelago to adapt its strategy to respond to potential changes.

5 Communication

Institutional promotion and dissemination are carried out through organized marketing actions, promoting ourselves in the media and through the website and social networks, which include information particularly relevant to clients and other stakeholders.

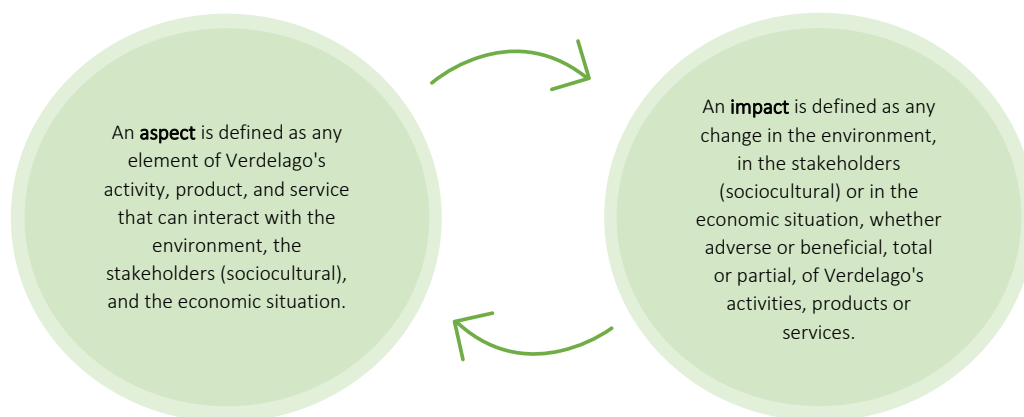
In addition, we prioritize close contact with clients through our APP, where they can easily book activities/services within the resort, as well as access information on other services and places to visit in the region.

The Administration and managers periodically hold meetings with the aim of informing and strengthening communication with management, employees and clients, so that everyone understands the sustainability goals and objectives, the importance of achieving them and how they can contribute positively to the company's efforts in each of their individual roles.

6 Identification of Aspects and Impacts

Identifying aspects and impacts is the foundation of Verdelago's Sustainability Management Plan. This recognition will allow for measures to be taken to control impacts – maximizing positive ones and mitigating or eliminating negative ones – and to identify which improvements are necessary to enhance Verdelago's performance in relation to sustainability across the three dimensions of its policy (environmental, sociocultural, and economic).

Periodic monitoring of the identification of aspects related to sustainability is important to determine past, present, and potential impacts (positive or negative) resulting from the activities carried out, allowing our operations to be controlled and directed towards commitment and continuous improvement of sustainable management.



7 Legal and Other Requirements

It is essential that applicable legislation be identified in accordance with our activities, so that it can be known, complied with, and understood by all our employees and stakeholders.

The identification procedure is continuous to address the verification of new laws and updates to legislation or revisions to regulations applied to the operation, avoiding fines, accidents, financial losses, and any inconvenience related to Verdelago's image.

The updating and monitoring of applicable legislation is carried out through Blue & Green's legal department, and the updates are passed on to Verdelago's Sustainability and Environment Manager, who in turn will forward the information to the different departments. Each department supervisor will be responsible for analyzing, compiling, and applying any changes that may arise in the legislation.

8 Health and Safety

Verdelago follows strict environmental, health, and safety laws, regulations, and procedures to conserve and protect the environment, but also to create a safe workplace and ensure the protection of employees, guests, service providers, suppliers, and other stakeholders.

We strictly adhere to the Health and Safety Policy and act proactively in the pursuit of the safety, health, and well-being of our team. To this end, we conduct regular training sessions, focusing on raising awareness and the importance of these issues in the workplace. Employees and managers are responsible for carrying out their activities safely and should not, under any circumstances, perform any type of work that poses a potential risk to themselves, other colleagues, or even employees of any service providers who carry out activities on our premises. Our guests are informed about the safety/evacuation system through verbal communication and evacuation plans available on the premises.

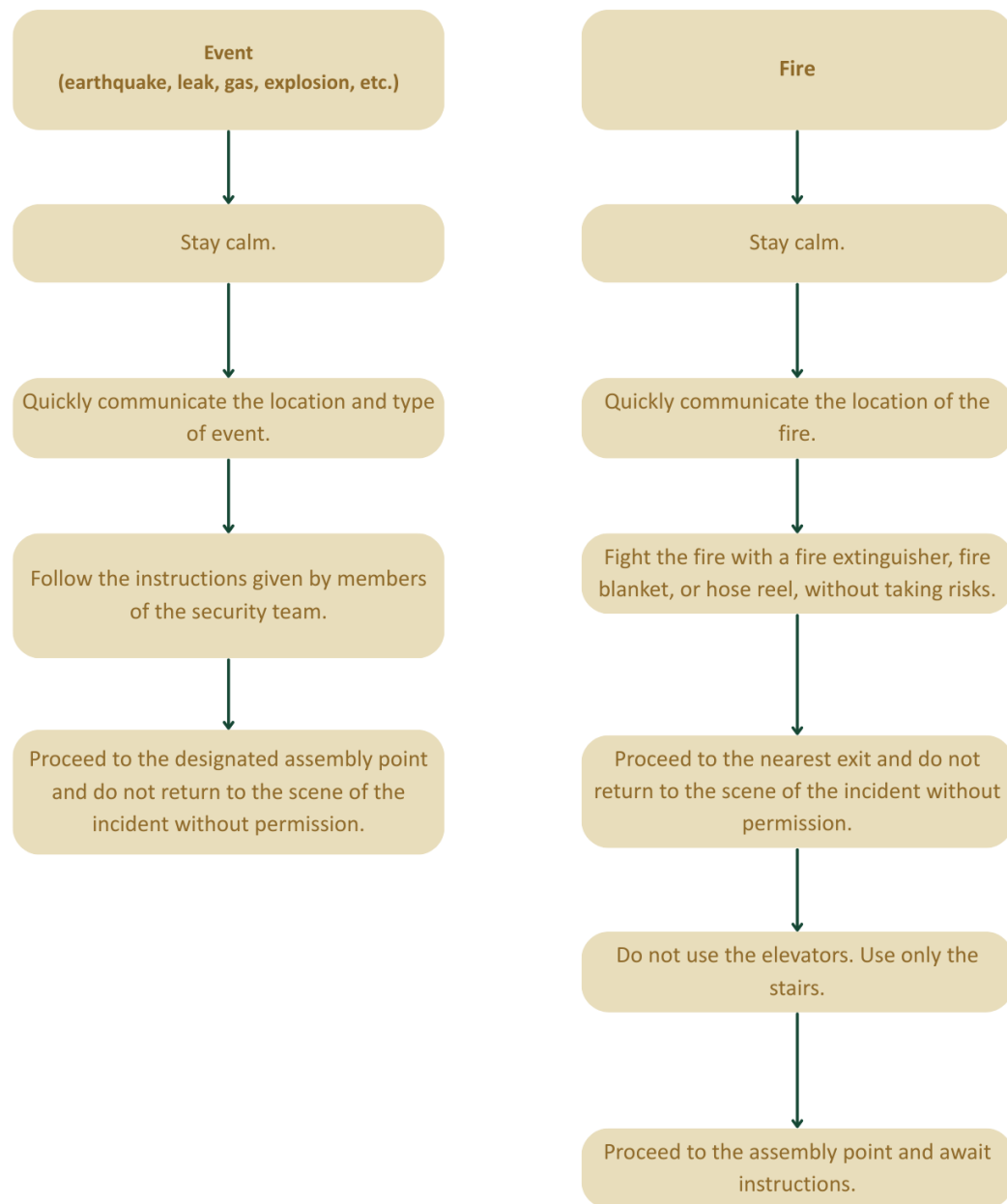
The Health and Safety area is coordinated by the General Operations Manager, and the person responsible for each department will have the mission of applying the guidelines defined at a higher level in their area of influence, justifying the application and implementation of the same.

9 Disaster Management and Emergency Response

Emergency plans and procedures are essential to ensure an adequate response to incidents/accidents, such as unexpected events that directly or indirectly affect the safety and health of the community involved, causing impacts on the environment as a whole.

Every year, training actions are carried out in the area of fire safety and simulations, for the training of security teams and other employees, as well as basic life support training with an Automated External Defibrillator (AED).

In case of accidents or emergency situations, we have defined the following procedures:



10 Guidelines

Verdelago's mission is to base all its operations, services/products, and objectives on pillars of sustainability – Social, Environmental, Occupational Safety, and Community Promotion aspects – which are worked on jointly with the common goal of continuous improvement.

We believe that knowledge is the path to better quality and, with this in mind, we want to ensure a team of experienced employees while providing them with the opportunity to develop and enhance their skills, encouraging and developing continuous training practices.

In a long-term vision, Verdelago intends to work sustainably and in harmony with its partners, building sustainable solutions capable of withstanding constant technological evolution and organizational changes.

Our services/products are based on the following principles:

- A- **Fair trade** – preference for fair purchases or ecological certification of products;
- B- **Local Purchases** - preference for acquiring goods, products or services from the local community;
- C- **Well-being** – ensuring the well-being of the community, employees and guests, or in short, all stakeholders;
- D- **Sustainability** - to ensure that all business concepts are based on sustainability and the least possible impact on the environment.

To ensure compliance with all the principles listed above, we have defined guidelines whose pillars are based on the following policies:

- I- *Quality Policy*
- II- *Sustainability Policy*
- III- *Environmental Policy*
- IV- *Human Rights Policy*
- V- *Policy of Respect for the Community*
- VI- *Occupational Health and Safety Policy*
- VII- *Anti-Corruption Policy*
- VIII- *Policy for the Conservation of Cultural Heritage*
- IX- *Purchasing and Services Policy*

The stated principles and policies are transmitted and followed by all our employees. These guidelines are applicable to the entire organization and shared with all product/service providers.

Verdelago adopts measures to implement these guidelines, tailored to the activity it develops.

I. Quality Policy

Verdelago bases its quality policy on continuous improvement, encompassing sustainable approaches to ensure greater guest satisfaction and having as its main objective the improvement of the quality of the services/products it provides.

In this regard, this policy has the following general objectives:

Monitor, control and periodically review compliance with the system's objectives, promoting continuous improvement in its effectiveness;

Comply with the requirements and specifications agreed with the customer, as well as legal requirements, aiming for their complete satisfaction;

Improve products and services, with a view to achieving satisfaction across the entire value chain and increasing competitiveness (diversification of supply and markets) in a sustainable manner;

Ensure compliance with applicable laws, regulations and requirements applicable to its activities, as well as others to which it voluntarily joins;

Sustain Verdelago's activities in order to establish itself as a national and international benchmark in the sector;

Ensure customer satisfaction, exceeding their expectations whenever possible;

Transparency regarding the conditions of products and services;

Offer customers a service that includes vegetarian and vegan meals, with seasonal and local products whenever possible.

II. Sustainability Policy

Sustainability management has been in place since Verdelago was founded, which is why our activities/services are structured around the pillars of sustainability, in accordance with Green Globe certification criteria.

We are determined to reduce and/or minimize any negative environmental and social impacts, adopting responsible management practices with a view to ensuring the long-term economic stability of our business.

In this regard, this policy has the following general objectives:

Consider as an integral part of the business the strategy to ensure the sustainability of its products/services, according to a risk analysis in order to minimize the impacts of business decisions;

Respect the rights of the local community, in particular traditional populations;

Operate responsibly, taking actions that have minimal negative impact on the environment, conserving natural areas, and protecting the flora and fauna of the community in which the resort is located;

Support and promote initiatives for the knowledge, appreciation, preservation, respect, and promotion of local culture;

Employ workers (employees, subcontractors, or freelancers) from local or regional communities to the greatest extent possible. Preferentially support the purchase of local products and their inclusion in the provision of customer services;

Identify customer expectations regarding the products and services offered, ensuring their quality;

Provide secure services with a focus on managing the risks associated with our activities;

Ensure compliance with applicable laws, regulations, and requirements governing our activities, as well as others to which we voluntarily adhere, based on legal and ethical business practices;

Verify, where applicable, whether it is sustainable to support local organizations that promote biodiversity;

Do not sell bottled water in PET, except when strictly necessary or when packaged on site or produced locally in refillable bottles (not PET);

Endangered species are not consumed, nor are products derived from or articles resulting from unsustainable practices sold, marketed, or displayed;

Consider and apply, in the maintenance of green areas, and whenever possible: organic products in garden fertilization, weed and fungus control, rodent management, and insect control;

Not to exploit wildlife in captivity on the grounds of the properties, except for breeding, rescue, or reintroduction, in accordance with the law and authorized and humane best practices;

Do not promote artificial feeding of wildlife;

Do not use invasive alien species in green spaces, gardens, landscapes, or other areas, and take measures to prevent the introduction of pests and alien species;

List the number of species—listed on the IUCN Red List and nationally—that exist in habitats in areas influenced by Verdelago's operations, by levels of extinction risk.

III. Environmental Policy

Verdelago is committed to promoting responsible tourism as an important pillar of its sustainability strategy, recognizing the importance of assessing environmental aspects and impacts. It thus assumes responsibility, as a company, to operate in a way that contributes to a sustainable future for our planet.

In this regard, this policy has the following general objectives:

- All products/services comply with national and european legislation;
- Create procedures and tools to minimize the use of lighting in unoccupied areas;
- Ensure preventive maintenance of all equipment;
- Use efficient lighting fixtures in more than 80% of the area;
- Carbon neutrality – adopting measures to reduce carbon emissions in line with the commitment set out in the Paris Climate Agreement and the commitment to a carbon-neutral Europe by 2050;
- Demonstrate water management and consumption reduction, with particular emphasis on identifying and implementing innovative solutions;
- Manage wastewater in accordance with current legislation and the contract with the local authority, without ever contaminating the environment - Verdelago's wastewater is managed by the municipal water treatment system, causing no pollution or consequences for public health;
- No element of the environment is polluted due to Verdelago's activities;
- Reduce food, plastic, and packaging waste. Store and send for treatment in accordance with legislation and monitor monthly to minimize the environmental impact of waste. Whenever possible, Verdelago supports and participates in regional recycling programs;
- The soil is not polluted with petroleum derivatives or any persistent toxic compounds;
- Ensure good energy efficiency practices;
- Join the oil collection program for reuse.

IV. Human Rights Policy

Verdelago recognizes and complies with the principles contained in the Universal Declaration of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work. The Human Rights Policy reflects the company's commitment to conducting business in a

manner consistent with these principles, following responsible labor practices, and protecting human rights in all spheres. It will naturally comply with all applicable legislation in the Labor Code.

Verdelago intends to evaluate the annual performance of its employees, creating action plans, when appropriate, in order to complement/increase the competence of its team, using training whenever necessary.

In this regard, this policy has the following general objectives:

Freely chosen employment - Forced labor, whether in the form of slave labor, forced labor, or other contexts, is not acceptable. Mental and physical coercion, slavery, and human trafficking are prohibited;

All workers are treated with equality, respect, and dignity—No worker is subject to any physical, sexual, psychological, verbal harassment, abuse, or other form of intimidation. There is no discrimination in employment, hiring, compensation, promotion, discipline, termination, or retirement. Discrimination based on caste, nationality, ethnicity, religion, age, disability, gender, marital status, sexual orientation, union membership, political affiliation, health, disability, or pregnancy is prohibited. In particular, attention is given to the rights of workers who are most vulnerable to discrimination.

Commercial Exploitation - No form of commercial exploitation is tolerated. Sexual exploitation of adults, and especially of children and adolescents, is never acceptable;

Equal employment opportunities - The workforce is inclusive and represents many different cultures, backgrounds, and viewpoints. There is a commitment to ensuring equal opportunities for team members and to complying with all local laws and policies regarding equal opportunity;

Freedom of association - Workers' rights to freedom of association and collective bargaining are recognized and respected. Workers are not intimidated or harassed when exercising their right to join or refrain from joining any organization;

Health and safety - A healthy and safe workplace is provided to prevent accidents and injuries arising from operations, or occurring in the course of work or as a result of the employer;

All workers are of appropriate age - Under no circumstances will we employ or work with suppliers who employ workers under the age of 16, as specified by Portuguese law. When young workers are employed, working hours must not interfere with their schooling and they must not be allowed to perform tasks in areas that may be mentally, physically, or socially dangerous or harmful. Verdelago does not accept child labor in any form;

All workers receive fair wages - Workers receive a total compensation package that meets or exceeds the legal minimum. This amount includes wages, overtime pay or equivalent, social benefits, and workers' compensation insurance;

Reasonable working hours— Overtime is always voluntary. Workers are not required to work more than the normal hours and overtime permitted by Portuguese law. All overtime is remunerated/reimbursed in accordance with the legislation in force.

V. *Policy of Respect for the Community*

Verdelago is an active member of the community and is committed to working with and for the local community. Ensuring respect for the local population by its employees and customers through awareness-raising actions and initiatives that promote the preservation of the region's historical, cultural, and natural heritage and the dissemination of information to visitors about local customs and practices. Its mission is to strengthen communities and businesses to revitalize the local economy.

This premise is based on four principles:

- Contribute to local community development;
- All tourism operations are carried out with respect for local cultures and populations;
- Promote the restoration and protection of historical and cultural heritage;
- Encourage cultural activities as a tourist product.

In this regard, this policy has the following general objectives:

Establish and maintain an open channel of communication with the local community, allowing complaints and suggestions to be received;

Business activities—services/products—will be evaluated to ensure they do not negatively impact or compromise the supply of water, energy, use of land resources, rights of way or access to housing, or other basic services to individuals or neighboring communities;

Prioritize hiring local labor and training future professionals through internships created in partnership with various academic and vocational training institutions;

Prioritize the purchase of services and products locally;

Support and commit to regional waste minimization and recycling companies;

Include in the services provided, menus featuring regional cuisine that highlight typical local products, as well as information on cultural characteristics;

Promote visits to local activities/businesses through advertising/marketing;

Include in services, sale of regional items, and promotion of local activities;

Support local community development projects, whether with money, time, or underutilized resources that are in line with Verdelago's guidelines;

Inform customers about places, local services, handcrafted products, works of art, or other works of cultural value;

Provide information about unacceptable social behavior, conduct in sacred places, protected areas, among others.

VI. Occupational Health and Safety Policy

Verdelago believes that sustainable success can only be achieved through its employees. No other asset of the company is as important as its human resources, whose work contributes to achieving positive results for guests. Therefore, we channel all the energy and attention necessary to protect our employees, guests, service providers, suppliers, and other stakeholders.

The Sustainability Management Plan is based on the concept of continuous improvement. To this end, the goal is to constantly improve performance by designing and adapting processes, practices, and work systems for better ergonomics and greater safety.

In this regard, this policy has the following general objectives:

Ensure compliance with applicable laws, regulations, and requirements applicable to activities, as well as others to which it voluntarily adheres;

Plan all activities with the premise of preventing any type of accident and protecting employees in the workplace;

Foster a proactive safety culture by educating, training, and equipping employees to ensure they are able to avoid unsafe situations and respond quickly to unexpected events;

Inform about potentially dangerous behaviors and possible unpleasant outcomes through posters and stickers in areas that require care and attention (swimming pools, elevators, balconies, etc.). This applies to everyone who frequents the facility, including guests.

VII. Anti-corruption Policy

Corruption* causes poverty and suffering, inhibits economic growth, harms businesses both financially and in terms of reputation, and can result in criminal and civil liability and penalties for organizations and individuals.

Verdelago adheres to these principles in its guidelines, which contain an absolute prohibition on Corruption and Bribery** in relation to employees and suppliers. This policy must be complied with by its suppliers, under penalty of termination of the business relationship in the event of non-compliance. This policy reflects our ongoing commitment to the fight against corruption and our responsibility to the markets in which we operate.

In this regard, this policy has the following general objectives:

Conduct all business and partnerships with integrity and professionalism, fairly and honestly, complying with all applicable laws;

Prohibit corruption or bribery in any form, whether directly or through third parties, anywhere in the world. Offering or accepting bribes of any kind is not tolerable anywhere in the operation. We recognize that our reputation for integrity is one of our most valuable assets and that corruption is a threat to the business and our values;

All Verdelago employees are prohibited from soliciting, organizing, or accepting bribes for the benefit of the employee or the employee's family, friends, associates, or acquaintances;

All employees or agents shall not make direct or indirect contributions to political parties, organizations, or individuals involved in politics as a means of obtaining an advantage in business transactions;

Ensure that any charitable contributions and sponsorships are not used as a subterfuge for bribery;

Prohibit the offering or acceptance of gifts, hospitality, or expenses whenever it may affect, or be understood to affect, the outcome of unreasonable or good-faith commercial transactions;

All charitable contributions made will be publicly disclosed through appropriate channels.

***Corruption:** activity involving the abuse of a position or power to obtain an improper personal or business advantage, covering corruption in the public and private sectors and in active (paid) or passive (received) forms.

****Bribery:** means an incentive or reward offered, promised, or provided in order to obtain an unlawful commercial, contractual, regulatory, or personal advantage.

VIII. *Policy for the Conservation of Cultural Heritage*

Verdelago recognizes the importance and necessity of respecting and promoting local cultures and the historical sites where it operates.

In this regard, this policy has the following general objectives:

Ensure compliance with applicable laws, regulations, and requirements governing its activities, as well as others to which it voluntarily adheres, regarding the protection of historic sites and cultural heritage;

Not intentionally exploiting the intellectual and cultural property of surrounding communities;

Understand and actively seek to minimize the impact on built and natural environments caused by increased guest activity, without causing unnecessary impact on local flora and fauna;

Do not sell, trade, or display archaeological objects unless the corresponding licenses have been obtained;

Support and promote initiatives for the knowledge, appreciation, preservation, respect, and promotion of local culture;

Include, whenever sustainable, elements of local art, architecture, or cultural heritage in their processes;

Provide guests with information about cultural customs, beliefs, and appropriate verbal and nonverbal behavior, as well as information about preserving and accessing the history, culture, and natural environment of the surrounding people and community;

When welcoming guests, have informational material available to promote information about the culture of the local population, customs, and beliefs, as well as appropriate verbal and nonverbal behavior in the community;

Promote/support local conservation/protection entities in the management of natural areas and local wildlife habitats, always in a sustainable manner.

IX. *Purchasing and Services Policy*

Verdelago recognizes that a tourism company's purchasing process can have a positive impact by encouraging sustainably produced goods and services. Responsible purchasing is a tool for reducing negative environmental impact.

The objective of the Purchasing and Services Policy is to incorporate sustainability criteria into the goods and services purchased.

In this regard, this policy has the following general objectives:

Preferences for purchasing local products/services;

Choose certified suppliers that follow best environmental and social practices, whenever possible;

Opt for eco-friendly products such as recycled plastic, organic food, certified wood, among others;

Preference for unbleached paper (printing, napkins, tissues, or toilet paper) made with a minimum of 30% recycled material or PEFC/FSC-certified fibers;

Preference for detergents with Ecolabel or similar certification.

To ensure the above points, we have adopted the following purchasing and supplier selection procedure:

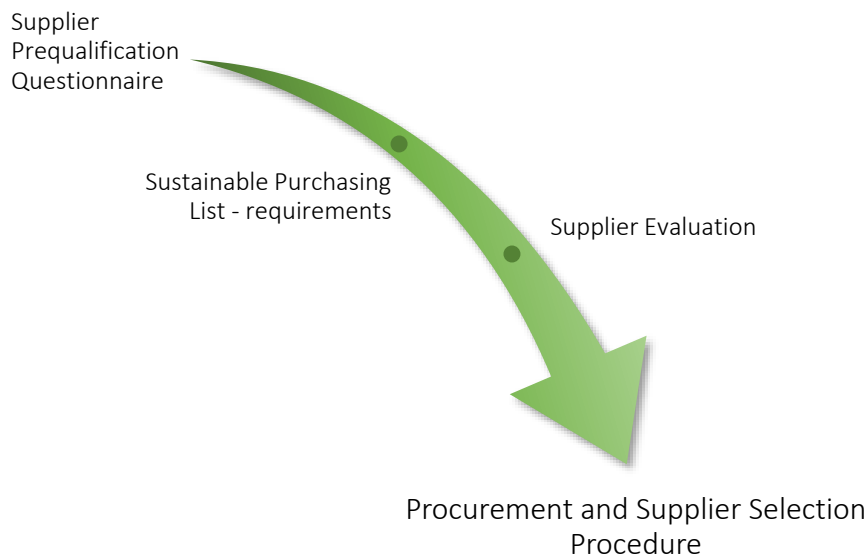


Figure 4. Procurement and supplier selection process.

11 Current practices

All policies adopted by Verdelago are applied from the ground up, and therefore, despite being a recent construction, there are already many environmental practices in place or being implemented. Below are some examples.

Energy		LED lights throughout the resort
		Solar Plant
		Internal travel by bicycle (or electric buggies)
		Various installations with light sensors
		Encouraging the reuse of towels
		Cold room temperatures monitored daily
		Monthly consumption monitoring
		Active energy only with key
Water		Encouraging the reuse of towels
		Automatic drip irrigation system
		Low-flow faucets
		Monthly consumption monitoring
		Use of native plants and/or plants with low water consumption
		Grease trap
		Dual flush toilet systems
Waste		Waste separation and recycling
		There are no disposable plates, cups, or cutlery in the kitchens
		Straw (made from rice) provided only upon request
		Paperless check-in and check-out
		Trash bags made from over 50% recycled plastic
		Collection and reuse of cooking oils
		Monthly monitoring of waste production

		Filtered water from the mains
		Dispensers for consumables (shampoo, shower gel, etc.)
		Meals prepared to order to avoid waste
Social		There is no discrimination whatsoever in the hiring of staff
		Continuous training for all employees
		Workers' compensation insurance for all employees
		Health insurance for permanent employees
		Collaboration with local sports clubs for use of the Verdelago sports complex
		Sale of handmade/local products
		Preference for local suppliers
		Promotion of services, events, and culture in the region
		Team building initiatives for staff
Biodiversity and Environment		Low light at night
		Analysis and monitoring of the forest area and reforestation of various areas
		Collaboration with nature conservation organizations
		Encouraging visitation on existing protected areas in the region
		Monitoring of wildlife at the resort
		Installation of nest boxes to encourage bird nesting
		Use of organic fertilizers
		Monitoring, analysis, and follow-up of the recovery of Mediterranean Temporary Pools (priority habitat) present in the resort

12 Improvement Plan

Verdelago Resort has installed various equipment and implemented measures that meet sustainable objectives at a sociocultural, environmental, and economic level. For this reason, setting improvement goals can be challenging, but not impossible.

We intend to continue to strengthen employee training on social, sustainability, occupational safety, and health topics, among others, and to raise awareness among guests to join Verdelago's sustainable initiatives.

Below are some actions that will be developed in the next phases of construction.

<i>Compost Bin</i>	A composter will be built for the purpose of reusing organic waste and transforming it into natural fertilizer.
<i>Biodiversity</i>	In partnership with nature conservation organizations, various initiatives and educational materials will be developed to enable an interpretive tour of the resort and raise awareness of the various species found here.
<i>Center for Interpretation, Protection, and Environmental Enhancement</i>	You will maintain the vision of sustainability and protection of the ecosystem and biodiversity of Verdelago Resort.
<i>Educational Farm and Organic Gardens</i>	Various activities will be developed in this area, namely an animal shelter, shelters and enclosures for various traditional animals from the region's rural areas, a farmyard, organic vegetable gardens and composting area, and a dryland orchard.
<i>New Lake</i>	Its main purpose is to store water for irrigating the green areas of the resort and the park itself, and it will be fed by water from a future desalination plant. It will also be used for recreational purposes, with the development of leisure and nautical activities.
<i>Desalination Plant</i>	It will ensure complete autonomy in the water supply for the project's irrigation network, supplemented, depending on availability, by other alternative sources, such as water from the Algarve' Sotavento Irrigation Perimeter or reused water from the Vila Real de Santo António Wastewater Treatment Plant (WWTP).

<i>Reduction in consumption</i>	Continuous monitoring of large consumers, evaluating and developing solutions aimed at optimizing consumption.
<i>CO² Quantification</i>	In order to implement reduction and/or compensation measures, the amount of greenhouse gases (GHG) - scope 1 and 2 produced by Verdelago's touristic operations will be calculated.

November, 10th, 2025

Reviewed and approved by



Paulo Fernando Fortunato Monteiro – General Manager of Development

