SOTOGRANDE® ANDALUCÍA | 2030



SUSTAINABILITY

01

A Vision for the Future

Why Sustainability?

Preserving what makes a place unique.





Sotogrande is entering a new phase of evolution in which growth, environmental stewardship and long-term value creation must progress in balance. After more than six decades as an international benchmark for residential living and sporting excellence, the challenge is no longer simply to preserve the destination's outstanding quality, but to ensure that this excellence remains aligned with the social, environmental and economic expectations of future generations.

Sustainability therefore becomes a strategic framework that guides decision-making, investment planning and resource management. It is not merely about reducing impact, but about creating a positive legacy for the landscape, the people and the community that make Sotogrande possible.

Scope of this Summary: This document provides an overview of the main progress and commitments set out in Sotogrande's Sustainability Plan. The information is based on the 2025 Sustainability Report and the 2024 and 2025 Non-Financial Information Statements (NFS), with performance monitored through KPIs, a Balanced Scorecard and regular reviews by the Sustainability Committee.

Our 2030 Ambition

From Sustainable Growth to Positive Impact.



The 2030 horizon sets out a clear roadmap: progressing towards climate neutrality, consolidating a circular economy model, enhancing people's wellbeing and strengthening Sotogrande's position as a leading European destination for sustainable residential tourism.

This vision is built on four fundamental pillars: the environment, people, economic prosperity and responsible governance. Together, they form an integrated strategy designed to ensure the destination's resilience and its ability to create lasting value over the long term.

2024

Initial Assessment (NFS and 2024 Strategic Plan).

2025 - 2029

Progressive implementation of actions 2025 NFS: updated materiality assessment and KPI monitoring.

2030

Climate neutrality. Circular economy. Regenerative tourism. Full integration of the SDGs.

2030 Goals	Water	Energy	Renewables	Emissions	Recycling	Landfill
	-25%	-20%	>60%	-50%	65%	<10%

02 | Protecting the Environment

Water as a Strategic Resource

Every Drop Counts.

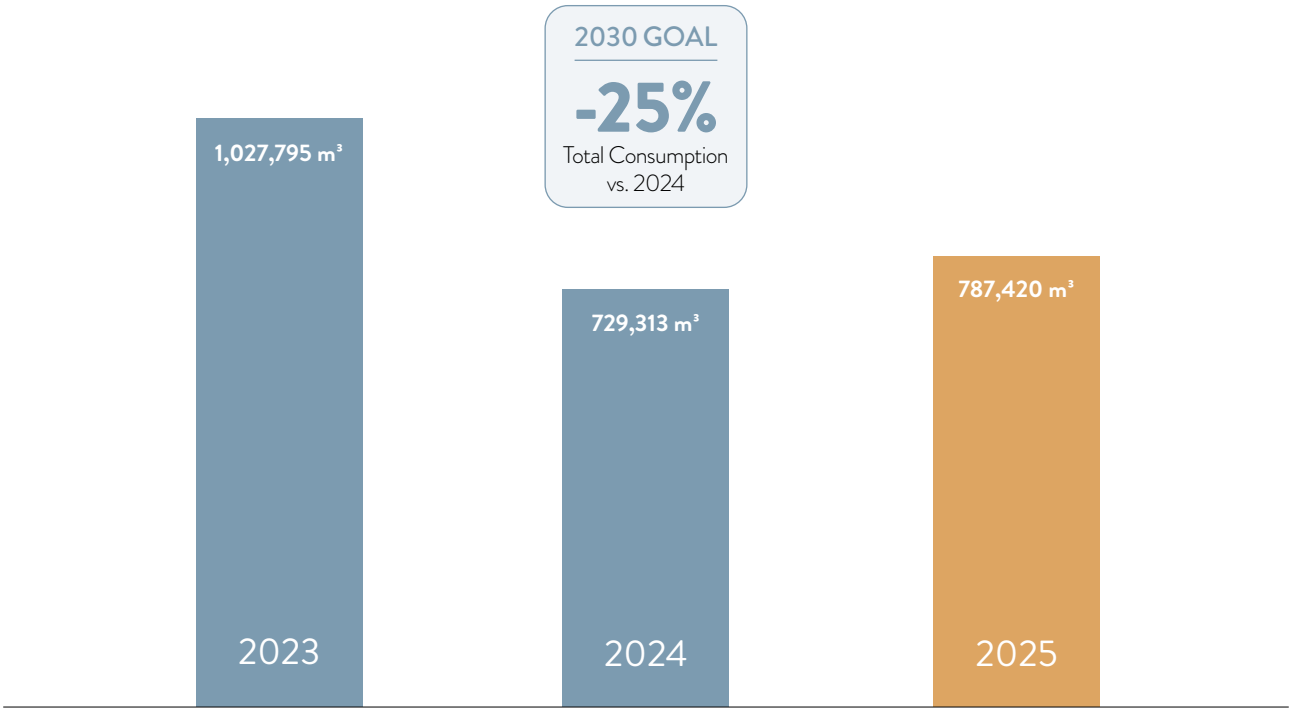


Water is one of Sotogrande's most critical environmental resources and a strategic priority within its 2030 roadmap. Increasing climate pressures, recurring droughts and evolving regulatory requirements call for increasingly efficient and responsible management practices.

In recent years, a range of initiatives has been introduced to optimise water consumption, improve infrastructure monitoring and encourage a culture of responsible use across sporting facilities, residential areas and shared spaces.

Looking ahead, the strategy focuses on integrating new monitoring technologies, advanced irrigation systems and data-driven management tools capable of maximising efficiency without compromising the landscape quality that defines the destination.

Water Consumption 2023–2025



Key Figure: In 2025, water consumption remains approximately 23% below the level recorded in 2023, although it has increased compared with 2024, a year shaped by drought-related restrictions.

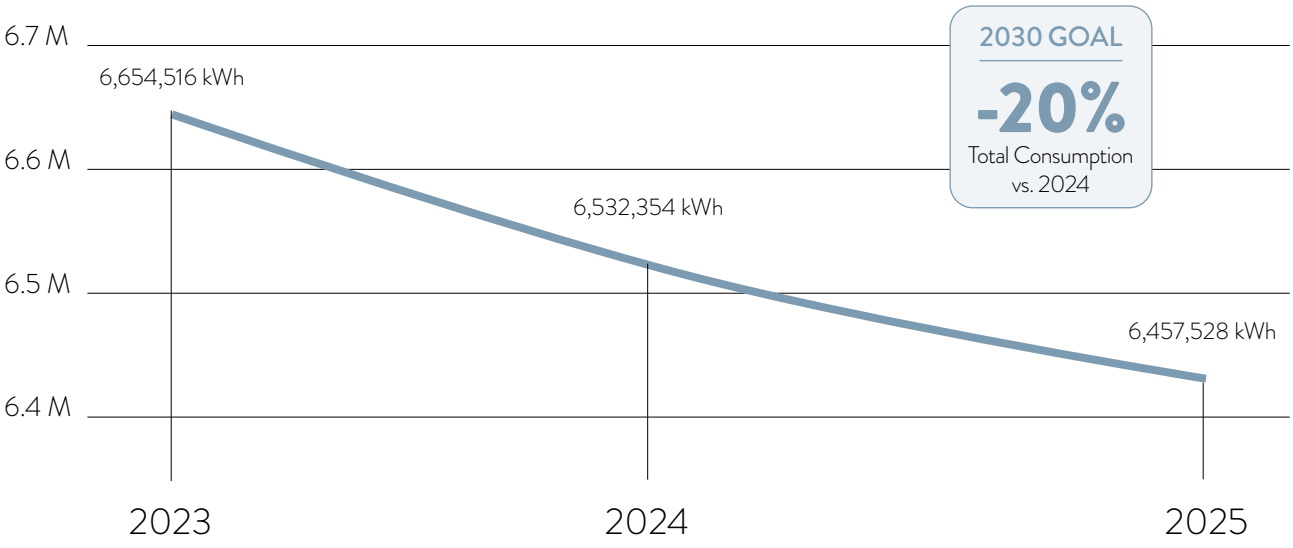
Reading the Data: The trend represents a significant improvement on 2023, while confirming that water remains one of the destination's key environmental challenges. The increase compared with 2024 should be viewed in the context of the exceptional drought restrictions in place during that year. The 2030 objective is to consolidate an advanced water management strategy based on telemetry, consumption monitoring, irrigation optimisation and greater efficiency per unit of service.

Driving the Energy Transition

The most sustainable energy is the energy we do not need to consume.

The energy transition is one of Sotogrande's key transformation priorities. Continuous improvements in energy efficiency, infrastructure modernisation and the progressive integration of renewable energy sources are helping to reduce the destination's environmental footprint while strengthening its resilience to future energy challenges.

Electricity Consumption 2023–2025

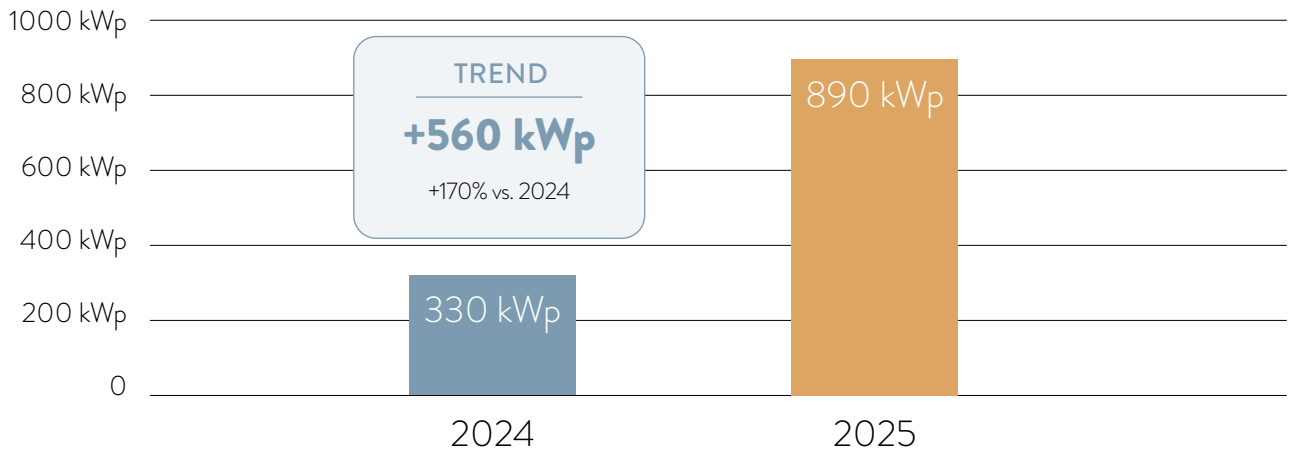


Key Figure: Cumulative reduction in electricity consumption between 2023 and 2025: −196,988 kWh (−3,0% compared with 2023). Fuel consumption also declined, with an 8,6% reduction in litres between 2024 and 2025.

Growth in Installed Photovoltaic Capacity 2024–2025

Sotogrande expanded its operational photovoltaic capacity in 2025 with the addition of the installation at SO/ Sotogrande, complementing the existing solar installation at La Reserva.

Installed Photovoltaic Capacity



The trend is based on cumulative installed capacity, the metric used for year-on-year comparison.

Installation Breakdown

Year	Operational Photovoltaic Installation	Capacity
2024	FV La Reserva	330 kWp
2025	FV Hotel SO/ Sotogrande	+ 560 kWp

2025 Environmental Note: In 2025, the photovoltaic installation at SO/ Sotogrande generated **618 MWh** of renewable electricity for on-site consumption, supplying **18%** of the hotel's total electricity demand and avoiding approximately **270 tCO_2**, according to the 2025 Non-Financial Information Statement (NFS).

Methodological Note: The trend is presented using cumulative installed photovoltaic capacity, as this is the metric that allows year-on-year comparison. The figures for electricity demand coverage and avoided CO_2 emissions are provided as contextual information for each installation, as they depend on the specific consumption profile of each asset and the calculation methodology applied.

Source: Sotogrande 2024 Non-Financial Information Statement (NFS) and Sotogrande 2025 Non-Financial Information Statement (NFS). Own elaboration.

Towards a Circular Economy

Resources do not end with their first use.





Responsible waste management is a fundamental part of Sotogrande's sustainability vision. The objective is to move towards a model in which materials remain in circulation for longer, reducing waste generation while increasing resource recovery.

Initiatives already in place include selective waste collection systems, the recovery of green waste, composting, and programmes designed to encourage waste separation at source across both operational facilities and residential areas.

1

SEPARATION

We separate waste at source to ensure its proper treatment.

2

RECYCLING

Materials are transformed into new resources through recycling processes.

3

COMPOSTING

Organic waste is transformed into compost, naturally enriching the soil.

4

REUSE

We give products and materials a new life wherever possible.

5

RECOVERY

We recover the value of waste to generate environmental and energy benefits.

The next step will be to improve traceability by waste stream, treatment certification and final destination, enabling the accurate measurement of recycling and recovery rates.

2030 Goals

Recycling	Landfill
65%	<10%

Protecting Biodiversity

Nature is the destination's most valuable asset.



Biodiversity at Sotogrande is more than a landscape feature; it is a vital natural asset for climate adaptation, ecological connectivity and the long-term resilience of the territory.

Current initiatives focus on enhancing biodiversity through chemical-free biofiltration, micro-reserves, reforestation with native species, ecological corridors and collaboration with environmental specialists.

Looking ahead, the vision is to integrate science-based conservation criteria and robust monitoring systems capable of measuring the long-term evolution of the ecosystems associated with the destination.

03 | People at the Heart



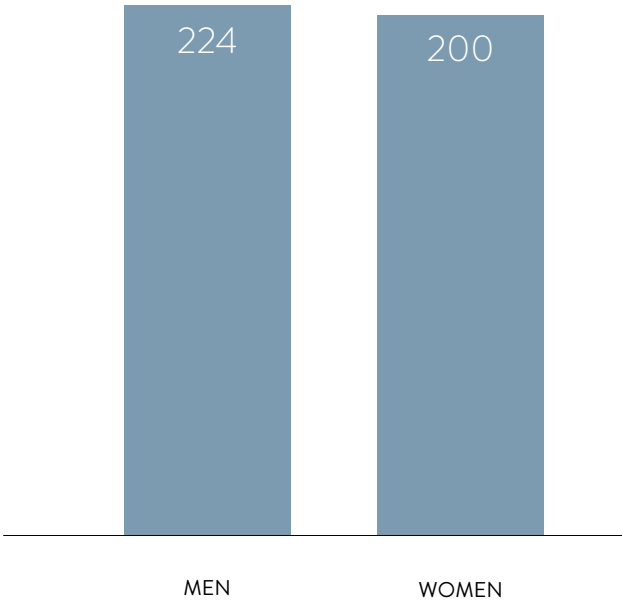
Talent Shaping the Future

People are the true infrastructure of a destination.

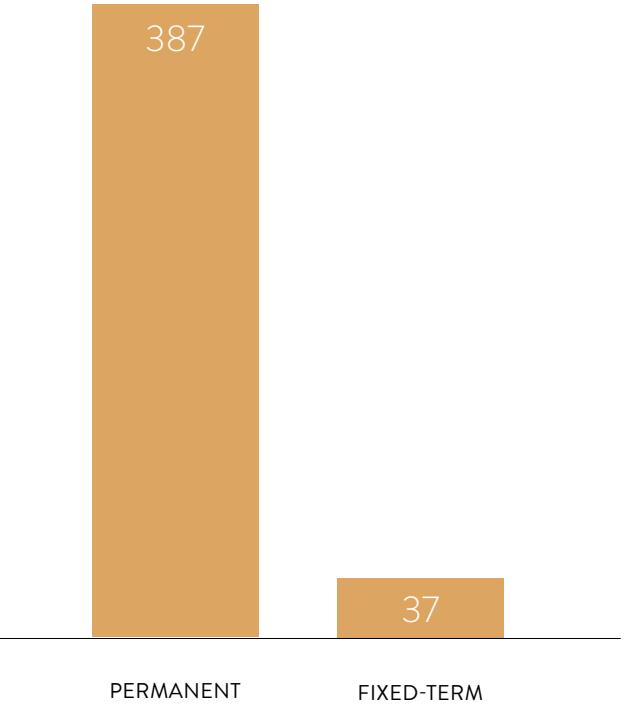
Behind every project, every service and every experience is a team of people driving Sotogrande's continued evolution. Employment stability, continuous professional development and employee wellbeing are essential to maintaining the standards of quality that define the destination.

With a workforce of 424 professionals and a high level of employment stability, Sotogrande has established a particularly resilient employment model within a sector traditionally shaped by seasonality.

Workforce Distribution



Contract Types



Key Figure: 95% of employees are on permanent contracts.

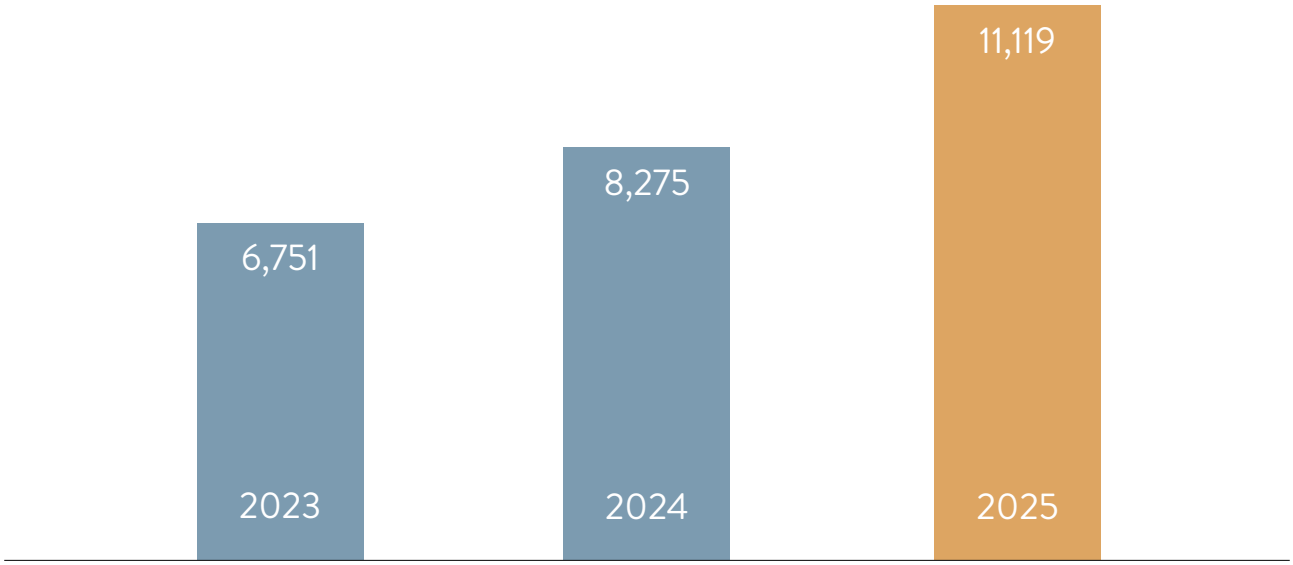
Learning to Evolve

Learning drives transformation.

Investment in knowledge is one of the most powerful tools for addressing future challenges. In 2025, a total of 11,119 training hours were delivered, equivalent to 26,2 hours per employee, covering areas such as innovation, digital transformation, artificial intelligence, sustainability, health and safety, and regulatory compliance.

Beyond technical skills, this commitment strengthens employability, enhances adaptability and supports the professional development of the people who make up the organisation.

Training Hours



Key Figure: +34% vs. 2024

Ratio: 26,2 hours per employee in 2025

2030 Goal: Achieve a minimum of 30 hours of training per employee per year.

Wellbeing and Quality of Life

Caring for people is a long-term investment.



Social sustainability means creating working environments that are safe, healthy and inclusive. Psychological support programmes, work-life balance initiatives and wellbeing policies reinforce the organisation's commitment to the people who are part of it.

Building a culture centred on people's wellbeing also provides a competitive advantage in attracting and retaining talent.

24/7 psychological support service | 100% return to work after maternity leave | 100% return to work after paternity leave

04 Creating Value



A Distinctive Economic Model

Creating economic value and creating value for the region must be part of the same equation.

Sotogrande's model brings together residential, tourism, sporting, commercial and service activities within an integrated ecosystem capable of generating long-term prosperity, while remaining less dependent on seasonality than many traditional tourist destinations.

The presence of thousands of international residents, a well-established business community and a high-quality offering strengthens the destination's ability to attract both investment and talent.



Destination at a Glance:

7,000 private properties | 300 associated businesses | 2,500 permanent international households
€138 million Sotogrande Group revenue in 2025

Leading Through Excellence

Reputation is built on decades of consistency.

Sotogrande's position as an international benchmark is founded on a unique combination of residential quality, world-class sporting facilities, an outstanding natural setting and premium services. Certifications, recognitions and internationally recognised standards reinforce this value proposition while inspiring confidence among residents, visitors and investors.

Certifications:

ISO 9001 · ISO14001 · GEO CERTIFIED · BANDERA AZUL · BREEAM (Village Verde Phase II)



Investment and Growth

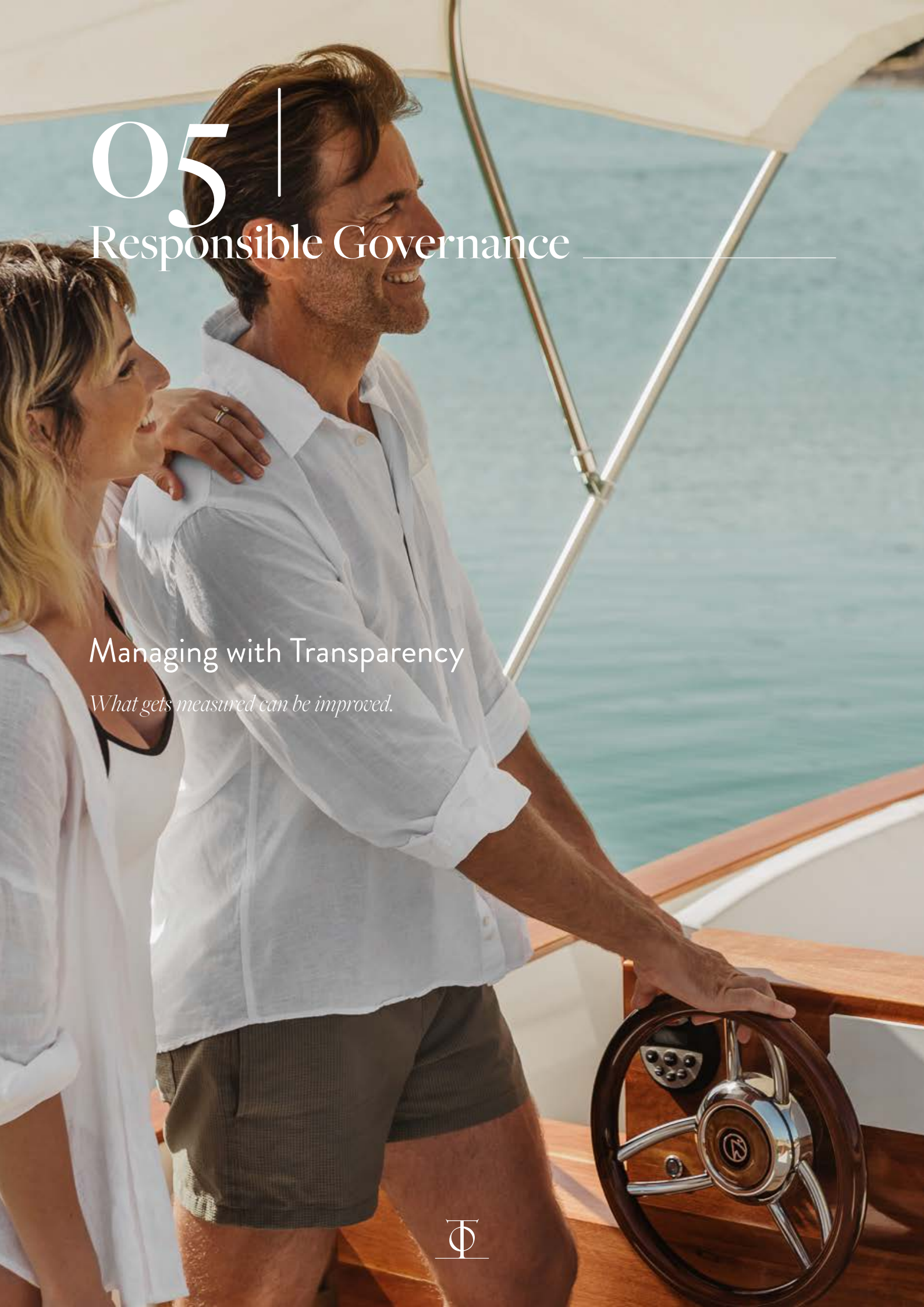
Investing today to create lasting value tomorrow.

Sotogrande's recent evolution reflects a long-term growth strategy founded on quality, innovation and the continuous enhancement of its assets. New residential developments, infrastructure upgrades and sustainability-focused projects strengthen the destination's competitiveness and reinforce its international appeal.



Village Verde phase II: 75 homes delivered | €684 million in assets under management by Sotogrande Group's Real Estate Division | New developments: The Collection · Club Villas · San Roque

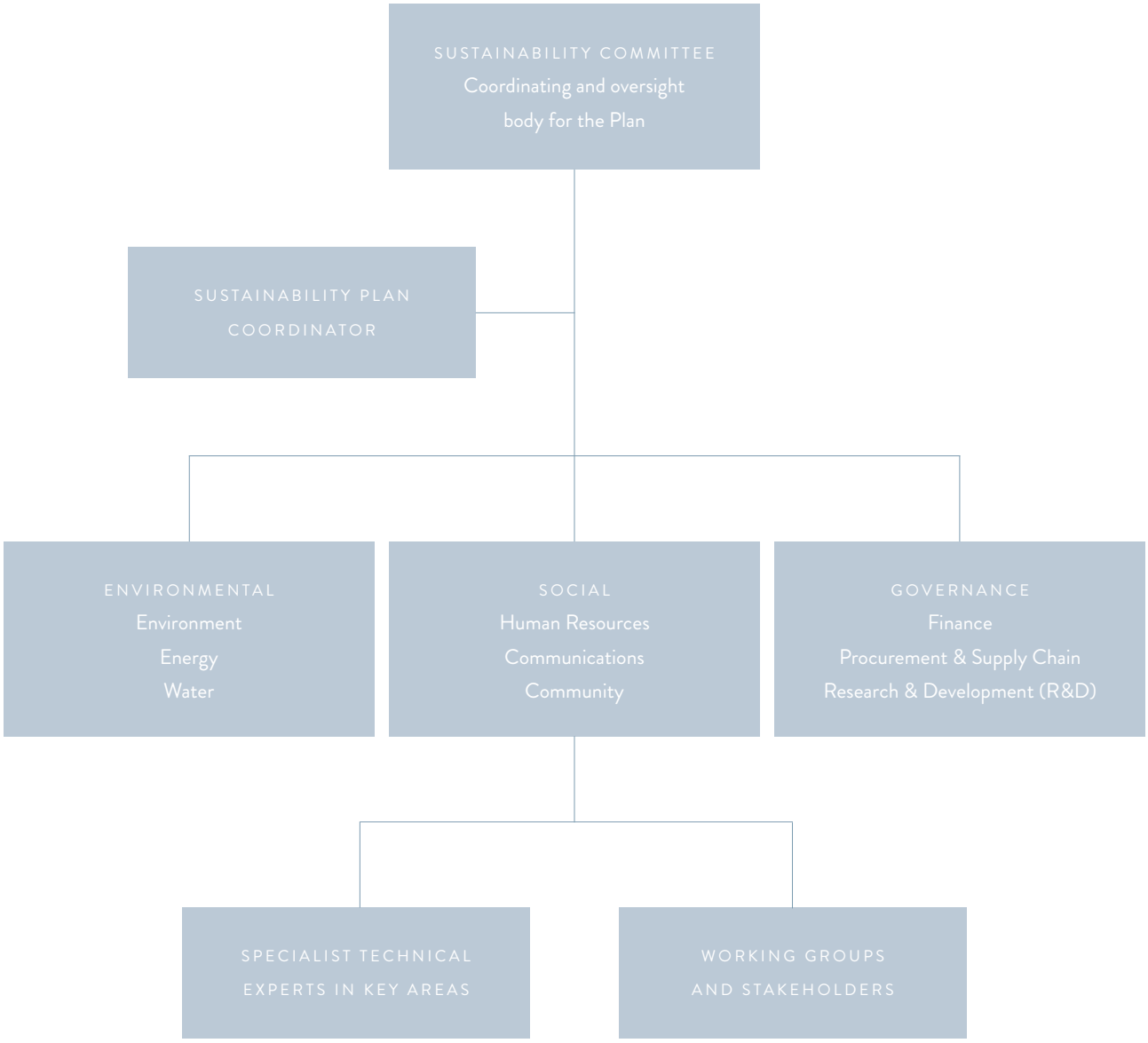
05 | Responsible Governance



Managing with Transparency

What gets measured can be improved.

Sustainability requires robust structures for monitoring, evaluation and decision-making. The Sustainability Committee acts as the coordinating body for the ESG strategy, promoting a cross-functional approach that integrates environmental, social and economic considerations into the day-to-day management of the destination.

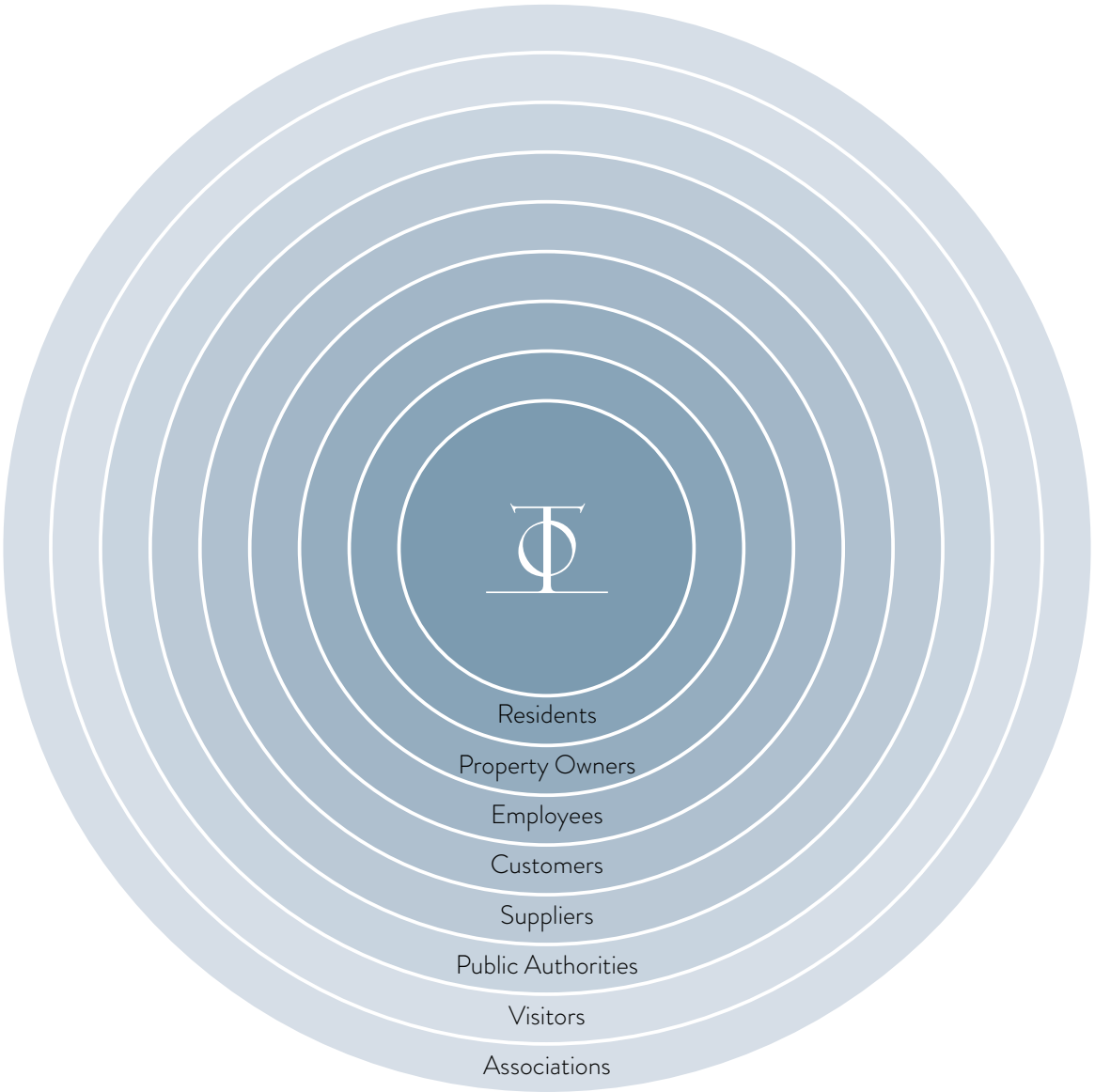


The Balanced Scorecard links objectives, actions, indicators, responsibilities, timelines and supporting evidence, enabling effective monitoring and the continuous improvement of ESG performance.

Listening to Move Forward

Sustainability is built through dialogue.

Property owners, residents, employees, suppliers, public authorities and community organisations form part of the stakeholder ecosystem that helps strengthen decision-making and drive the continuous improvement of the sustainability strategy.



Dialogue with stakeholders is supported by materiality matrices, working groups and regular reviews, enabling the integration of the expectations of employees, residents, customers, suppliers, public authorities, visitors and environmental organisations.

06

2030 Roadmap



The Four Commitments

Turning Vision into Results.

Environment

Protecting the environment that defines the destination.



The conservation of natural resources lies at the heart of Sotogrande's sustainability model. Its environmental strategy promotes more efficient water and energy management, advances the circular economy and strengthens biodiversity protection. The aim is to preserve the ecological value of the area while enhancing its resilience to future climate challenges.

2030 Environmental Goals	Water	Energy	Renewables	Emissions	Recycling	Landfill
	-25%	**-20%**	**>60%**	**-50%**	**65%**	**<10%**
	2025: 787,420m³ (2024 baseline: 729,313 m³)	2025: 6,457,528 kWh (2024 baseline: 6,532,354 kWh)	2025: Pending consolidation of total photovoltaic generation.	2025: 1,953.4 tCO_2e (2024 baseline: 1,975.9 tCO_2e)	2025: Pending systematic measurement.	2025: Pending systematic measurement.

People

People are the driving force behind transformation.



Talent development, continuous learning and employee wellbeing will remain strategic priorities. Sotogrande is committed to safe, inclusive working environments that support professional growth. Strengthening the corporate culture also means enhancing the organisation's capacity for innovation and adaptation.

2030 People Goals

JOB STABILITY	TRAINING	EMOTIONAL WELLBEING	RISK PREVENTION	EQUALITY & WOMEN'S LEADERSHIP
Promote stable, high-quality employment to support long-term professional development.	Achieve at least 30 hours of training per employee each year to continue developing talent.	Promote working environments that support mental health and employee wellbeing.	Zero harm as the goal. A culture of prevention, continuous training and safe working environments.	Promote equal opportunities and increase the representation of women in leadership roles.

Prosperity

Creating shared long-term value.



Economic growth should contribute to the sustainable development of the destination and its surrounding area. The prosperity strategy aims to strengthen Sotogrande's international position, attract high-quality investment and reinforce the local business ecosystem. The objective is to create lasting value responsibly for future generations.

Governance

Managing with transparency and accountability.



Robust governance is essential to ensure credibility and the effective delivery of commitments. Sotogrande will continue strengthening its ESG management model through the progressive implementation of double materiality assessments, performance monitoring via the Balanced Scorecard, enhanced risk management, and continuous improvements in data verification and traceability.

Although full application of the CSRD and ESRS standards is not yet a direct requirement for Sotogrande at this stage, the group is progressively aligning with these European frameworks in order to anticipate future reporting requirements, improve data quality and reinforce transparency with its stakeholders.

This approach will support the development of a sustainability framework that is more measurable, comparable and verifiable, while promoting transparency, stakeholder engagement and continuous improvement.

Sotogrande 2030

Building a destination where prosperity, people and nature thrive together.



Sustainability is not a final destination, but a continuous process of improvement. Through this vision, Sotogrande reaffirms its commitment to leading a new approach to residential tourism—one that is more responsible, more resilient and more closely connected to the needs of the region and future generations.

Progress against this roadmap is monitored through ESG indicators, the Balanced Scorecard and the annual review carried out by the Sustainability Committee.

Sotogrande. Extraordinary by Nature.

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