



HAMMERSON

HAMMERSON PLC

Charitable Donations Policy

Updated: 2026



Charitable Donations Policy

Our purpose is to create outstanding experiences in unique city locations. This is underpinned by our vision of having exceptional destinations that connect communities, delivering a positive impact for generations to come. Charitable giving plays an important role in supporting the communities where we operate and aligns with our Social Value Strategy.

We are committed to making charitable donations in a transparent, responsible and consistent way, ensuring that our contributions deliver tangible positive impact and reflect our values as a business. This is facilitated by an Environmental and Energy Management System ('EEMS'), that enables strategic management and public reporting of our social value and related colleague volunteering activities.

The aims of the Charitable Donations Policy are to:

- Provide a clear and consistent framework for the approval and allocation of charitable donations across the Group.
- Deliver meaningful, measurable social impact by supporting charities and initiatives that align with Hammerson's purpose, values and Social Value strategy.
- Respond to genuine local needs by combining strategic corporate partnerships with destination-led local bursaries.
- Maximise the positive contribution of our colleagues by supporting and complementing colleague-led fundraising activity through match funding.

Corporate charitable donations

Hammerson maintains a central budget for corporate donations. This budget is allocated between:

- **Corporate charity partners**, who each receive an annual grant; and
- **Ad hoc charitable donations**, made in response to specific needs or opportunities that align with our social value priorities.

Our corporate charity partners are reviewed annually to ensure continued alignment with our purpose, values and strategic priorities. The appointment or reappointment of corporate charity partners is approved by the Chief Executive Officer and the Chief People Officer.

Ad hoc charitable donations are approved in line with the following thresholds:

- Donations of up to £1,000 are approved by the Head of ESG; and
- Donations over £1,000 are approved jointly by the Head of ESG and the Deputy Chief Finance Officer.

Destination charity bursaries

Each destination is allocated an annual budget to provide a bursary to a local charity partner. In some cases, this bursary may be split between two charity partners.

Destination charity bursary partners are reviewed annually and selected by a panel of destination colleagues. The Hammerson ESG team retains oversight of this process and supports with the selection of each partner. Bursary partners must:

- Be registered charities;
- Deliver tangible, measurable impact; and
- Operate in, or provide clear benefit to, the local area surrounding the destination.

Ineligible charities

Hammerson does not make charitable donations to:

- Religious or political charities; or
- Charities with a clear or implied religious or political affiliation.

This restriction applies to all corporate donations, destination charity bursaries and colleague match funding.

Colleague match funding

Hammerson provides match funding to complement colleagues' fundraising activities and to encourage personal engagement with charitable causes.

Match funding is available on the following basis:

- Up to £250 per colleague, per charity, per year; and
- Subject to the charity meeting the eligibility criteria set out in this policy.

Match funding will not be provided for fundraising activities undertaken in support of religious or political charities, or charities with a clear or implied religious or political affiliation.

Colleagues wishing to request match funding must inform the ESG Manager in advance of any fundraising activities or events. Match funding will be provided by Hammerson either:

- Via payment through a recognised fundraising platform (for example, JustGiving); or
- Directly to the charity.

Match funding will not be paid directly to colleagues.

This policy was approved by the Hammerson plc Board in April 2026 and has been signed on its behalf below. Responsibility for the implementation of this policy lies with the Group Executive Committee, which is also tasked with periodically reviewing the Group's ESG performance to ensure applicability and adherence to best practice. Responsibility for overseeing this policy and ensuring it is upheld lies with Rob Wilkinson, our Chief Executive Officer.



Rob Wilkinson,
Chief Executive Officer
April 2026