

HUMAN RIGHTS POLICY

The Macerich Company requires that employees conduct business with integrity, as further set out in the Code of Business Conduct and Ethics with additional standards imposed on its CEO and all senior financial officers in the Code of Ethics for CEO and Senior Financial Officers. Macerich is also committed to respecting human rights, as guided by principles set forth by the UN Guiding Principles on Business and Human Rights (the UNGPs), the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, and the International Bill of Human Rights, which encompasses the UN Universal Declaration of Human Rights. Macerich strives to conduct business consistent with these principles.

This Human Rights Policy applies to the Macerich Company, its employees and its vendors and suppliers. Additionally, Macerich expects our vendors and significant suppliers to uphold these principles and urges them to adopt similar policies, as outlined in our Supplier Code of Conduct. While Macerich conducts business operations domestically in the United States, the Company supports and respects human rights globally.

HUMAN RIGHTS

Macerich is committed to reducing our Human Rights risks—in our operations, our partnerships, the communities in which we serve and our supply chain. Human Rights risks include human trafficking, forced labor and/or child labor, discrimination, the right to collective bargaining and freedom of association, equal pay, and health (i.e., poor working conditions and fair wages). We are committed to fostering engagement with all our stakeholders to identify, address, and combat human right risks. This involves routinely evaluating this policy's effectiveness.

Macerich strives to treat all individuals with dignity and commits to comply with all applicable laws and regulations with regard to employment practices including but not limited to maximum working hours, freedom of association and right to collective bargaining, legally required benefits, health and safety, acceptable working and living conditions, right to clean water and non-discrimination. We expect our employees, suppliers, and third-party contractors (tier 2 suppliers) to not only maintain but enforce our stance on human rights.

FORCED, INVOLUNTARY & CHILD LABOR

Macerich condemns the use of all forms of forced labor, including bonded, indentured, prison or child labor, modern forms of slavery and any form of human trafficking as well as imposition of recruitment fees on workers, and fosters a workplace that is free from corporal punishment, intimidation and

coercion as well as undue control (workers should at all times retain control of government issued documentation and travel documents and have the ability to freely and safely exit the workforce). Macerich will work with its vendors and significant suppliers to address the foregoing, and if identified, seek to remedy them. All workers should be free to terminate their employment at any time. Macerich will adhere to minimum age provisions under applicable laws.

HEALTH & SAFETY

Macerich is committed to providing a safe and healthy working environment for the well-being of employees and applies health and safety management practices to prevent accidents and injuries and provide health related benefits to employees. See the Company's overarching commitment to these goals outlined in the *Macerich Health & Safety Policy*.

NON-DISCRIMINATION & HARASSMENT

Macerich commits to provide a work environment that is free of unlawful discrimination, harassment and retaliation. The diversity of the Company's employees is one of our strongest assets and it is, therefore, incumbent upon each of us to maintain an environment that is open and inclusive to all. In keeping with this commitment, Company policy prohibits all forms of unlawful discrimination, harassment and retaliation, including sexual harassment and harassment, discrimination or retaliation based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, sex stereotyping, pregnancy, denial of medical and family care leave, pregnancy disability leave, or military and veteran status or any other characteristic protected by applicable law.

This policy also affirms the Company's commitment to upholding and protecting the rights of women. Macerich maintains policy and procedural safeguards for women in the workplace that include but are not limited to pregnancy discrimination, pay inequity, job protection due to parental leaves of absence and lactation accommodations.

Macerich provides all employees relevant mandatory anti-harassment and non-discrimination online training in accordance with applicable laws.

EMPLOYEE DEVELOPMENT & OPPORTUNITY FOR ADVANCEMENT

Macerich seeks to create an environment where all employees are treated in a similar manner in regard to recruitment, compensation and benefits, training, promotion, transfer and termination, and solely based upon their abilities to meet the requirements and standards for the role. Macerich offers all its employees several development training pathways to upskill in technical and professional competencies. On average, 99% of employees take 3 hours of training per year.

COMMUNITY

Macerich respects the values of the people in the communities in which we operate. Macerich seeks to contribute, within the scope of our capabilities, to improving the economic, environmental and social conditions of the communities in which we operate and serve as a positive influence through programs based on local priorities.

ACCOUNTABILITY PROCEDURES & REPORTING CONCERNS

The commitments and standards of conduct described in this Human Rights Policy are critical to the ongoing success of Macerich. If an employee has any concerns about compliance or ethics issues while working for Macerich or wants to report illegal or unethical activities that may involve Macerich employees, contractors or suppliers or vendors, contact:

Olivia Bartel Leigh, Executive Vice President of Enterprise Operations | Olivia.Leigh@Macerich.com

The Macerich EthicsPoint system may also be used for reporting concerns. EthicsPoint allows individuals to anonymously report concerns or violations of this policy either through the online portal or a toll-free phone line. EthicsPoint is available 24 hours a day, seven days a week so unethical situations and compliance concerns may be reported anonymously and in privacy. No call-tracing or recording devices are used when reporting concerns.

EthicsPoint Online Reporting System: <https://macerich.ethicspoint.com/>

EthicsPoint by Phone: 1-833-612-2281

All matters raised in good faith through these reporting lines will be handled in a non-retaliatory basis and Macerich will attempt to preserve confidentiality to the extent that the needs of the situation permit. Macerich will not tolerate retaliation towards individuals who raise concerns in good faith.

Annually a third-party auditor ensures the operation and confidentiality of the EthicsPoint system.

POLICY REVISIONS

This Human Rights Policy is subject to revision and update from on an annual basis, with approval by Macerich's Executive Vice President of Enterprise Operations. This policy was approved and made effective by the Executive Vice President of Enterprise Operations on *June 24, 2025*.