



Sustainability Performance report

For the participation in the European Public Real Estate Association 2024 Assessment



June 2024

Introduction

Prodea Investments (the Group) is committed to reporting the sustainability profile of its real estate assets in a transparent manner, in line with the EPRA's Best Practice Recommendations on Sustainability Reporting.

EPRA is a non-profit association based in Brussels that represents the European publicly listed real estate companies. The following information represents a summary of the environmental, social and governance performance of Prodea Investments' assets, for the calendar year ending 31/12/2023. Where available, performance metrics are presented throughout the report, following the EPRA Sustainability Best Practice Recommendations.

Information on overarching recommendations

1. Organisational boundaries and coverage notes

Prodea Investments uses the operational control approach to define the boundaries and identify the assets that are included in this report, as defined in the ISO 14064-1: 2018 Standard and the National Climate Law (L. 4936/2022) that Prodea Investments must conform to. As a result, the following assets are related to the company's operational control:

- a) PRODEA Investments' HQ. The Group has 1 asset (Prodea Investments HQ - owned offices, 100% coverage) that falls under this category and for which it has occupational and operational control and as such is responsible for the utility consumption as per the scope of this report.

Regarding the company's buildings, the company owns more than 300 buildings in Greece, Italy, Cyprus, Bulgaria and Romania. However, the Company maintains the operational control only for its headquarters. The operational control for the rest of the buildings in its portfolio falls under tenants' responsibilities. Non-leased buildings, where their control can be temporarily transferred to the company, do not consume energy and therefore performance related data are not recorded.

Within the set organizational boundary, the following information is reported:

- a) Performance-related data; for the assets the Group is responsible for the utility consumption as per the scope of this report. The Group has 1 asset (Prodea Investments HQ - owned offices) that falls under this category and for which it has occupational and operational control.
- b) Consumption-related data; for the HQ building, energy and water and waste consumption information is presented.

2. Reporting period

For this submission, performance data are provided for the calendar years of 2022 and 2023.

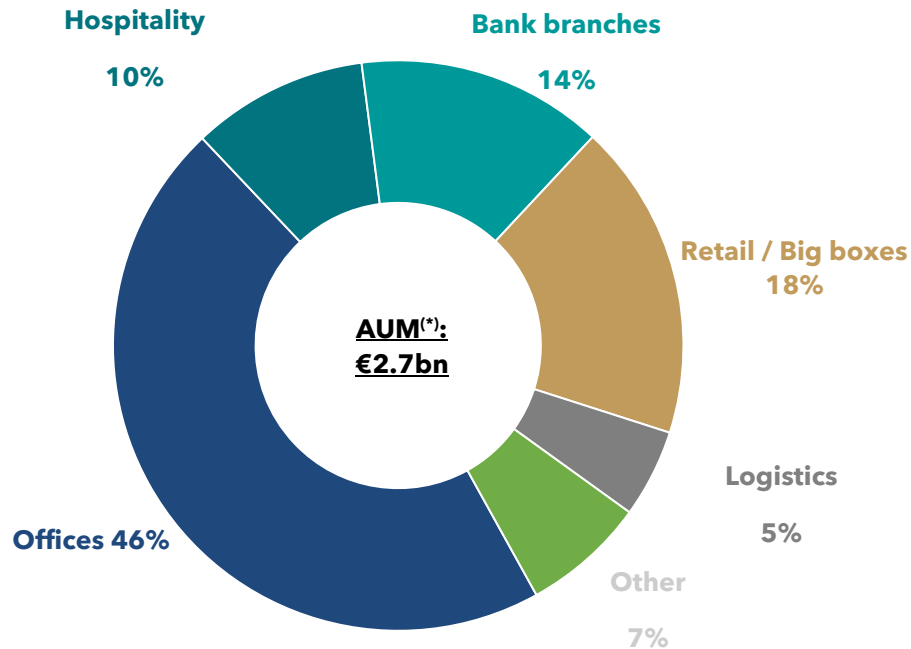
3. Utility consumption data

Energy and water consumption data is gathered using their respective invoices. Waste data is collected using the certificates issued by the waste management companies. Since the building is owned and controlled entirely by Prodea Investments all the invoices and certificates are issued to Prodea Investments and no estimation of landlord-obtained utility consumption is needed.

4. Analysis – segmental analysis (by property type and geography)

In 2023, the portfolio of Prodea Investments was spread across 5 countries with assets located in Greece, Italy, Cyprus, Bulgaria, and Romania. The majority of the properties were located in Greece. The portfolio consisted of 330 commercial properties totaling 1.4 million square meters. The percentage of Prodea Investments' properties per country and the breakdown of properties per type (primary use) is displayed in the following figures.

Please refer to Prodea Investments' Investment Schedule Report (from January 1st to December 31, 2023) for further information on the portfolio¹.



Hellenic Market: 281 properties in Greece and 21 properties in Cyprus with value of €2,189m.

Italy 24 properties in 16 cities with value of €381m.

Bulgaria & Romania: 4 properties with value of €107m.



¹ <https://prodea.gr/cms/uploads/2024/02/Prodea-Investments-Investment-Schedule-31.12.2023-1.pdf>

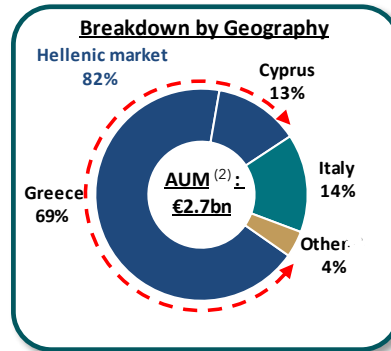
* AUM includes GAV plus Prodea's participation of the GAV of JVs' properties which is calculated as the GAV of each properties times Prodea's participation of each company

Hellenic market: 281 properties in Greece and 21 properties in Cyprus

AUM Value: €2,189m | GLA: 1,091k sqm | Occupancy: 95.1% | Key cities ⁽¹⁾: 85.2%

Italy⁽¹⁾: 24 assets in 16 cities

AUM Value: €381m | GLA: 176k sqm | Occ.: 71.2% | Key cities ⁽¹⁾: 60.1%



- Number of properties
- Commercial ports
- International airports

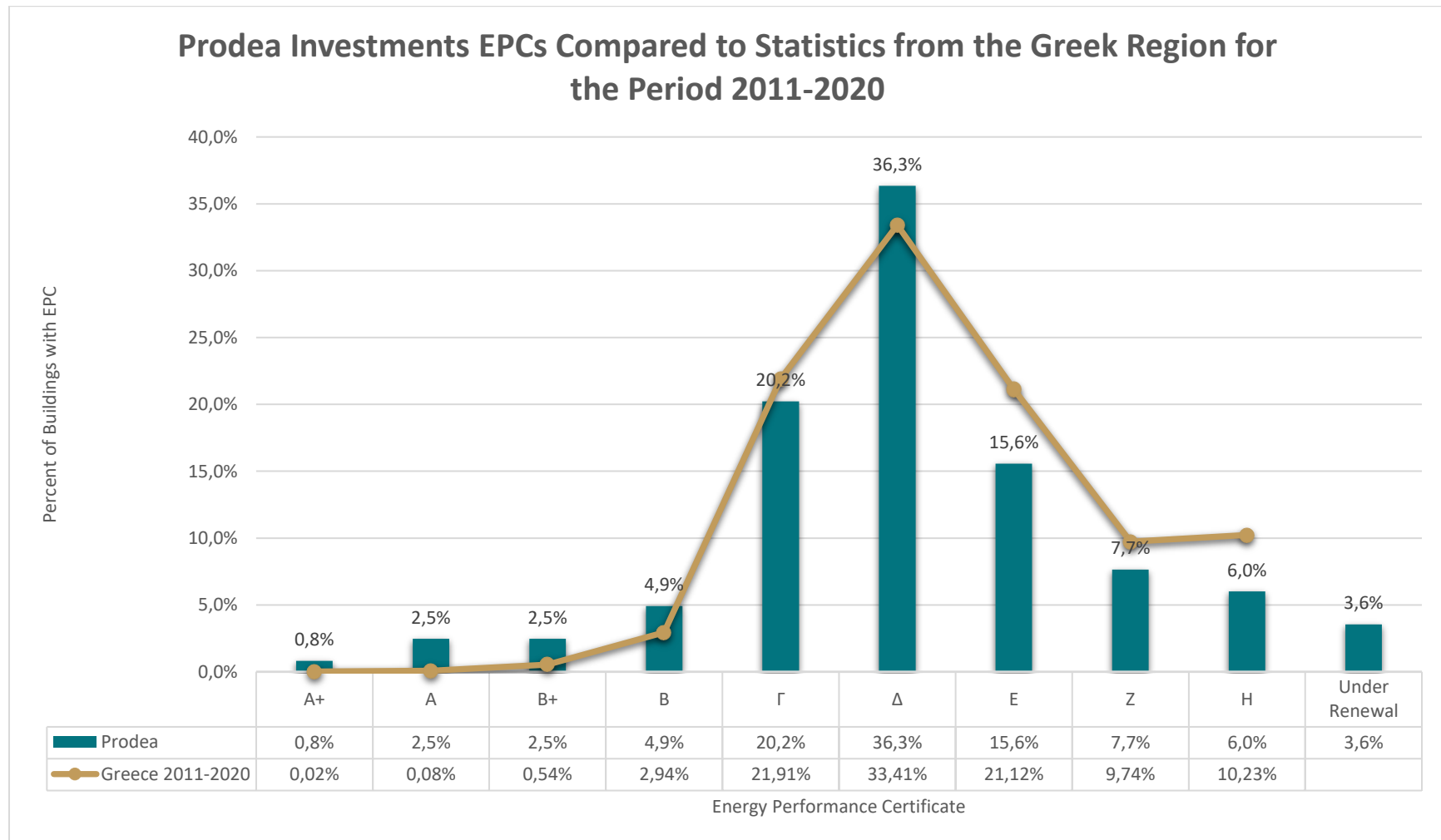
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² Prodea Investments footprint:

(1) Key cities defined as Attica (GR), Thessaloniki (GR), Nicosia (CY), Limassol (CY), Rome (IT), Milan (IT), Bologna (IT), Genova (IT), Sofia (BG) and Bucharest (RO).

(2) AUM includes GAV plus Prodea's participation of the GAV of JVs' properties which is calculated as the GAV of each properties times Prodea's participation of each company.

In the following graph the Energy Performance Certificates (EPCs) issued for Prodea’s properties located in Greece are compared to those issued for the national building stock for the years 2011-2020. The data presented are the best available indicators of performance for the assets that Prodea leases since raw data have very little coverage and are highly unreliable while the EPCs are externally validated and submitted to Government Platforms. Finally, it is worth noting that Prodea Investments continuously tries to improve the coverage and quality of the data collected year on year by developing synergies and offering services like the Building X Energy Management platform.



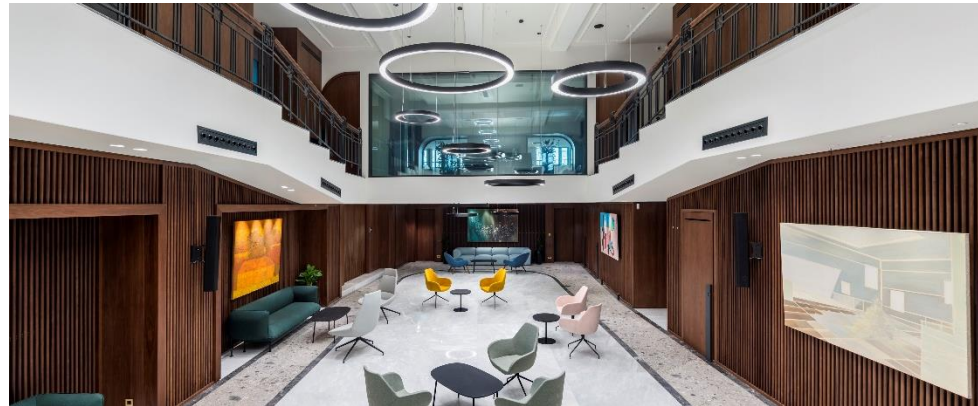
Performance – environmental data

The following paragraphs analyze the performance of Prodea Investments’ solely controlled asset (HQ office). As mentioned above, the Group does not control and as such, it is not liable for the performance of its leased assets.

Environmental responsibility

A set of strategic measures and actions are implemented to reduce Prodea Investment’s environmental footprint. By following these actions, the Group aims at improving the energy efficiency of its buildings, preventing and reducing pollution, minimizing the use of natural resources and reducing emissions. With respect to nurturing an environmentally responsible culture, the Group also focuses on providing ongoing information and training to its people and stakeholders.

The Group recognizes the significant impacts of its operations and implements the following environmental initiatives:



- ❖ Compliance with all the effective legal and regulatory requirements
- ❖ Systematic monitoring of the impact of the company's operations on the environment, including identifying the significant matters and risks
- ❖ Adoption of preventive measures to reduce pollution and minimize the use of resources and relevant emissions
- ❖ On-going provision of information, training and increasing awareness of the Company’s human resources in adopting environmentally responsible culture and achieving corporate objectives
- ❖ Adoption of a corporate environmental policy to ensure the functionality of the framework via which the company achieves its environmental objectives
- ❖ Comparative evaluation of the company's properties through issuing energy performance certificates
- ❖ Identification of opportunities to improve the portfolio’s energy efficiency performance
- ❖ Taking into consideration the multiple benefits of sustainable properties when taking investment decisions
- ❖ Constantly increasing the number of environmentally certified properties based on international sustainability standards.

Energy use

The electricity consumption at the HQ office increased by 5,8% on a year-on-year basis between 2022 and 2023. Specifically, in 2023, the electricity consumption was 306.697,2kWh compared to 289.965,6 kWh in 2022 with the absolute increase compared to 2022 being equal to 16.731,6kWh. The kWh consumed per m² also increased by 5,8% from 99,56 in 2022 to 105,32 in 2023.

In 2022 a lot of PRODEA’s employees were predominantly working from home while in 2023 all the employees were back to office. In addition, there was a 14,9% increase in PRODEA’s office occupancy between 2022 and 2023, as PRODEA’s workforce increased from 48 in 2022 to 55 in 2023. The electricity consumption increase can also be explained by the increased cooling demand during the 2023 summer which was evident by the 3% increase of the cooling degree days compared to 2022.

The HQ office building is an all-electric property without any fossil fuel systems on site.

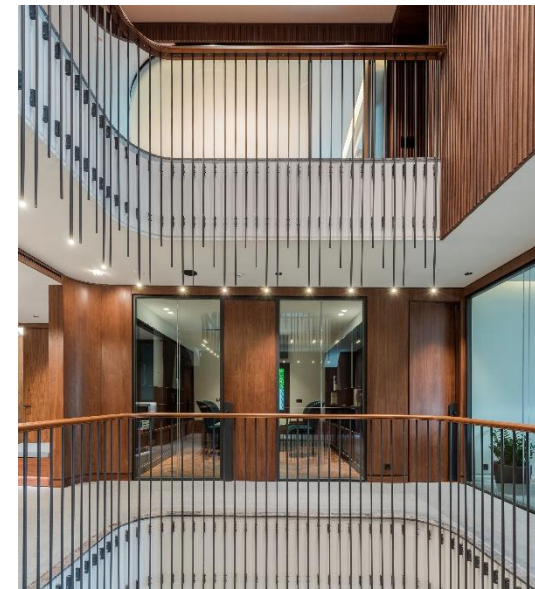
Additionally, there is neither electricity production from renewable sources nor any provision of district heating and cooling.

Greenhouse gas emissions

As mentioned above, there is no fossil fuel consumption at the HQ office building, and the property uses grid electricity for both heating and cooling purposes. A 5,77%³ increase in the absolute location- based indirect emissions (Scope 2) was noted from 2022 to 2023 (data coverage 100%) as this is a landlord-controlled asset and fully occupied by PRODEA Investments. These were 154,87 tnCO₂e in 2022 and 163,8 tnCO₂e in 2023.

The increase in location-based indirect emissions can be justified due to the change in occupancy levels of PRODEA’s HQ office. In 2022, a lot of PRODEA’s employees were predominantly working from home while in 2023 all the employees were back to office. In addition, there was a 14,9% increase in PRODEA’s office occupancy between 2022 and 2023, as PRODEA’s workforce increased from 48 in 2022 to 55 in 2023 leading to increased energy needs and consequently to increased emissions. The increased carbon emissions can also be explained by the increased cooling demand during the 2023 summer which was evident by the 3% increase of the cooling degree days compared to 2022 that lead to higher electricity consumption.

In 2023, PRODEA Investments obtained Guarantees of Origin equal to 173,5 MWh of green electricity, accounting for 56,6% of the total electricity consumed by the Company.



³ The Scope 2 emissions were calculated based on the ISO 14064-1:2018 methodology using the conversion factor (534.0969 g CO₂e/kWh) provided by the Greek Ministry of Environment and Energy according to the Greek National Climate Law (L. 4936/2022).

Regarding Scope 1 emissions, the total distance covered by the company's corporate vehicles was 6.667 km, emitting a total of 970 kgCO_{2e}.⁴ Scope 1 emissions for 2023 have been significantly decreased due to the renewal of the company's vehicle fleet and the reduction of company-owned cars in total numbers by 2 in 2022 to 1 in 2023.

The total Scope 1 & 2 location-based emissions were 156,27 tnCO_{2e} in 2022 and 164,77 tnCO_{2e} in 2023 recording an absolute increase of 5,46%. Finally, the tons of CO_{2e} per m² were 0,054 in 2022 and 0,057 in 2023 recording an increase of 5,44% while the tons of CO_{2e} per employee were 3,26 in 2022 and 3,00 in 2023 decreased by 7,98%. The increase in the location-based emissions of the company is directly related to the increased energy consumption of 2023 due to the increase of Prodea Investment's employees.

The Company will continue to monitor the aforementioned emissions and explore ways to improve the reported data detail and transparency.

Third Party Assurance

In 2023 the company verified its energy use and emissions according to the requirements of ISO 14064-1: 2018 standard and the Greek Climate Law (L. 4936/2022) using Third Party Assurance. During the verification process all energy data were audited in detail along with the Greenhouse Gas emissions conversion factors used by an accredited verifier for the Scope 1 & 2 GHG emissions of 2022, this year Prodea Investment's will repeat the process to verify the Scope 1 & 2 GHG emissions for 2023.

Water

In 2023, water consumption at Prodea's HQ decreased by 10% (reaching a total of 1.226 m³) compared to 2022.

Waste

In 2023, 582 kg of paper were collected separately and sent to recycling from landlord-controlled assets (data coverage 100%). This quantity increased in comparison to 2022 mainly due to the increase in the company's employees and the increased use of the office facilities. In addition, in 2023 PRODEA Investments installed a domestic use batteries collection point at its offices and managed to collect and recycle 12 kg of batteries.

The total waste generated increased by 23,75% from 0,48 tons in 2022 to 0,582 tons in 2023, while the kg of waste generated per employee increased by 8% from 10 in 2022 to 10,8 in 2023.

The total waste generated⁵ in detail is presented in the following table.

⁴ CO_{2e} emissions are calculated based on the emissions (g r /km) of the Company's vehicles.

⁵ The waste presented at the table does not include mixed municipal waste which are disposed by the municipal authorities in landfills since no invoices or certificates are issued from the relevant authorities therefore the quantities are not available.

Hazardous Waste diverted from Disposal (tn)	2022			2023			Like for Like %		
	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Preparation for reuse			0			0	-	-	0,00%
Recycling			0		0,012	0,012	-	-	0,00%
Other activity			0			0	-	-	0,00%
Total hazardous waste diverted from disposal	0	0	0	0	0,012	0,012	0,00%	0,00%	0,00%
Non-Hazardous Waste diverted from Disposal (tn)	2022			2023			2023		
	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Preparation for reuse			0			0	-	-	0,00%
Recycling		0,48	0,48		0,582	0,582	-	21,25%	21,25%
Other activity			0			0	-	-	0,00%
Total non-hazardous waste diverted from disposal	0	0,48	0,48	0	0,582	0,582	0,00%	21,25%	21,25%
Hazardous Waste directed from Disposal (tn)	2022			2023			2023		
	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Incineration with energy recovery						0	-	-	0,00%
Incineration without energy recovery						0	-	-	0,00%
Landfilling						0	-	-	0,00%
Other activity						0	-	-	0,00%
Total hazardous waste directed to disposal	0	0	0	0	0	0	0,00%	0,00%	0,00%
Non-Hazardous Waste directed to Disposal (tn)	2022			2023			2023		
	Onsite	Offsite	Total	Onsite	Offsite	Total	Onsite	Offsite	Total
Incineration with energy recovery			0			0	-	-	0,00%
Incineration without energy recovery			0			0	-	-	0,00%
Landfilling			0			0	-	-	0,00%
Other activity			0			0	-	-	0,00%
Total non-hazardous waste directed to disposal	0	0	0	0	0	0	0,00%	0,00%	0,00%

Green Building Certificates

Prodea Investments aims to certify its properties with international green building certifications, focusing on new development. On top of that, for its portfolio of assets, the company issues energy performance certificates (EPC) as required by the European legislations. The issued EPCs concern approximately 85% of the company's leases.

The following green building certifications have been successfully achieved or is under certification process:

Completed certifications	Use	Area (m ²)	Certification
Prodea Office Park, Peania	Office	61.672	LEED – Gold
PRODEA HQ, Athens	Office	2.912	LEED – Gold & WELL – Platinum
Telus Tower, Sofia Bulgaria	Mixed Use	54.009	BREEAM – Very Good
Element, Marousi	Office	13.894	LEED – Platinum
Moxy, Athens	Hotel	11.370	LEED – Gold
The Wave, Athens	Office	5.924	LEED – Gold
Kaizen Campus, Marousi	Office	14.309	LEED – Gold
Importex, Athens	Office	19.983	LEED – Gold
	TOTAL	184.073	

Under certification	Use	Area (m ²)	Certification
Piraeus Tower, Piraeus	Mixed Use	34.518	LEED – Platinum & WELL – Gold
Landmark Tower, Nicosia Cyprus	Office	26.628	LEED – Gold
Viva Wallet, Marousi	Office	20.096	BREEAM In-Use – Very Good
Hub 26, Thessaloniki	Office	30.577	LEED – Gold
Telus Tower, Sofia Bulgaria	Mixed Use	54.009	BREEAM In-Use – Very Good
Ilida, Marousi	Office	17.668	BREEAM In-Use – Very Good
Kallithea 132, Kallithea	Office	4.664	BREEAM In-Use – Very Good
Bellevue Hotel Cortina	Hotel	9.290	LEED - Gold
	TOTAL	143.441⁶	

⁶ Although Telus Tower is currently under certification for BREEAM In-Use, it was excluded from the total floor area of Pending Certification list, as it was already counted in the Certified list.

Performance – social and governance data

Employee diversity

The Group recognizes its employees to be the most important pillar for its successful and sustainable operation and development. The Group ensures the cultivation of a responsible, safe and meritocratic work environment, without any discrimination.

On December 31, 2023, the Group employed 55 employees, out of which 62% were men and 38% were women. The majority of the employees (98%) are located in Athens, Greece and 2% are located in Bulgaria as shown in the table below:

Number of employees	International (%)	National (%)
55	2% (Bulgaria)	98% (Greece)

Distribution in hierarchical levels and age groups

	2022			2023		
	<30	30-50	51+	<30	30-50	51+
Board of Directors	0%	22%	78%	0%	22%	78%
C-level	0%	25%	75%	0%	40%	60%
Heads of departments	0%	89%	11%	0%	77%	23%
Staff	0%	80%	20%	0%	78%	22%

Distribution in hierarchical levels and gender

	2022		2023	
	Men	Women	Men	Women
Board of Directors	78%	22%	78%	22%
C-level	75%	25%	80%	20%
Heads of departments	44%	56%	54%	46%
Staff	69%	31%	62%	38%

Attracting and retaining employees

The Group's priority is to attract and retain a skilled and capable workforce, and to establish a work environment that offers equal opportunities to all employees. The Group implements procedures that are underpinned by non-discriminatory criteria around recruitment, remuneration, promotion, and training, and are free from any form of discrimination regarding gender, nationality, age, marital status, and other characteristics. For 2022 & 2023 no incidents or complaints of discrimination of any kind were made internally or to government platforms.

Training and development

Prodea Investments emphasizes on the growth and development of its people, through educational activities and programs that help develop their professional and personal skills. In 2023, 1.378,5 hours of training sessions were allocated to personnel training and development including but not limited to ESG, international accounting standards, the real estate market and real estate asset valuations, compared to 618 hours of training in 2022. The training hours per person increased from 12,9 hours per employee in 2022 to 25,1 in 2023, a 94,3% increase.

Health and safety

A key priority for Prodea Investments is the provision of a work environment which safeguards health and safety and enhances the well-being of its people. In this context, the Group complies with the underlying legislation on health and safety at work, while also following international best practices. The Group commits to and declares the principles of prevention against work accidents, occupational diseases, against cases of violence and harassment at work.

The Group undertakes measures to protect its employees, ensures the maintenance and monitoring of the safe operation of all corporate facilities and establishes procedures, as well as an occupational health and safety policy. The relevant performance indicators are recorded and monitored. Prodea Investments has not recorded any injury or ill-health for its employees in 2022 and 2023, and all performance indicators (lost time injuries, severity and frequency rates) are zero.

WELL corporate policy

Underpinned by a strong emphasis on the health, safety and well-being of employees, the Group has developed a dedicated safe working policy for its HQ office building. This policy reflects the holistic approach of the Group, according to the international standard WELL (WELL Building Standard). The latter is a building certification that focuses on humans within the building environment, and brings together practices that promote comfort and well-being, while improving the quality of human life inside buildings.

Community engagement

An open and ongoing communication with stakeholders is of great significance in facilitating the successful implementation of the Group's corporate strategy and operations. It also contributes to achieving long-term cooperation, based on mutual trust and respect. An open dialogue approach makes it possible for the company to be fully informed of potentially arising developments and market trends, always considering the views of its stakeholders.

The company has defined the following stakeholder categories:

<i>Shareholders</i>	<i>Developers</i>	<i>Employees</i>	<i>Suppliers / Contractors</i>	<i>Financial Institutions</i>
<i>Investors</i>	<i>State / Regulatory Authorities</i>	<i>Customers / Tenants</i>	<i>Society</i>	<i>Rating agencies</i>

Social actions

The Company continues to support society and the local communities in which it operates, through a series of actions and initiatives that contribute to social development and prosperity. Social awareness is not just a part of Prodea Investments’s corporate strategy but is an important component of its corporate culture.

“Structures of Responsibility” Program

Over the last seven years, the Group has developed the Corporate Responsibility Program “Structures of Responsibility”, which is a continuously evolving plan of social actions and interventions. The program aims to improve the infrastructure and the functional upgrade of significant social structures, using the experience and know-how of Prodea Investments' executives. The objective is to make a substantial social contribution and address the key social problems, in collaboration with renowned institutions at national and local level. The program incorporates four main pillars of action, as presented in the image.



Governance

Please visit the Governance section of our Annual Report 2023 (pg. 28)⁷ as well as Prodea Investments dedicated [website](#) section for information on the composition of Prodea Investments’ Board, selection criteria and processes to manage conflicts of interest.

Strategic goals

PRODEA is committed to operating in a way that creates long-term value on environmental, social and governance related topics for its stakeholders. Its purpose is to positively influence the future of real estate in Greece by embedding sustainability in all its operations activities. The Company recognizes the impacts of its operations and in 2024 has set goals to reduce its environmental footprint. Those goals include the following:

- PRODEA Investments is committed to reducing its carbon footprint and achieving climate neutrality (Net-Zero) for scope 1, 2 and 3 emissions by 2050. For the Scope 3 emissions associated with the Company's properties, only the operational emissions of these properties are included. This goal is inextricably linked to the accomplishment of the National climate neutrality goals by 2050 of the countries in which the Company operates, the penetration of Renewable Energy Sources into the National electricity generation mix and the final energy consumption of each country. Therefore, the connection between the accomplishment of the National goals to achieve the Company's goal is recognized as a significant risk. The Company's

⁷ <https://prodea.gr/cms/uploads/2024/04/Prodea-Investments-Annual-Financial-Report-31.12.2023.pdf>

goal will be re-evaluated whenever deemed necessary, taking into account the progress towards achieving the relevant National goals. The Company's actions to achieve the above goal will be the following:

- Improvement of the energy efficiency of the Company's portfolio properties.
 - Modification in the composition of the Company's real estate portfolio.
 - Installation of renewable electricity generation systems on our building rooftops or off-site.
 - Obtaining certificates that guarantee the origin of green electricity.
- Improve tenant consumption data coverage from 54% in 2022 to 80% by 2030 with a goal to reach 100% coverage by 2035.
 - Electrify 100% of PRODEA Investments' assets by 2040.
 - Include Green Lease clauses in all our new contracts and renewals. The terms' initiative and quantity will differ based on the requirements of each tenant.
 - Connect at least 35 properties of the Company's portfolio to Siemens' Building X energy management platform and active monitoring of the energy consumption of selected buildings mentioned above, aiming to improve their energy efficiency.
 - Develop a set of energy and sustainability services for the Company's buildings portfolio and its tenants, with the aim of creating added value for the engaged parties (e.g. Installation of EV chargers, provision for a customized green electricity tariff service).
 - Increase the share of green certified office buildings from 41% (2022) to 65% by 2035 and 100% by 2050 based on GAV.
 - Conduct a Green Due Diligence process when evaluating new investment opportunities.
 - Incorporate energy and environmental criteria in the decision-making process to determine the optimal composition of properties in the Company's portfolio.

Materiality

Prodea Investments has carried out a materiality assessment with key stakeholders to define material issues. The material issues are available in the Inaugural Sustainability Report (pg. 20) and they are also presented in the figure below.



EPRA portfolio tables

Table 2: Properties controlled by Prodea Investments⁸

Corporate level performance measure	KPI	Unit	2022	2023	Data coverage (m ² basis)	Change YoY (%)	Notes
4.1 Elec-Abs Total electricity consumption	1. Total electricity consumption	kWh	289.965,60	306.697,2	100%	5,8%	Consumption applies to Prodea's HQ office. No electricity consumption in vacant properties.
	2. The proportion of electricity consumption from purchased and self-generated renewable sources.	%	0%	56,6%	100%	+56,6%	PRODEA in 2023 procured 173,5 MWh of electricity generated from renewable sources.
4.2 Elec-LfL Like-for-like total electricity consumption	Like-for-like electricity consumption across the two most recent reporting years.	kWh	- 3,8% compared to 2021	5,8% compared to 2022	100%	-	Consumption applies to Prodea's HQ office. No electricity consumption in vacant properties.
4.3 DH&C-Abs Total district heating & cooling consumption	1. Indirect energy consumption from district heating and cooling	kWh	Not applicable	Not applicable	100%	-	No supply from district heating/cooling networks at the properties in scope.
	2. The proportion of energy consumption from district heating and cooling generated on and/or off site from renewable sources.	%	Not applicable	Not applicable	100%	-	No energy consumption from district heating/cooling networks at the properties in the scope.
4.4 DH&C-LfL Like-for-like total district heating & cooling consumption	Like-for-like energy consumption from district heating and cooling across the two most recent reporting years.	kWh	Not applicable	Not applicable	100%	-	No energy consumption from district heating/cooling networks at the properties in the scope.

⁸ Performance data apply to Prodea's HQ (1 property). Vacant properties' surface area is counted at all indicators except if mentioned otherwise in the notes provided.

Corporate level performance measure	KPI	Unit	2022	2023	Data coverage (m ² basis)	Change YoY (%)	Notes
4.5 Fuels-Abs Total fuel consumption	1. Total amount of fuels used from direct sources;	Lt	0	0	100%	-	Prodeia's property does not use fuels. There has been no fuel consumption at vacant properties.
	2. The proportion of the total amount of fuel consumption within the organisation that is from renewable sources.	%	0	0	100%	-	Prodeia's property does not use fuels. There has been no fuel consumption at vacant properties.
4.6 Fuels-LfL Like-for-like total fuel consumption	Like-for-like fuel consumption across the two most recent reporting years.	Lt	Not applicable	Not applicable	100%	-	Prodeia's property does not use fuels. There has been no fuel consumption at vacant properties.
4.7 Energy-Int Building energy intensity	Total amount of direct and indirect energy used (including renewable and non-renewable sources) across the portfolio over a full reporting year, normalised by an appropriate denominator.	kWh/m ²	99,6	105,3	100%	5,7%	No energy consumption in vacant properties, therefore the total surface of these properties is not included in the calculation of the indicator.
4.8 GHG-Dir-Abs Total direct greenhouse gas (GHG) emissions	1. Total amount of direct (Scope 1) greenhouse gas emissions.	tn CO ₂ e	1,402 corporate vehicles only (Scope 1)	0,97 corporate vehicles only (Scope 1)	100%	Not applicable	In 2023 the old fleet has been replaced by one new more efficient vehicle .
4.9 GHG-Indir-Abs Total indirect greenhouse gas (GHG) emissions	1. Total amount of location-based indirect greenhouse gas emissions (kg/CO ₂ e) emitted by offsite generation.	tn CO ₂ e	154,87	163,8	100%	5,8%	Location Based emission factor for 2022 and 2023: 0,53410 kgCO ₂ e/kWh as calculated based on DAPEEP ⁹ residual energy mix and NIR ¹⁰ publications.
4.10 GHG-Int Greenhouse gas (GHG) emissions intensity from building energy consumption	1. Total amount of direct and indirect (location-based) GHG emissions generated from energy consumption over a full reporting year, normalised by an appropriate denominator.	tn CO ₂ e/m ²	156,27	164,77	100%	5,4%	Values apply to Prodeia's own offices. Vacant properties have had no energy use and emissions and are excluded from the calculation of the indicator.

⁹ <https://www.dapeep.gr/wp-content/uploads/2023/07/%CE%95%CE%9D%CE%95%CE%A1%CE%93%CE%95%CE%99%CE%91%CE%9A%CE%9F-%CE%9C%CE%95%CE%99%CE%93%CE%9C%CE%91-2022.pdf>

¹⁰ https://ypen.gov.gr/wp-content/uploads/2022/04/2022_NIR_Greece.pdf

Corporate level performance measure	KPI	Unit	2022	2023	Data coverage (m ² basis)	Change YoY (%)	Notes
4.11 Water-Abs Total water consumption	1. total amount of water consumed within the portfolio over a full reporting year.	m ³	1.371	1.226	100%	-10,6%	Data apply to Prodea's Offices.
4.12 Water-LfL Like-for-like total water consumption	1. like-for-like water consumption across the two most recent reporting years.	m ³	+ 1% compared to 2021	-10,6% compared to 2022	100%	-	Data apply to Prodea's Offices.
4.13 Water-Int Building water intensity	1. total amount of water consumption over a full reporting year, normalized by an appropriate denominator	m ³ /m ²	0,471	0,421	100%	1%	The Increase in consumption is mainly due to the increase of the Company's employees.
4.14 Waste-Abs Total weight of waste by disposal route	1. Total amount (in tonnes) of waste produced and disposed of by disposal route over a full reporting year;	tn	0,48	0,59	100%	24%	100% of the reported quantity was sent to recycling. Mixed waste is disposed of at local municipality system and quantity is not available.
	2. The proportion of waste disposed of by disposal route according to type (non-hazardous and hazardous) in tonnes or as a percentage.	tn	100% non-hazardous 0% hazardous	98% non-hazardous 2% hazardous	100%	-	Waste production applies to Prodea Investments office activity.
4.15 Waste-LfL Like-for-like total weight of waste by disposal route	1. total amount of like-for-like waste produced across the two most recent reporting years.	tn	+ 17% compared to 2021	+ 24% compared to 2022	100%	-	Data apply to Prodea's Offices. The increase in waste production compared to 2022 is mainly due to the increased personnel of the company by 14,5%
4.16 Cert-Tot Type and number of sustainably certified assets	1. Companies should report the type and number of sustainability certifications, ratings or labelling schemes.	Number	1	2	100%	100%	LEED Gold and WELL Platinum for Prodea's own offices.
5.1 Diversity-Emp Employee gender diversity	1. percentage of male and female employees in the organization's governance bodies and other significant employee categories.	%	22% 46%	22% 41%	100%	-	22% (2023), 22% (2022) females in Governance bodies (BoD) 41% (2023), 46% (2022) females in managerial positions (BoD, C-level, Heads of Depts)

Corporate level performance measure	KPI	Unit	2022	2023	Data coverage (m ² basis)	Change YoY (%)	Notes
5.2 Diversity-Pay Gender pay ratio	1. ratio of the basic salary and/or remuneration of male and female employees in the organisation's governance bodies and other significant employee categories.	Ratio	-				
5.3 Emp-Training Training and development	1. average hours of training that the organisation's employees have undertaken in the reporting period.	Hours per person per year	12,9	25,1	100%	94,3%	Figure applies to Prodea Investments employees.
5.4 Emp-Dev Employee performance appraisals	1. percentage of total employees who received a regular performance and career development review during the reporting period.	%	98%	100%	100%	2%	Figure applies to Prodea Investments employees.
5.5 Emp-Turnover Employee turnover and retention	1. Total number and rate of new employee hires;	Number / %	9 18,75%	9 16,4%	100%	-	Figure applies to Prodea Investments employees.
	2. Total number and rate of employee turnover.	Number / %	3 6,25%	2 3,6%	100%	-	Figure applies to Prodea Investments employees.
5.6 H&S-Emp Employee health and safety	1. Injury Rate (IR), Lost Day Rate (LDR) or Accident Severity Rate (ASR), Absentee Rate (AR), and work-related fatalities for all direct employees (where material).	Rate	0	0	100%	-	Figure applies to Prodea Investments employees. There have been no accidents or ill health events in 2023 and 2022. All rates are zero.
5.7 H&S-Asset Asset health and safety assessments	1. percentage of assets for which health and safety impacts are assessed or reviewed for compliance or improvement.	%	100%	100%	100%	-	Prodea's HQ offices are annually checked for health and safety impacts by a Safety Engineer. In addition, all properties undergo a technical assessment prior to acquisition.
5.8 H&S-Comp Asset health and safety compliance	1. incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of assets assessed during the reporting period.	Number	0	0	100%	-	There have been no such incidents for Prodea Investments employees and offices.

Corporate level performance measure	KPI	Unit	2022	2023	Data coverage (m ² basis)	Change YoY (%)	Notes
5.9 Comty-Eng Community engagement, impact assessments and development programmes	1. percentage of assets that have implemented local community engagement, impact assessments and/or development programmes.	%	100%	100%	100%	100%	Prodea Investments is implementing a long-standing community program, applicable at its own premises which represents 100% of landlord-controlled assets in operation. Please refer to page 13 of this report for further information on the program.
6.1 Gov-Board Composition of the highest governance body	1. Number of executive board members;	Number	4	4	-	-	Please refer to Prodea Investments Annual Financial Report ⁶ for further information
	2. Number of independent/non-executive board members;	Number	5	5	-	-	Please refer to Prodea Investments Annual Financial Report ⁶ for further information
	3. Average tenure on the governance body;	Years	3	3	-	-	Please refer to Prodea Investments Annual Financial Report ⁶ for further information
	4. Number of independent/non-executive board members with competencies relating to environmental and social topics.	Number	0	0	-	-	Please refer to Prodea Investments Annual Financial Report ⁶ for further information
6.2 Gov-Select Nominating and selecting the highest governance body	1. Companies must describe the nomination and selection process for the highest governance body and its members, and the criteria used to guide the nomination and selection process.	-	Please refer to Prodea’s Inaugural Sustainability Report on page 69 ¹¹ and Prodea Investments site ¹² for further information				
6.3 Gov-Col Process for managing	1. Companies must describe their processes to ensure that conflicts of interest are avoided and	-	Please refer to Prodea Investments Annual Financial Report ⁶ on page 30 ¹³ and Prodea Investments site ¹⁴ for further information				

¹¹ https://prodea.gr/pdf_pages/inaugural-sustainability-report/

¹² https://prodea.gr/cms/uploads/2021/07/Prodea-Investments_%CE%A0%CE%BF%CE%BB%CE%B9%CF%84%CE%B9%CE%BA%CE%AE-%CE%9A%CE%B1%CF%84%CE%B1%CE%BB%CE%BB%CE%B7%CE%BB%CF%8C%CF%84%CE%B7%CF%84%CE%B1%CF%82-%CE%BC%CE%B5%CE%BB%CF%8E%CE%BD-%CE%94.%CE%A3.pdf

¹³ <https://prodea.gr/cms/uploads/2024/04/Prodea-Investments-Annual-Financial-Report-31.12.2023.pdf>

¹⁴ [Corporate Governance Code | Prodea](#)

conflicts of interest	managed in the highest governance body.			
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