

2023

# Sustainability Report

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# Introduction

Message from our CEO

About this Report



# Message from our CEO

We are honoured to present our second Sustainability Report, which provides an overview of our sustainability progress and our performance in 2023. The report reaffirms our promise to further integrate sustainable processes into our business model and presents our progress on our ESG goals. This report is aligned with EPRA's Sustainability Best Practice (sBPR) recommendations, Global Reporting Initiative's (GRI) guidelines, the United Nations Sustainable Development Goals (SDGs) and the Athex ESG Reporting Guide.

**At PRODEA, we believe that sustainable business development is essential for achieving our goals and ambitions. Through our approach, we embrace innovation, sustainability, diversity & inclusion, social responsibility, and transparency to drive our industry-leading business excellence.**

We consider 2023 to be a year of major advancements in sustainability. In light of the new legislative framework and the increased stakeholders' emphasis on ESG performance, our robust annual results highlight our consistent growth and the effectiveness of our approach. In this report, we present our amended ESG strategy and the actions we take to meet our stakeholders' ambitions around sustainability while maintaining our position as the leading real estate investment company in Greece.

We focus on increasing our green-certified offices, owning high-quality, climate-resilient buildings, and optimising our portfolio. To further support our efforts, in 2023, we set up a designated ESG Department and developed innovative energy and sustainability services for our tenants. "Structures of Responsibility", our corporate responsibility program that focuses on society, environment, health, and sports, has been continuously enriched during this time. We maintained our participation in the international benchmarking system of the Global Real Estate Sustainability Benchmark (GRESB) and the European Public Real Estate Association (EPRA) sustainability framework, where we aim for improved results year-on-year. Furthermore, we advanced our efforts to incorporate best practices in human capital devel-

“ At PRODEA, we believe that sustainable business development is essential for achieving our goals and ambitions.



opment and create a safe, inclusive, and meritocratic working environment where employees can develop both professionally and personally.

As our ESG journey continues, we are committed to further developing our responsible business strategy, promoting our sustainability practices, and, most importantly, enhancing our future climate action pathway. We continue to assess and monitor potential ESG risks and opportunities, take into account the interests of our stakeholders, and aim to create long-term value for all.

**Aristotelis Karytinis**

CEO and Vice President, B' of the BoD

GRI 2-12, GRI 2-13, GRI 2-22, GRI 2-23, GRI 2-24, GRI 3-3

# About this Report

PRODEA's Sustainability Report is an overview of the company's sustainability performance in the areas of environmental, social, and governance responsibility in 2023. Its purpose is to inform PRODEA's stakeholders in a thorough and comprehensive manner about the company's sustainable development activities and its progress towards its goals.

## Report preparation principles

This report was prepared in accordance with the GRI standards and PRODEA followed the below established initiatives:



## Data collection and sources of information

The 2023 Sustainability Report was compiled with the support of Grant Thornton Greece ([www.grant-thornton.gr](http://www.grant-thornton.gr)).

The data and information presented are collected based on PRODEA's recording procedures and databases. In cases where the data presented was processed or included assumptions, the calculation method is reported.

## Project team

Executives from all relevant Departments of PRODEA worked together for the preparation of this report, gathering the required information, while the ESG Department of PRODEA was responsible for the coordination of the whole process for this report to be produced.

## Contact information

For any feedback or comments about this report, please contact:



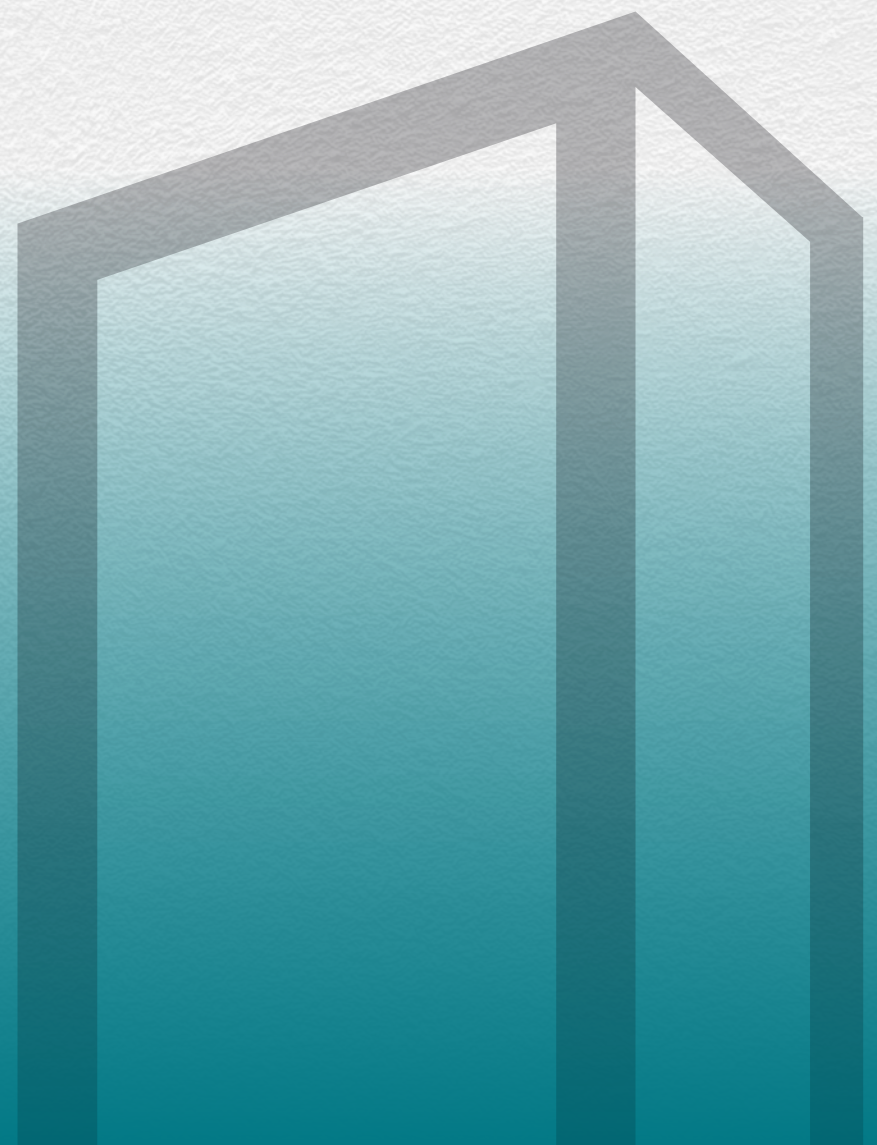
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GRI 2-2, GRI 2-3

# 1. About PRODEA

1.1 Sustainability Highlights

1.2 PRODEA's sustainability journey



# 1.1 Sustainability Highlights

“PRODEA Real Estate Investment Company Société Anonyme” or “PRODEA Investments” (hereafter “PRODEA” or “the Company”) is the leading real estate investment company in Greece, with total assets of around € 2.7 bil. (€ 3.1 bil. for the Company and its subsidiaries) and is

listed on the Athens Stock Exchange (ATHEX). The Company engages in real estate investments and is internally managed by experienced professionals with proven sourcing, execution, and value creation track records, as well as portfolio and property management expertise.

### Sustainability Highlights



Development of its first **Green Bond Framework** in 2021



The first **Green Bond issuance** in the Greek real estate market in 2021



**Most improved company award** of the European Real Estate Association (2022 assesment)



**Gold Award Winners** of the European Real Estate Association (2023 assessment)



Participation in **Global Real Estate Sustainability Benchmark (GRESB)** in 2021, 2022 & 2023



Initiation of the **Innovative Sustainability Services** offering in 2023



GRI 2-1, GRI 2-6, GRI 3-3



## PRODEA at a Glance

**€2.7 bil.**<sup>1,2</sup>

Total Assets

**€145.8 mil.**<sup>2</sup>

Gross Rental Income

**10.9 years**<sup>1,2</sup>

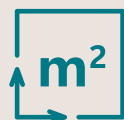
Wault

**330**<sup>2,4</sup>

Properties

**1,756**

Hotel rooms



PRODEA is the leading REIC in Greece that benefits from the positive momentum in the Greek market, focusing on a green offices portfolio, aiming to become the biggest green office owner in the region.



The company has a well-balanced and diversified asset exposure, expanding into the best performing sectors of the Greek Real Estate, including green offices, hotels, logistics and residential assets.



PRODEA's real estate portfolio consists of 330<sup>3</sup> commercial assets.

**1.4 m.**

GLA<sup>2</sup> (sqm)

**92%**

Occupancy<sup>2</sup>

**6.4%**

Gross rental yield<sup>2,5</sup>

**AA**

rating by ICAP  
(19.06.2023)

**€222.5 m.**

Adj. EBITDA<sup>6</sup>

**€1.5 bn**

NAV

<sup>1</sup> 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.

<sup>2</sup> For calculation purposes of these metrics and due to the materiality of the transaction, the disposal of a portfolio of 18 properties to NBG has been taken into consideration, as if it had taken place by 31st December 2023. The transaction was completed in early February 2024.

<sup>3</sup> Excluding break options.

<sup>4</sup> GAV includes Investment properties plus Company's headquarters (€11.3m) and real estate inventories (€31.9m), as well as properties in Greece, Italy and Cyprus presented as held for sale (€102m).

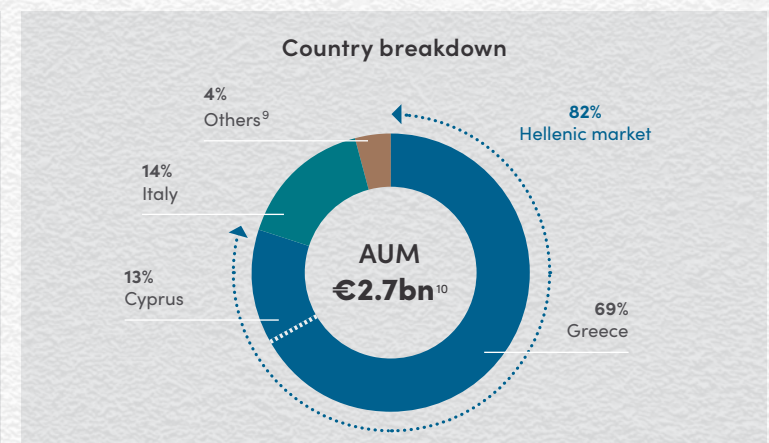
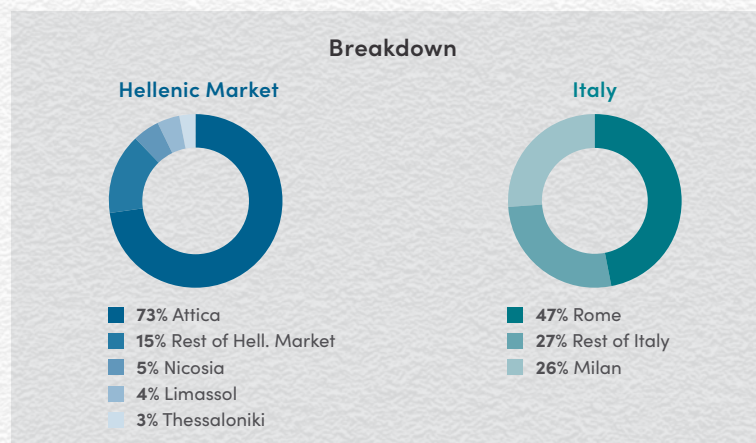
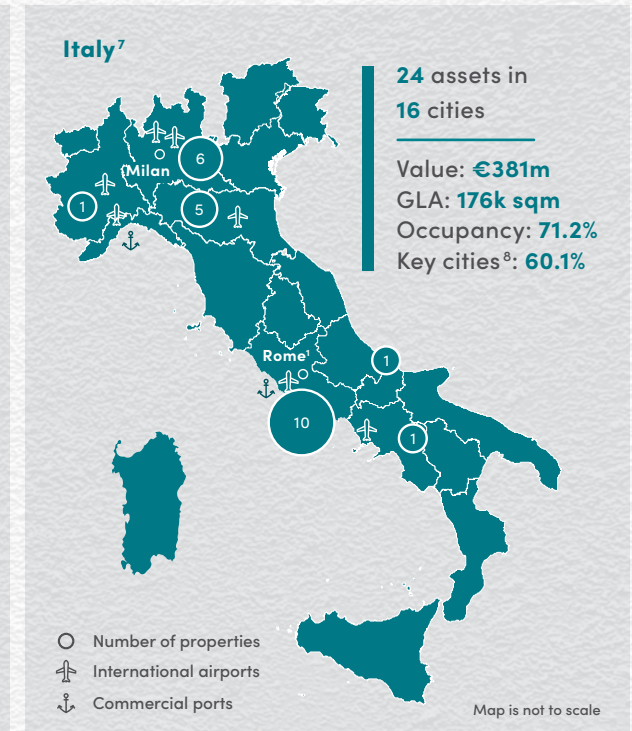
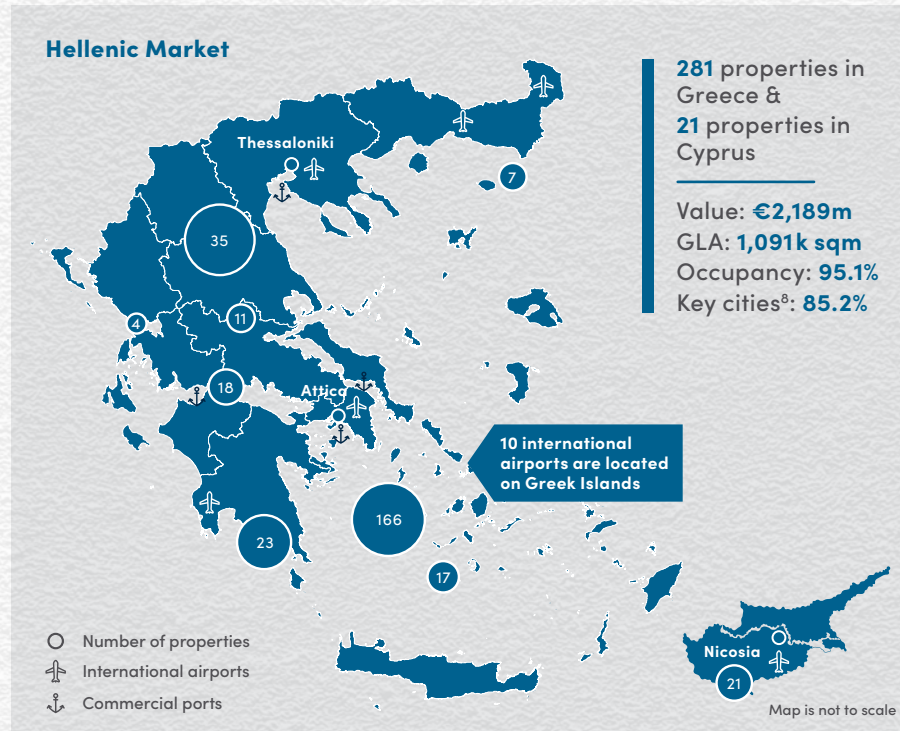
<sup>5</sup> Rental yield is calculated as of 31 December 2023 and excludes Company's headquarters (€11.3m), the under-development offices in Maroussi (€18.7m), the retail property in Bulgaria (€8.6m), the Pomezia land plot in Italy (€49.5m), the Aphrodite Spring in Cyprus (€14.9m), the under-development logistics center in Aspropyrgos (€8.5m) and under development land plots in Greece (€33.9m).

<sup>6</sup> Adjusted Ebitda and FFO include the Realized Result from disposal of investment property of the Group. Realized result from the disposal of investment property is the difference between the sale price and the acquisition cost of each property. The Group's business activities include not only the purchase and lease but also the sale of properties. The Company is implementing a strategy to restructure the composition of its portfolio in order to make it "greener" and more sustainable. It is clear that the Realized Result is part of the business and general operation of the Company and its Group.



## Footprint across attractive and prime locations

The Company's real estate portfolio consists of 330 commercial properties, primarily offices and retail, and is rapidly expanding in the logistics and hospitality sectors. With more than 80% of its portfolio located in prime urban areas throughout Greece and Cyprus, PRODEA is also selectively positioned in other key markets in neighbouring countries, such as Italy. PRODEA boasts of its high-quality, high-yielding, diversified portfolio with predictable cash flows driven by high occupancy levels, long-term lease tenures, and a strong tenant base. The Company continues its increased investment activity in real estate, focusing on increasing its exposure to hospitality assets and its green offices portfolio, aiming to become the largest green office owner in the region. In addition, the Company aims to reduce exposure to non-core and mature assets.



7 Includes plot in Pomezia, with GAV of €49.5m.

8 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).

9 In relation to properties with mixed use, the categorization is based on the primary use.

10 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

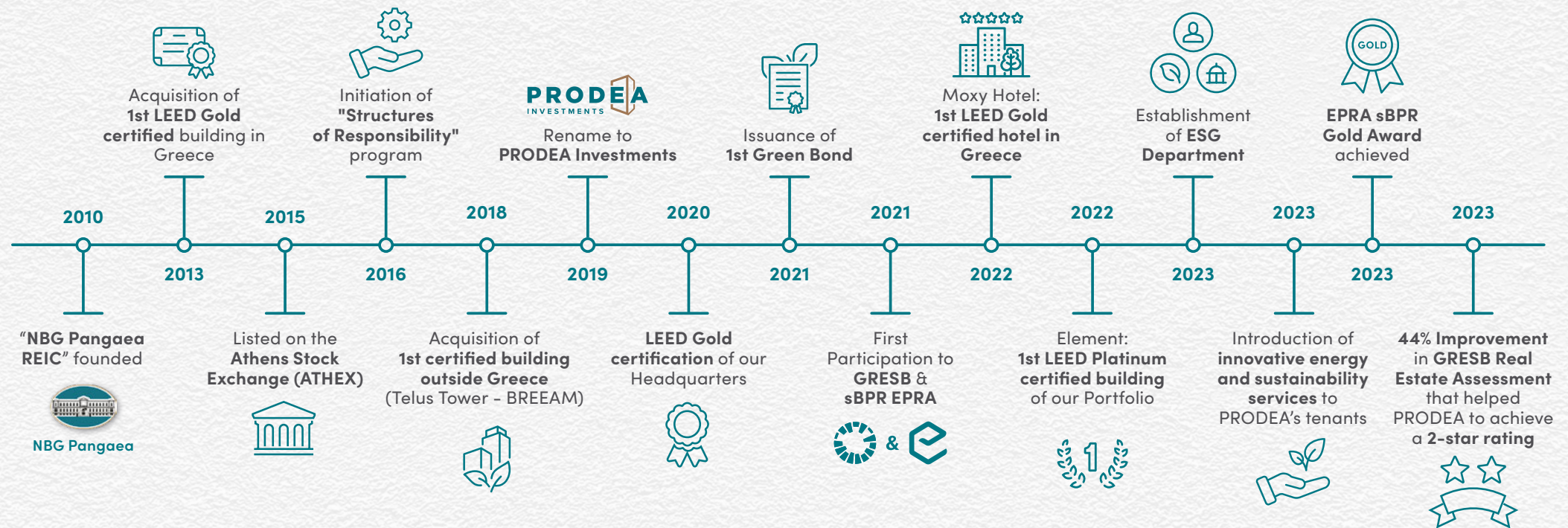
# 1.2 PRODEA's sustainability journey

In 2010, the National Bank of Greece (NBG) founded the “National Pangaea REIC” subsidiary as its real estate company (REIC), which NBG had full control of. In 2019, the company was rebranded as “PRODEA Investments”. Since 2015, PRODEA Investments has been listed on the Athens Stock Exchange, following a reverse merger into its subsidiary MIG Real Estate REIC.

In 2016, the Company established a corporate responsibility program entitled “Structures of Responsibility”, a continuously evolving plan of social actions and interventions. In 2021, the Company developed its first Green Bond Framework in accordance with the Green Bond Principles (GBP), drafted by the International Capital Market Association (ICMA). To this end, the same year PRODEA

issued the first Green Bond in the Greek Real Estate market, with a particular focus on financing or refinancing projects regarding green buildings, energy efficiency, green transportation, and renewable energy.

In 2021, 2022, and 2023, PRODEA successfully and voluntarily participated in the schemes of GRESB and sBPR EPRA, gaining two important awards. 2022 and 2023 were significant years for PRODEA’s sustainability strategy implementation. In 2022, its portfolio was enriched with its 1st LEED Platinum building, Element, and the 1st LEED Gold hotel in Greece, Moxy Athens. In 2023, the Group established a dedicated ESG Department and introduced innovative energy and sustainability services for its tenants.



GRI 2-22, GRI 2-28, GRI 3-3

# 2. Our approach to ESG

2.1 PRODEA's Strategic Vision

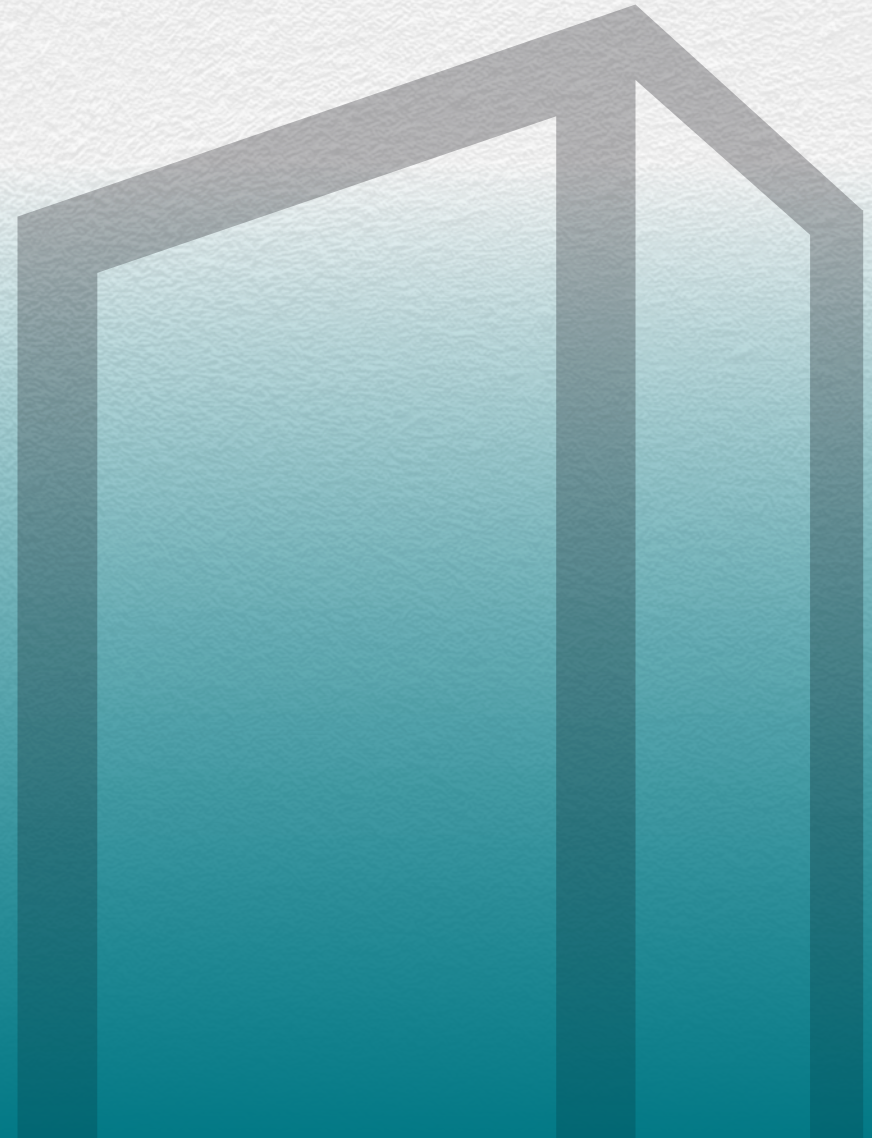
2.2 Business Model

2.3 Sustainable Financing

2.4 Materiality Analysis

2.5 Stakeholder Engagement Framework

2.6 Our Goals



## 2. Our approach to ESG

PRODEA acknowledges that its operation has a direct and indirect impact on the environment, people, and society and recognises the financial risks and opportunities that ESG pillars generate for its own business. The Company aims to manage these impacts in a way that enhances financial and operational resilience, to allocate capital towards sustainable investments, and to create long-term value for its stakeholders.

The Company's strategic approach to sustainability aligns with leading global initiatives and frameworks, such as the United Nations Sustainable Development Goals and the European Green Deal. PRODEA's mission is to offer value-adding, high-quality services underpinned by a robust project pipeline, operational excellence, a highly skilled workforce, responsible business conduct, and a deep commitment to corporate sustainability. PRODEA's commitment to business excellence and sustainable growth is reflected in its values:

- Ethics and integrity
- Excellence
- Continuous growth
- Trust
- Responsibility
- High-quality outcomes

### 2.1 PRODEA's Strategic Vision

PRODEA aims to realise its vision, embed sustainability in every aspect of its operation, and positively affect the future of real estate in the regions where it operates. Through its comprehensive approach, PRODEA identifies and mitigates sustainability and climate-related risks while taking advantage of relevant opportunities.



### PRODEA's strategic objectives

- Create added value and minimise transitional risks through sustainable development operations
- Meet stakeholders' sustainability expectations
- Improve organisational resilience and drive long-term growth while demonstrating strong ESG performance
- Meet legislative requirements
- Establish an inclusive culture, embrace diversity and create an equal opportunities workplace.

GRI 2-22, GRI 2-23, GRI 2-24, GRI 3-3, A-G1-1

PRODEA's comprehensive strategy is developed on three strategic pillars that drive the sustainability efforts of the Company:

### Sustainable Investments and Environmental Responsibility

Sustainability is an integral part of PRODEA's business strategy, driven by its commitment to operate in a responsible and sustainable manner in all its activities. The Company focuses on strengthening its positive effects and effectively managing the impact of its activities through the integration of environmental, social, and corporate governance (ESG) factors into its corporate strategy.

PRODEA intends to create a greener portfolio by actively making efforts to minimise its environmental footprint and mitigate the effects of climate change while simultaneously maximising long-term value for all its stakeholders. To achieve this, the Company set specific actions that include achieving net zero carbon by 2050 in accordance with EU legislation, developing energy services for its tenants, embedding digital solutions in its portfolio, including Green Lease clauses in all new contracts and renewals, and embedding sustainability-related criteria in the investment and divestment processes.

### Human Resources and Society

PRODEA recognises the importance of its own workforce and is committed to fostering a responsible, safe and meritocratic workplace free of violence, harassment, and discrimination. The Company focuses its efforts on all possible sustainable practices and received the "WELL Building Standard" ("WELL") certification at the Platinum level for its headquarters. PRODEA's personnel consist of highly skilled professionals who participate in professional associations. i.e., Dr. Aristotelis Karytinis, CEO of PRODEA Investments, holds the position of 2nd Vice President of the Hellenic Fund and Asset Management Association, and Dr. Nikolaos Gkonis, Head of the ESG Department, is a member of EPRA's Sustainability Committee and Co-Chair of the Greek ULI Sustainability Forum.

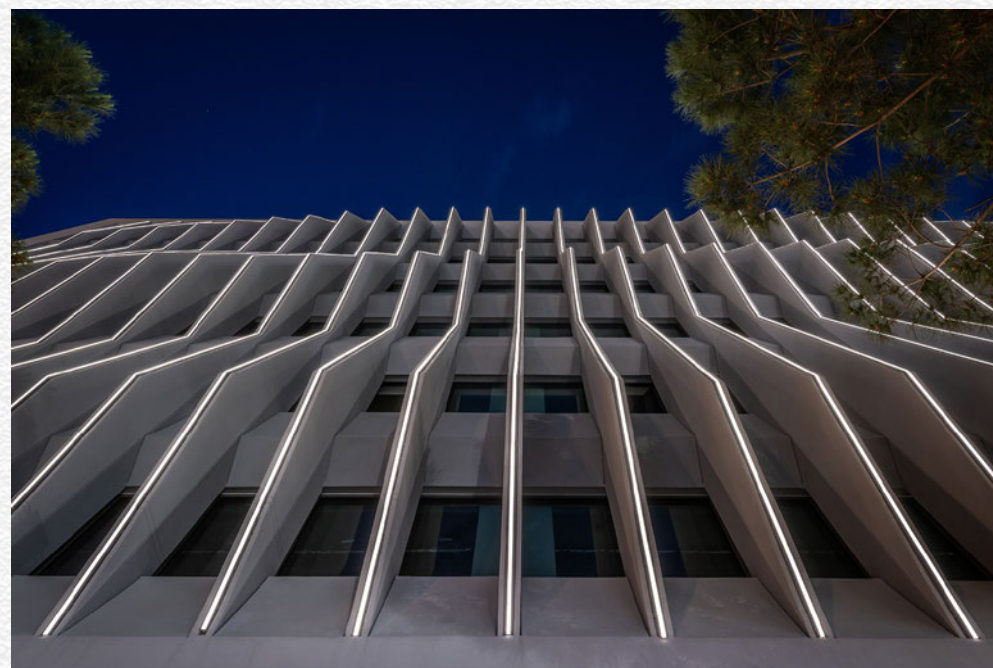
Additionally, the company aims to engage with its tenants and promote synergies regarding ESG initiatives that will improve tenants' satisfaction. In the pursuit of enhancing stakeholder engagement, PRODEA conducted

a comprehensive survey among its tenants, that gathered valuable insights and feedback and will be repeated annually in order to improve the Company's services.

In 2023, the Company continued its corporate responsibility program, "Structures of Responsibility", adding the extra pillar of culture in its actions. The program aims to improve the infrastructure and operational upgrade of important social structures using the experience and expertise of the company's executives, with the aim of substantial social contribution to addressing key social problems, in cooperation with well-known bodies at the national and local level.

### Sound corporate governance

PRODEA's effective sustainability governance model enables the company to implement its strategy and achieve its vision of maintaining its leader status in the real estate sector in Greece.



THE WAVE, SYGGROU AV.

GRI 2-12, GRI 2-13, GRI 2-22, GRI 2-23, GRI 2-24, GRI 3-3

Sound corporate governance based on business ethics and compliance is of paramount importance for PRODEA as it builds trust and reliability among the Company's stakeholders, improves the alignment of its portfolio with legislation requirements, i.e., the EU Taxonomy, and fights fraud, corruption, and bribery. The Company implements this commitment by adopting practices and policies such as the Code of Professional Ethics, GDPR, Whistleblowing, Remuneration, Suitability Policy, Environmental and Sustainable Development Policies. In addition to the above, the Company has also adopted the Corporate Governance Code of the Hellenic Corporate Governance Council (certified by the Hellenic Capital Market Commission).

## 2.2 Business Model

The graph in the next page presents PRODEA's business model, based on the "Business Model Canvas" methodology developed by Alexander Osterwalder and Yves Pigneur. The Business Model Canvas is a strategic management template, a visual chart, with elements describing PRODEA's value proposition, structure, customers, and finances, helping to align the Company's activities by illustrating potential trade-offs.

### Key partners:

PRODEA relies on key partnerships to achieve its goals of sustainable development and increase its market share both in Greece and abroad. In such endeavours, PRODEA's service providers, subcontractors, construction, and development companies play a pivotal role and offer substantial assistance.

### Key activities:

PRODEA Investments is the leading real estate investment company in Greece with a real estate portfolio that consists of more than 330 commercial properties, primarily offices and retail. The Company is rapidly expanding in the logistics and hospitality sectors. More than 80% of its portfolio is located in prime urban areas throughout Greece and Cyprus and selectively positioned in other key markets in Southeast Europe, such as Italy.

## Value proposition and Competitive advantage:

PRODEA Investments boasts of its high-quality, high-yielding, diversified portfolio with predictable cash flows driven by high occupancy levels, long-term lease tenures, and a robust tenant base. PRODEA constantly evaluates the performance of its real estate portfolio, taking into account both financial and ESG criteria. As such, PRODEA continues its investment plan to optimise its real estate portfolio by improving the qualitative characteristics of its properties. In terms of qualitative characteristics, PRODEA focuses on parameters such as sustainability, investment in bioclimatic buildings, and the health and well-being of its buildings' users. In addition, the Company expands its green office portfolio and reduces exposure to non-core and mature assets while increasing exposure to hospitality assets and offering innovative energy services to its clients.

### Competitive Advantages

- > Performance optimisation considering financial and ESG criteria
- > Swift and continuous customer service
- > Well-balanced and diversified portfolio of assets
- > Investments in sustainable and resilient buildings
- > Innovative energy and sustainability services for its buildings and for its tenants

### Customer relationships:

PRODEA's focal point is to provide high-quality services to its tenants. As such, PRODEA has a dedicated property management department that is responsible for satisfying these needs and promoting excellent customer relationships.

### Key resources:

The highly trained and experienced team of PRODEA as well as its well-balanced and diversified portfolio of assets, compose the key resources of the

GRI 2-6, GRI 2-12, GRI 2-13, GRI 2-22, GRI 2-23, GRI 2-24, A-G1-1

## PRODEA's business model



### Key Partners

- › Service providers
- › Subcontractors
- › Construction & development companies
- › Financial Institutions



### Key Activities

- › Investing in real estate (investment portfolio)
- › Real estate management



### Value Proposition

- › High-quality, high-yielding, diversified portfolio with predictable cash flows driven by high occupancy levels
- › Long-term lease tenures and strong tenant base
- › Access to resilient, environmentally sustainable properties
- › Energy services



### Customer Relationships

- › High-quality services focused on tenants' satisfaction and immediate response
- › Client-centric philosophy



### Customer Segments

- › Businesses and companies
- › Hospitality
- › Logistics centers
- › Private individuals



### Key Resources

- › Highly-trained and experienced team
- › Diverse portfolio of assets



### Channels

- › Company website
- › Commercial and information campaigns
- › Sponsorship and participation in sector-related events and conferences



### Cost Structure

- › Employee training and compensation
- › Suppliers and service providers fees
- › Operational, maintenance and upgrade expenses
- › New developments' and properties' acquisition costs



### Revenue Streams

- › Revenues from investments in real estate

GRI 2-6, A-G1-1

Company in order to maintain its competitive position in the market, achieve the best possible results, and meet its shareholders' expectations.

### Channels:

A series of channels have been made available to our stakeholders including but not limited to the Company's website, commercial and informational campaigns, and sponsorship/participation in sector-related events and conferences.

### Cost structure:

The Company's main expenses are the cost of personnel, the fees to its suppliers and service companies, the payments to the contractors and real estate development companies, as well as all the costs related to the development, maintenance, and property acquisition.

### Revenue streams:

The Company's revenue streams derive from investments in real estate.

## 2.3 Sustainable Financing

**“We are convinced that Green Bonds are an effective tool to channel investments towards a low carbon economy and climate-resilient assets that have environmental benefits and thereby contribute to the achievement of the UN SDGs.”**

In 2021, PRODEA, in the context of aligning its financing strategy with its corporate vision for meeting higher environmental, social, and corporate governance (ESG) standards, issued its first Green Bond Framework.

PRODEA's aspiration is to demonstrate leadership in green and energy-efficient buildings, working in collaboration with its stakeholders to create positive change and long-term value, with the goal to improve its Environmental and Sustainability footprint.

The development of the Green Bond Framework is an effective tool towards a low carbon economy and climate-resilient assets with direct environmental benefits that contribute to the achievement of the following UN SDGs:

### Contribution to SDGs by Green Bond Framework



#### SDG 6 (Clean Water and Sanitation)

Ensure availability and sustainable management of water and sanitation for all.



#### SDG 7 (Affordable and Clean Energy)

Ensure access to affordable, reliable, sustainable and modern energy for all.



#### SDG 9 (Industry, Innovation and Infrastructure)

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.



#### SDG 11 (Sustainable Cities and Communities)

Make cities and human settlements inclusive, safe, resilient and sustainable.



#### SDG 12 (Sustainable Consumption and Production)

Ensure sustainable consumption and production patterns.



#### SDG 13 (Climate Action)

Take urgent action to combat climate change and its impacts.

GRI 2-6, GRI 2-13, GRI 2-22, GRI 2-23, GRI 2-24, GRI 3-3



## Green Bond Framework

**300mn.**

Issue  
Amount

**2.3%**

Fixed Interest  
Rate

**7 years**

Maturity  
Coupon Type

**A**

Credit  
Rating Icap

PRODEA has created its first Green Bond Framework in accordance with the Green Bond Principles (GBP), version June 2018, drafted by the International Capital Market Association (ICMA). The Company issued this Green Bond framework with a particular focus on financing or refinancing projects which fall into the following areas:



Green buildings which meet regional, national, or internationally recognised sustainability standards or certifications.



Energy efficient and sustainable buildings.



Green transportation projects.



Renewable energy projects.

## Use of Proceed

The net proceeds of the Green Bonds issuance can be used to finance or refinance in whole or in part an Eligible Green Portfolio, consisting of Eligible Green Projects in the following Eligible Categories:

- Green Buildings
- Energy Efficiency
- Clean Transportation
- Renewable energy

## Project evaluation and selection process

PRODEA's Green Bond Committee carries out the project evaluation and assesses the use of proceeds raised through green bond issuances in order to ensure that they are channeled into eligible green projects. Also, the Committee monitors and coordinates:

- The update and maintenance of the Green Bond Register.
- The process of management of proceeds in accordance with the present framework.
- The drafting and publication of the Green Bond Investor Report (as defined in the following chapters).
- The issuance of the Company's green bonds and the support of the processes in relation to providing information to investors, in collaboration with the advisors, the green bond assurance providers, and the financial institutions.

## Utilisation of Proceeds

PRODEA uses the net proceeds of the Green Bond to a list of Eligible Green Projects that meet the Eligibility Criteria of the Green Bond Framework. If Eligible Green Projects cease to fulfil the Eligibility Criteria or exit the assets portfolio, the Company uses its best effort to substitute these projects as soon as reasonably practicable, once an appropriate substitution option has been identified. Alternatively, a reallocation of the proceeds to other Eligible Green Projects may also be considered. As at 30.06.2024, the total amount of the net proceeds from the Green Bond has been utilised as presented in the latest annual [Green Bond Investor Report](#) published in July 2024.

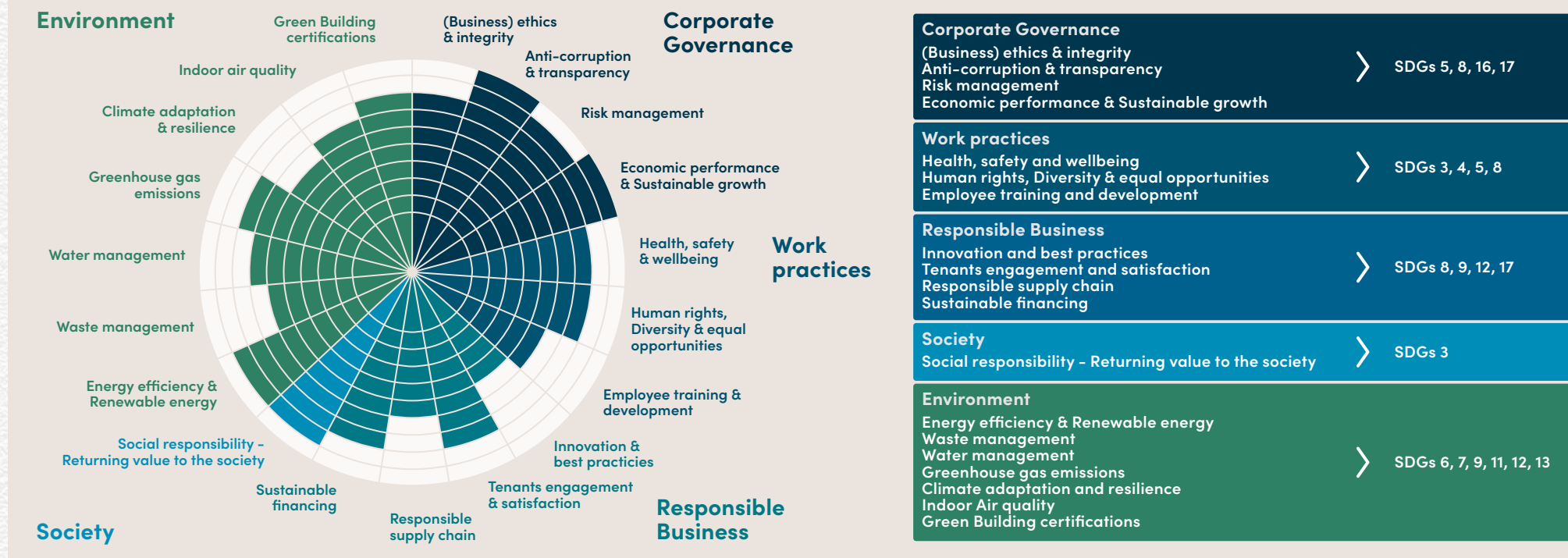
GRI 3-3, GRI 2-13, GRI 2-22, A-G6-1

## 2.4 Materiality Analysis

PRODEA has undertaken a materiality assessment in order to identify, analyse, and prioritise the most important ESG issues to the business and its stakeholders. The process of evaluating and prioritising material issues is based on the guidelines of the Global Reporting Initiative and the analysis and ranking of the dimensions of the Sustainability Accounting Standards Board (SASB). In 2023, the Company reassessed its material topics and concluded that the Covid pandemic and the Geopolitical Instability are no longer material for its operations. PRODEA Investments is currently in the process of concluding its double materiality assessment and reassessing its material topics in line with the ESRS requirements. The double materiality assessment's results will be presented in the forthcoming sustainability report for the financial year 2024. To identify the material issues presented in the graphs, the following methodology was applied:

- 1. Identification and understanding of the material issues.**  
To identify the most relevant material topics, the Company conducted a survey and analysed sectoral material issues following the SASB guidelines, in line with PRODEA's strategic vision.
- 2. Assessing and ranking the above matters according to their significance on social and environmental impact as well as the impact on the company's operation.**  
To achieve this, a specialized internal workshop was organised.
- 3. Validation of issues and their evaluation from the top management.**  
The results were reviewed in order to align with the Company's strategic approach and priorities.

### PRODEA Investments Material Issues

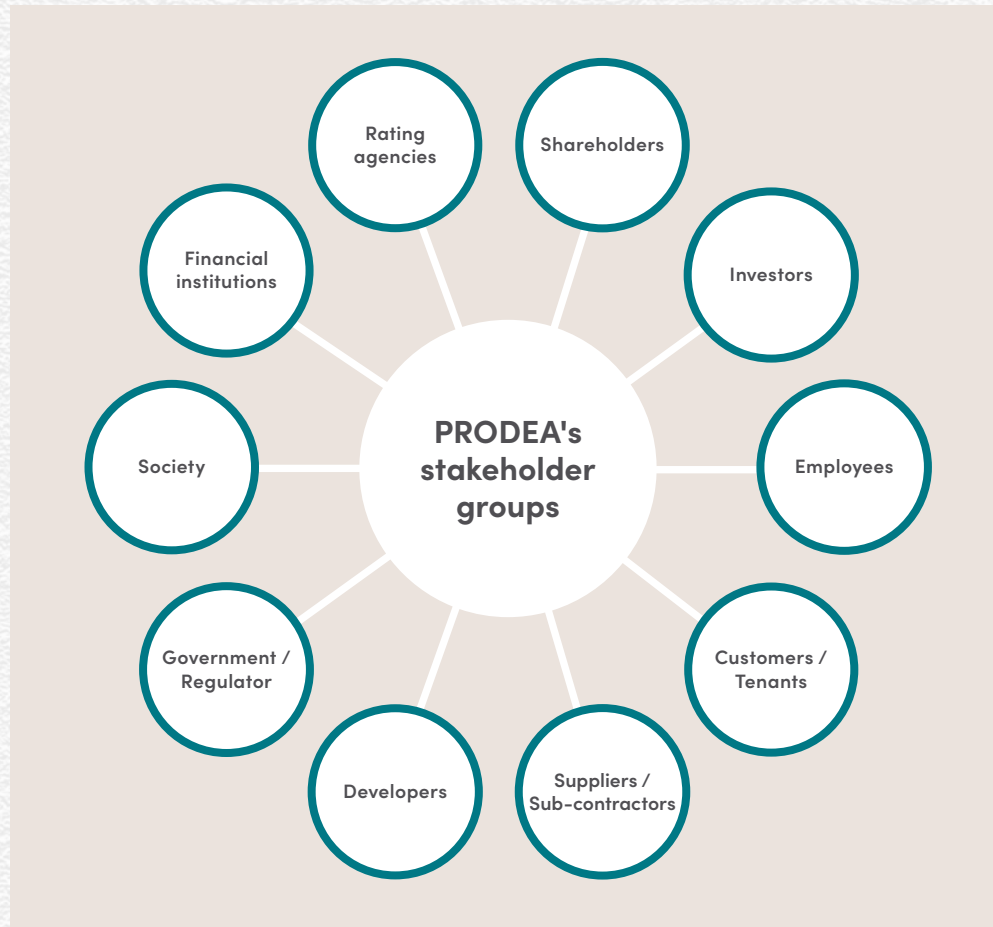


GRI 2-12, GRI 2-22, GRI 2-23, GRI 3-1, GRI 3-2, GRI 3-3, C-G3-1, C-G3-2

## 2.5 Stakeholder Engagement Framework

PRODEA has identified its stakeholders, the groups that impact and/or are affected by its activities, either directly or indirectly, positively or negatively. The Company prioritises to maintain open, two-way channels of communication with its stakeholders, that contributes to achieving long-term cooperations, based on mutual trust and respect. As part of the process of identifying and prioritising the various stakeholder groups, emphasis is placed on the diversity of expectations and needs of each group.

The Company's stakeholder groups are:



PRODEA HQ, ATHENS

GRI 3-3, GRI 2-29, C-S1-1

Stakeholder Groups	Dialogue opportunities	Expectations	Respond to expectations
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>• Annual general / shareholder meeting</li> <li>• Extra ordinary meetings</li> <li>• Analysts and company's executive contact</li> <li>• Top management</li> <li>• Annual Financial Report</li> <li>• Interim Financial Report</li> <li>• Presentations of financial results</li> </ul>	<ul style="list-style-type: none"> <li>• Profitability</li> <li>• Enhancing the Company's portfolio and competitiveness</li> <li>• Managing operating costs</li> <li>• Ensuring shareholders' rights and interests</li> <li>• Responsible Corporate Governance and Sustainable Development</li> </ul>	<ul style="list-style-type: none"> <li>• Regular publications (Annual Financial Report, Interim Financial Report, presentations of financial results)</li> <li>• Targeted actions to improve financial outcomes at all levels</li> <li>• Green Bonds Reports</li> </ul>
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Company's share space</li> <li>• Corporate communication via email</li> <li>• "Open-door" communication</li> <li>• Events / Meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Training and personal development</li> <li>• Occupational health and safety</li> <li>• Company's activities and developments</li> <li>• Employee benefits</li> <li>• Mental health and well-being</li> <li>• Corporate culture</li> <li>• Evaluation system and salary</li> <li>• Career and competencies development</li> </ul>	<ul style="list-style-type: none"> <li>• Constant and direct communication among directors and employees</li> <li>• Occupational health and safety training</li> <li>• Well-being certifications</li> <li>• Establishment of grievance mechanism</li> <li>• Planning of events and initiatives for employees</li> <li>• Corporate policies</li> </ul>
<b>Customers / Tenants</b>	<ul style="list-style-type: none"> <li>• Company website</li> <li>• Social Media</li> <li>• Annual Sustainability Report</li> <li>• Annual Financial Report</li> <li>• Meetings</li> <li>• Direct communication (Emails, calls)</li> </ul>	<ul style="list-style-type: none"> <li>• Excellent cooperation with the Company</li> <li>• Building issues</li> <li>• Lease issues</li> <li>• Green Leases</li> </ul>	<ul style="list-style-type: none"> <li>• Company strategy for green buildings</li> <li>• Establishment of grievance mechanism platform</li> <li>• Energy efficiency improvements</li> <li>• Green Leases</li> </ul>
<b>Suppliers / Sub-contractors</b>	<ul style="list-style-type: none"> <li>• Ongoing and direct communication</li> <li>• Targeted meetings, as deemed necessary</li> </ul>	<ul style="list-style-type: none"> <li>• Responsible supplier management</li> <li>• Profitable and reliable cooperation</li> <li>• Supporting / sub-contractors from local communities</li> <li>• Transparent and meritocratic procedures</li> <li>• Payment issues</li> </ul>	<ul style="list-style-type: none"> <li>• Company Code of Conduct ensuring responsible and meritocratic practices</li> <li>• Sub-contractors' evaluation process</li> <li>• Clear, strong and transparent contracts</li> </ul>
<b>Developers</b>	<ul style="list-style-type: none"> <li>• Ongoing and direct communication (Emails, calls)</li> <li>• Targeted meetings, as deemed necessary</li> </ul>	<ul style="list-style-type: none"> <li>• Profitable and reliable cooperation</li> <li>• Responsible development management</li> <li>• Transparent and meritocratic procedures</li> <li>• Payment issues</li> <li>• High ESG Performance</li> </ul>	<ul style="list-style-type: none"> <li>• Company Code of Conduct ensuring responsible and meritocratic practices</li> <li>• Clear, strong and transparent contracts</li> <li>• Sub-contractors' evaluation process</li> <li>• Report on ESG Performance</li> </ul>

GRI 3-3, GRI 2-29, C-S1-1

Stakeholder Groups	Dialogue opportunities	Expectations	Respond to expectations
<b>Government / Regulator</b>	<ul style="list-style-type: none"> <li>• Annual Financial Report</li> <li>• Monitoring of and compliance with the licensing legislation</li> <li>• Targeted communication</li> <li>• Participation in government's / regulator's events</li> <li>• Institutional representation Bodies</li> </ul>	<ul style="list-style-type: none"> <li>• Good corporate governance and business ethics</li> <li>• Compliance with current legal framework and regulations</li> <li>• Taxes payment</li> <li>• Providing employment opportunities</li> <li>• Social actions</li> <li>• Environmental performance</li> <li>• Institutional framework developments</li> </ul>	<ul style="list-style-type: none"> <li>• Regular publications (Annual Financial Report, Interim Financial Report, Investment Schedule)</li> <li>• Publication of Annual Sustainability Report</li> <li>• Targeted actions to improve financial outcomes, corporate governance and environmental performance</li> <li>• Compliance obligations</li> </ul>
<b>Society</b>	<ul style="list-style-type: none"> <li>• Company website</li> <li>• Social Media</li> <li>• Annual Sustainability Report</li> <li>• Announcements and advertisements</li> <li>• Press releases</li> <li>• Regular / targeted meetings and communication</li> </ul>	<ul style="list-style-type: none"> <li>• Providing employment opportunities</li> <li>• Corporate social responsibility</li> <li>• Human rights</li> <li>• Environmental protection</li> <li>• Good corporate governance</li> <li>• Social contribution actions</li> </ul>	<ul style="list-style-type: none"> <li>• Board of directors annual meeting to determine the fund for social actions and which actions are going to be supported</li> <li>• Targeted actions to improve responsible operations and ESG (environmental, social &amp; governance) performance</li> <li>• Structures of Responsibility</li> </ul>
<b>Financial institutions</b>	<ul style="list-style-type: none"> <li>• Meetings with the Management and Financial departments</li> <li>• Group Financial Results</li> <li>• Annual Sustainability Report</li> <li>• Targeted reporting</li> </ul>	<ul style="list-style-type: none"> <li>• Financial viability</li> <li>• Business plan and strategy</li> <li>• Sustainable development</li> <li>• Transparent procedures</li> <li>• Liquidity</li> <li>• Financial instruments</li> </ul>	<ul style="list-style-type: none"> <li>• Regular publications (Annual Financial Report, Interim Financial Report)</li> <li>• Publication of Annual Sustainability Report</li> <li>• Targeted actions to improve financial outcomes at all levels</li> <li>• ESG performance and compliance</li> </ul>
<b>Rating agencies</b>	<ul style="list-style-type: none"> <li>• Group Financial Results</li> <li>• Annual Sustainability Report</li> <li>• Targeted reporting publications, as required</li> </ul>	<ul style="list-style-type: none"> <li>• Sustainable development (ESG) and good corporate governance</li> <li>• Business plan and strategy</li> <li>• ESG metrics</li> </ul>	<ul style="list-style-type: none"> <li>• Regular publications</li> <li>• Implementation and update company's policies and regulations</li> <li>• Continuous improvements on Company's ESG strategy, actions and performance</li> </ul>

GRI 3-3, GRI 2-29, C-S1-1

## PRODEA's Value chain

The integration of environmental, social and governance aspects into the value chain is an important part of PRODEA's commitment to achieving its sustainability goals, meeting regulatory requirements, and driving long-

term value creation. By focusing on both upstream and downstream value chain, PRODEA can ensure that its sustainability efforts are comprehensive, impactful, and aligned with regulatory requirements.

### Upstream and Downstream Value Chain

UPSTREAM		OWN OPERATIONS		DOWNSTREAM	
Activities and Business Partners	Resources and infrastructure	Activities	Enabling Systems and Infrastructure	Clients	Real Estate Assets
<ul style="list-style-type: none"> <li>• Developers</li> <li>• Construction Companies/ Contractors</li> <li>• Consultants (Technical Valuation, Legal, Finance and other)</li> <li>• Rating Agencies</li> <li>• Marketing and Communication</li> <li>• Financial Institutions</li> <li>• Equipment and Material Suppliers (Construction and Own Offices)</li> <li>• Insurance Services</li> <li>• Facility Management Companies</li> </ul>	<ul style="list-style-type: none"> <li>• Real Estate Assets</li> <li>• Utilities</li> <li>• Business travel &amp; commuting</li> <li>• Equipment and Material Supplies (Construction)</li> </ul>	<ul style="list-style-type: none"> <li>• Commercial Services (Sales and Leasing)</li> <li>• Technical (Development, Maintenance and Construction)</li> <li>• Property Management</li> <li>• Sustainability and Green Building</li> <li>• Legal</li> <li>• Financial</li> <li>• Valuation</li> <li>• Communication and Investors Relationship</li> <li>• Investment</li> </ul>	<ul style="list-style-type: none"> <li>• Business travel &amp; commuting: Own Fleet</li> <li>• Human Resources &amp; workforce Management</li> <li>• Compliance and Risk Management Services</li> <li>• IT and Innovation Services</li> <li>• Accounting</li> </ul>	<ul style="list-style-type: none"> <li>• Tenants</li> <li>• Buyers</li> </ul>	

GRI 2-6, GRI 2-22, GRI 2-23, GRI 2-24, GRI 3-3, A-G1-1, C-G7-1

## 2.6 Our Goals

PRODEA endeavours to achieve its vision for the highest environmental, social and corporate governance (ESG) standards for a more sustainable future by setting and following the below:

### Environment

The Company recognises the impacts of its operations and 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<sup>1</sup> emissions by 2050<sup>2</sup>. **(Long Term Goal)**
- Improve tenant's consumption data coverage from 54% in 2022 to 80% by 2030 with a goal to reach 100% coverage by 2035. **(Long Term Goal)**
- Electrify 100% of PRODEA Investments' assets by 2040. **(Long Term Goal)**
- Increase the share of green certified office buildings from 41% (2022) to 65% by 2035 and 100% by 2050 based on GAV. **(Long Term Goal)**
- Conduct a Green Due Diligence process when evaluating new investment opportunities. **(Medium Term Goal)**
- Incorporate energy and environmental criteria in the decision-making process to determine the optimal composition of properties in the Company's portfolio. **(Medium Term Goal)**
- 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. **(Short Term Goal)**
- Connect at least 35 properties of the Company's portfolio to Siemens' Building X energy management platform and continuously monitor the energy consumption of selected buildings mentioned above, aiming to improve their energy efficiency. **(Medium Term Goals)**

<sup>1</sup> For the Scope 3 emissions associated with the Company's properties, only the operational emissions of these properties are included.

<sup>2</sup> This goal is inextricably linked to the accomplishment of the National climate goals of the countries in which the



SYGGROU AVENUE 97 OFFICE BUILDING, ATHENS

- 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). **(Short Term Goals)**

### Social

- Disseminate and share ethics best practices with all employees. **(Short Term Goals)**
- Implement training and development programs for all employees. **(Short Term Goals)**
- Improve the level of well-being of all our employees. **(Short Term Goals)**
- Social value creation, through targeted actions that benefit society, the environment, healthcare, and the sports industry. **(Short Term Goals)**

### Governance

- Conduct effective governance. **(Short Term Goals)**

Company operates and include neutrality by 2050, the penetration of Renewable Energy Sources into the National electricity mix and the final energy consumption of each country. The Company's goal will be re-evaluated whenever deemed necessary, taking into account the progress towards achieving the relevant National goals.

GRI 2-23, GRI 3-3, A-G3-1, A-G3-2, A-G3-3

# 3. Our Portfolio

- 3.1 Our Sustainable Buildings
- 3.2 Our Approach to the Environment
- 3.3 Environmental Performance
- 3.4 Innovative Energy Services
- 3.5 Actions and Measures



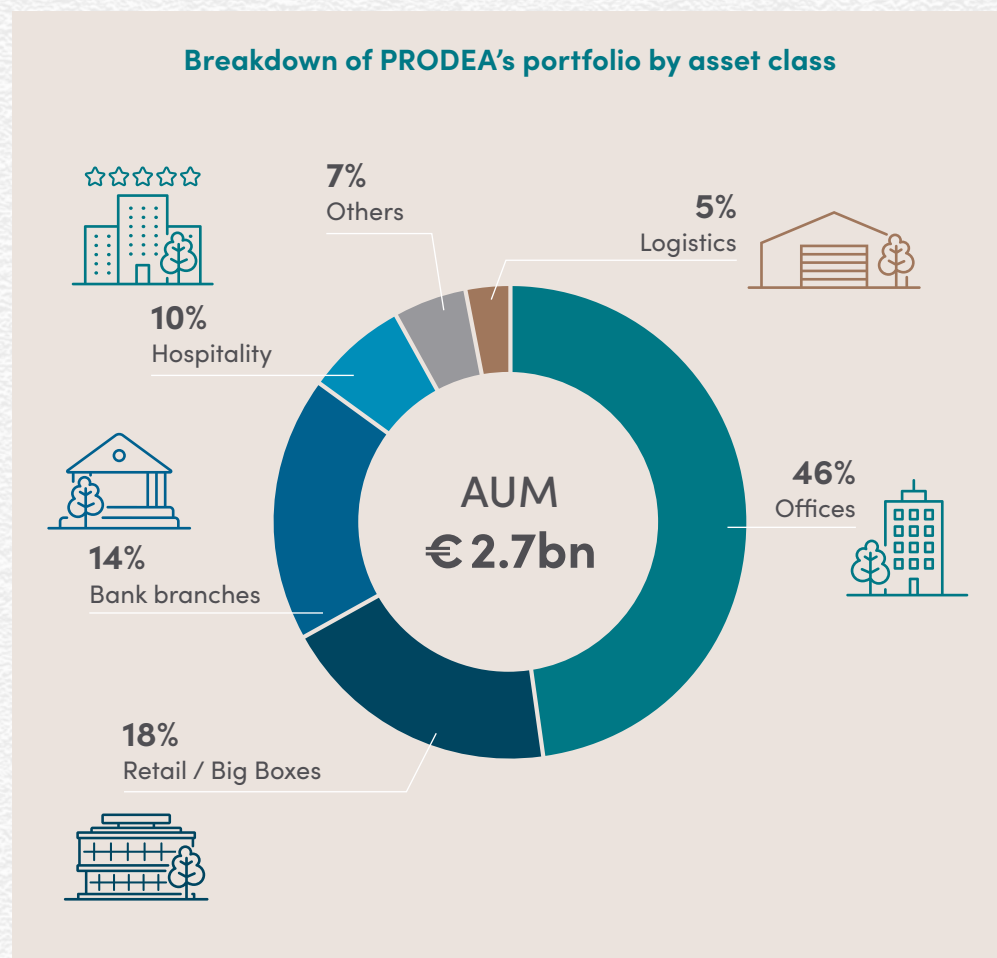
Our contribution to the  
UN Sustainable Development Goals:





# 3. Our Portfolio

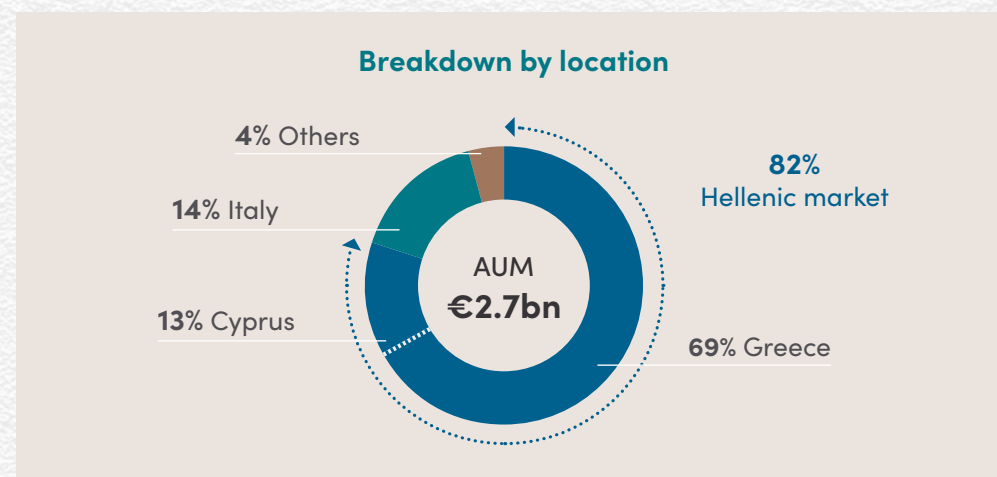
PRODEA's real estate portfolio counts 330 commercial properties (please see figure below). It consists of primarily offices and retail and is rapidly expanding in the logistics and hospitality sectors. Overall, the Company maintains a low dependence on any single asset class or any individual property.



WHITE COAST, MILOS, GREECE

## In Detail

As at December 31, 2023, the Group's real estate portfolio consisted of 330 commercial properties (mainly retail and offices), of a total leasable area of ca. 1.4 million sq.m. The location break down of the portfolio is presented below:



### 3.1 Our Sustainable Buildings

PRODEA's strategic decision is to invest in sustainable buildings that interact positively with the environment, society and users throughout their whole life cycle. These buildings ensure the lowest possible impact during their development, operation and end-of-life phases.

As at 31.12.2023, 43.6%, based of PRODEA's Offices, based on Gross Asset Value (GAV), has been certified or is under certification according to the LEED or BREEAM international frameworks.



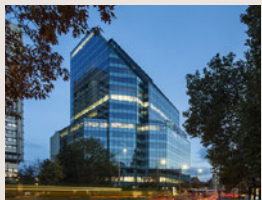
#### Significant amount invested in green certified buildings (indicative)



**Asset name:** KARELA OFFICE PARK  
**Asset Class:** OFFICE  
**Certification:** LEED GOLD - **CERTIFIED**  
**Area:** 61,672m<sup>2</sup>



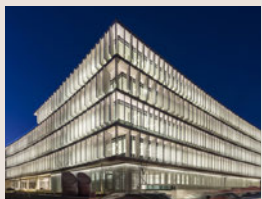
**Asset name:** PRODEA HQ, Athens  
**Asset Class:** Office  
**Certification:** LEED Gold - **CERTIFIED**  
**Certification:** WELL Platinum - **CERTIFIED**  
**Area:** 2,912m<sup>2</sup>



**Asset name:** TELUS TOWER  
**Asset Class:** Mixed Use  
**Certification:** BREEAM - Very Good - **CERTIFIED**  
**Area:** 54,009m<sup>2</sup>



**Asset name:** MOXY, Omonia Sq.  
**Asset Class:** Hotel  
**Certification:** LEED Gold- **CERTIFIED**  
**Area:** 10,300m<sup>2</sup>



**Asset name:** ELEMENT, Marousi  
**Asset Class:** Office  
**Certification:** LEED Platinum - **CERTIFIED**  
**Area:** 13,894m<sup>2</sup>



**Asset name:** SYGGROU AVENUE 97 OFFICE BUILDING, Athens  
**Asset Class:** Office  
**Certification:** LEED Gold - **CERTIFIED**  
**Area:** 19,983m<sup>2</sup>



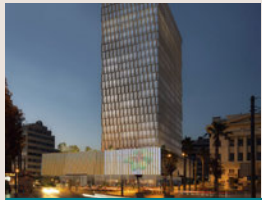
Significant amount invested in green certified buildings (indicative) - (continued)



**Asset name:** THE WAVE, Syggrou Av.  
**Asset Class:** Office  
**Certification:** LEED Gold - **CERTIFIED**  
**Area:** 5,448m<sup>2</sup>



**Asset name:** KAIZEN CAMPUS, Marousi  
**Asset Class:** Office  
**Certification:** LEED Gold - **CERTIFIED**  
**Area:** 14,213m<sup>2</sup>



**Asset name:** PIRAEUS TOWER  
**Asset Class:** Mixed use  
**Certification:** LEED Platinum - **CERTIFIED**  
**Certification:** WELL Core Gold - **UNDER CERTIFICATION**  
**Area:** 34,600m<sup>2</sup>



**Asset name:** HUB 26  
**Asset Class:** Office  
**Certification:** LEED Gold - **UNDER CERTIFICATION**  
**Area:** 31,009m<sup>2</sup>



**Asset name:** LANDMARK TOWER, Nicosia Cyprus  
**Asset Class:** Office  
**Certification:** LEED Gold - **UNDER CERTIFICATION**  
**Area:** 26,406m<sup>2</sup>  
**Status:** **UNDER DEVELOPMENT**



**Asset name:** VIVA WALLET, Marousi  
**Asset Class:** Office  
**Certification:** BREEAM -Very Good- **UNDER CERTIFICATION**  
**Area:** 20,097m<sup>2</sup>



**Asset name:** ILIDA, Marousi  
**Asset Class:** Office  
**Certification:** BREEAM In-Use -Very Good- **UNDER CERTIFICATION**  
**Area:** 17,668m<sup>2</sup>



**Asset name:** KALLITHEA 132, Kallithea  
**Asset Class:** Office  
**Certification:** BREEAM In-Use -Very Good- **UNDER CERTIFICATION**  
**Area:** 4,664m<sup>2</sup>



**Asset name:** BELLEVUE HOTEL, Cortina d' Ampezzo, Italy  
**Asset Class:** Hotel  
**Certification:** LEED Gold - **UNDER CERTIFICATION**  
**Area:** 11,600 m<sup>2</sup>  
**Status:** **UNDER DEVELOPMENT**

## Indicative Assets in Detail

### PRODEA Headquarters

#### Highlights



The first  
LEED Gold certified  
listed building in Greece



The first WELL Platinum  
certified building  
in Greece

#### Elegance & Tradition

A unique combination of elegance, premium interior spaces, and eco-friendly materials that blend in harmony with the original elements of a listed building in the city centre of Athens.

#### Top-Tier Health & Well-being

The building adds value to the surrounding area of Athens city center. It provides a unique experience to its users and society, as it benefits from health, well-being, and biophilia elements that include, advanced energy and water-saving infrastructure, break-out and exercise areas, and state-of-the-art IT facilities.

The property accommodates the headquarters of PRODEA (2,912 m<sup>2</sup>). The office building is located in the historic city centre of Athens; it is easily accessible by public transportation; and it is close to the Hellenic Parliament, Syntagma, Omonia, and Monastiraki squares.



GRI 3-3

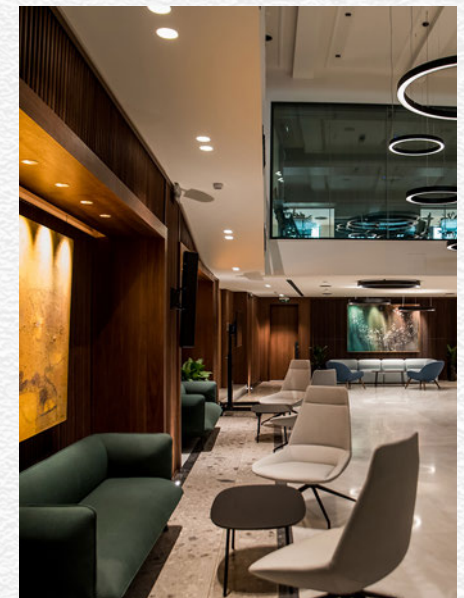
It is a unique, fully renovated, architectural award-winning listed building that meets the highest standards of modern office spaces and follows the design specifications of LEED. In 2024, it was certified under WELL building certification at the “Platinum” level.

The building exhibits excellent indoor air quality and temperature conditions, ensures low energy consumption through the optimal use of natural light and high energy efficiency systems, and implements sustainable policies and good practices for its employees and users, that is affirmed by the LEED and WELL certifications.

The property comprises a basement, ground floor, mezzanine, and four above-ground floors. It includes a gym, a restaurant, a large multi-functional space on the ground floor, and several meeting rooms. The rooftop, overlooking the Acropolis, is an open-space event area.

### Property Key Characteristics

- High-energy performing building
- Energy-efficient Heat recovery VRV system – Simultaneous heating & cooling operation
- LED Lighting with motion sensors
- Energy-efficient fresh air units with heat recovery
- Solar panels for DHW production
- Green Roof with plants for hot and dry climates
- CO<sub>2</sub> sensors for demand control ventilation
- BEMS, KNX and DALI systems
- Exterior Wooden Frames and Low-E Glasses
- Integrated eco-friendly principles and premium materials
- Fixtures and fittings with low water consumption.



## From Treatment to Prevention

Employees' well-being and their physical and mental health are essential aspects that ensure the sustainability of PRODEA's business. The Company focuses its efforts in implementing sustainable practices and has successfully completed the "WELL Building Standard" ("WELL") assessment for its Headquarters Building.

WELL is a performance-based system for measuring, certifying, and monitoring features of the built environment that impact human health and well-being, such as air, water, nourishment, light, fitness, comfort, and mind. It is managed and administered by the International WELL Building Institute (IWBI) and is third-party certified by the Green Business Certification Incorporation (GBCI).

The areas that the WELL certification considers:



A summary of how WELL features and concepts are implemented or are planned to be implemented in the Company's headquarters are listed below.



## I. Promoting Mental Health and Well-being

PRODEA has committed to supporting and promoting its employees' mental health and well-being through various mental health promotion programs or initiatives. These include initiatives such as education or awareness efforts mental health screenings, stress management programs, training offered by qualified in-house or contracted professionals, and more. These will be tailored to the culture and needs of the employees through research, a series of surveys, and interviews.

## II. Stress Management

PRODEA supports employee stress management through training or education and additional health and wellness offerings associated with stress reduction or management.

## III. Working Conditions

PRODEA's workplace processes and space utilisation support focus and productivity among its employees. Current relevant actions and initiatives that are being implemented are:

- Flexible working schedule and work-from-home options;
- Visual and physical ergonomics and comfort;
- Promotion of a learning culture; and
- Additional formal corporate policies, processes, and offerings.



GRI 3-3

## KARELA OFFICE PARK

### Highlights



The first  
**LEED Gold**-certified  
business park in Greece

The tenants benefit from several energy and water-saving infrastructures as well as a large breakout and exercise area on the green roof with plants for hot and dry climates.

#### Landmark Property

An office building complex consisting of six semi-autonomous buildings.



Karela Office Park (ca. 61,600 m<sup>2</sup>) is located in the Paiania area, near Athens airport. The property is the first building in Greece with LEED certification. The complex consists of six individual buildings that can operate autonomously. The property has a ground floor plus two above-ground floors and three underground levels, including 729 parking spaces.

#### Property key characteristics

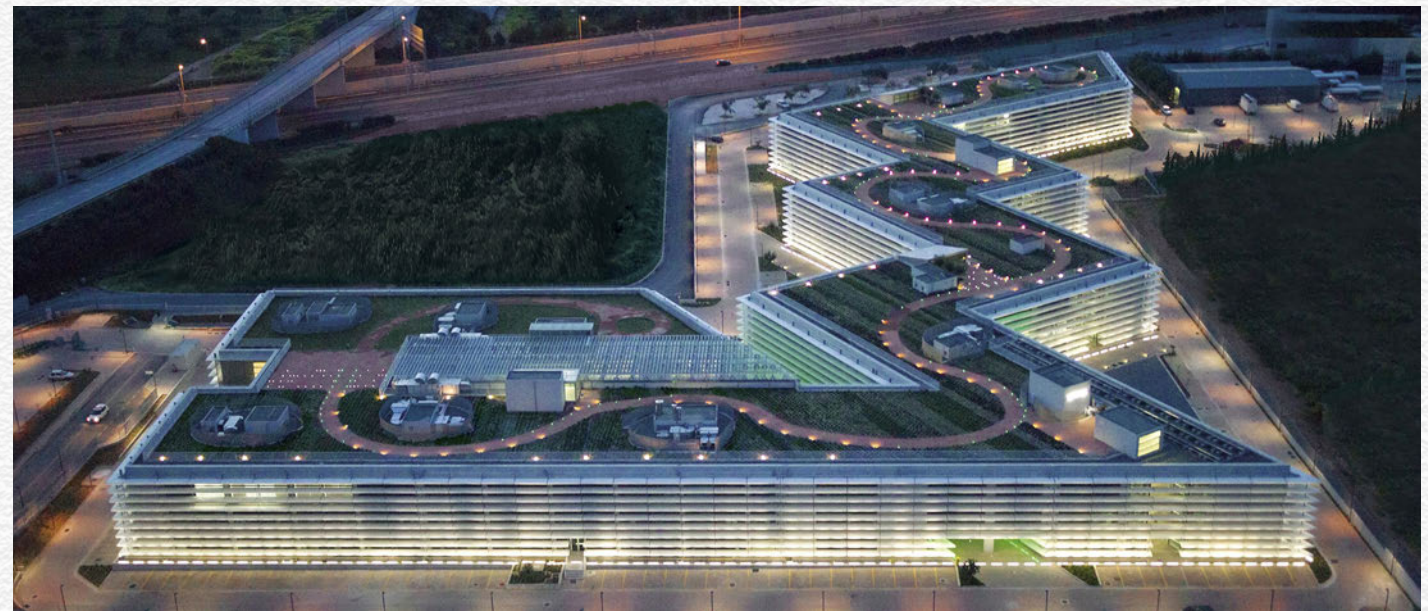
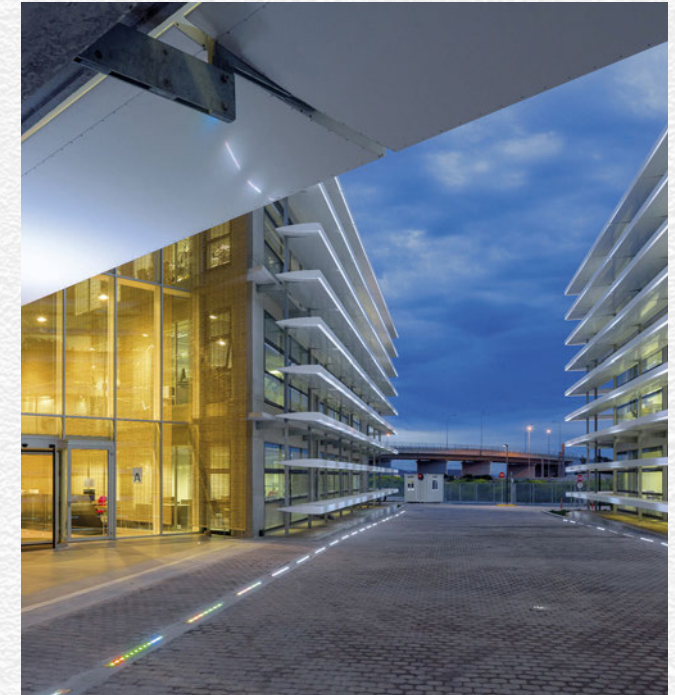
- The building's structural elements are made from recycled materials
- A green rooftop that decreases all thermal loads in the complex



GRI 3-3



- Use of certified timber (FSC, PEFC)
- External shading system (motorised), which has been designed to allow the entrance of natural light into the internal office spaces
- Air-conditioning units which support the responsible use of energy
- Use of renewable energy sources
- Exterior Aluminium Frames with Thermal Brake and Low-E Glasses
- BMS, KNX, and DALI systems
- CO<sub>2</sub> sensors for demand control ventilation
- Roof garden irrigation with a rainwater collection system
- Wastewater treatment
- 14 energy-efficient MRL lifts and 3 cargo lifts
- Bike storage, gym facilities, and specified parking spaces for hybrid/ electric cars.
- Event space, food and beverage area with a commercial kitchen, and a restaurant
- Pharmacy and medical office access for the tenants
- Green rooftop that decreases all thermal loads of the complex



Highlights



LEED Gold certification

**Bioclimatic Building**

A bioclimatic reconstruction approach has been followed to achieve a contemporary design, reduced consumption, and energy efficiency.

**Strategic location**

It is strategically located in a prominent business district in the centre of Athens, close to notable historical and lifestyle spots. It has an immediate connection with the southern suburbs and Piraeus Port.



The Wave building (ca. 5,400 m<sup>2</sup>) with its regenerating architectural design promotes a sustainable corporate identity for any tenant, minimising environmental impact through green materials, resource efficiency, and operational optimisation. The unique indoor and outdoor areas create an inspiring working atmosphere, encouraging a comfortable and healthy business lifestyle for all employees.

**Property key characteristics**

- High energy performing building
- LED lighting with motion and daylight harvesting sensors
- Energy-efficient Air Handling Units



- Energy-efficient heat recovery VRV system for simultaneous heating & cooling operation
- 4 energy-efficient MRL lifts
- Rooftop terrace with plants for hot and dry climates
- CO<sub>2</sub> sensors for demand control ventilation
- Exterior Aluminium Frames with thermal Brake and Low-E Glasses
- BEMS, KNX, and DALI systems
- Diverse points of entry for fibre access
- Façade integrated shading system offering optimal shading and energy performance
- Optimum balance among thermal comfort, daylight, and view out
- Decreased cooling energy demand through multiple heat gains' reduction strategies
- Integrated avant-garde eco principles and materials
- Fixtures and fittings with low water consumption

Highlights



LEED Platinum certification

Aesthetics & Sustainability

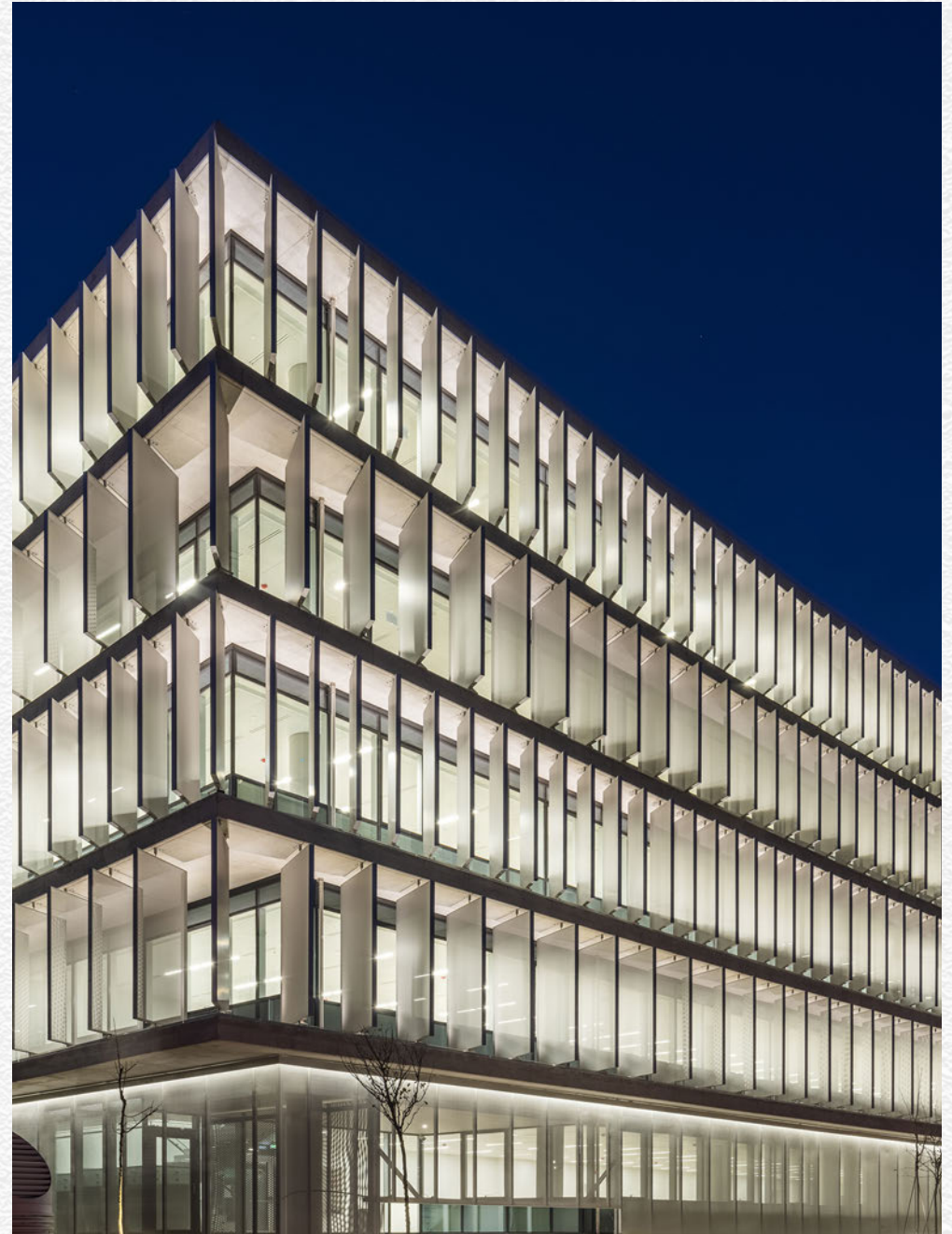
A green roof with photovoltaic panels, high-end energy-efficient building systems, and spacious internal spaces are harmonically integrated with the overall architecture and design of the building.

Leading in energy efficiency

The complex combines active and passive energy efficiency strategies enabling the reduction of energy consumption. The innovative practices implemented in the building have been certified with the highest level of LEED certification, LEED Platinum.



A state-of-the-art Grade A office building in Marousi's business district, with a total surface area of ca. 13,890m. It was completed in Q4 2021 and has been fully let and certified to LEED Platinum level in 2022.



## Property key characteristics

- Energy efficient heat recovery VRV system – Simultaneous heating & cooling operation
- LED lighting with motion and daylight harvesting sensors
- Energy-efficient Air Handling Units
- Photovoltaic (PV) electricity production system
- Green Roof with plants for hot and dry climates
- CO<sub>2</sub> sensors for demand control ventilation
- BEMS and KNX systems
- Exterior Aluminium Frames with Thermal Brake and Low-E Glasses
- Movable shading system offering optimal shading and energy performance
- Rainwater collection for irrigation purposes
- Decreased cooling energy demand through multiple heat gains' reduction strategies
- 5 energy -efficient MRL lifts.
- Fixtures and fittings with low water consumption.



## TELUS TOWER

### Highlights



**BREEAM Very Good certification**

### An Architectural Landmark

The building is designed in accordance with the highest architectural, urban, and technical standards and it is one of the most prominent office properties in Sofia.

### High Performing Building

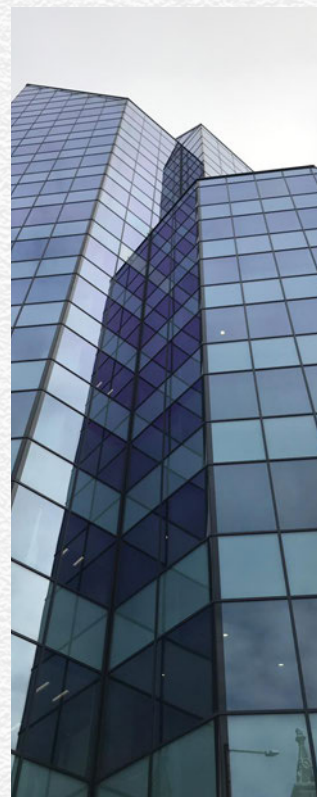
The high-performing building bioclimatic design in the interior spaces has been a key factor in increasing employees' health and comfort. Energy, waste, and water management systems offer significant consumption and emissions reductions.



Telus Tower is a Grade A building (ca. 54,000 m<sup>2</sup>) developed in Sofia's downtown business district. The office areas are developed in a 20-story tower, with the lower eight stories incorporating large floor plates and an atrium, offering flexible office accommodation. The building also has six levels of underground parking with 365 spaces. Part of the ground floor is leased as retail stores.

### Property key characteristics

- A glazed façade building meeting the highest aesthetical and technical standards. The glass panels offer very good thermal insulation while filtering 60% of the IR radiation, providing excellent thermal comfort conditions



- It is equipped with an energy-efficient VRV air conditioning system, separated into sections, which secures indoor thermal comfort
- Ventilation units with heat recovery provide sufficient fresh air for indoor spaces
- A "gray water" filtering system is installed, providing re-use of nearly 40% of the total water consumption
- High energy performance lighting fixtures with motion and daylight harvesting sensors through the DALI system
- BMS - all systems in the building are monitored by a management system, which adds control functions to all energy-consuming installations
- 11 energy-efficient lifts.

GRI 3-3

## SYGGROU AVENUE 97 OFFICE BUILDING

### Highlights



LEED Gold certified

### Bioclimatic Design

Bioclimatic design that achieves optimum energy efficiency was a key focus during the design of the office complex.

### Primely located office complex

Syggrou Avenue 97 Office Building is primarily located at Syggrou Avenue, in close proximity to the centre of Athens, enjoying high visibility and excellent accessibility.

Syggrou Avenue 97 Office Building, designed by the international studio Barnett Associates and consists of two autonomous and functionally independent offices. The complex was developed in collaboration with Dimand S.A. and has a total gross building area (GBA) of 30,600 sqm including ca. 17,000 sqm of high-quality office space and 282 parking spaces over 7 floors above ground and four underground levels. Building A was completed in Q2 2022 and has been sold to Generalli Hellas to be used as its Athens HQs, while Building B (19,983 sqm) was completed in Q4 2022 and remained under PRODEA's ownership. Building B received a LEED Gold Certification in 2023.

### Property key characteristics

- Energy-efficient heat recovery VRV system - Simultaneous heating & cooling operation
- LED lighting with motion sensors
- BEMS and KNX - all systems in the building are monitored by a management system, which adds control functions on all energy-consuming installations
- Energy-efficient Air Handling Units with fresh air inlet
- Exterior aluminium frames with thermal brake and Low-E Glasses
- Movable shading system offering optimal shading and energy performance
- Fixtures and fittings with low water consumption
- Green Roof with plants for hot and dry climates
- Rainwater collection for irrigation purposes
- Multiple waste stream infrastructure



GRI 3-3

## KAIZEN CAMPUS

### Highlights



LEED Gold certified

### Unique state-of-the-art green office

The office benefits from multiple energy and water-saving infrastructures, as well as a large breakout area on the ground floor with plants for hot and dry climates.

### Strategic Location

The building is primarily located in Marousi's business district, one of the most established office markets in the Attica region, offering excellent accessibility as it is situated next to Metro Station "Neratziotissa".



KAIZEN CAMPUS is a unique state-of-the-art green office building, consisting of 3 levels above ground, with 3 wings and a total GBA of ca.14,200 sqm. The office includes ca.8,000 sqm of energy-efficient offices and 187 parking spaces. KAIZEN CAMPUS received a LEED Gold Certification in 2023.



### Property key characteristics

- Fixtures and fittings with low water consumption
- Advanced energy metering
- LED lighting with motion sensors
- BEMS and KNX - all systems in the building are monitored by a management system, which adds control functions on all energy consuming installations
- Energy-efficient Air Handling Units with fresh air inlet
- Exterior aluminium frames with thermal brake and Low-E Glasses
- External shading system offering optimal shading and energy performance
- Energy-efficient heat recovery VRV system - Simultaneous heating & cooling operation
- Multiple waste stream infrastructure

GRI 3-3

## PIRAEUS TOWER

### Highlights



Under **LEED Gold** certification office



Under **WELL Core & Shell** certification

### Unique state-of-the-art green office tower

The office benefits from multiple energy and water-saving infrastructures as well as sustainable, low emitting materials.

### Strategic Location

The building is primarily located at Akti Poseidonos str, in the port of Piraeus, enjoying high visibility and excellent accessibility.

“Piraeus Tower” project is the re-development of a landmark tower in the port of Piraeus area; the largest port in the southeastern Mediterranean region. The re-development of the building is being executed through a joint venture with Dimand S.A. and the European Bank of Reconstruction & Development. PRODEA participates in the joint venture with 30% ownership. “Piraeus Tower” has been re-developed into a 34,600 sqm modern, sustainable, 22-story office tower, including two basements, retail, restaurants, café and auxiliary spaces, with a green roof, using technologically advanced sustainable materials. The project was completed in Q2 2024. Piraeus Tower will be the first LEED Gold certified tower in Greece and is expected to receive WELL Core certification at “Silver” level.

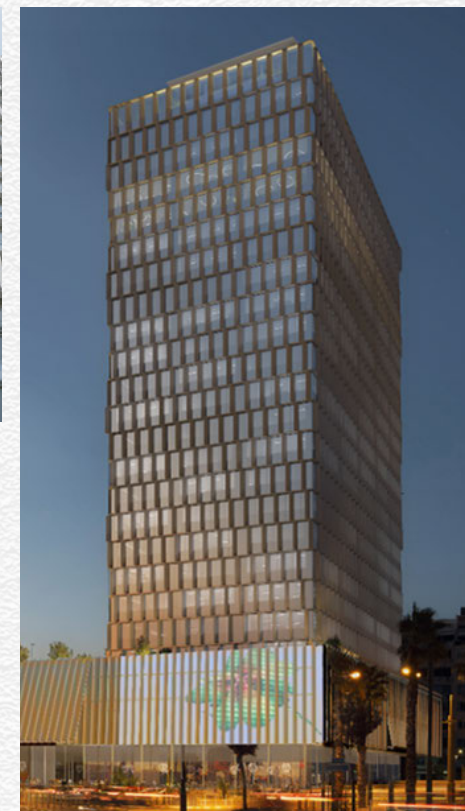
### Property key characteristics

- Fixtures and fittings with low water consumption
- Advanced energy metering
- LED Lighting with motion sensors
- BEMS and KNX - all systems in the building are monitored by a management system, which



adds control functions on all energy consuming installations

- Energy-efficient Air Handling Units with fresh air inlet
- External shading system offering optimal shading and energy performance
- Energy efficient Heat recovery VRV system - Simultaneous heating & cooling operation
- Optimum balance among thermal comfort, daylight and view out
- CO<sub>2</sub> sensors for demand control ventilation
- Multiple waste streams infrastructure
- 21% better energy performance than ASHRAE 90.1-2010
- Façade designed to provide 45% solar heat gain reduction



- PV panels
- Glazing combining high visibility (VLT) & low solar gain (g)
- 1000 sqm vegetation irrigated totally by rainwater
- Sustainable & low emitting materials
- Advanced indoor air quality monitoring and displaying
- Restorative / Wellness space available to tenants

GRI 3-3



Highlights



Under **LEED Gold** certification office

**Bioclimatic Design**

1<sup>st</sup> Business park of Northern Greece with bioclimatic design that achieves optimum energy efficiency which was a key focus during the design of the office complex.

**Primely located office complex**

HUB 26 is primarily located in the western entrance of Thessaloniki at the intersection of 26th October Str, opposite the historic former FIX brewery.



HUB 26 is a grade A modern office complex and consists of four autonomous office buildings in Thessaloniki. The office complex has a total GBA of 31,009 sqm including ca.20,000 sqm high-quality offices and 238 parking spaces over 5 floors and one underground level. The office complex is expected to receive LEED Gold Certification.

**Property key characteristics**

- Energy efficient Heat recovery VRV system – Simultaneous heating & cooling operation
- LED Lighting with motion sensors
- BEMS and KNX – all systems in the building are monitored by a management system, which adds control functions on all energy consuming installations
- Exterior aluminum frames with thermal brake and low-e glasses
- Fixtures and fittings with low water consumption
- Designated green areas for improving the micro climate
- Multiple waste streams infrastructure to enable more effective recycling

## PRODEA's pipeline

### LANDMARK TOWER

#### Highlights



Aiming for **LEED Gold** certification office

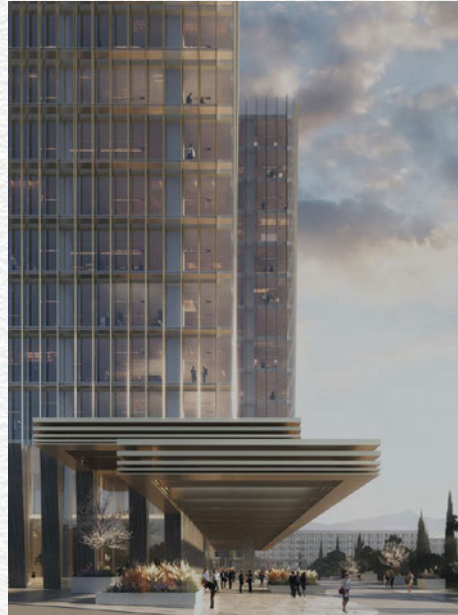
#### Unique state-of-the-art green office tower

The project design implements energy and water-saving strategies and emphasizes on indoor air quality.

#### Strategic Location

The building is located in the entrance of Nicosia city making it convenient, easily accessible and is also within walking distance to various amenities.

Landmark Tower is a newly developed office tower that will be constructed on the adjacent plot of the



Landmark Hotel in Nicosia, Cyprus. It is located at the entrance to the city centre of Nicosia, it comprises a 16-storey office building, with a total area of 26,406 sqm and is expected to receive LEED Gold certification.

The office consists of three rectangular prisms which differ in height and consequently number of floors. This design approach results in the creation of multiple roof terraces, thus giving the opportunity to expand social activity to the outdoors on higher floors and improve the working environment.



#### Property key characteristics

- Fixtures and fittings with low water consumption
- Advanced energy metering
- LED lighting combined with motion-activated and daylight sensors
- BEMS and KNX systems which offer monitoring, control and flexibility
- Energy-efficient Heat Recovery and VRV Units
- CO2 sensors for demand control ventilation
- Recycling facilities on-site for multiple waste streams
- PV panels
- Glazing combining high visibility (VLT) & low solar gain (g)
- Electric vehicles parking infrastructure
- Increased outdoor air supply (30% above ASHRAE 62.1 requirements)
- Sustainable & low emitting materials
- Advanced indoor air quality monitoring and displaying
- Potable water quality monitoring

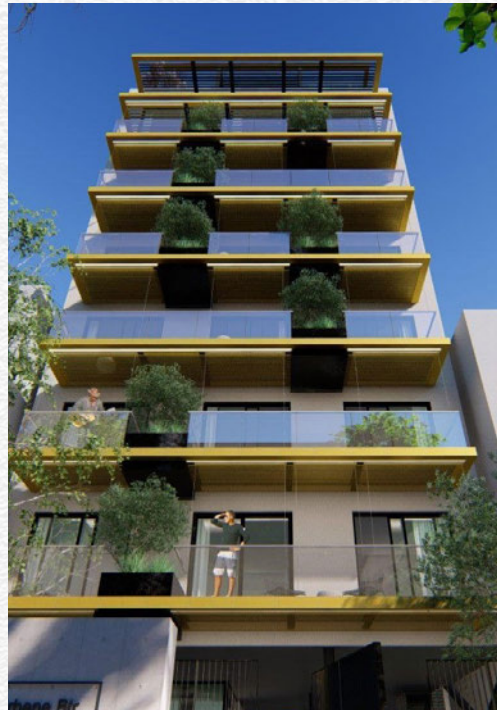
GRI 3-3

## KIFISIAS 77

Kifisias 77 project is a new “green” Grade A office complex development in Marousi. The office complex will have a total GBA of ca. 19,000 – 38,000 sqm including ca. 14,000-17,000 sqm high-quality offices and is expected to receive LEED at “Gold” level certification. The asset is primely located in Marousi, one of the most established office markets of the Attica region, and it will be easily accessible, as it is situated 100m from “Attica Ring Road Exit 11: Olympic Station/Kifisias Avenue”.

## HOME

Home project is a portfolio of energy-efficient residential development projects in the Attica region. Currently, there are twelve projects under development. The projects are located across Attica and have a total gross building area of ca. 23,300 sqm. Project completion will take place progressively and it is estimated to be completed in Q4 2027.



## LOGISTICS PROJECTS

Three unique logistics projects located in Aspropyrgos are under development. All buildings are located in the prime area of Western Attica and will offer 99,650 sqm of LEED Gold certified logistics buildings and 82,850 sqm of high-quality energy-efficient logistics buildings.



GRI 3-3

## Hospitality Assets

### MOXY ATHENS CITY

#### Highlights



The first **LEED Gold certified** Hotel in Greece

#### LEED Gold Hotel

LEED Gold Hotel Bioclimatic design is a key focus area during the design of the Moxy Athens hotel. The hotel has a total GBA of ca. 10,300m<sup>2</sup> and 200 keys. Responsible Waste & Resources Management and eco-friendly materials.

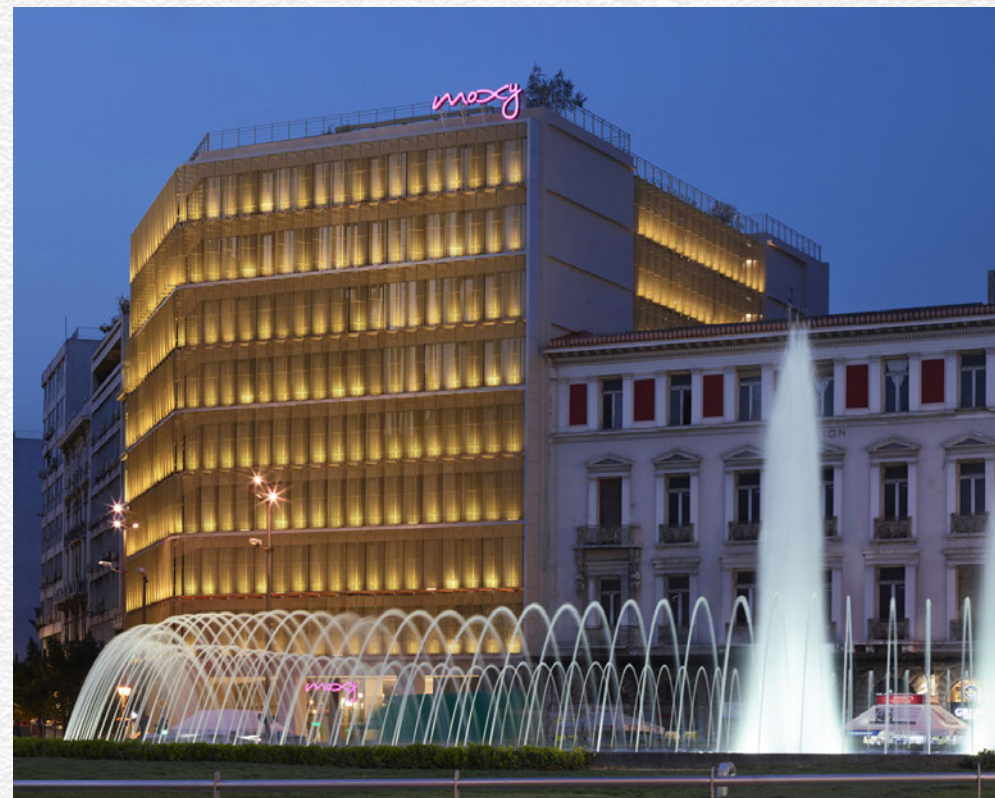
#### Avant-Garde Architecture

Moxy Athens City by Marriott is the result of regenerating an office building into a brand-new modern city hotel. It is strategically located in Omonia Square, enjoying high visibility and excellent accessibility.



Moxy Athens City by Marriott is the result of regenerating an office building into a brand-new modern city hotel. It is strategically located in Omonia Square, enjoying high visibility and excellent accessibility.

Moxy Athens City is the first LEED Gold-certified hotel in Greece. It places a distinct mark on the Athens hospitality map through its unique architectural, environmental, and aesthetic features, contributing to the regeneration of the Athens city centre. It puts emphasis on sustainability, a pillar in PRODEA's growth vision, and it is the new addition to a number of high-quality investments undertaken by PRODEA in the ever-growing hospitality sector.



#### Property key characteristics

- Energy efficient Heat recovery VRV system - Simultaneous heating & cooling operation
- LED Lighting
- Energy-efficient fresh air units with heat recovery
- BEMS and KNX systems
- Exterior Aluminium Frames with Thermal Brake and Low-E Glasses
- External shading system offering optimal shading and energy performance
- Elegant interior architecture and sustainable materials
- Fixtures and fittings with low water consumption

GRI 3-3

## BELLEVUE HOTEL, CORTINA D' AMPEZZO

### Highlights



Aiming for **LEED Gold** certification

### Unique state-of-the-art green hotel

The project design implements energy-saving strategies, including PV panels and emphasizes on increased insulation levels.

### Iconic Location

The building is located at the town centre of Cortina d'Ampezzo, Italy, known as the Pearl of the Dolomites.



Bellevue Hotel, Cortina d' Ampezzo is a redevelopment of an iconic alpine hotel, located in Cortina d'Ampezzo, Italy. The hotel will be branded with a primary operator as a luxury five-star hotel, offering 80 keys, F&B outlets, SPA, pool and 360° views of the Dolomites.

The project includes the development of 80 luxury rooms and the remodeling of the current layout. The use of timber both externally and in interior finishes along with



state-of-the-art highly efficient MEP equipment and PV power plants, will enable the refurbished hotel to achieve a LEED Gold certification.

### Key Characteristics

- Variable Refrigerant Flow (VRF) Systems for flexible heating and cooling with high energy efficiency
- LED lighting throughout the hotel for energy efficiency and reduced maintenance costs
- Use building management systems (BMS) for lighting control, HVAC management, and energy monitoring to optimize energy usage
- High-quality insulation, energy-efficient windows, and airtight construction to minimize energy loss.

GRI 3-3

## PARKLANE

### A Luxury Collection Resort & Spa

Parklane, a Luxury Collection Resort & Spa, a five-star hotel by Marriott International, delivers the ultimate luxury lifestyle destination and is situated in Limassol, forty minutes away from Larnaka international airport.

The hotel consists of 222 luxury keys, 34 suites & 18 villas designed by Harrods Interiors and decorated with art pieces by Atelier 27 Paris. The property also features the award-winning Kalloni Spa, a secluded Blue Flag beach, three dazzling swimming pools, six restaurants and bars, highlighted by the renowned NAMMOS and La Petite Maison (LPM) and the Retail Village at Nammos Limassol, a premier destination for fashion lovers.

Parklane, a Luxury Collection Resort & Spa, is dedicated to making a significant impact through corporate social responsibility while upholding Marriott's legacy of Integrity. Aligned with Marriott's Serve 360: Doing Good in Every Direction sustainability and social impact initiative, the hotel serves its duty to effect positive change. Its unwavering commitment to ethical



and sustainable business practices extends benefits not only to the hotel's team members but also to the local community, fostering long-term prosperity. The Corporate Social Responsibility program is grounded in three sustainability pillars: Environment, Community, and People. Parklane is certified with the Green Key certificate, a leading standard for excellence in the field of environmental responsibility and sustainable operation within the tourism industry.

#### Key Property Characteristics

- High energy performing building
- LED Lighting throughout the hotel and motion sensors in the rooms to improve energy efficiency and reduce maintenance costs
- Energy efficient Air Handling Units
- Energy efficient Heat recovery VRV system for simultaneous heating & cooling operation
- Use building management systems (BMS) for lighting control, HVAC management, and energy monitoring to optimize energy usage
- Green wall spanning from the ground floor until the top floor in the reception area.
- Fixtures and fittings with low water consumption
- Use of 3rd degree water treatment in order to reuse wastewater for irrigation purposes.

GRI 3-3

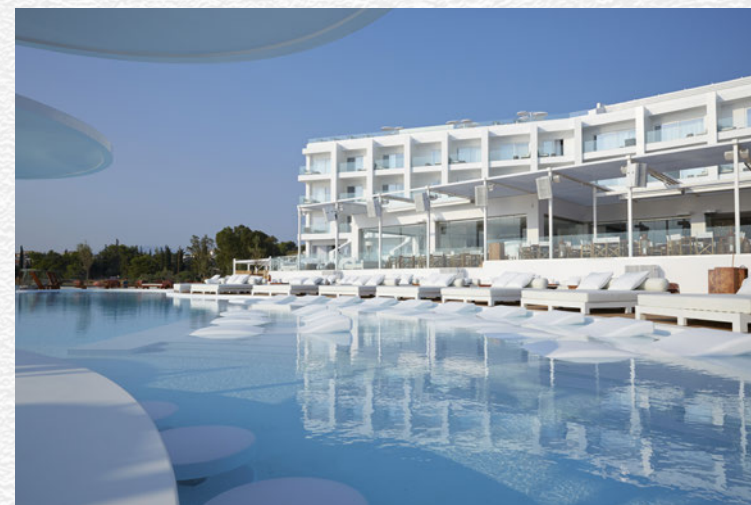
## NIKKI BEACH RESORT & SPA PORTO HELI

Nikki Beach Resort & Spa, located in Porto Heli, Greece, is a luxurious 5-star hotel, with total floor area of ca. 8,500 sqm, 66 keys and 6 villas, that encompasses sustainability and energy efficiency in its operations. The hotel, originally built in 1969 and extensively renovated in 2010, incorporates several eco-friendly features to minimize its environmental impact.

Nikki Beach Resort & Spa's commitment to sustainability is evident in its thoughtful integration of energy-efficient systems and eco-friendly practices, making it a model for luxury hospitality with a reduced environmental footprint.

### Key Property Characteristics

- The hotel utilizes advanced Variable Refrigerant Volume (VRV) systems for efficient heating and cooling, ensuring optimal energy use and comfort.
- Fresh air supply systems are installed in key areas to improve indoor air quality
- Approximately 80% of the hotel's lighting fixtures are of energy-



efficient LED technology, significantly reducing energy consumption and maintenance costs.

- Lighting in common and outdoor areas, controlled by the Building Energy Management System (BEMS), optimizing energy use.
- Building Energy Management

System (BEMS) that controls various systems, including lighting, HVAC, and water heating, optimizing energy use and improving operational efficiency.

- Solar thermal panels are used to generate Domestic Hot Water, reducing reliance on conventional energy sources and lowering carbon emissions.
- Hot water is stored in large, insulated water heaters, ensuring a steady supply while maximizing the use of solar energy.
- Efficient rainwater and sewage management systems, including a waste treatment plant, are in place to handle water sustainably.

GRI 3-3



## WHITE COAST MILOS

Domes White Coast Milos is a 5-star hotel, located in Mytakas, Milos, on a 28,000sqm plot, facing the north-west coast of the island. The hotel currently has 50 keys and a total floor area of 1,926 sqm expecting to reach 122 keys and 5,574 sqm, once the expansion is completed.

The hotel is designed with respect to the values of the Cycladic architecture, so that the structure follows the shape of the terrain, creating a complex reminiscent of the traditional Cycladic settlements.

The hotel's commitment to sustainability is evident in its thoughtful integration of high efficiency MEP equipment.



### Key Property Characteristics

- Energy Efficient VRF Cooling System
- External Aluminum Frames with Thermal Brake & low-E Glasses
- High efficiency, thermal insulation covering all vertical elements. The insulation is intentionally separated from all structural elements
- High efficiency roof thermal insulation
- Solar thermal panels to produce hot water
- Led lighting
- Traditional concrete-faced floors, made of low environmental impact mortars
- Extensive landscape planting, made exclusively with local species, and seeds from the island



GRI 3-3

## THE LANDMARK NICOSIA HOTEL

The Landmark Nicosia, an Auto-graph Collection hotel by Marriott International, is a luxurious 5-star hotel offering an exceptional blend of elegance and convenience. Located just a short drive from Nicosia's city center with convenient access to major airports, the hotel is only moments away from both business hubs and historic attractions. It will feature 283 stylish rooms, including 18 spacious suites, each designed with inspiration from the island's rich cultural heritage. Guests can enjoy premium amenities, such as private balconies, a state-of-the-art fitness center, outdoor and indoor swimming pools, and a luxurious spa with eight treatment rooms.

The hotel is also home to Nicosia's largest ballroom, offering over 1,800 sqm of flexible event space, ideal for business meetings, weddings, and social gatherings. The property also features exclusive retail spaces from top international brands, making it a premier destination for both leisure and business travellers.



### Key Property Characteristics

- Led lighting
- Energy-efficient fresh air units with heat recovery to reduce energy consumption
- Building Energy Management System (BEMS) that controls various systems, HVAC, and water heating, optimizing energy use and improving operational efficiency.
- Elegant interior architecture and sustainable materials



GRI 3-3

### 3.2 Our Approach to the Environment

In order to fulfill its objectives, PRODEA acts responsibly against society, its employees, customers and the environment.

Important aspect of achieving the Company's objectives are the continuous improvement of the energy efficiency within its real estate portfolio, the reduction of its greenhouse gas emissions (GHG), and the responsible use of natural resources. PRODEA's best practices to reduce its environmental impact as a real estate investment company are:

- The adoption of energy and environmental criteria during the investment and divestment decision process
- The assurance of proper maintenance throughout the portfolio's properties
- The recognition of the multiple benefits of sustainable properties and their increased importance in shaping the Company's investment strategy
- Targeting the continuous increase of the number of certified buildings in its portfolio according to international sustainability standards.

The Company incorporates environmentally friendly best practices, aiming to reduce its footprint across the following three pillars:

- Continuous improvement of the portfolio's energy efficiency
- Reduction of the portfolio's GHG emissions
- Sustainable use of materials and resources and promotion of efficient waste management.

#### 2023 in numbers for our controlled properties

**7.69%**

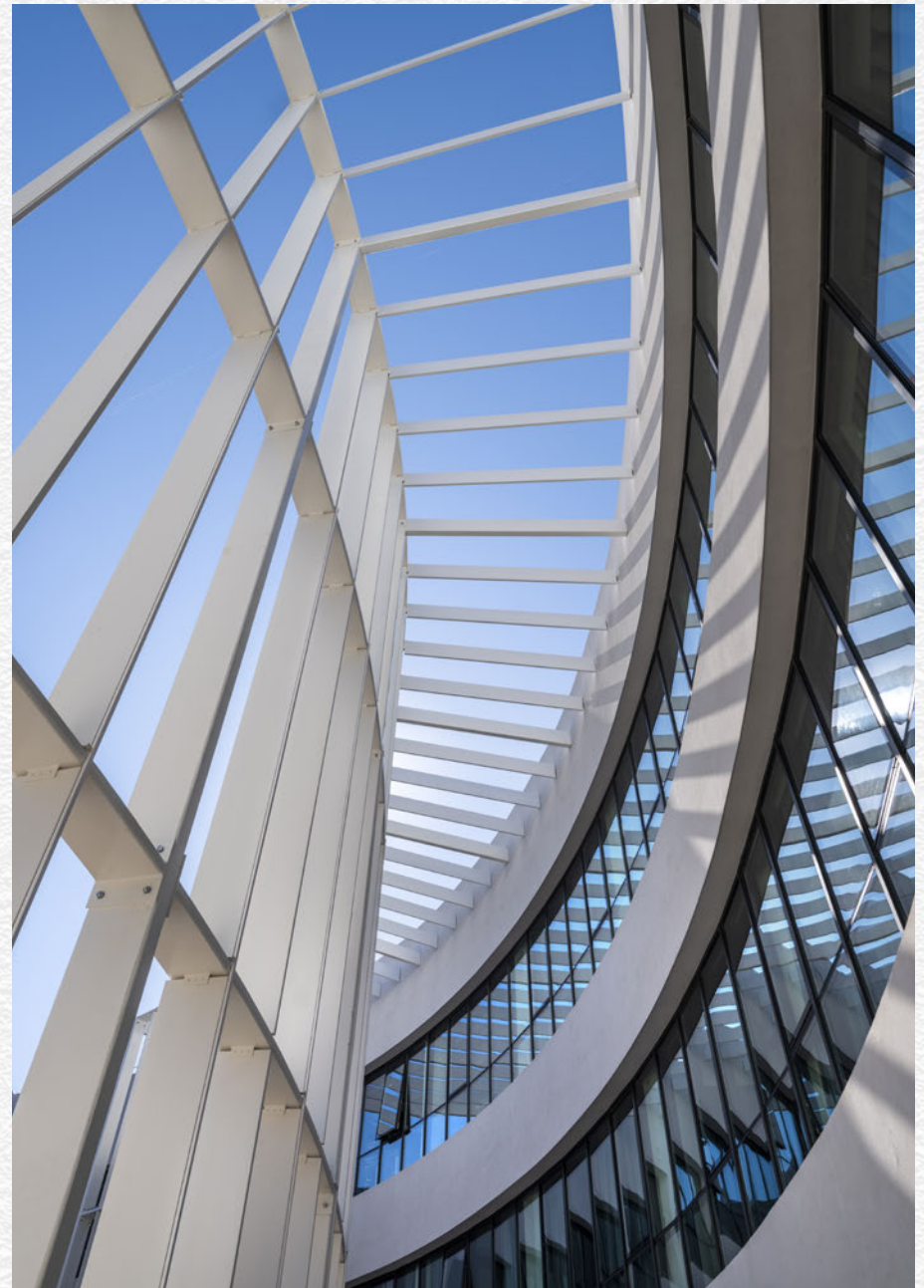
Year over year decrease in electricity consumption per Employee (kWh/employee)

**56.6%**

Of the total electricity consumed has been backed with Guarantees of Origin, equal to 173.5MWh

**22.88%**

Year over year decrease in market-based carbon emissions per employee (CO<sub>2e</sub>/employee) excluding GOs



KAIZEN CAMPUS, MAROUSI

GRI 3-3, GRI 302-4, GRI 305-4

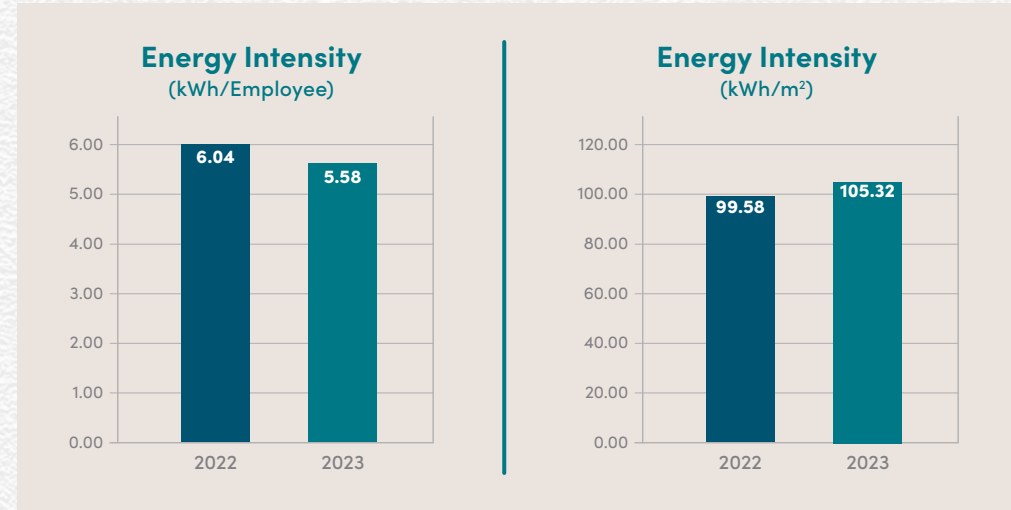
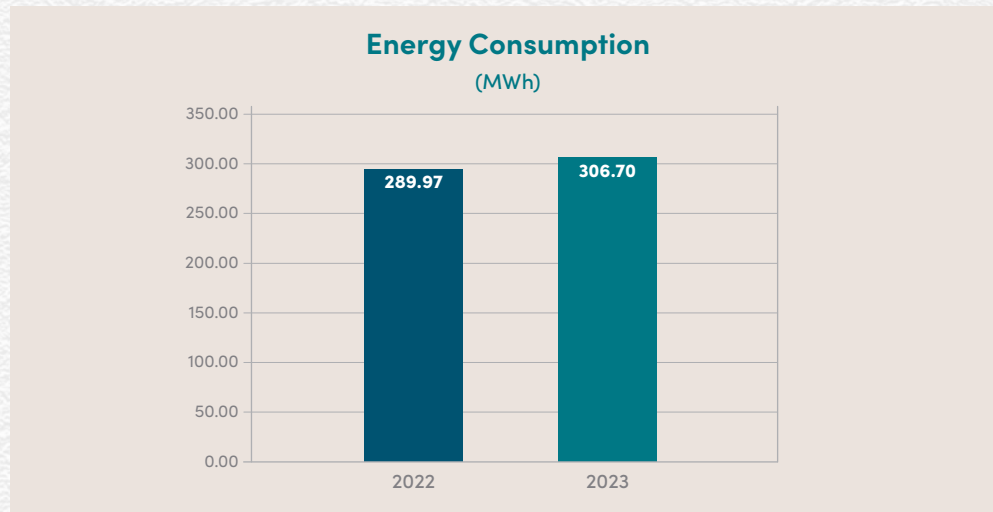
### 3.3 Environmental Performance

The built environment is responsible for almost 40% of the total energy consumption and approximately one-third of the total global greenhouse gas emissions. Through our efforts we aim to reduce our energy and carbon footprint, contributing to a more sustainable future.

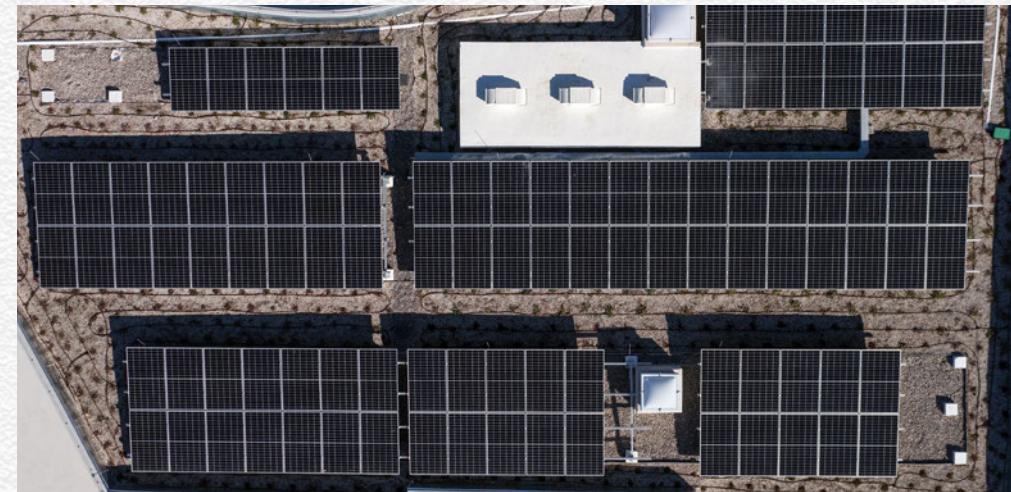
#### Energy use

PRODEA's energy use concerns mainly the electricity consumption of its HQ office which is an energy efficient all-electric property without any fossil fuel systems on site. The Company's electricity consumption increased by 5.8% on a year-on-year basis between 2022 and 2023. Specifically, in 2023, the electricity consumption was 306,697.2 kWh compared to 289,965.6 kWh in 2022, with the absolute increase compared to 2022 being equal to 16,731.6 kWh. The kWh consumed per m<sup>2</sup> also increased by 5.8% from 99.58 in 2022 to 105.32 kWh/m<sup>2</sup> in 2023. However, the company's headcount in 2023 increased by 14.58% (from 48 to 55 employees) which justifies the overall rise in the absolute energy consumption. As such, energy intensity per employee decreased by 7.69% from 6.04 kWh per Employee in 2022 to 5.58 in 2023.

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



Energy Consumption (MWh)	2022	2023	%
Electricity	289.97	306.70	5.77%
kWh/m <sup>2</sup>	99.58	105.32	5.77%
kWh/mil. € Net Revenue	1,551.25	1,816.32	17.09%
kWh/employee	6.04	5.58	-7.69%



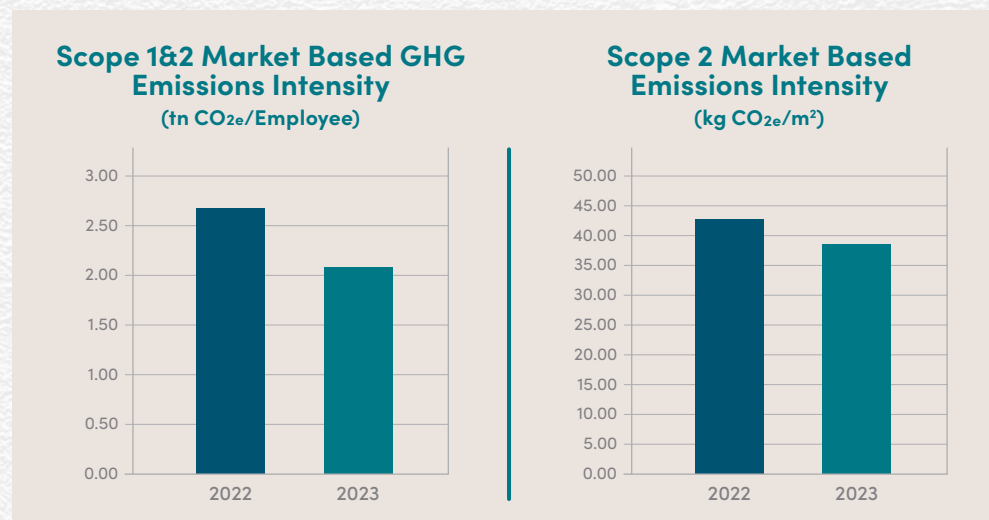
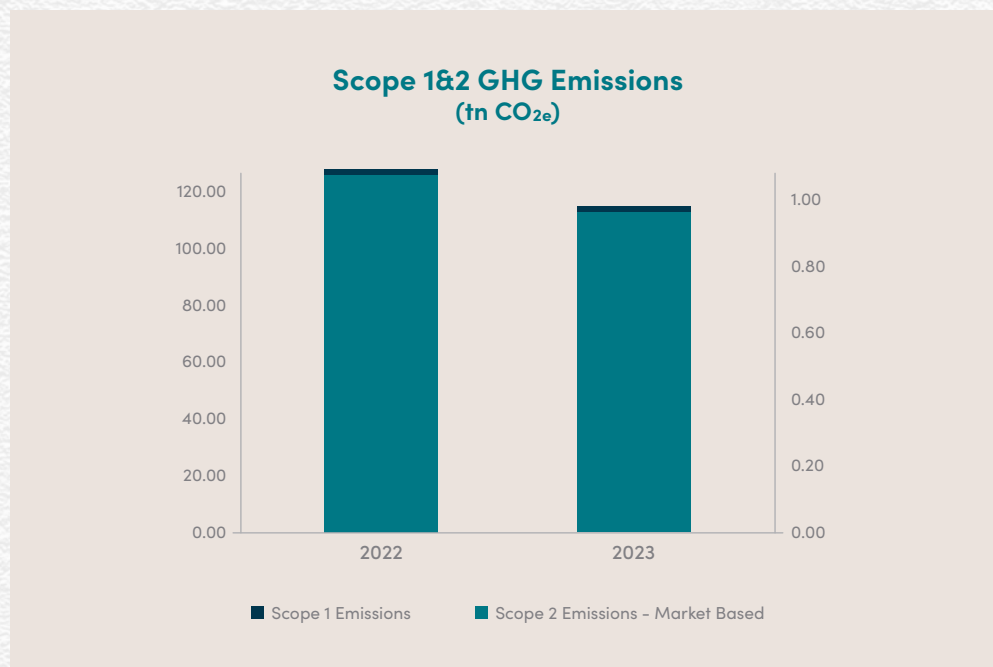
ELEMENT, MAROUSI

GRI 3-3, GRI 302-1, 302-3, GRI 302-4, C-E3-1, C-E3-2, C E3-4, C E3-5

## 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 1.06% decrease in the absolute location-based indirect emissions (Scope 2) was noted from 2022 to 2023 (data coverage 100%) from 154.87 tn CO<sub>2e</sub> in 2022 to 153.23 in 2023.

The decrease in location-based indirect emissions can be justified due to a 8.2% decrease in the residual mix GHG emission factor for electricity consumption.



GHG Emissions (tn CO <sub>2e</sub> )	2022	2023	%
Scope 1 Emissions <sup>1</sup>	1.41	0.94	-33.62%
Scope 2 Emissions - Location Based <sup>2</sup>	154.87	153.23	-1.06%
Scope 2 Emissions - Market Based <sup>2</sup>	126.42	112.02	-11.39%
Total Scope 1 & 2 Location Based Emissions	156.28	154.16	-1.35%
Total Scope 1 & 2 Market Based Emissions	127.83	112.95	-11.64%
Scope 1 Emissions Intensity (tn CO <sub>2e</sub> /mil. € Revenue)	0.01	0.01	-26.51%
Scope 2 Location Based Emissions Intensity (tn CO <sub>2e</sub> /mil. € Revenue)	0.83	0.91	9.52%
Scope 2 Market Based Emissions Intensity (tn CO <sub>2e</sub> /mil. € Revenue)	0.68	0.66	-1.91%
Scope 2 Market Based Emissions Intensity (tn CO <sub>2e</sub> /m <sup>2</sup> )	0.0434	0.0385	-11.39%
Total Scope 1 & 2 Location Based Emissions Intensity (tn CO <sub>2e</sub> /mil. € Revenue)	0.84	0.91	9.20%
Total Scope 1 & 2 Market Based Emissions Intensity (tn CO <sub>2e</sub> /mil. € Revenue)	0.68	0.67	-2.18%
Total Scope 1 & 2 Market Based Emissions Intensity (tn CO <sub>2e</sub> /Employee)	2.66	2.05	-22.88%
Scope 3: Downstream leased assets <sup>3</sup>	-	74,523.57	N/A
Total Location Based GHG Emissions	156.28	74,677.73	N/A
Total Market Based GHG Emissions	127.83	74,636.52	N/A
Total GHG Location Based Emissions Intensity (tn CO <sub>2e</sub> /mil. € Revenue)	N/A	442.26	N/A
Total GHG Market Based Emissions Intensity (tn CO <sub>2e</sub> /mil. € Revenue)	N/A	442.01	N/A
Total Market Based GHG Emissions Intensity (tn CO <sub>2e</sub> /total m <sup>2</sup> owned)	N/A	0.051	N/A

<sup>1</sup> Scope 1 emissions were calculated using the distance travelled, the fuel efficiency factors given by the manufacturer and the emission factors from the Greek Climate Law (4936/2022).

<sup>2</sup> Scope 2 Location based emissions were calculated using the country's residual mix emission factor while Scope market based emission were calculated using the supplier's residual mix emission factor.

<sup>3</sup> Scope 3 emissions for our leased assets were calculated using the data collected from our tenants. When data from the tenants were not available the energy consumption was estimated based on the consumption provided by ASHRAE standard and then adjusted for vacancy.

GRI 3-3, GRI 305-1, 305-2, 305-3, 305-4, C-E1-1, C-E1-2, C-E2-1, C-E2-2, C-E2-3, C-E2-4, A-E1-1, A-E8-1, A-E8-2

In 2023, PRODEA Investments obtained Guarantees of Origin equal to 126 MWh from Protergia and an additional 28% free of charge from DAPEEP to cover the total energy supplied from Protergia during 2023 (173.5 MWh) i.e. 56.6% of the total electricity consumed by the Company.

Regarding Scope 1 emissions, the total distance covered by the company’s corporate vehicles in 2023 was 6,667 km, emitting a total of 936 kgCO<sub>2e</sub>. 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 from 2 in 2022 to 1 in 2023.

The total Scope 1 & 2 location-based emissions were 156.28 tnCO<sub>2e</sub> in 2022 and 154.16 tnCO<sub>2e</sub> in 2023, recording an absolute decrease of 1.35%, while market-based Scope 1&2 emissions were 127.83 tn CO<sub>2e</sub> and 112.95 tn CO<sub>2e</sub> in 2022 and 2023 respectively decreasing by 11.64%. The Scope 2 market-based emissions intensity was 38.47 kg of CO<sub>2e</sub> per m<sup>2</sup> in 2023 compared to 43.41 in 2022 recording a decrease of 11.39%, while the market-based Scope 1 & 2 tons of CO<sub>2e</sub> per employee were 2.66 in 2022 and 2.05 in 2023, decreasing by 22.88%. Regarding Scope 3 emissions, the Company in 2024 managed to collect energy consumption data for more than 85% of its portfolio based on floor area and used that data to calculate the whole Company’s leased assets’ GHG footprint. PRODEA analysed the data received per asset and for the assets that had no robust data, ASHRAE Standard 100-2018 Energy Use Intensities were used according to the type of the asset and its location. The ASHRAE Standard was also applied to the remaining 15% of the buildings that no data were captured and as a result, the total leased assets’ GHG emissions were calculated and presented in the table above. This achievement ensures that PRODEA remains ahead of its goal to reach 80% data collection coverage by 2030 and 100% by 2035.

From the electricity data PRODEA managed to collect regarding its portfolio, 27,667 MWh or 24.29% of the electricity was linked to Guarantees of Origin.

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

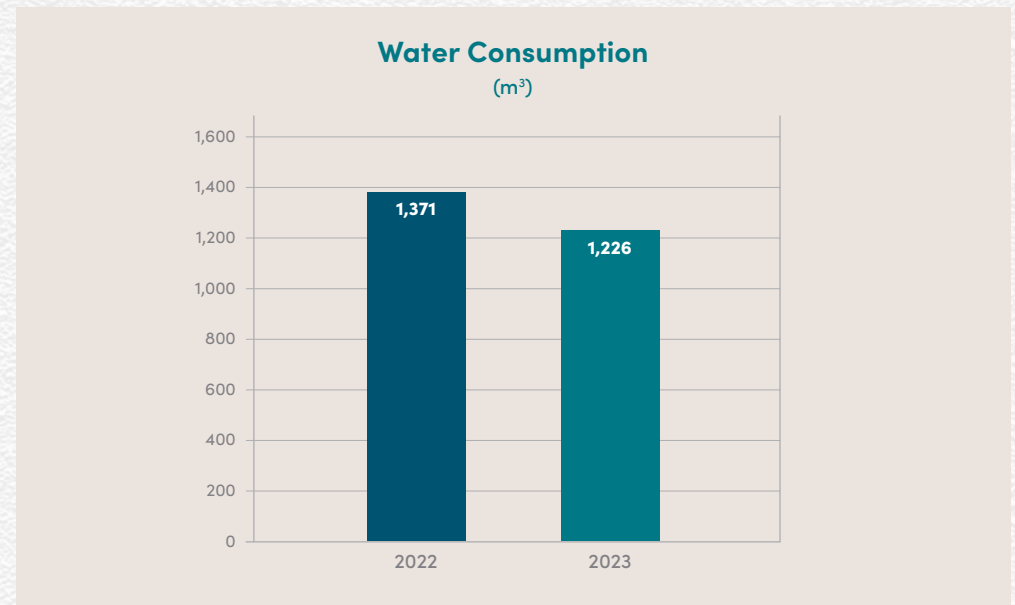
### Third Party Assurance

The company verifies 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 and 2023.

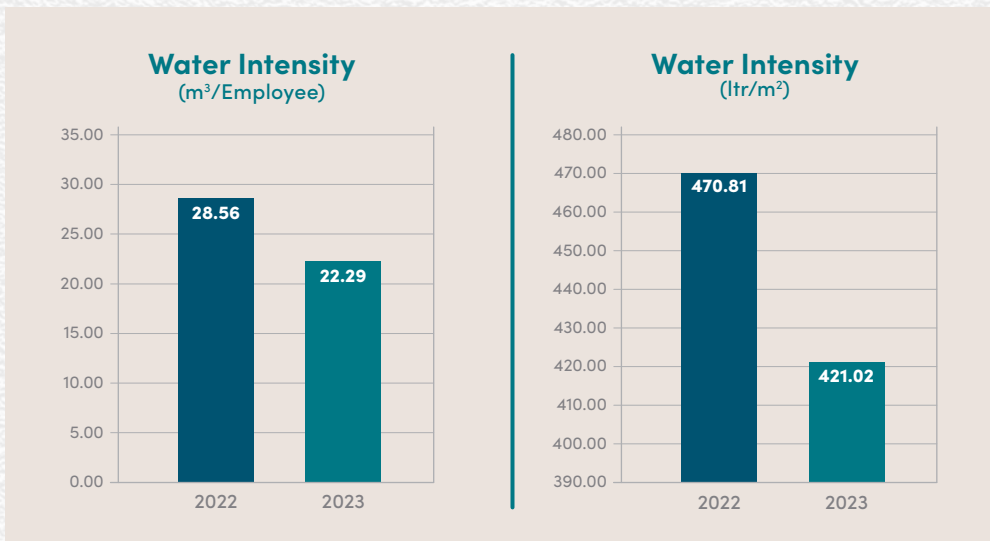
### Water

Water is consumed in PRODEA’s HQ to facilitate its office operations. To manage its water-related impacts, the company has installed water-efficient equipment (i.e., low-flow taps) in its facilities, aiming to minimise its overall consumption.

Reflecting these efforts in 2023, water consumption at Prodeas HQ decreased by 10%, from 1,371 m<sup>3</sup> in 2022 to 1,226 in 2023.



GRI 3-3, GRI 302-4, GRI 303-1, GRI 303-2, GRI 303-3, GRI 303-4, GRI 303-5, GRI 306-3, 306-4, 306-5, A-E3-1, A-E3-2, A-E3-3, A-E3-4, A-E3-5, A-E3-6, A-E7-2, SS-E4-1, SS-E3-1, SS-E3-2



Water (m³)	2022	2023	%
Water Consumption <sup>4</sup>	1,371.00	1,226.00	-10.58%
Ltr/m <sup>2</sup>	470.81	421.02	-10.58%
m <sup>3</sup> /mil. € Net Revenue	7,334.57	7,260.62	-1.01%
m <sup>3</sup> /Employee	28.56	22.29	-21.96%

## Waste Management

The waste produced is mainly generated in PRODEA's HQ office and is mostly made up of small quantities of non-hazardous materials that concern mostly urban types of waste. To mitigate waste related impacts, we aim to manage most of the waste we produce through the separation of the different waste streams and their recycling off-site by licensed partners.

In 2023, 582 kg of paper were collected separately and sent to recycling from PRODEA's HQ. This quantity increased in comparison to 2022, mainly

<sup>4</sup> All of Prodea's water consumption results from third party freshwater that is withdrawn and bought at its headquarters and almost 100% of it is discharged through the public sewerage system. No water recycling currently takes place in its HQ offices. All water consumption occurs in areas with extreme baseline water stress as assessed by WRI's Aqeduct tool using the HQ's locations.







<sup>5</sup> All utility data collected have been externally checked by Grant Thornton.

due to the increase in the company's employees and the increased use of office facilities. In addition, in 2023, PRODEA Investments installed a domestic used-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 tonnes in 2022 to 0.594 tonnes in 2023, while the kg of waste generated per employee increased by 8% from 10 in 2022 to 10.8 in 2023.

## Properties not-controlled by PRODEA Performance

In order to successfully achieve its vision for a sustainable future in the real estate sector, PRODEA promotes synergies with its tenants and supports them in their climate action journeys. Tenants are a key part of the Company's business strategy, and it is important to track, measure, and report the portfolio's performance buildings and bolster them towards climate action and explicit carbon reduction strategies.

		2022	Data coverage (m <sup>2</sup> basis)	2023	Data coverage (m <sup>2</sup> basis)
	Electricity (MWh)	84,365	61.03%	113,856	87.59%
	Fuels (MWh) <sup>5</sup>	9,390	52.51%	14,651	88.99%
	Electricity & Fuels Scope 3 Emissions (tCO <sub>2</sub> )	44,286	60.49%	61,626	88.93%
	Hazardous waste (tn)	2,392	18.64%	76	25.82%
	Non-hazardous waste (tn)	25,919	18.64%	7,585	25.82%
	Water consumption (m <sup>3</sup> )	212,752	43.81%	396,062	69.16%

GRI 3-3, GRI 303-3, GRI 303-4, GRI 303-5, GRI 306-1, 306-2, GRI 306-3, 306-4, 306-5, GRI 302-2, A-E3-1, A-E3-2, A-E3-3, SS E3-1, SS-E3-2, SS-E4-1

The information reported above applies to PRODEA's leased asset portfolio, for which the company has no control over utility consumption or waste production. All data have been collected from utility bills provided by the tenants, and therefore the reported quantities for 2022 and 2023 are not like-for-like data. In 2023, PRODEA managed to significantly increase data coverage by approximately 25%, a decisive step towards achieving its goal of 100% operational data coverage for its real estate portfolio.

### 3.4 Innovative Energy Services

PRODEA, focusing on the "E" aspect of ESG, has developed a set of energy and sustainability services for its buildings and its tenants, with the aim of creating added value for all. The company aims to create energy services to support its clients on their sustainability journey and improve their tenancy experience.

#### Development of one of the largest privately owned EV charging stations network in Greece to be used by PRODEA's tenants within its buildings.

PRODEA Investments has developed a framework agreement with the most reputable company in Greece in the field of EV charging stations management in order to install, manage, and maintain EV charging stations in the Company's premises. Via this agreement, PRODEA's tenants take advantage of additional benefits that include access to a centralised management platform with insights into EV charging stations usage and a 5% discount on the suppliers' public EV chargers network.

#### Agreement with a well-established utility provider to offer bespoke and competitive Green Electricity Tariffs to all PRODEA's buildings and tenants.

PRODEA aims to enhance the energy and sustainability characteristics of its buildings, creating added value for everyone. To this end, PRODEA has partnered with Protergia to offer, exclusively for its tenants, a highly competitive and preferential green electricity product with zero down payment and the issuance of green energy certificates of origin.

#### Development of a shared savings business model for the installation of large-scale solar PV systems for PRODEA's buildings.

PRODEA aims to decarbonise its portfolio of buildings and assist its tenants with their sustainability goals. To achieve this, the company has developed

a shared savings business model and cooperates with its tenants in order to offer them green electricity from PV installations. As a result, its tenants take advantage of the reduced electricity bills and the improved carbon footprint of their operations.

#### Provide energy management services to our tenants by connecting PRODEA's buildings to the Building X | Energy Manager platform developed by Siemens.

**"You can't manage what you cannot measure."**

PRODEA has collaborated with Siemens' Building X energy management platform in order to connect its buildings and offer an energy management

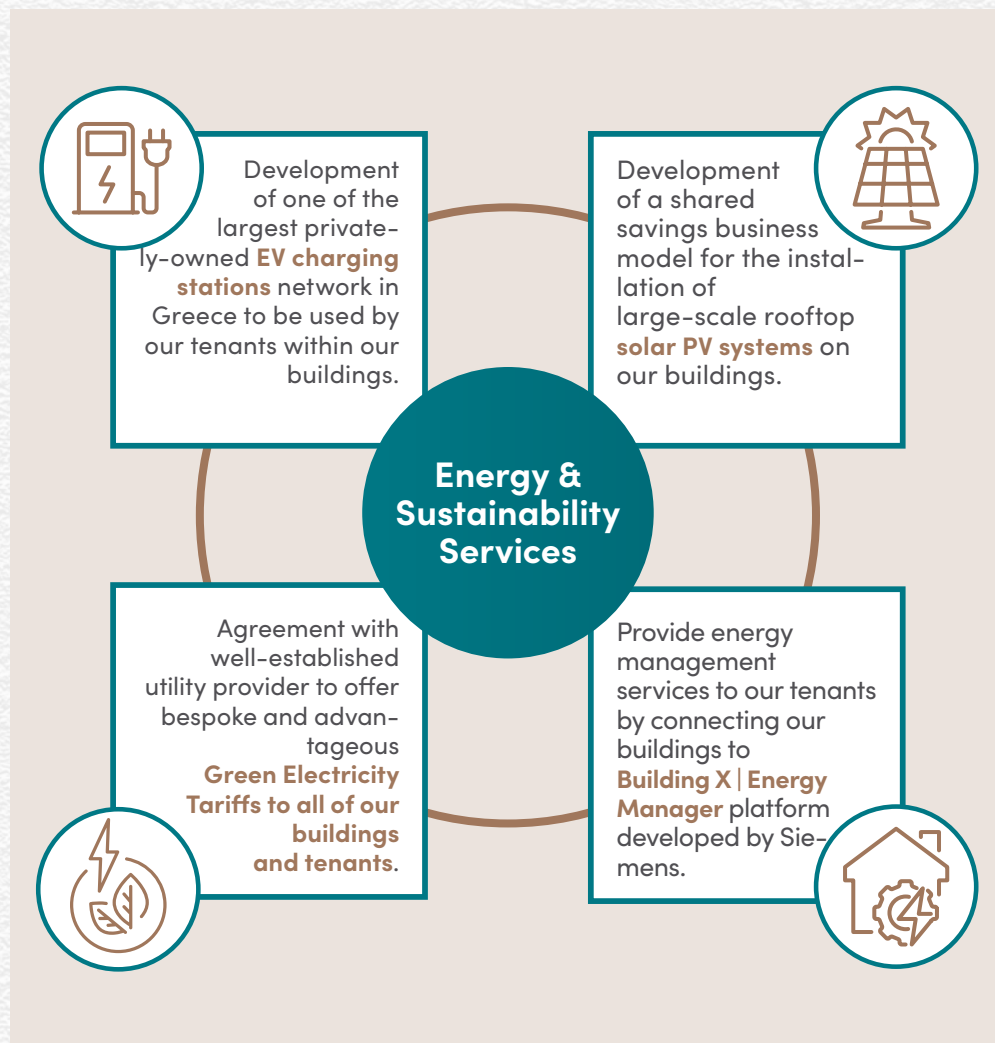


KAIZEN CAMPUS, MAROUSI

GRI 3-3



service to its buildings and tenants. PRODEA provides energy management reports to its tenants with key insights and metrics across a range of fields. Furthermore, both PRODEA and its tenants develop a thorough understanding of how the buildings operate, track down their energy consumption, avoid potential anomalies and identify opportunities for improvement and energy savings.



### 3.5 Actions and Measures

PRODEA has renewed its commitment to the environment by setting new targets to reduce its environmental footprint and enhance its sustainable development future. Through these goals, the company reaffirms its commitment to embed sustainability in all its operations and activities while aligning with the EU's and national goals.

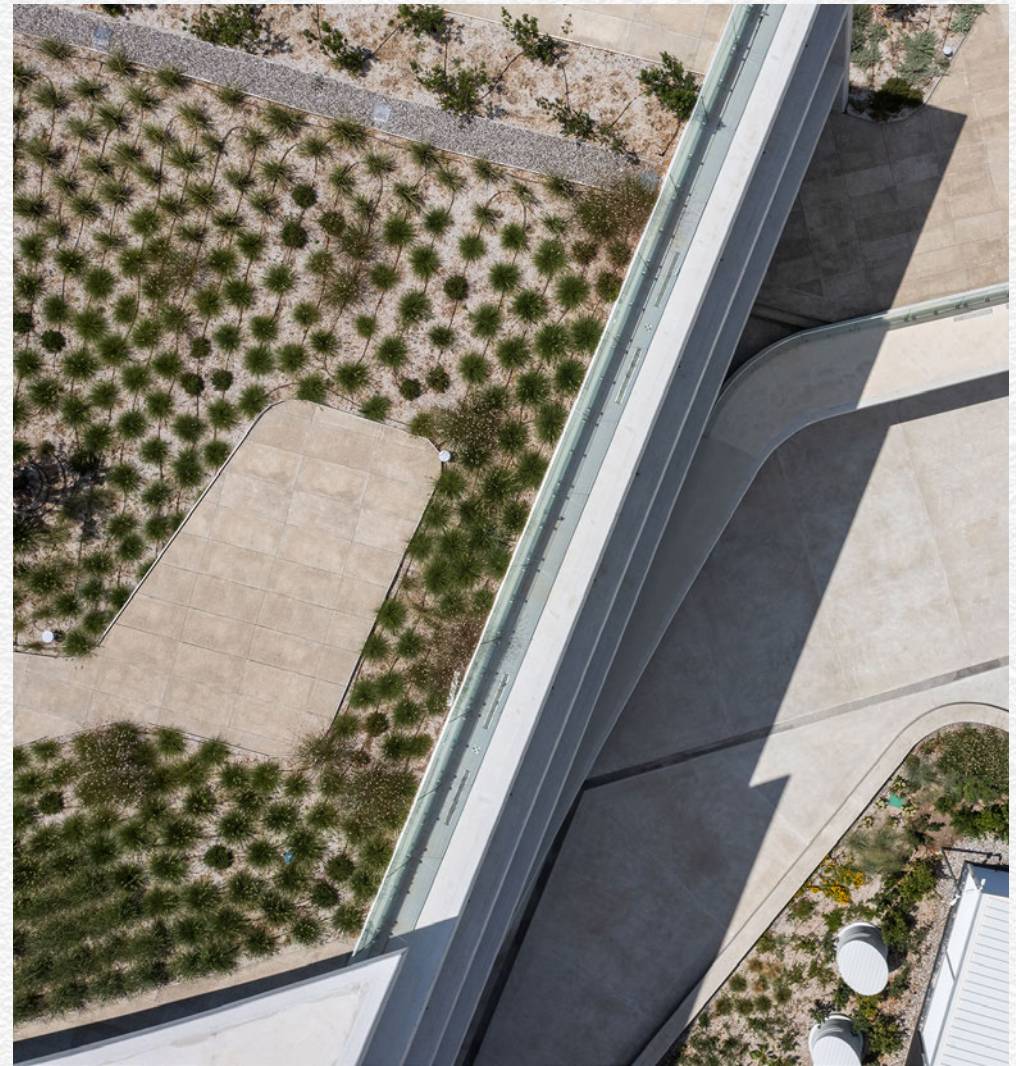
- PRODEA Investments is committed to reducing its carbon footprint and achieving climate neutrality (Net-Zero) for scope 1, 2 and 3 emissions by 2050<sup>6</sup>. This goal is supported by an established action plan, which includes the following:
  - Improve the energy efficiency of the Company's portfolio.
  - Reshape the Company's real estate portfolio composition.
  - Install renewable electricity generation systems on-site or off-site.
  - Secure Guarantees of Origin (GOs) from electricity providers in order to maximise the use of electricity generated by renewable sources and balance our electricity associated emissions.
- 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 its assets by 2040.
- Include Green Lease clauses in all our new contracts and renewals. The range of the clauses 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 actively monitor 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 all (e.g. installation of EV chargers, provision for a customized green electricity tariff service).

<sup>6</sup> For the Scope 3 emissions associated with the Company's properties, only the operational emissions of these properties are included.

- 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.

In 2023, PRODEA managed to:

- Verify its scope 1 and 2 emissions following the provisions of ISO 14064-1:2018 standard.
- Improve its tenant consumption data coverage from 54% in 2022 to 85% in 2023.
- Secure Guarantees of Origin equal to 126 MWh and an additional 28% free of charge from DAPEEP (173.5 MWh in total), accounting for 56.6% of the total controlled electricity consumption of the Company.
- Connect two buildings, including PRODEA's HQ to Siemens' Building X energy management platform to actively monitor the building's energy consumption.
- Amend PRODEA's HQ Building Energy Management System (BEMS) strategy and reduce cooling and heating demand of the premises.
- Install additional motion sensors in meeting rooms and individual offices to optimise lighting and HVAC operations.
- Develop one of the largest privately-owned EV charging stations network in Greece to be used by the Company's tenants within its buildings. EV charging stations network constitutes the inaugural offering of services from an innovative energy services ecosystem PRODEA is looking to create and provide to its tenants.
- Commence the implementation of Ilida Office Energy efficiency project. This is the first building energy upgrade project the company conducts via an Energy Performance Agreement where the Energy Services Company guarantees the energy savings, and its remuneration is linked to the success of the guaranteed savings.



ELEMENT, MAROUSI

- Initiate the offering of bespoke and competitive Green Electricity Tariffs to all PRODEA's tenants.
- Reach a contractual agreement with a respectful tenant and initiate the installation of large-scale solar PV systems on the rooftop of the warehouse they lease in order to produce green electricity.

GRI 2-24, GRI 3-3

# 4. Social Engagement

- 4.1 Building a Positive Work Culture
- 4.2 Employee Engagement and Development
- 4.3 Health, Safety and Well-being
- 4.4 PRODEA's Tenant Engagement
- 4.5 Structures of Responsibility



Our contribution to the  
UN Sustainable Development Goals:



# 4. Social Engagement

PRODEA's employees are the most important pillar for its successful and sustainable operation and development. The Company ensures the cultivation of a responsible, safe, and meritocratic work environment, free of discrimination.

PRODEA strives to create a safe and motivating workplace based on the principles of mutual trust and respect among employees. The Company prioritises equality and diversity to ensure that all employees are treated equally, regardless of age, gender, ethnicity, and religion.

The Company's employees are the driving force behind its success and our key priority is to maintain a work environment where all employees are aware that they have a vital contribution to the Company's objectives.

PRODEA recognises the efforts of its people and offers them continuous learning and development opportunities, as well as fair remuneration and benefits.

## 4.1 Building a Positive Work Culture

PRODEA recognises that employees are a key driving force for achieving the Company's goals, and it works systematically to provide a workplace that promotes equal opportunities and supports employees to cultivate their talents and develop their skills in line with the Company's vision and values.

The central pillars of this approach are briefly presented below:

 <p>Attraction and recruitment of employees based on meritocracy</p>	 <p>Continuous training and development of employees</p>	 <p>Open and two-way communication</p>	 <p>Employees health, safety and well-being</p>
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PRODEA HQ, ATHENS

## Code of Conduct & Business Ethics

The basic principles, the operating framework, and the corporate culture that govern PRODEA are reflected on the Company's Code of Conduct and Business Ethics, which ensures a smooth operation and informs its employees about the company's expectations and values.

The content of the Code is fully aligned with PRODEA's corporate values and principles of responsibility, meritocracy, and transparency and contributes towards strengthening the Company's corporate culture.

Under the Code of Conduct the following topics are covered:

- The Company's Values ("Our Values"),
- The Principles of professional behaviour at the workplace,
- Employee Development,
- Corporate Responsibility,
- Management and Executives,
- Implementation, monitoring, and modification of the Code.

GRI 2-23, GRI 3-3, C-G5-1

## Working against discrimination and harassment

PRODEA commits to respecting and promoting human rights, taking into account the “Universal Declaration of Human Rights” and the “UN Guiding Principles on Business and Human Rights”. PRODEA also respects the basic human values as named in the “Declaration on Fundamental Principles and Rights at Work” of the International Labour Organisation (i.e., the elimination of all forms of forced or compulsory labour, the effective abolition of child labour, the elimination of discrimination and a safe and healthy working environment).

PRODEA is putting a high priority on safeguarding labour and human rights and promoting a safe workplace, focusing on working against discrimination and harassment in all its forms. The Company prioritises the promotion of labour and human rights and the promotion of a safe workplace. In this context, the Company has developed and adopted a Code of Conduct & Business Ethics, and a zero-tolerance policy for discrimination and harassment in the workplace. This policy strictly prohibits all forms of discrimination, including all forms of sexual harassment and negative acts based on gender. In addition, the Company has adopted an Internal Complaint Management Policy for incidents of violence and harassment to ensure transparency, and integrity and prevent all forms of discrimination and harassment. Lastly, the Company has adopted a " Policy to Combat Violence and Harassment at Work".

## Reporting of Incidents – Whistleblowing

PRODEA has adopted an internal complaint management policy for incidents of violence and harassment. This policy provides guidance to personnel on how to report incidents in good faith or incidents of violence and harassment that might occur while delivering their work commitments. The management of incidents of the Code violation is assigned to an authorised Committee. In the event that the complaint concerns members of the authorised Committee, members of the Board of Directors, or the Senior Executives, the management of the incident is assigned to the Audit Committee. The Company provides multiple channels to report incidents of violence, harassment, and discrimination that assure the preservation of anonymity and the appropriate protection of the persons who report the violation.

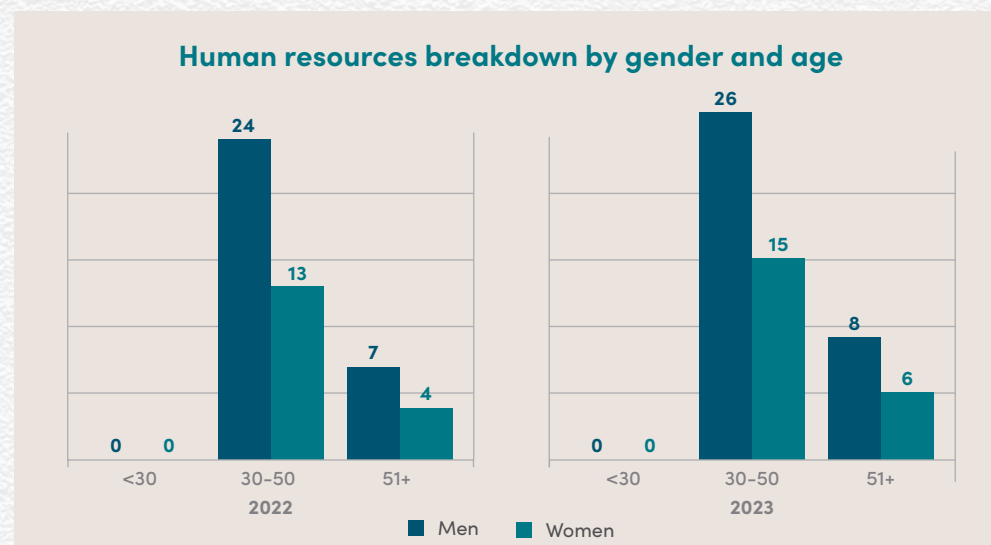
In 2023, the company conducted a workplace violence and harassment workshop that was mandatory for all its employees and outlined the company’s values and commitments.

In addition, in 2023, the Company reformed its Whistleblowing policy, encouraging its personnel and any third party providing services to the Company to report, in good faith, any information relating to the existence of serious violations of the Code of Conduct. In this way the Company addresses any issue promptly before it results in a regulatory breach, health and safety risk, or reputational risk. There are multiple channels to report a whistleblowing incidents (via email or by post).

## 4.2 Employee Engagement and Development

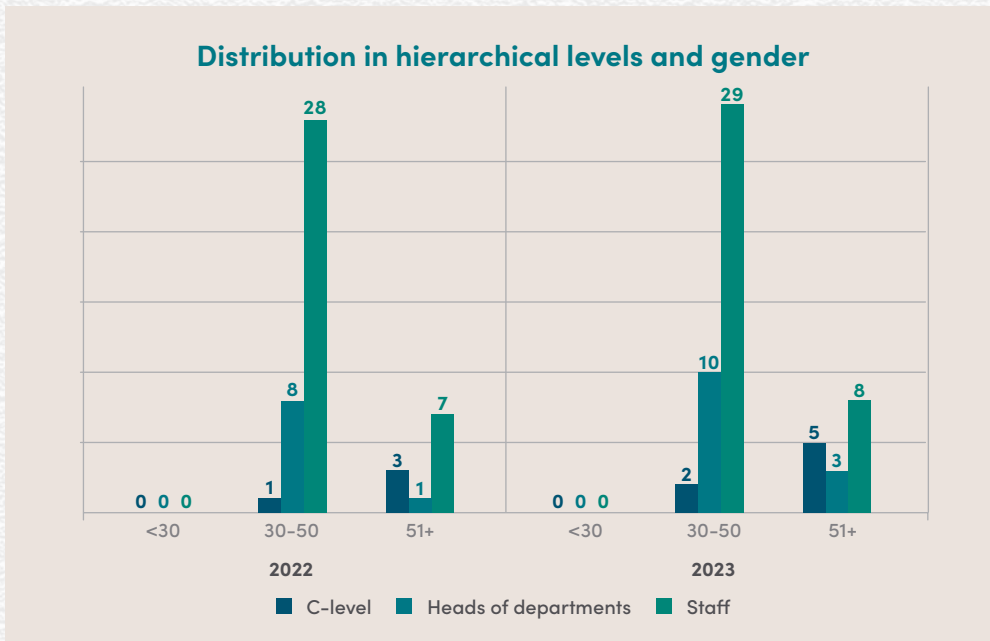
### Employment Indicators

	2022	2023
Employees	48	55
Female employee percentage	35%	38%
Training hours	618	1,378.5
Full time employees	100%	100%



GRI 2-7, GRI 2-23, GRI 3-3, GRI 404-1, C-S6-1, SS-S9-1, A-G2-1, A-G2-2, SS-G1-1

	2022			2023		
	<30	30-50	51+	<30	30-50	51+
Men	0	50%	15%	0%	47%	15%
Women	0	27%	8%	0%	27%	11%
Total	0	77%	23%	0%	75%	25%



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

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

## Attracting and retaining employees

Attracting talent and maintaining a high level of expertise through, training and development of PRODEA's employees is a primary concern, and one of the main principles in the Company's Code of Conduct and Business Ethics.

The Company's priority is to attract and retain a skilled and capable workforce, with a high level of professional and personal competencies aligned with PRODEA's values, ethics, and culture. The Company implements procedures for the recruitment, remuneration, promotions, and training of employees, which also ensure zero tolerance for any discrimination regarding gender, nationality, age, marital status, or other characteristics.

	2022			2023		
	<30	30-50	51+	<30	30-50	51+
Recruitments	0	8	1	0	8	1
Departures	1	1	1	0	2	0

	2022		2023	
	Voluntary departures	In-Voluntary departures	Voluntary departures	In-Voluntary departures
	100%	0%	100%	0%

PRODEA's main priorities in enhancing the ongoing development of our people and the knowledge-sharing among them are briefly summarised below and discussed further in the following paragraphs.

- Create and maintain a safe, healthy, and high-quality working environment.
- Implement a merit-based system of performance evaluation, promotions and remuneration, and additional benefits for our employees.
- Provide equal employment and development opportunities to all, irrespective of gender, gender identity and expression, sexual orientation, physical ability, physical appearance, ethnicity, race, national origin, political affiliation, age, religion, or any other characteristic.
- Condemn any form of violence or harassment (verbal, physical, emotional) both regarding our direct employees and any third parties we cooperate with.

GRI 3-3, GRI 401-1, GRI 405-1, C-S3-1, C-S4-1, C-S4-2, C-S4-3

- Plan for the continuous training and development of our employees' skills.

## Training and development

PRODEA encourages the growth and development of its people through educational activities and programs that help develop their professional and personal skills. The Company ensures that all employees have equal development opportunities on the basis of their qualifications and skills. Indicative trainings that were held during 2023 include topics of ESG, international accounting standards, the real estate market, and real estate asset valuations.

Total training hours by employee category	2023	
	Male	Female
Heads of Departments	512.5	335.0
Staff	420.0	111.0
<b>Total</b>	<b>932.50</b>	<b>446.00</b>

## Employees' performance evaluation

The evaluation of performance is a critical component for the personal and professional development of employees, allowing PRODEA to attain and retain a high level of employee satisfaction and motivation. Through its evaluation system, PRODEA ensures the development of employees based on merit and objective performance indicators, in full alignment with the Group's vision and values. The process, involving all employees, considers the position and responsibilities of each employee in relation to their performance over a year.

## Internal communication

PRODEA pays notable attention to internal communication, not only for the dissemination of our corporate culture but also for the cultivation of relationships of trust between employees of all levels. The Company seeks continuous, two-way, and meaningful communication with its people. As a result, honest relations are built and mutual respect is supported, while at the same time the Company's principles and culture are promoted.

An open dialogue through an "Open Door Policy" and other communication channels are encouraged, such as:

- Regular staff meetings

- Emails
- Whistleblowing

## Employee benefits

- Extended health insurance
- Kindergarten allowance
- Meal vouchers
- Fitness center
- Mental Health program
- Nutritionist support
- Mobile phone (depending on the job requirements)
- Company cars and expenses allowance (depending on the role).
- Access to health and well-being educational material.

## 4.3 Health, Safety and Well-being

PRODEA prioritises health and safety at the workplace and ensures optimal working conditions for its employees. The Company assures that practices such as health and safety risk identification, health and safety procedures, and continued training schemes remain effective as they can affect the employees' performance and satisfaction levels.

## Health and Safety Policy

PRODEA is committed to providing a work environment that protects the health, safety, and well-being of its people from injury, occupational disease, or workplace violence and harassment. The Policy is applied and supported by all employees, and it is expected to be respected by its third-party partners, customers and suppliers.

The Policy sets out a framework for ensuring a healthy and safe work environment. The following objectives are included:

- Provide safe, healthy working conditions to prevent injury, illness, violence, and any kind of harassment;

GRI 3-3, GRI 404-3, GRI 403-1

- Eliminate relevant workplace risks;
- Comply with the current National and European legislation or any other requirements on health and safety matters in order to align with best practices; and
- Promote free communication, health and safety knowledge-sharing, and the participation of all PRODEA's employees in health and safety consultations.

The Policy is reviewed on a regular basis, ensuring the functionality of the framework and the implementation of health and safety objectives.

### Health and Safety Management

Protection of PRODEA's employees from any injury, occupational disease, or workplace violence and harassment is considered a top priority.

The Company focuses on the prevention of occupational health and safety incidents, as this is a crucial part of the Company's health and safety processes. The management of such health and safety issues is implemented through PRODEA's Occupational Health and Safety Policy and related procedures.

PRODEA is committed to the continuous improvement of its health and safety performance, through:

- Regular monitoring for the correct implementation of the Health and Safety Policy;
- Investigation of health and safety non-compliance incidents; and
- Implementation of corrective or improvement actions.

### Monitoring Health and Safety Issues

Health and safety indicators are being regularly recorded, measured, analysed, and evaluated, aiming for the Company's continuous performance improvement. The Company is transparent about its performance, and in various reports, it makes references to relevant health and safety indicators.

**The Company has not recorded any injuries or ill health of its employees in 2022 or 2023. Therefore, all performance indicators (Lost time injuries, severity, and frequency rates) are zero.**



ELEMENT, MAROUSI

### Health and Safety Risks

The Company proceeds with the timely and systematic identification of potential risks while assessing their frequency and seriousness to determine and implement appropriate control measures. PRODEA implements internal inspections by a health and safety professional to confirm the proper operation and implementation of the Company's health and safety framework, to identify deficiencies, and to address them effectively.

GRI 2-24, GRI 3-3, GRI 403-1, GRI 403-2, SS-S6-1, SS-S6-2, SS-S6-3, SS-S6-4



## 4.4 PRODEA's Tenant Engagement

In the pursuit of enhancing stakeholder engagement, PRODEA conducted a comprehensive tenant engagement survey among its tenants. This survey aimed to gather valuable insights and feedback to improve the Company's operation and address the needs and concerns of PRODEA's valued stakeholders. Additionally, the survey sought to collect detailed information regarding tenants' ambitions on ESG matters.

### Survey Participation and Key Insights

The survey was distributed to all tenants, totalling 106 recipients, and achieved a completion rate of 28%. The questionnaire consisted of 18 questions, addressing issues such as the satisfaction of PRODEA's tenants with its responsiveness, its property management services, as well as ESG matters.

The survey yielded critical responses that will inform the Company's strategic planning and decision-making. It is worth noting that:

- 50% of the respondents indicated that they monitor their company's ESG performance, 30% said they do not, and 20% were unsure.
- 60% of the respondents would likely or highly likely recommend PRODEA Investments to other companies within their industry.
- 55% of the respondents agreed or strongly agreed that PRODEA Investments understands its tenants needs.

Thirty percent (30%) of the tenants that responded to the survey volunteered to provide their contact details; however, they represent a significant portion of PRODEA's tenant base, accounting for 41% of the Gross Asset Value (GAV) of the Greek region. Notably, these respondents, who collectively hold this substantial GAV percentage, have actively engaged in the survey, demonstrating their commitment to providing constructive feedback.

The key areas of interest highlighted by the survey results are the following:

- 1. ESG Performance Improvement:** 67% of the respondents that chose voluntarily to disclose their company details are actively taking measures to improve their Environmental, Social, and Governance (ESG) performance. This indicates a strong commitment to sustainability and responsible business practices among PRODEA's tenants.

- 2. Stability in Rental Needs:** All named respondents (100%) have indicated that they do not foresee any immediate changes in their rental needs. This stability allows us to plan and allocate resources more effectively, ensuring that we meet their current and future requirements.

- 3. Collaborative Environmental and Energy Efficiency Initiatives:** Every tenant that chose voluntarily to disclose their company details (100%) expressed interest in collaborating with PRODEA Investments to enhance environmental and energy efficiency performance, aiming to reduce operational costs. This interest highlights the potential for impactful partnerships that drive sustainability and cost efficiency.

### Strategic Actions and Future Engagement

Based on the feedback received, PRODEA is committed to implementing the following strategic actions:

- **Enhanced Communication:** Establish more robust communication channels to ensure tenants' concerns and suggestions are addressed promptly and effectively.
- **Annual Surveys:** Conduct the tenant engagement survey on an annual basis to continue capturing the growing tenants needs and measure the company's progress year-on-year.
- **Enhanced Collaboration:** Develop collaborations with the tenants that responded to the survey and expressed interest in environmental and energy efficiency projects, leveraging their interests to achieve mutual benefits.

PRODEA remains dedicated to maintaining an open dialogue with all stakeholders, ensuring that their feedback is not only heard but acted upon to create a thriving and sustainable property portfolio. The Company appreciates the valuable input from its tenants and looks forward to ongoing engagement to better serve their needs and expectations.

GRI 2-29, GRI 3-3, C-S1-1

## 4.5 Structures of Responsibility

### Outreach initiatives

For PRODEA Investments, business organizations and society are intertwined in a two-way relationship, and therefore social responsibility is a key part of its growth dynamics. PRODEA Investments' comprehensive conceptual framework reflects its fundamental corporate principles and core values. It undertakes initiatives that radiate throughout the country, from Pogoniani and Sidirokastro to Chios and Symi. It focuses on society and the environment with dedication and concern, with sustainability being its driving force. "Structures of Responsibility" is a holistic, enhanced Corporate Responsibility program consistently and continuously implemented since 2016 in cooperation with acclaimed stakeholders. It is built on solid strategic pillars, yet it is constantly being developed further, demonstrating the necessary flexibility and adapting to the circumstances and needs of the volatile times we are currently living in.

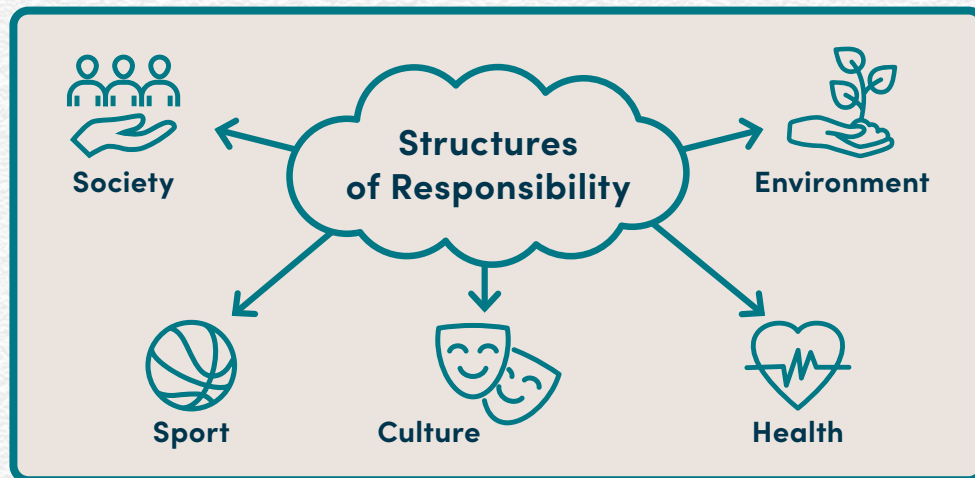
To date, PRODEA Investments has responded to major challenges arising from mega crises, e.g. by providing immediate support to the national health system during the COVID-19 pandemic, by implementing a major anti-erosion and flood protection project after the massive environmental disaster caused by the 2021 wildfires, by supplying the Fire Department with

new vehicles and equipment, by stepping in during the challenging refugee and migration situation and additionally, by catering for the ongoing needs of important societal organizations. Responding to calls for flagship projects of public benefit such as the major regeneration of the Strefis Hill by the Municipality of Athens, it has helped improve the quality of the urban environment and living for the benefit of thousands of citizens in the area. PRODEA Investments draws on its leading expertise and highly qualified staff to help upgrade buildings and utility infrastructure and reduce their energy footprint. It thus fulfills the dual objective of social service and environmental contribution, by holistically embracing a concept of sustainability that is seamlessly focused on people and their environment.

For PRODEA Investments, the largest real estate investment company in Greece, the magnitude of responsibility towards society and the environment is commensurate with the size, dynamics and prospects of our company. PRODEA Investments proves it in practice.

It is not only part of the Company's corporate strategy, but forms an integral part of its corporate culture.

A selection of the actions the Company took since 2016 is presented in the following pages.



### Corporate responsibility in key figures

**5 pillars**

Society  
Environment  
Sport  
Health  
Culture

**7 years**  
of service

**36**  
action

**€ 3.5mil.**  
Budget  
for actions  
exceeding

GRI 203-1

## Society

### ELIZA Society for the Prevention of Cruelty to Children



Collaboration with ELIZA Society for the Prevention of Cruelty to Children – development of a diagnostic center for abused children at the Attikon General University Hospital



### Greek Council for Refugees

Modification and reconstruction of a new refugee reception area

at the Greek Council for Refugees, to meet critical needs.

### DNA analysis center of the Hellenic Police

Complete refurbishment of the DNA analysis center of the Hellenic Police, Forensic Science Division.



### Chemistry lab of the high school of Symi

Building upgrade of the high school chemistry lab on the remote island of Symi, which suffered extensive flood damage in 2018.

### Special kindergarten in Nikopoleos St.

Refurbishment and operational upgrade of the special kindergarten in Nikopoleos Street, Athens, to optimize special



education conditions for children in need.

### Médecins du Monde

Support of the organization Médecins du Monde to cover part of the immediate placement



and accommodation needs of unaccompanied refugee children.

### Vocational high school of Sidirokastro

Purchase of equipment for the modernization of the technology lab of the vocational high school of Sidirokastro enhancing student education facilities.

### Local community hall of Idomeni

Participation in the building and operational upgrade of the community hall of Idomeni at the peak of the migration and refugee crisis.

### ELEPAP – Rehabilitation for The Disabled, Athens branch

Support of the remarkable work of ELEPAP for the functional rehabilitation of children with motor disabilities and developmental difficulties. Insulation of the roof and terrace of the therapy facilities in the main building of ELEPAP Athens, solving the longstanding problem of humidity and leaks.

### ELEPAP – Rehabilitation for The Disabled, Athens branch

Restoration of the tiled roof of the ELEPAP Athens central building.

### ELEPAP – Rehabilitation for The Disabled, Thessaloniki branch

Purchase of the specialized rehabilitation device LITE GAIT for

GRI 203-1



the physiotherapy program at the ELEPAP branch in Thessaloniki.

### Athina & Lazaros Rizou nursing home in Kastoria

Refurbishment of the Athina & Lazaros Rizou nursing home in Kastoria.



### Ark of the World, Pogoniani

Purchase of a tractor and its

components for the Ark of the World in Pogoniani to facilitate farming their land and train the children living at the Ark in rural work.

### “Floga” Panhellenic Association of Parents of Children with Cancer

Maintenance works in the hostels of Floga which accommodate



families of children with cancer: from air conditioning maintenance to total insulation and painting of the main building in two phases.

### Ark of the World, Chios

Donation to support the shelter in Chios, which has welcomed and accommodated mothers and children from Ukraine, covering needs for food and consumables.

### SOS Children’s Village in Vari

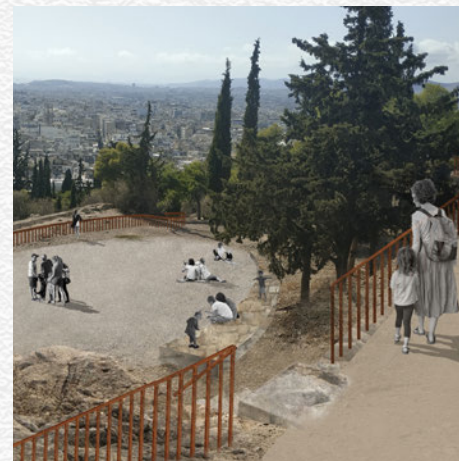
Renovation and re-purposing of

a shelter at the SOS Children's Village in Vari which can now be used by children of the village as a music and art studio.

## Environment

### Municipality of Athens / Strefis Hill

Responding to the initiative of the Municipality of Athens "Adopt your city", PRODEA Investments carried out a number of studies for the complete redevelopment of the Strefis Hill, under the guidance of the Municipality's services. The project included studies regarding Strefis Hill architectural and landscape design, geotechnical, structural and restoration design, MEP design, as well as a fire prevention plan and an enhancing biodiversity study.



### Varibobi / Restoration works

Funding of anti-erosion and flood protection works on 242 acres of burnt land in the area of Varibobi in order to directly address soil erosion and secondarily flood protection after the devastating wildfires of 2021. The relevant studies were implemented in cooperation with the Ministry of Environment and the Forestry Department, with the aim of accelerating the restoration of the natural landscape and



saving a valuable environmental ecosystem in Attica.

### Hellenic Fire Department

The emergency response capacity of the Fire Department in major natural disasters is of paramount importance. To that end, PRODEA Investments supports the Hellenic

GRI 203-1



Fire Department with operational means for transport and rescue operations. Specifically, it provided 7 nine-seat personnel transport vehicles, 7 special rescue boats for flood incidents and 50 portable water pumps.

### Traditional Olive Grove of Amfissa

Cooperation with the Municipality



of Delphi and the team of the project "Replanting the Burnt Delphic Olive Groves" through which 30,000 olive seedlings were donated for planting to the 470 affected farmers of the area, three basic wells for local irrigation were fully reconstructed and also were connected to the network, while in June 2023 a series of training seminars for 160 farmers of the area was launched.

## Sports

### Hellenic Athletics Federation SEGAS / Indoor training facility at the Olympic Stadium

Support of SEGAS and our



international athletes by upgrading part of the indoor training facility at the Olympic Stadium, with the aim of boosting sportsmanship but also competitive sports.

### Hellenic Athletics Federation SEGAS / Panthessalikon Stadium of Volos

The sports facilities of the Volos Panthessalikon Stadium were upgraded, in cooperation with SEGAS, for the benefit of athletes of the wider region, but also to host international competitions.

### Olympus Marathon

The consistent sponsorship of the iconic Olympus Marathon mountain race aims to promote sport as a lifestyle activity.



### Special Olympics

Affiliation with the work of the Special Olympics, by supplying the official uniforms worn by our athletes, as well as the special equipment needed for



the international games in Abu Dhabi.

### Stratos Achlatis - Sailing champion for the disabled

A long-lasting support relationship with the disabled sailing champion Stratos Achlatis who represents Greece in international regattas and conveys the message of transcending personal boundaries.



GRI 203-1

## Christoforos Polydorou

Financial support of the transplant athlete for his participation in the 11th European Transplant and



Dialysis Games in Oxford, UK, from 21 to 28 August 2022, where he won the bronze medal.



## Ourania Douskou

Supporting the young mountain ski athlete on her way to the Olympics.



## Alexander Ginnis

Supporting the top Greek skier, Alexander Ginnis, who, among other things, won 2nd place in the technical downhill race of the Alpine Ski World Cup in Chamonix, France, making history, as this was the first medal ever won by our country in a Ski World Cup.

## Lisa Triantafyllidi and Dimitra Manavi



Supporting the dynamic beach volleyball duo who won the Panhellenic Championship 2024 thus achieving the unthinkable by winning all the major tournaments in the Panhellenic circuit and also winning the bronze at the World tournament in Africa.

## Health

### Ministry of Health / Pandemic



In the first days of the pandemic when the supply of essential protection equipment for nurses and medical staff in COVID units was a major challenge, PRODEA Investments collaborated with the Ministry of Health and other relevant bodies and directly imported 15,000 Tyvek suits, thereby providing valuable protection

to the "front line fighters" against COVID-19.



## Oncology Department of Metaxa Cancer Hospital in Pireaus

Structural refurbishment of 2 floors and the reception area of the Oncology Department of the Metaxa Hospital in Piraeus, which receives the largest daily number of patients for treatment in Attica.

## Médecins Sans Frontières (Doctors without Borders)



Purchase of a vehicle and equipment for its conversion into a

GRI 203-1

special mobile unit of Médecins Sans Frontières which provides emergency medical care.

### Department of Chemistry of the School of Science of the National Kapodistrian



### University

Improvement of infrastructure by assisting the Department of Chemistry of the School of Science of the National Kapodistrian University in purchasing specialized scientific equipment for liquid blood biopsy analyses for cancer patients.

### Culture

#### Greek National Opera – Two of the great verismo operas “Cavalleria rusticana- Pagliacci”

Supporting the ambitious production directed by Nikos Karathanos, proving in practice that PRODEA Investments stands by actions and events that promote the arts and the spirit, collaborating with one of the most important "structures" of culture in our country.



#### Greek National Opera – Opera “Werther”

Supporting the magnificent opera by the great French composer Jules Massenet. Strengthening

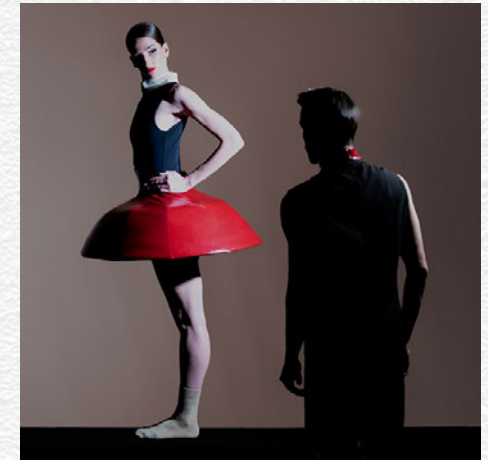


and actively supporting the artistic extroversion of the National Opera, because the high quality of its international productions is in perfect harmony with the values and the constantly innovative course of PRODEA Investments.

#### Greek National Opera Dance School

Supporting the main annual performance that takes place every summer in different cities in Greece where students and pupils of the historical school have the unique opportunity to perform works of classical repertoire, to

collaborate with renowned Greek and foreign choreographers in original neoclassical and contemporary creations, as well as to present their own choreographic proposals.



#### Greek National Opera - Ballet “Coppélia”

Supporting the international and highly demanding artistic production of “Coppélia” choreographed by the distinguished Slovenian choreographer Edward Klug.

# 5. Sound Corporate Governance

5.1 Corporate Governance Structure

5.2 Policies in Focus

5.3 PRODEA's Internal Control System

5.4 Climate Related Risks

5.5 Actions and Measures



Our contribution to the  
UN Sustainable Development Goals:





# 5. Sound Corporate Governance

Corporate transparency and governance are essential components of PRODEA's corporate responsibility and sustainability practices. The Company adopts appropriate practices and aims to promote corporate ethics, safeguard a transparent operation, and align its strategy and operations with stakeholders' interests.

## Governance Framework

PRODEA has established a comprehensive framework of principles, procedures, and policies that ensures that the Company operates responsibly and transparently. This includes governing committees, internal units, established processes, company policies, and regulations. The Company respects and complies with the laws and regulations; as such there were no instances where any non-monetary or monetary fines or sanctions were incurred during the reporting period.

### PRODEA's Governance Culture Values

<p><b>Integrity and ethics</b></p> <p>We operate with integrity, we live up to our word, we are fair, and we reward honesty and ethics.</p>	<p><b>Excellence</b></p> <p>We attract and develop the best experts in each field. We encourage specialisation and recognise excellence.</p>	<p><b>Continuous development</b></p> <p>Our effort to develop and improve in all areas is continuous and based on the expertise, skills and dedication of our employees and partners.</p>	<p><b>Trust</b></p> <p>For us, trust is a value built through the development of mutually respectful partnerships.</p>	<p><b>Responsibility</b></p> <p>We operate responsibly in all aspects of our activities. We try to have a positive impact on our people, the society and the environment.</p>	<p><b>High value results</b></p> <p>We set high goals. We add value to our operations and maximize value for shareholders and investors.</p>
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## Governance Framework

 <p><b>Board of Directors</b></p> <p>The main governance body of PRODEA, elected by the Shareholder General Assembly.</p>	 <p><b>Company Policies &amp; Regulations</b></p> <ul style="list-style-type: none"> <li>• Hellenic Corporate Governance Code<sup>1</sup></li> <li>• Remuneration Policy</li> <li>• Suitability Policy</li> <li>• Code of Ethics</li> <li>• Health &amp; Safety Policy</li> <li>• Sustainable Development Policy</li> <li>• Environmental Policy</li> <li>• Whistleblowing Policy</li> <li>• Protection of personal data</li> <li>• Policy to combat violence and harassment at work</li> </ul>	 <p><b>Committees (Ct)</b></p> <ul style="list-style-type: none"> <li>• Audit Ct</li> <li>• Investment Ct</li> <li>• Procurement Ct</li> <li>• Green Bond Ct</li> <li>• Remuneration &amp; Nomination Ct</li> <li>• ESG Ct</li> </ul>	 <p><b>Internal Audit</b></p> <p>The Internal Audit Unit helps PRODEA accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes.</p>	 <p><b>Risk Management</b></p> <p>The Risk Management Unit implements structured processes aiming to contribute to the development of a modern operating framework at all organisational levels for the identification, assessment and management of the risks faced by PRODEA.</p>
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<sup>1</sup> Regarding the deviations from the Hellenic Corporate Governance Code and justification of such deviations (based on the "Comply or Explain" principle), please refer to p. 30 of the [Annual Financial Report 31.12.2023](#).

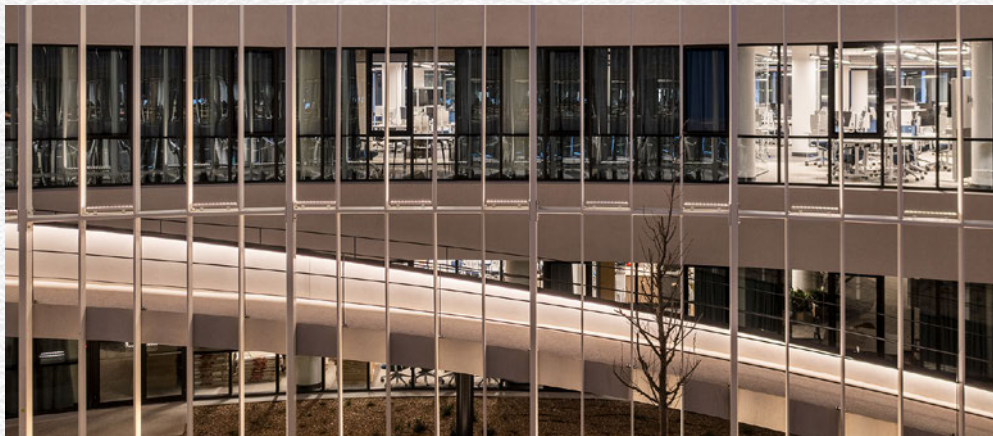
## 5.1 Corporate Governance Structure

### Board of Directors

PRODEA's Board of Directors reflects the values that make up the Company's governance culture and includes members with diverse experiences and backgrounds. The composition, tenure, and operation of the Board of Directors are subject to the current legislation and the revised Hellenic Corporate Governance Code.

The term of office of the current Board of Directors has been set to three (3) years, commencing from its election on 08.06.2021 and is extended until the expiry of the period within which the next Annual General Meeting must be convened and until the relevant decision is taken.

Subsequently, the Board of Directors, on 21.02.2023, having taken note of the resignation of the non-executive member, Mr. Ioannis Kyriakopoulos, as a member of the Board of Directors of the Company and of the Committees of the Board of Directors in which he participated, namely the Remuneration and Nomination Committee and the Audit Committee of the Company, decided to continue its operation with the remaining members of the Board of Directors, as elected by the Annual General Meeting of Shareholders of the Company on 08.06.2021, without replacing the missing member, in accordance with Article 7 par. 4 of the Company's Articles of Association.



KAIZEN CAMPUS, MAROUSI

Following the Ordinary General Meeting of Shareholders held on 11.06.2024, a new Board of Directors has been elected and its composition is as follows:

Composition of the Board of Directors (as at 11.06.2024)	
Christophoros Papachristophorou	Chairman, Executive Member
Aristotelis Karytinios	Chief Executive Officer, Executive Member, also acting as executive Vice-Chairman, in substitution of the Chairman of the Board of Directors in case of impediment in relation to his executive duties
Thiresia Messari	Executive Member
Athanasios Karagiannis	Executive Member
Nikolaos Iatrou	Non-Executive Member
Georgios Kountouris	Non-Executive Member
Stamatis Sapkas	Non-Executive Member
Garyfallia Spyriouni	Senior Independent Director, Independent Non-Executive Member, acting as non-executive Vice-Chairman, in substitution of the Chairman of the Board of Directors in case of impediment in relation to his non-executive duties
Georgia Mourla	Independent non-executive member
Eleni Koritsa	Independent non-executive member

### Investment Committee

The Investment Committee sets the broader path and investment strategy of PRODEA through detailed analysis and the establishment of future investment paths and goals. The members of the Committee are appointed directly by the Board of Directors and have significant experience in investments. Their conduct and roles are outlined in detail in the "Investment Committee Charter".

The existing Investment Committee consists of six (6) members, four of whom are also Members of the Board of Directors. Of the four Board Members participating in the Committee, three are Executive Members and one is a Non-Executive Board Member.

The composition of the Investment Committee was determined by the decision of the Board of Directors of the Company dated 29.06.2021. Subsequently, two additional members were appointed, by resolution of the Board of Directors, Mr Alexios Pipilis on 22.05.2023 and Mr Stamatis Sapkas on 14.02.2024.

GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-23, GRI 2-25, GRI 2-26

The composition of the Investment Committee as at June 11, 2024 is therefore as follows:

Investment Committee Composition (as at 11.06.2024)	
Christophoros Papachristophorou	Chairman
Aristotelis Karytinios	Member
Georgios Kountouris	Member
George Constantinides	Member
Athanasios Karagiannis	Member
Alexios Pipilislexios Pipilis	Member
Stamatis Sapkas	Member

### Remuneration and Nomination Committee

The Remuneration and Nomination Committee is responsible for the remuneration, benefits, and incentives granted to the Board of Directors' members and its structural composition. The operation of the said Committee is governed by its Operating Regulations and by the provisions of Laws 4548/2018 and 4706/2020, as well as by the Guidelines of the Hellenic Capital Market Commission for the Suitability Policy. PRODEA has issued a "Remuneration Policy and a Regulation for the Evaluation of the Board of Directors and its Committees" and a "Suitability of the members of the Board of Directors Policy", both of which are reviewed when necessary by the Committee. The Remuneration Policy was approved by the Board of Directors on 05.12.2023. Based on the Committee's Operating Regulations, the Committee's key responsibilities are remuneration issues, the annual evaluation of the Board of Directors, its Committees. and nomination of candidates.

The Board of Directors on 21.02.2023, having taken note of the resignation of the Non-Executive Member of the Board of Directors Mr. Ioannis Kyriakopoulos as a Member of the Board of Directors of the Company and its Committees, including the Remuneration and Nomination Committee, decided to continue the operation of the Remuneration and Nomination Committee of the Company with the remaining three (3) Members without replacing the resigned Member, in accordance with the provisions of the Operating Regulations of the Remuneration and Nomination Committee.

By resolution dated June 11, 2024, the Board of Directors has determined the composition of the Remuneration and Nomination Committee as follows:

Remuneration and Nomination Committee (as at 11.06.2024)	
Garyfallia Spyriouni	Chairman
Georgia Mourla	Member
Eleni Koritsa	Member

### Audit Committee

The Audit Committee operates in accordance with the provisions of Laws 4449/2017 and 4706/2020 and aims to assist the Board of Directors in fulfilling its supervisory duties. It ensures the Company's smooth operation, its regulatory compliance, the integrity of both the process and content of the financial information, and the effective performance of the Company's Internal Audit Unit . It monitors and evaluates the efficiency and performance of the Internal Audit, Compliance, and Risk Management Units. The Committee acts in accordance with current legislation and its Regulation of Operations.

The term of office of this Committee was determined by the Annual General Meeting of Shareholders of 08.06.2021 that it is three years, starting from the election of its members by the General Meeting of Shareholders of the Company and extending until the next Annual General Meeting of Shareholders of the Company.

The Board of Directors on 21.02.2023, having taken note of the resignation of the Non-Executive Member of the Board of Directors Mr. Ioannis Kyriakopoulos, since 20.02.2023, as a Member of the Board of Directors of the Company and its Committees, including the Audit Committee, decided to continue the operation of the Audit Committee of the Company with the remaining three (3) members without replacing the resigned Member, pursuant to article 44 par. 1 of Law 4449/2017 and the Audit Committee's Operating Regulations.

GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-23, GRI 2-25, GRI 2-26

Following the decision of the Ordinary General Assembly of Shareholders as at 11.06.2024, the composition of the Audit Committee is as follows:

Audit Committee (as at 11.06.2024)	
Garyfallia Spyriouni	Chairman
Georgia Mourla	Member
Eleni Koritsa	Member
Nikolaos Papadopoulos	Member, third independent from the Company person, not a member of the Board of Directors of the Company.

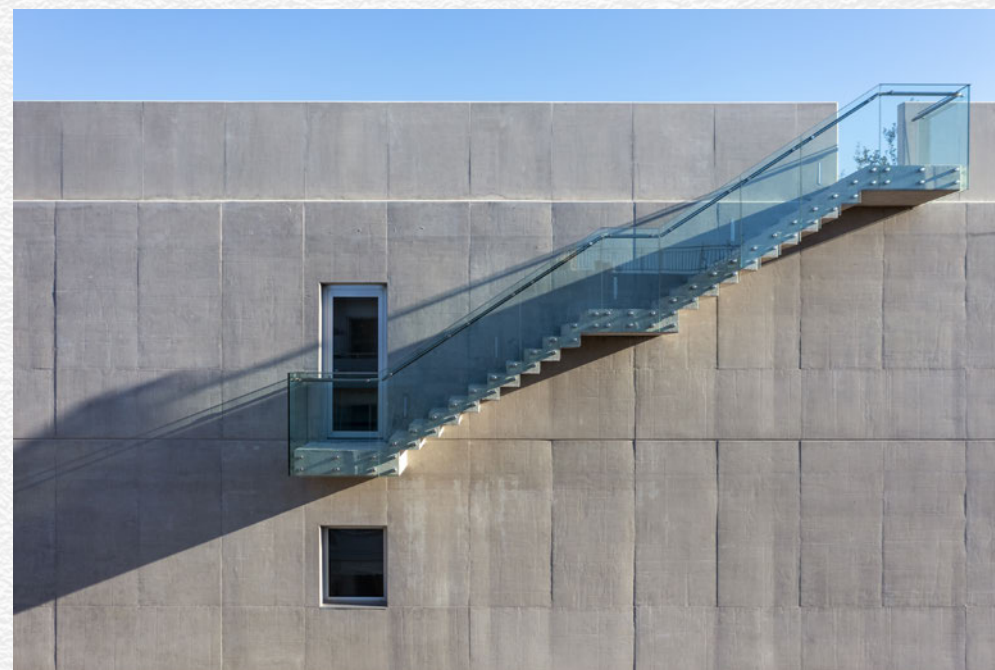
## Green Bond Committee

A Green Bond Committee has been established by the Board of Directors to ensure that green bond issuances are channelled into projects, meeting the Green Bond Framework criteria and complying with the Green Bond Principles of the International Capital Market Association (ICMA), the United Nations Sustainable Development Goals, the Company’s internal policies and practices, and the applicable regulatory framework. It follows the latest developments in the green bond market and ensures that the Framework is up-to-date.

Green Bond Committee Composition	
Thiresia Messari	Chairman
Athanasios Karagiannis	Member
Nikolaos Gkonis	Member and Secretariat
Andreas Varsamakis	Member
Dimitrios Georgiopoulos	Member

The Green Bond Committee monitors and maintains the Eligible Green Register, coordinates the management of proceeds, and oversees the drafting and publication of the Green Bond Investor Report.

It supports the work of the Board of Directors and the Investment Committee by confirming the eligibility of the under-examination investment opportunities regarding their compliance with the provisions of “Use of Proceeds” as defined in the Green Bond Framework.



ELEMENT, MAROUSI

## ESG Committee

PRODEA has established a dedicated Environmental, Social, and Governance (ESG) Committee to develop the Company’s ESG strategy and manage all the ESG and Sustainable Development issues. The main responsibilities of the ESG Committee are as follows:

- The formulation of the Company's ESG strategy,
- Informing the Board of Directors about important ESG issues.
- Highlighting the importance of environmental/energy initiatives, sustainability goals, and performance at all levels of the Company,
- Promoting best practices regarding the structure, policies, and regulations related to ESG and Sustainable Development issues affecting the Company,

GRI 2-9, GRI 2-12, GRI 2-13, GRI 2-14, GRI 2-16, GRI 2-17, GRI 2-24, GRI 2-25, GRI 2-26

- Raising awareness among stakeholders on corporate governance and social aspects affecting the industry and the Company,
- Monitoring and improving the Company's ESG performance.

The ESG Committee consists of five cross-functional executive and organisational leadership members who combine the following roles:

Composition of the ESG Committee	
Thiresia Messari	Chief Financial Officer / Chief Operating Officer, Member of the Company's Board of Directors
Athanasios Karagiannis	Chief Investment Officer/ Member of the Company's Board of Directors/ Member of the Company's Investment Committee
Nikolaos Gkonis	Head of ESG Department
Thalia Tsangaraki	Head of Compliance
Kyriaki Tzemou	General Counsel

## 5.2 Policies in Focus

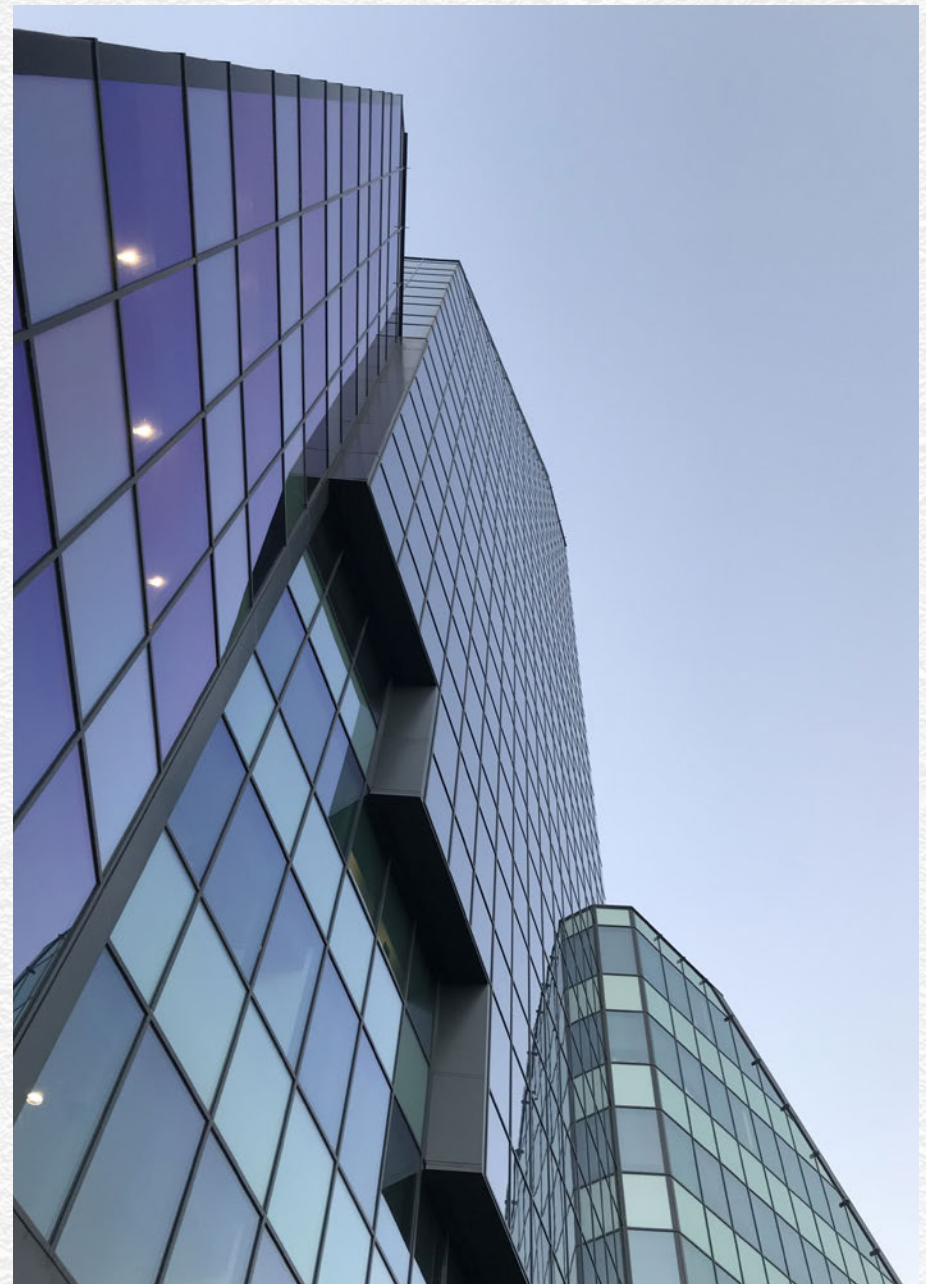
The key policies that set the Company's interactions with its stakeholders are based on international standards and best practices and are summarised below.

### Sustainable Development and Environmental Policies

The Environmental Policy outlines the Company's commitment to its environmental performance and continuous improvement, following international best practices and aiming to reduce the environmental footprint of its operations, recognising the critical role that businesses play in achieving the UN Sustainable Development Goals and the Paris Agreement.

In addition, PRODEA commits to operating responsibly, in line with national and global guidance and policies on sustainable development. The Company focuses on mutual respect and adding value to the wider community, economy, environment, and stakeholders. Following the sustainable development policy, PRODEA targets to:

- Create long-term value for all its stakeholders
- Protect the environment



TELUS TOWER, SOFIA, BULGARIA

GRI 2-17, GRI 2-23, GRI 2-24, GRI 2-26, GRI 3-3, A-E6-1, SS-G1-1

- Promote and create initiatives on topics such as Corporate Governance, Corporate Social Responsibility and Business Ethics
- Support and contribute to the wider community and national economy.

PRODEA following the provisions of both policies sets the framework for managing its material climate change mitigation and adaptation impacts, positive or negative.

The Board of Directors approves and modifies the organisation's strategies, policies, and goals related to sustainable development.

### Compliance with the Hellenic Corporate Governance Code

The Company has adopted the Hellenic Corporate Governance Code<sup>2</sup> for companies with shares listed on a stock exchange (2021 edition). The Hellenic Corporate Governance Code was adopted at the Board of Directors' Meeting on 06.07.2021. This Corporate Governance Code has been prepared by the Hellenic Corporate Governance Council (H.C.G.C.), that is a body of reputed standing, in accordance with the provisions of Article 17 of Law 4706/2020 in conjunction with the Decision of the Board of Directors of the Hellenic Capital Market Commission No. 916/07.06.2021.

### Remuneration Policy

The purpose of the Policy is to align the interests of the Board Members with the interests of the Company's shareholders while taking into account the salary and working conditions of the Company's employees. This Policy also contributes to the creation and maintenance of long-term commercial and business value, to the formulation of business strategy, to serving the long-term interests and sustainability of the Company through benefit packages and incentives provided for and targeted in the Policy.

### Suitability Policy of Board of Directors

The purpose of the Suitability Policy is to ensure the quality of staffing, efficient operation, and fulfillment of the role of the Board of Directors based on the strategy of the Company as well as its medium- and long-term busi-

ness targets, in order to promote corporate interests.

The current Suitability Policy is:

- a) in line with the provisions of the Company's Operating Regulations and the Hellenic Corporate Governance Code, that the Company adopts and applies
- b) in line with the Guidelines of the Hellenic Capital Market Commission and the corporate culture
- c) clear and adequately documented.

The Suitability Policy is governed by the principles of transparency and proportionality while promoting diversity, meritocracy, and efficiency, both in the selection of Board Members and during their term of office.

### Health and Safety Policy

Providing a work environment that protects health and safety, and enhances the wellbeing of its people is a key daily concern for PRODEA. In this context, the Company complies with effective and relevant health and safety legislation and has adopted an Occupational Health and Safety Policy, applying the best international practices. Indicatively, the Company is committed to the principle of accident and occupational disease prevention and condemns cases of workplace violence and harassment.

### Whistleblowing Policy & Procedure

The Company has a Whistleblowing Policy in place that, in compliance with the requirements of Law 4990/2022 on the protection of persons who report violations of EU law (the Greek Whistleblowing Law), has during 2023 Fiscal Year, been reformed into a Group Whistleblowing Policy & Procedure for the submission and management of reports submitted by the Company and the Group. The Whistleblowing Policy and Procedure:

- emphasises on the paramount importance it attaches to the reporting of violations brought to the attention of Personnel, by adopting the relevant existing procedures at the Policy level,
- encourages the Company's Personnel and any person providing services to the Company to take the initiative and report in good faith any

<sup>2</sup> Regarding the deviations from the Hellenic Corporate Governance Code and justification of such deviations (based on the "Comply or Explain" principle), please refer to p. 30 of the [Annual Financial Report 31.12.2023](#).

information relating to the existence of violations within the Group that come to their attention in the performance of their duties,

- further strengthens staff confidence in the reporting procedures established, by giving them the assurance that when and if they report in good faith any breaches brought to their attention, their anonymity will be preserved and they will be afforded appropriate protection.

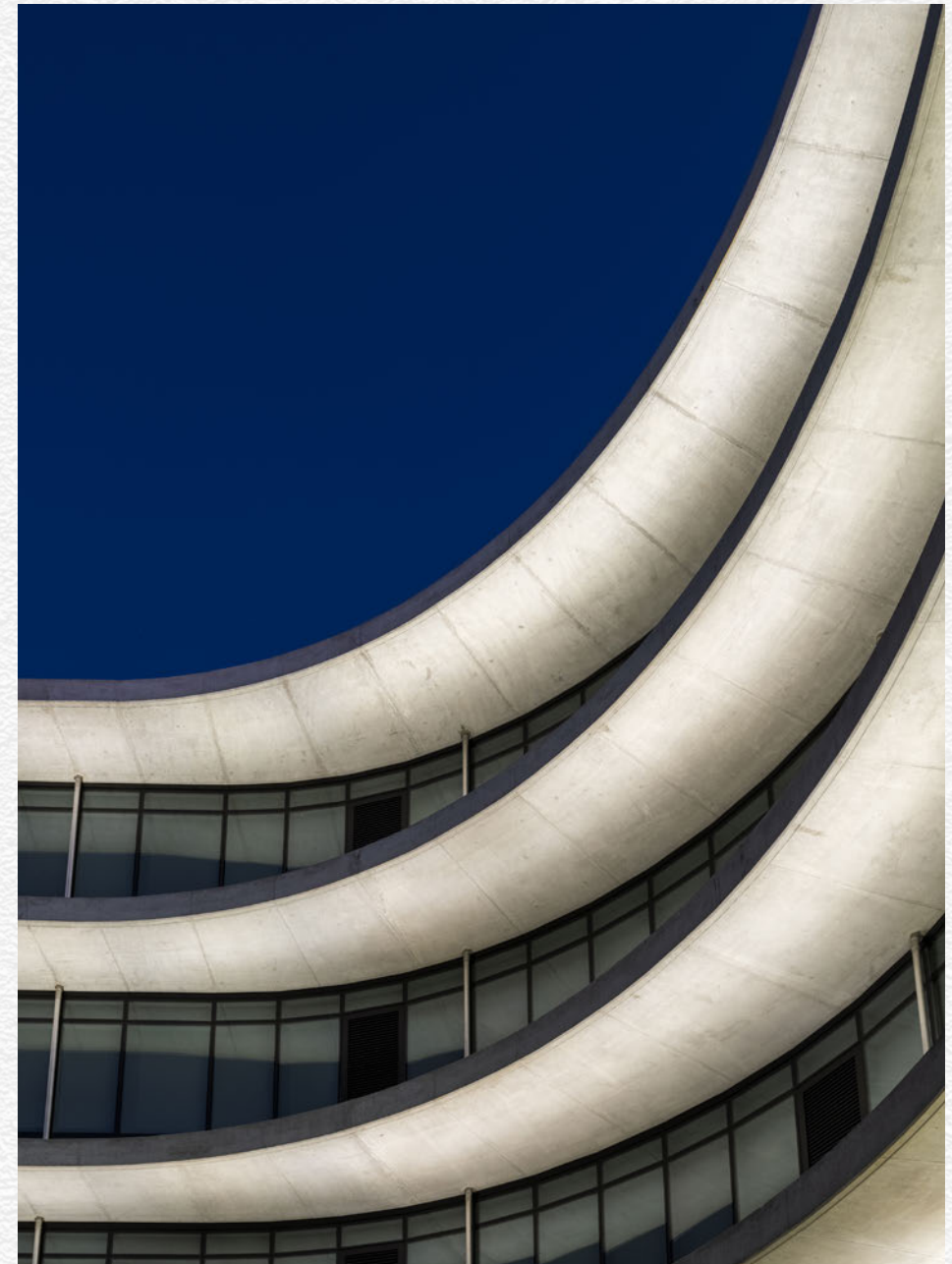
### Data protection

Personal and business data protection and confidentiality are top priorities for PRODEA. As stated in the relevant legislation, the Company has taken all necessary measures to prevent incidents of breach of confidentiality and follows the best practices to ensure its compliance with regulatory and legislative authorities. The unauthorised use or disclosure of this information violates Company policies as stated in Company's Code of Ethics & Professional Conduct and the GDPR policy.

### Internal Control System (ICS)

PRODEA, following cutting-edge management models along with international best practices, applies the internationally recognised management model, the "Three Lines Model". This model establishes the structures and procedures to ensure the effective governance of the Company, the achievement of its objectives and the management of the risks it faces.

Within the framework of the Internal Control System and taking into account the "three lines governance model", the Company has a Risk Management Unit and a Compliance Unit in the second line, while in the third line it has an Internal Audit Unit, as presented in the graph. The first line of defence lies with the business and process owners. Operational management is responsible for maintaining effective internal controls and for executing risk and control procedures on a day-to-day basis. The Risk Management and Compliance Units constitute the second line of defense. Their work ensures the effective and efficient operation of the Company as a whole. PRODEA utilises transparent and defined procedures and strong security policies to address any potential malfunctions or risks. The Internal Audit Unit of the Company constitutes the third line of defence that deals with monitoring and optimisation of the Company's existing model of operation. The three





ELEMENT, MAROUSI

GRI 2-23, GRI 2-24, GRI 3-3, C-G6-1, SS-G1-1

supervisory units, in combination with the Company's regulations and policies make up the PRODEA Internal Control Unit.

### 5.3 PRODEA's Internal Control System

#### PRODEA's Internal Control System

 <p><b>Internal Audit Unit</b></p> <ul style="list-style-type: none"> <li>• Reports to the Audit Committee</li> <li>• Operates according to unit's Operational Charter</li> <li>• Head of Internal Audit Unit appointed by the BoD</li> <li>• Oversees and reinforces Company's Operations</li> <li>• Undertakes Internal Audits</li> </ul>	 <p><b>Risk Management Unit</b></p> <ul style="list-style-type: none"> <li>• Reports to the Audit Committee</li> <li>• Operates according to unit's Operational Charter, Policies and Processes</li> <li>• Supervising Officer appointed by the BoD</li> <li>• Subject to audits by the Internal Audit Unit</li> <li>• Implements the Risk Management Policy</li> </ul>	 <p><b>Compliance Unit</b></p> <ul style="list-style-type: none"> <li>• Reports to the Audit Committee</li> <li>• Operates according to unit's Operational Charter</li> <li>• Head of Compliance appointed by the BoD</li> <li>• Subject to audits by the Internal Audit Unit</li> <li>• Ensures compliance with the regulatory framework that Company operations adheres to</li> </ul>
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### 5.4 Climate Related Risks

The opportunities, risks, and uncertainties in the business environment are challenges that organisations must face during their daily operation. The identification and management of these risks are of vital importance for PRODEA Investments as they could potentially affect its continuous growth. Other factors that can also have an impact on the above are current and upcoming challenges in economic, social, regulatory, technological, and environmental changes.



HUB 26, THESSALONIKI

PRODEA has recognised "Climate adaptation and resilience" as one of its material topics and acknowledges that addressing climate change is one of the most critical management issues.

We have therefore comprehensively identified and analysed physical and transition risks stemming from climate change and are strategically engaged in managing climate change while enhancing our resilience as a company. Taking into account the TCFD framework's categorisation, we have assessed how various climate risk drivers may impact the Company's operations. These are presented in the table below, with the mitigation strategies followed by the metrics and the time horizon per risk category.

GRI 2-23, GRI 2-24, GRI 2-25, A-E2-1



ID	Risks	Impact & Opportunities on PRODEA Investments	Control - Risk mitigation measures - Action Plan (AP)	Metrics	Time Horizon of Risk
C.1	<b>Increasing summer temperatures / more heat waves / long-lasting periods of heat</b>	<ul style="list-style-type: none"> <li>• Demand for high-performing building envelopes which decrease the cooling demand (adequate thermal insulation, shading systems, energy efficient windows and glazing).</li> <li>• Demand for high performing cooling systems with adequate power to serve the buildings even under demanding conditions.</li> <li>• Increased energy costs for PRODEA's tenants.</li> <li>• Compliance with the requirements of indoor thermal comfort.</li> </ul>	Development of new state-of-the-art sustainable and resilient buildings. Energy efficiency upgrades of our portfolio's buildings.	Energy consumption and energy intensity of our portfolio's buildings. Ambient temperature Tenants' satisfaction.	Short term
C.2	<b>Increased severity of extreme natural events - floods, earthquakes</b>	<ul style="list-style-type: none"> <li>• Increased insurance costs.</li> <li>• Increased capital costs from damages to properties.</li> <li>• Increased capital costs for prevention.</li> </ul>	Insurance against physical disasters. Construction and renovation of buildings according to relevant building codes.	Budget for insurances. Number of incidents.	Short term
C.3	<b>Water stress</b>	<ul style="list-style-type: none"> <li>• Water supply scarcity.</li> <li>• Increased water costs.</li> </ul>	Fixtures and fittings with low water consumption Rainwater harvesting and collection for irrigation purposes.	Water consumption intensity.	Short term
C.4	<b>Regulatory and Legal</b>	<ul style="list-style-type: none"> <li>• Ambitious EU and National climate and energy targets demand the establishment of respectively ambitious targets and demanding action plans and increased capital expenditures.</li> <li>• Investors behaviors are guided by the constantly evolving sustainability disclosure regulations and EU Taxonomy.</li> <li>• Access to finance has been directly linked with ESG criteria, performance and metrics.</li> <li>• Increasing demand of sustainability disclosure schemes and obligations leads to increased operating costs (e.g., higher compliance costs, specialized personnel, additional resources)</li> </ul>	Continuous monitoring of the Legislative and regulatory framework in cooperation with consultants, internal experts and institutional bodies that the company participates in. The ESG program and the dedicated internal team prepare the company towards the upcoming needs	Noncompliance incidents.	Short term

GRI 3-3, A-E2-1

ID	Risks	Impact & Opportunities on PRODEA Investments	Control - Risk mitigation measures - Action Plan (AP)	Metrics	Time Horizon of Risk
C.5	<b>Technology</b>	<ul style="list-style-type: none"> <li>Simple utility's meters and old technological equipment do not support automated methods for data collection and management.</li> <li>The increased energy prices as well as the decarbonization targets demand electromechanical systems with increased energy performance which cannot be met by old equipment</li> <li>Reduced demand for inefficient buildings with outdated technology installations.</li> </ul>	<p>Energy efficiency upgrades of portfolio's buildings</p> <p>Development of a unified system among portfolio's buildings in order to collect and manage data (AP).</p>	<p>Energy and water consumption</p> <p>Energy and water intensity</p> <p>Number of buildings connected to the unified system (AP)</p>	Medium Term
C.6	<b>Market</b>	<ul style="list-style-type: none"> <li>Volatility in energy market and prices and energy security concerns leading to increased energy costs.</li> <li>Increased customer demand for highly sustainable buildings may lead to the risk of stranded assets.</li> <li>Increased construction cost and time delays on the deliveries make planning and execution of projects (new developments and renovations) difficult.</li> </ul>	<p>Company's investment and divestment strategy.</p> <p>Green leases (AP).</p> <p>Contractual provisions regarding cost and time management.</p> <p>Cooperation with reliable partners (supply chain).</p>	<p>Number of tenant complaints.</p> <p>Project Monitoring.</p>	Short term
C.7	<b>Reputation</b>	<ul style="list-style-type: none"> <li>Ability to meet increasing requirements on sustainability disclosure from investors and lenders.</li> <li>Ability to cover increasing tenants' expectations on sustainability credentials, energy consumption and comfort conditions.</li> <li>Risk of adverse reputational impact for disclosing insufficient ESG metrics.</li> <li>Access to finance.</li> </ul>	<p>Performance monitoring of portfolio's buildings.</p> <p>Maintaining an open communication with tenants and stakeholders.</p> <p>Establishment, update and implementation of ESG policy and action plan.</p>	ESG Performance metrics	Short term

GRI 3-3, A-E2-1

## 5.5 Actions and Measures

The Company has recognised the importance of conducting effective governance, and it takes action by implementing structures, policies, and processes that create business ethics standards, contribute to the proper functioning of the market and build trust with its stakeholders. To facilitate this, the following measures were implemented during the reporting period:

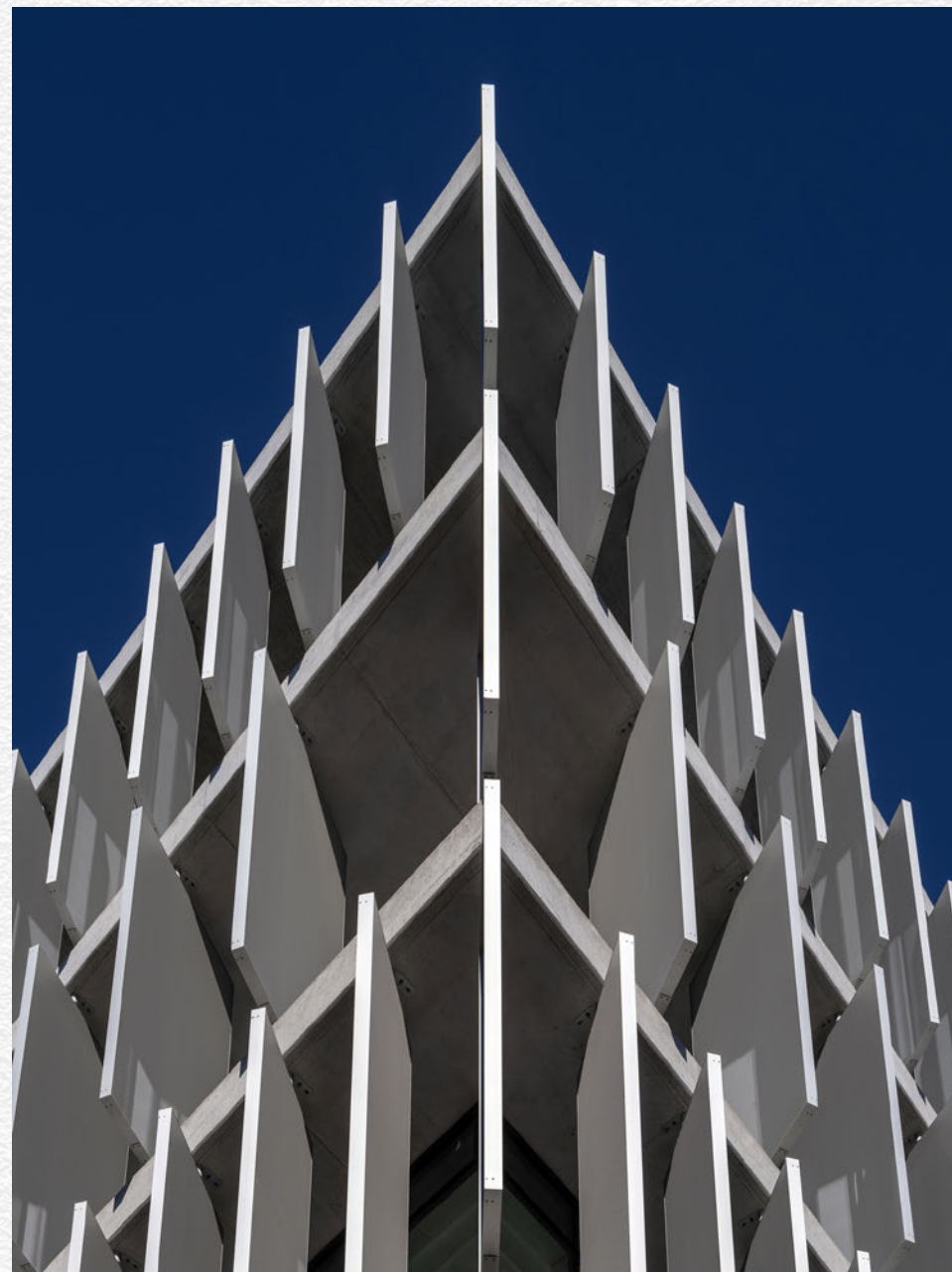
- 2 policies were amended or created
- 13 new procedures were developed

During the reporting period, there were not any non-monetary or monetary fines or sanctions incurred. In addition, no cases of violations of customers' privacy or loss of their data, incidents of corruption, or any other incidents recorded via the whistleblowing procedure were recorded.

In March 2023, an independent evaluator successfully completed the assessment of the Internal Control System. The assessment covered the following areas: the Control Environment, Risk Management, Control Mechanisms and Safeguards, the Information and Communication System and the Monitoring of the Company's Internal Control System.

The evaluation was carried out in accordance with the provisions of Resolution 1/891/30.09.2020 of the Board of Directors of the Hellenic Capital Market Commission. The assessment of the adequacy of the ICS was carried out based on international best practices in order to ensure the requirements regarding the ICS as defined in the aforementioned Resolution.

The conclusion in the above-mentioned report assessing the adequacy and effectiveness of the I.C.S states the following: "Based on our work performed, as described above in the "Scope of Work Performed" paragraph, and the evidence gathered on our assessment of the adequacy and effectiveness of the Company's I.C.S., as of December 31, 2022, nothing has come to our attention that might be considered a material weakness in the Company's I.C.S., in accordance with the Regulatory Framework."



ELEMENT, MAROUSI

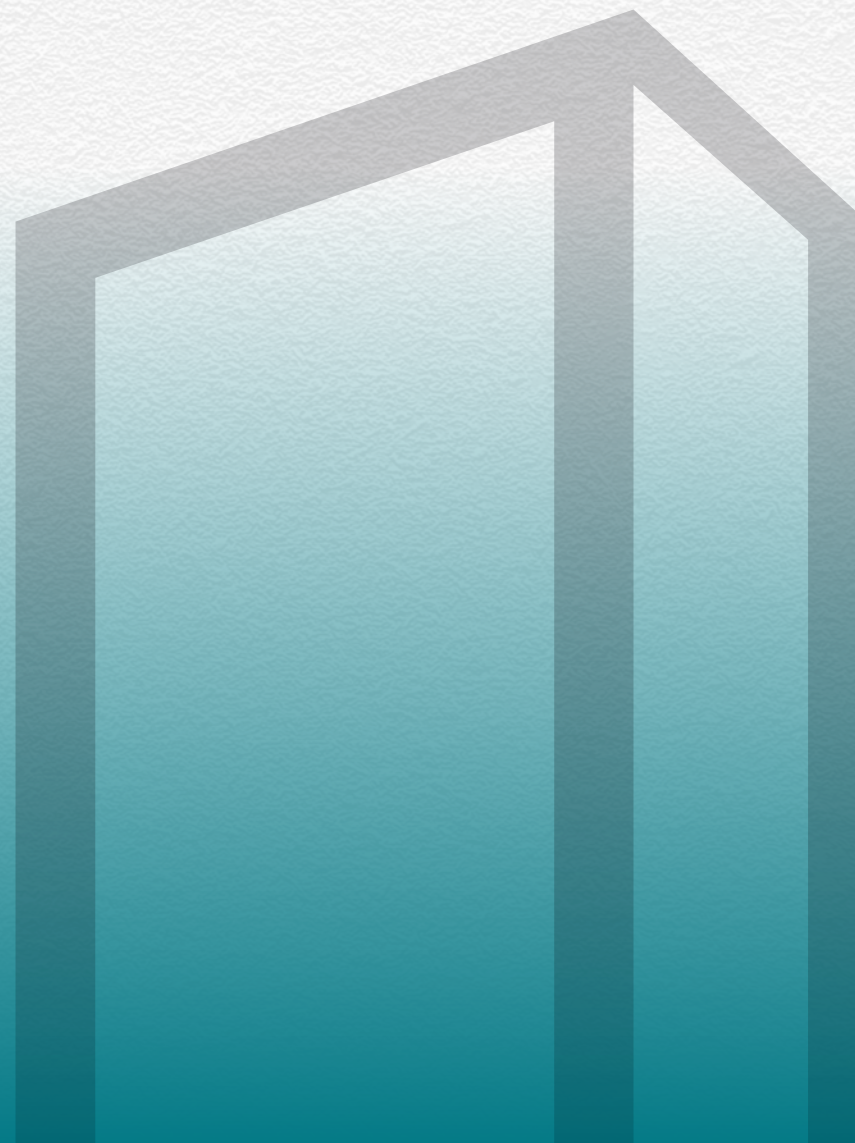
GRI 3-3, GRI 418-1, GRI 205-3, GRI 418-1, A-G2-1, SS-S4-1, SS-S5-1

# Appendices

EPRA sBPR Index Table

GRI Index Table

Athex ESG index Table



# 5. Sound Corporate Governance

EPRA sBPR Index Table<sup>1</sup>

Corporate level performance measure	KPI	Unit	2022	2023	Data coverage (m <sup>2</sup> basis)	Change YoY (%)	Notes
4.1 Elec-Abs Total electricity consumption	1. Total electricity consumption	kWh	289,965.60	306,697.20	100%	5.80%	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%	56.60%	100%	56.60%	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	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.
4.5 Fuels-Abs Total fuel consumption	1. Total amount of fuels used from direct sources;	Lt	0	0	100%	-	Prodea'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%	-	Prodea's property does not use fuels. There has been no fuel consumption at vacant properties.

<sup>1</sup> Performance data apply to PRODEA's HQ (1 property). Vacant properties' surface area is counted at all indicators except where mentioned otherwise in the notes provided.

Corporate level performance measure	KPI	Unit	2022	2023	Data coverage (m <sup>2</sup> basis)	Change YoY (%)	Notes
<b>4.6 Fuels-LfL Like-for-like total fuel consumption</b>	Like-for-like fuel consumption across the two most recent reporting years.	Lt	Not applicable	Not applicable	100%	-	Prodea's property does not use fuels. There has been no fuel consumption at vacant properties.
<b>4.7 Energy-Int Building energy intensity</b>	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 <sup>2</sup>	99.6	105.3	100%	5.70%	No energy consumption in vacant properties, therefore the total surface of these properties is not included in the calculation of the indicator.
<b>4.8 GHG-Dir-Abs Total direct greenhouse gas (GHG) emissions</b>	1. Total amount of direct (Scope 1) greenhouse gas emissions.	tn CO <sub>2e</sub>	1,402 corporate vehicles only (Scope 1)	0.94 corporate vehicles only (Scope 1)	100%	Not applicable	In 2023 the old fleet has been replaced by one new more efficient vehicle .
<b>4.9 GHG-Indir-Abs Total indirect greenhouse gas (GHG) emissions</b>	1. Total amount of location-based indirect greenhouse gas emissions (kg/CO <sub>2e</sub> ) emitted by offsite generation.	tn CO <sub>2e</sub>	154.87	153.23	100%	-1.06%	Location Based emission factor for 2022 was 0,53410 kgCO <sub>2e</sub> /kWh and 0,4996 in 2023 as calculated based on DAPEEP residual energy mix and NIR publications.
<b>4.10 GHG-Int Greenhouse gas (GHG) emissions intensity from building energy consumption</b>	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 <sub>2e</sub> /m <sup>2</sup>	0.053	0.053	100%	-1.06%	Values apply to Prodea's own offices. Vacant properties have had no energy use and emissions and are excluded from the calculation of the indicator.
<b>4.11 Water-Abs Total water consumption</b>	1. total amount of water consumed within the portfolio over a full reporting year.	m <sup>3</sup>	1,371	1,226	100%	-10.60%	Data apply to Prodea's Offices.
<b>4.12 Water-LfL Like-for-like total water consumption</b>	1. like-for-like water consumption across the two most recent reporting years.	m <sup>3</sup>	+ 1% compared to 2021	-10.6% compared to 2022	100%	-	Data apply to Prodea's Offices.
<b>4.13 Water-Int Building water intensity</b>	1. total amount of water consumption over a full reporting year, normalized by an appropriate denominator	m <sup>3</sup> /m <sup>2</sup>	0.471	0.421	100%	-10.6%	

Corporate level performance measure	KPI	Unit	2022	2023	Data coverage (m <sup>2</sup> basis)	Change YoY (%)	Notes
<b>4.14 Waste-Abs Total weight of waste by disposal route</b>	1. Total amount (in tonnes) of waste produced and disposed of by disposal route over a full reporting year	tn	0.48	0.592	100%	23%	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%	100%	-	Waste production applies to Prodea Investments office activity.
<b>4.15 Waste-LfL Like-for-like total weight of waste by disposal route</b>	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 14,58%
<b>4.16 Cert-Tot Type and number of sustainably certified assets</b>	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.
<b>5.1 Diversity-Emp Employee gender diversity</b>	1. Percentage of male and female employees in the organization's governance bodies and other significant employee categories.	%	22% females in Governance bodies (BoD) 36% females in managerial positions (BoD, C-level, Heads of Depts)	22%	100%	-	No energy consumption from district heating/cooling networks at the properties in the scope.
<b>5.2 Diversity-Pay Gender pay ratio</b>	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	-				
<b>5.3 Emp-Training Training and development</b>	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%	94.30%	Figure applies to Prodea Investments employees.

Corporate level performance measure	KPI	Unit	2022	2023	Data coverage (m <sup>2</sup> basis)	Change YoY (%)	Notes
<b>5.4 Emp-Dev Employee performance appraisals</b>	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.
<b>5.5 Emp-Turnover Employee turnover and retention</b>	1. Total number and rate of new employee hires;	Number / %	9 / 18.75%	9 / 16.40%	100%	-	Figure applies to Prodea Investments employees.
	2. Total number and rate of employee turnover.	Number / %	3 / 6.25%	2 / 3.60%	100%	-	Figure applies to Prodea Investments employees.
<b>5.6 H&amp;S-Emp Employee health and safety</b>	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.
<b>5.7 H&amp;S-Asset Asset health and safety assessments</b>	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.
<b>5.8 H&amp;S-Comp Asset health and safety compliance</b>	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.
<b>5.9 Comty-Eng Community engagement, impact assessments and development programmes</b>	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.



Corporate level performance measure	KPI	Unit	2022	2023	Data coverage (m <sup>2</sup> basis)	Change YoY (%)	Notes
<b>6.1 Gov-Board Composition of the highest governance body</b>	1. Number of executive board members;	Number	4	4	-	-	Please refer to Prodea Investments <a href="#">Annual Financial Report</a> for further information
	2. Number of independent/non-executive board members;	Number	5	5	-	-	Please refer to Prodea Investments <a href="#">Annual Financial Report</a> for further information
	3. Average tenure on the governance body;	Years	3	3	-	-	Please refer to Prodea Investments <a href="#">Annual Financial Report</a> 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 <a href="#">Annual Financial Report</a> for further information
<b>6.2 Gov-Select Nominating and selecting the highest governance body</b>	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 <a href="#">Inaugural Sustainability Report</a> on page 69 and <a href="#">Prodea Investments site</a> for further information		-	-	
<b>6.3 Gov-Col Process for managing conflicts of interest</b>	1. Companies must describe their processes to ensure that conflicts of interest are avoided and managed in the highest governance body.	-	Please refer to Prodea <a href="#">Investments Annual Financial Report</a> on page 30 and <a href="#">Prodea Investments site</a> for further information		-	-	

## GRI Index Table

### GRI 1: FOUNDATION

Statement of use	PRODEA Investments has reported in accordance with the GRI Standards for the period 01.01.2021 – 31.12.2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standard

### GRI 2: GENERAL DISCLOSURES 2021

GRI Standards	Disclosure	Page number and/or reference
<b>THE ORGANIZATION AND ITS REPORTING PRACTICES</b>		
2-1	Organizational details	p. 7, 8, 9 - HQ: Chrisospiliotissis 9 Athina 105 60"
2-2	Entities included in the organization's sustainability reporting	p. 5, 7
2-3	Reporting period, frequency and contact point	p. 5
2-4	Restatements of information	There is no specific restatements of information because this report is the Prodea's first Sustainability Report
<b>ACTIVITIES AND WORKERS</b>		
2-5	External assurance	The Sustainability Report has not been externally assured
2-6	Activities, value chain and other business relationships	p. 7, 8, 6, 14, 15, 16, 22
2-7	Employees	p. 61, 62
2-8	Workers who are not employees	Prodea does not employ workers who are not employees
<b>GOVERNANCE</b>		
2-9	Governance structure and composition	p. 73-77
2-10	Nomination and selection of the highest governance body	<u>Suitability Policy of the members of the Board of Directors</u>
2-11	Chair of the highest governance body	The Board of Directors Chairman is not the senior executive in the organization.
2-12	Role of the highest governance body in overseeing the management of impacts	p. 4, 13, 14, 18, 74-77
2-13	Delegation of responsibility for managing impacts	p. 4, 13, 14, 16, 17, 74-77
2-14	Role of the highest governance body in sustainability reporting	pp. 74-77, The Board of Directors is informed for the Sustainability Report and oversees the integration of ESG Principles in the Company's Operations

GRI Standards	Disclosure	Page number and/or reference
2-15	Conflicts of interest	<a href="#">Company's Operating Regulation (p.27)</a>
2-16	Communication of critical concerns	p. 76, 77
2-17	Collective knowledge of the highest governance body	p. 76, 77, 78
2-18	Evaluation of the performance of the highest governance body	<a href="#">Annual Consolidated and Separate Financial Report (pp. 31)</a>
2-19	Remuneration policies	<a href="#">Remuneration Policy</a>
2-20	Process to determine remuneration	Remuneration Policy (GRI 2-19) as well as the Suitability Policy of Board of Directors (p. 78)
2-21	Annual total compensation ratio	
<b>STRATEGY, POLICIES AND PRACTICES</b>		
2-22	Statement on sustainable development strategy	p. 4, 10, 12, 13, 14, 16, 17, 18, 22
2-23	Policy commitments	p. 4, 12, 13, 14, 16, 18, 22, 23, 60, 61, 73-80
2-24	Embedding policy commitments	p. 4, 12, 13, 14, 16, 22, 57, 58, 64, 73-81
2-25	Processes to remediate negative impacts	p. 74-77, 80
2-26	Mechanisms for seeking advice and raising concerns	p. 61, 74-78
2-27	Compliance with laws and regulations	p. 73
2-28	Membership associations	p. 10
2-11	Chair of the highest governance body	The Board of Directors Chairman is not the senior executive in the organization.
2-12	Role of the highest governance body in overseeing the management of impacts	p. 4, 13, 14, 18, 74-77
2-13	Delegation of responsibility for managing impacts	p. 4, 13, 14, 16, 17, 74-77
<b>STAKEHOLDER ENGAGEMENT</b>		
2-29	Approach to stakeholder engagement	p. 19, 20, 21, 65
2-30	Collective bargaining agreements	All Prodea's employees (100%) are covered by employment contracts, in accordance with the national labour law.

## GRI 3: MATERIAL TOPICS 2021

GRI Standards	Disclosure	Page number and/or reference
GRI 3: Material Topics 2021	3-1 Process to determine materials topics	p. 18
	3-2 List of material topics	p. 18
	3-3 Management of material topics	See the relevant disclosures below, by material topic
<b>(BUSINESS) ETHICS &amp; INTEGRITY</b>		
<b>Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Society, Financial institutions, Rating agencies</b>		
GRI 3: Material topics 2021	3-3 Management of material topics	p. 61, 78, 79, 83
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 83 - During the reporting years there were no recorded cases of violations of customers' privacy or loss of their data.
Prodea Investments Indicator	Prodea's grievance mechanism	p. 61
<b>ANTI-CORRUPTION &amp; TRANSPARENCY</b>		
<b>Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Society, Financial institutions, Rating agencies</b>		
GRI 3: Material topics 2021	3-3 Management of material topics	p. 83
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	p. 83 - During the reference years, there was no incident of corruption or monetary fines for corruption
<b>RISK MANAGEMENT</b>		
<b>Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Society, Financial institutions, Rating agencies</b>		
GRI 3: Material topics 2021	3-3 Management of material topics	p. 81, 82
Prodea Investments Indicator	Opportunities, risks and uncertainties in the business environment	p. 81, 82
<b>ECONOMIC PERFORMANCE &amp; SUSTAINABLE GROWTH</b>		
<b>Material issue for: Shareholders, Investors, Employees, Suppliers / Sub-contractors, Financial institutions, Rating agencies</b>		
GRI 3: Material topics 2021	3-3 Management of material topics	p. 24, 27
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">Annual Consolidated and Separate Financial Report</a>
<b>HEALTH, SAFETY AND WELLBEING</b>		
<b>Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Society, Rating agencies</b>		
GRI 3: Material topics 2021	3-3 Management of material topics	p. 63, 64
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 63, 64
	403-2 Hazard identification, risk assessment, and incident investigation	p. 63, 64
	403-9 Work-related injuries	p. 63, 64

GRI Standards	Disclosure	Page number and/or reference
<b>HUMAN RIGHTS, DIVERSITY &amp; EQUAL OPPORTUNITIES</b>		
<b>Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Society, Financial institutions, Rating agencies</b>		
GRI 3: Material topics 2021	3-3 Management of material topics	p. 62
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 62
<b>EMPLOYEE TRAINING AND DEVELOPMENT</b>		
<b>Material issue for: Shareholders, Employees, Customers / Tenants, Society, Rating agencies</b>		
GRI 3: Material topics 2021	3-3 Management of material topics	p. 23, 60-63
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 63, 64
GRI 404: Training and educational 2016	404-1 Average hours of training per year per employee	p. 61 - 25.06 for 2023
	404-3 Percentage of employees receiving regular performance and career development reviews	p. 63
<b>INNOVATION AND BEST PRACTICES</b>		
<b>Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Society, Financial institutions, Rating agencies</b>		
GRI 3: Material topics 2021	3-3 Management of material topics	p. 5, 7, 10
Prodea Investments Indicator	Performance alignment with international benchmarks (GRESB and EPRA sBPR)	p. 7, 10
<b>TENANTS ENGAGEMENT AND SATISFACTION</b>		
<b>Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies</b>		
GRI 3: Material topics 2021	3-3 Management of material topics	p. 12, 13, 56, 57, 58, 65
Prodea Investments Indicator	Promoting tenants' wellbeing and supporting their climate action journeys.	p. 56, 57, 58, 65
<b>RESPONSIBLE SUPPLY CHAIN</b>		
<b>Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies</b>		
GRI 3: Material topics 2021	3-3 Management of material topics	p. 4, 12
Prodea Investments Indicator	Principles of professional conduct	<a href="#">Code of Professional Ethics and Conduct</a>
<b>SUSTAINABLE FINANCING</b>		
<b>Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Financial institutions, Rating agencies</b>		
GRI 3: Material topics 2021	3-3 Management of material topics	p. 16, 17
Prodea Investments Indicator	Green Bond framework	p. 16, 17

GRI Standards	Disclosure	Page number and/or reference
<b>SOCIAL RESPONSIBILITY - RETURNING VALUE TO THE SOCIETY</b>		
<b>Material issue for: Shareholders, Investors, Employees, Suppliers / Sub-contractors, Government / Regulator, Society, Financial institutions, Rating agencies</b>		
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	p. 23, 56-58, 66
<b>Prodea Investments Indicator</b>	Actions for supporting local communities	p. 56-58, 66-71
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	p. 56-58, 66-71
<b>ENERGY EFFICIENCY &amp; RENEWABLE ENERGY</b>		
<b>Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies</b>		
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	p. 23, 51, 52, 56, 57, 58
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	p. 52
	302-2 Energy consumption outside of the organization	p. 55
	302-3 Energy intensity	p. 52
	302-4 Reductions of energy consumption	p. 51
<b>WASTE MANAGEMENT</b>		
<b>Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies</b>		
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	p. 51, 55
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	p. 55
	306-2 Management of significant waste related impacts	p. 55
	306-3 Waste generated	p. 55 - <a href="#">Full table is also presented on page 9 of the EPRA report</a>
	306-4 Waste diverted from disposal	p. 55 - <a href="#">Full table is also presented on page 9 of the EPRA report</a>
	306-5 Waste diverted from disposal	p. 55 - <a href="#">Full table is also presented on page 9 of the EPRA report</a>
<b>WATER MANAGEMENT</b>		
<b>Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies</b>		
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	p. 51, 54, 55
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	p. 54
	303-2 Management of water discharge related impacts	p. 54
	303-3 Water withdrawal	p. 54, 55
	303-4 Water discharge	p. 54, 55
	303-5 Water consumption	p. 54, 55

GRI Standards	Disclosure	Page number and/or reference
<b>GREENHOUSE GAS EMISSIONS &amp; CLIMATE CHANGE ADAPTATION AND RESILIENCE</b>		
<b>Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies</b>		
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	p. 23, 51, 53, 54, 57, 58
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	p. 53, 54
	305-2 Energy indirect (Scope 2) GHG emissions	p. 53, 54
	305-3 Other indirect (Scope 3) GHG emissions	p. 53, 54
	305-4 GHG emissions intensity	p. 51, 53, 54
<b>INDOOR AIR QUALITY</b>		
<b>Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies</b>		
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	p. 29, 30, 31, 60-61
<b>Prodea Investments Indicator</b>	Headquarters working conditions	p. 29, 30, 31, 60-61
<b>GREEN BUILDING CERTIFICATIONS</b>		
<b>Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Society, Financial institutions, Rating agencies</b>		
<b>GRI 3: Material topics 2021</b>	3-3 Management of material topics	p. 25-50
<b>Prodea Investments Indicator</b>	Prodea's sustainable buildings	p. 25-50

## Athex ESG index Table

2024 ID	2024 Sub-ID	Metric	Reference
<b>ENVIRONMENT</b>			
<b>C-E1</b>	C-E1-1	Scope 1 emissions - Total amount of direct emissions (Scope 1)	p.53
	C-E1-2	Scope 1 emissions - GHG intensity of Scope 1 emissions	p.53
<b>C-E2</b>	C-E2-1	Scope 2 emissions - Total amount of indirect emissions (Scope 2)	p.53
	C-E2-2	Scope 2 emissions - GHG intensity of Scope 2 emissions	p.53
	C-E2-3	Scope 2 emissions - Total amount of indirect emissions (Scope 2) - Market based approach	p.53
	C-E2-4	Scope 2 emissions - GHG intensity of Scope 2 emissions - Market based approach	p.53
<b>C-E3</b>	C-E3-1	Energy consumption and production - Total amount of energy consumed within the organisation	p. 52
	C-E3-2	Energy consumption and production - Percentage of electricity consumed	100% Electricity in our own property
	C-E3-3	Energy consumption and production - Percentage of renewable energy consumed	p.54 - 56.57% based on GOs"
	C-E3-4	Energy consumption and production - Total amount of energy produced	0
	C-E3-5	Energy consumption and production - Percentage of renewable energy produced	0%
<b>A-E1</b>	A-E1-1	Scope 3 emissions - Total amount of other indirect emissions (Scope 3)	p.53
	A-E1-2	Scope 3 emissions - GHG intensity of Scope 3 emissions	441.34 tn CO <sub>2e</sub> /mil. € Net Revenue
<b>A-E2</b>	A-E2-1	Climate change risks and opportunities - Discussion of climate change-related risks and opportunities that can affect business operations	p. 80, 81, 82
<b>A-E3</b>	A-E3-1	Waste management - Total amount of hazardous waste	p. 55 - <a href="#">Full table is also presented on page 9 of the EPRA report</a>
	A-E3-2	Waste management - Total amount of non-hazardous waste	p. 55 - <a href="#">Full table is also presented on page 9 of the EPRA report</a>
	A-E3-3	Waste management - Percentage of waste by type of treatment - Recycled	100%
	A-E3-4	Waste management - Percentage of waste by type of treatment - Composted	0%
	A-E3-5	Waste management - Percentage of waste by type of treatment - Incinerated	0%
	A-E3-6	Waste management - Percentage of waste by type of treatment - Landfilled	0%
	A-E3-7	Waste management - Total amount of radioactive waste	No radioactive waste are produced by our activities
<b>A-E4</b>	A-E4-1	Total amount of effluent discharge containing polluting substances	No polluting effluent discharge is produced by our activities



2024 ID	2024 Sub-ID	Metric	Reference
A-E5	A-E5-1	Biodiversity sensitive areas - Description of the impact of business operations on biodiversity sensitive areas	The Company does not operate in areas characterized as sensitive to biodiversity issues.
A-E6	A-E6-1	Climate change policy	p. 77, 78
A-E7	A-E7-1	Removals and carbon credits - GHG removals and storage	N/A
	A-E7-2	Removals and carbon credits - Carbon credits	N/A
A-E8	A-E8-1	Total GHG emissions - Total GHG emissions location based	p.53
	A-E8-2	Total GHG emissions - Total GHG emissions market based	p.53
SS-E1	SS-E1-1	Transition plan - Disclosure of transition plan for climate change mitigation	
SS-E4	SS-E4-1	Water management - Description of water management risks and the respective mitigation measures taken	p. 54, 55

## SOCIAL

C-S1	C-S1-1	Stakeholder engagement - Discussion of organisation's main stakeholders and analysis of key stakeholder engagement practices	p. 19, 20, 21, 63
C-S2	C-S2-1	Percentage of female employees	38%
C-S3	C-S3-1	Percentage of women at top management level	p. 62
C-S4	C-S4-1	Employee turnover - Percentage of full-time employee voluntary turnover	p. 62
	C-S4-2	Employee turnover - Percentage of full-time employee involuntary turnover	p. 62
	C-S4-3	Employee turnover - Total employee turnover	p. 62
C-S5	C-S5-1	Employee training - Average training hours of employees at top management level	47.08
	C-S5-2	Employee training - Average training hours of the rest employee categories	14.35
	C-S5-3	Employee training - Average training hours - Women	27.43
	C-S5-4	Employee training - Average training hours - Men	21.24
C-S6	C-S6-1	Human rights policy - Description of human rights policy and fundamental principles	p. 61
C-S7	C-S7-1	Percentage of employees covered by collective bargaining agreements	All our employees are covered by the government mandated collective bargaining agreements
C-S8	C-S8-1	Supplier assessment - Discussion of supplier screening using ESG criteria	
	C-S8-2	Value chain - Policies to manage material impacts, risks and opportunities related to workers in the value chain	

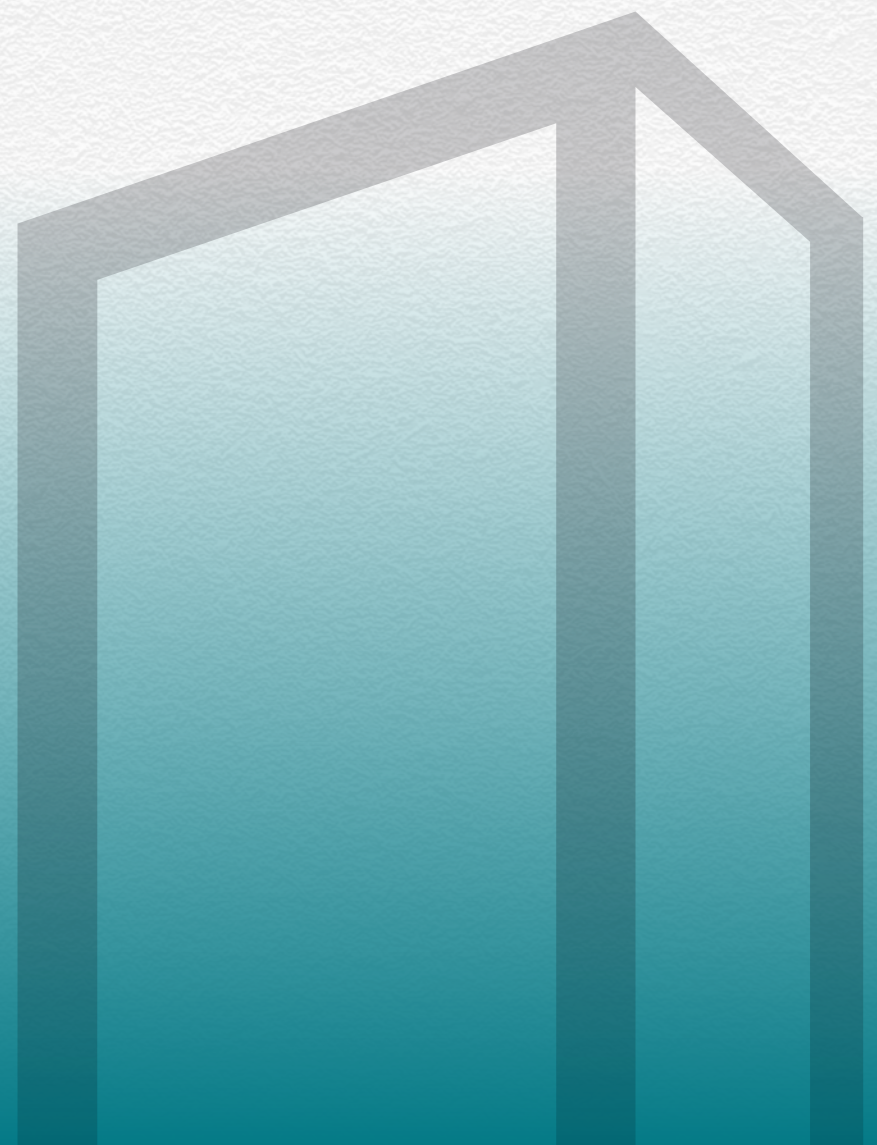
2024 ID	2024 Sub-ID	Metric	Reference
A-S1	A-S1-1	Sustainable economic activity - Percentage of sustainable turnover - Alignment	
	A-S1-2	Sustainable economic activity - Percentage of sustainable CapEx - Alignment	
	A-S1-3	Sustainable economic activity - Percentage of sustainable OpEx - Alignment	
	A-S1-4	Sustainable economic activity - Percentage of sustainable turnover - Eligibility	
	A-S1-5	Sustainable economic activity - Percentage of sustainable CapEx - Eligibility	
	A-S1-6	Sustainable economic activity - Percentage of sustainable OpEx - Eligibility	
A-S2	A-S2-1	Total amount of monetary expenditure on employee training	€55,700
A-S3	A-S3-1	Percentage of difference between male and female earnings	
	A-S4-1	CEO pay ratio - Total CEO pay	
A-S4	A-S4-2	CEO pay ratio - Ratio of CEO to median employee earnings	
SS-S6	SS-S6-1	Health and safety performance - Number of injuries	p. 64
	SS-S6-2	Health and safety performance - Number of fatalities	p. 64
	SS-S6-3	Health and safety performance - Accident frequency rate	p. 64
	SS-S6-4	Health and safety performance - Accident severity rate	p. 64

## GOVERNANCE

C-G1	C-G1-1	Board composition - ESG related qualifications of the board members	In 2023 the Board received a total of 24 training seminars on ESG issues. The qualifications of the board members is also reported on page 36 of the <a href="#">Annual Financial Report</a>
	C-G1-2	Board composition - Classification of the Chairman of the Board	The Board of Directors Chairman is not the senior executive in the organization.
	C-G1-3	Board composition - Percentage of female board members	40%
	C-G1-4	Board composition - Percentage of non-executive board members	60%
	C-G1-5	Board composition - Percentage of both non-executive and independent board members	30%
	C-G1-6	Board composition - Number of board members	9
	C-G1-8	Board composition - Average tenure of board members	3 years
C-G2	C-G2-1	Sustainability oversight - Description of approach to sustainability oversight	During the Fiscal Year 2023, the Environment, Society and Corporate Governance Committee (ESG Committee) met once (1) on the basis of the following topic: Approval of the first sustainability report (Inaugural Sustainability report) of the Company.

2024 ID	2024 Sub-ID	Metric	Reference
C-G3	C-G3-1	Materiality - Description of the materiality assessment process	p. 18
	C-G3-2	Materiality - Approach	p. 18
C-G4	C-G4-1	Sustainability policy - Description of sustainability policy and fundamental principles	p. 73
C-G5	C-G5-1	Business ethics policy - Description of business ethics policy and fundamental principles	p. 60
C-G6	C-G6-1	Data security policy - Description of data security policy and fundamental principles	p. 79
C-G7	C-G7-1	Sustainability reporting - Basis for preparation of sustainability reporting	p. 22
	C-G7-2	Sustainability reporting - List all its entities included in the sustainability reporting	p. 5, 7
C-G8	C-G8-1	Annual financial statements - Date of publication	<a href="#">24/4/2024</a>
A-G1	A-G1-1	Strategy, business model and value chain - Discussion of strategy, business model and value chain	p. 12, 14, 15, 22
	A-G1-2	Strategy, business model and value chain - Activity in fossil fuel sector, chemical production, controversial weapons, cultivation and production of tobacco	PRODEA does not have any revenues from the aforementioned sectors
A-G2	A-G2-1	Business ethics violations - Total amount of monetary losses as a result of business ethics violations	p. 61, 83 - Zero monetary losses
	A-G2-2	Business ethics violations - Total number of business ethics violations	p.61 - Zero business ethics violations"
A-G3	A-G3-1	ESG targets - Short-term targets associated with strategic ESG objectives	p. 23
	A-G3-2	ESG targets - Medium-term targets associated with strategic ESG objectives	p. 23
	A-G3-3	ESG targets - Long-term targets associated with strategic ESG objectives	p. 23
A-G4	A-G4-1	Percentage of CEO's variable pay	
A-G5	A-G5-1	External assurance - Discussion of external assurance on reported ESG information - Scope of information covered	The report is not externally assured
	A-G5-2	External assurance - Discussion of external assurance on reported ESG information - Level of assurance	The report is not externally assured
A-G6	A-G6-1	ESG bonds	300 mil. € worth of bonds are traded on ATHEX Our ESG Bond Framework is described on p. 17
A-G7	A-G7-1	Integration of sustainability-related performance in incentive schemes - Incentive schemes and remuneration policies linked to sustainability matters	Page 11 of our publicly available remuneration policy.
SS-G1	SS-G1-1	Whistleblower policy - Description of whistleblower policies and procedures	p. 61, 78, 79
	SR-1	Sustainability Statement/Report - Publication	Single List
	SR-2	Sustainability Statement/Report - Date of the Publication	Date

# Feedback form



# Feedback form

## Which PRODEA's stakeholder group do you belong to?

- |                             |                        |
|-----------------------------|------------------------|
| Shareholders                | Government / Regulator |
| Investors                   | Society                |
| Employees                   | Financial institutions |
| Customers                   | Rating agencies        |
| Suppliers / Sub-contractors | Other                  |
| Developers                  |                        |

## Based on the information presented in the Inaugural Sustainability Report, how would you evaluate PRODEA's ESG & Sustainability responsibility?

- |           |                   |
|-----------|-------------------|
| Excellent | Average           |
| Good      | Needs improvement |

## How easy was it to find information on topics of interest to you in the Report?

- |            |                 |
|------------|-----------------|
| Very easy  | Relatively easy |
| Quite easy | Not easy at all |

Please send this form to:



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\* Personal data is protected in compliance with the provisions of law on personal data protection.

## With respect to the information presented in the Report, how closely do you agree with the following statements?

(1) Completely disagree, (2) Disagree, (3) Neither agree / Nor disagree, (4) Agree, (5) Completely agree

	1	2	3	4	5
1. The principles and topics you consider necessary for the Company's sustainable development, are sufficiently covered.					
2. There is a good balance and clarity among the different Report sections.					
3. The structure has a nice flow, and the Report is easy to read.					
4. The graphical representation of the information is clear.					
5. The visual aspect is satisfactory and the infographics included positively enrich the Report.					

Please highlight any issues that have not been reported and should be included in the next Report:

Please describe your key concerns and/or issues that you have identified during your collaboration with PRODEA Investment.