

Inaugural Sustainability Report

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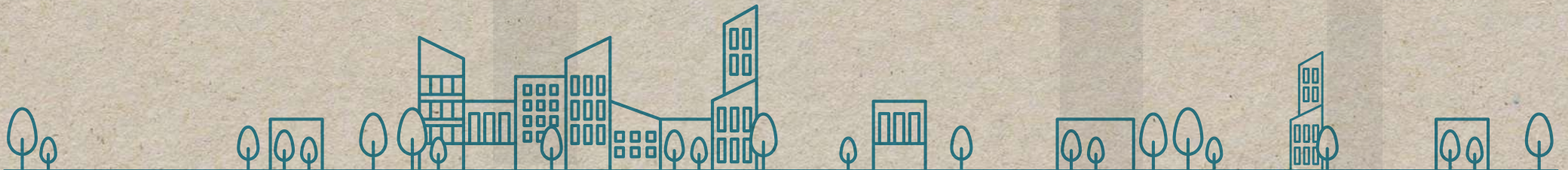
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Introduction

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Message from our CEO

We proudly share with you our Inaugural Sustainability Report. The report provides an overview of our sustainability progress thus far and our performance during 2021 and 2022; it sets out our vision and describes how we are meeting our ESG goals. This report is aligned with EPRA's Sustainability Best Practice (sBPR) recommendations and the United Nations Sustainable Development Goals (SDGs).

The new corporate approach demands alignment between financial development, sustainability, innovation, inclusion and community support. ESG is not an option, it is a one-way street.

The new corporate approach demands alignment between financial development, sustainability, innovation, inclusion and community support. ESG is not an option, it is a one-way street.

At PRODEA we look back at 2021 - 2022 as the years of significant developments in sustainability. Against the backdrop of continued market disruption due to the ongoing pandemic and global supply chain constraints, we reported strong annual results showing continuous growth. A shift is underway in real estate, placing emphasis on sustainability. Customers, investors and the rest of our stakeholders, are increasingly aware of the key role that Environmental, Social and Governance criteria play in PRODEA's performance. In this report, we set out the steps we take in meeting their ambitions around sustainability while maintaining our position as the leading real estate investment company in Greece.





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Most of our new investments were focused on sustainable buildings, demonstrating the emphasis we put on the minimisation of the environmental impact of our business development. Our corporate responsibility program "Structures of Responsibility" focused on society, environment, health and sports has been continuously enriched during this time. Furthermore, we have incorporated best practices on human capital development ensuring equal opportunities and promoting an inclusive working environment without discrimination. In 2021 we issued our first Green Bond to finance our sustainable projects pipeline which was based on our Green Bond Framework, issued in accordance with ICMA Green Bond Principles.

We, at PRODEA, continue to invest towards the optimisation of our portfolio's mix and the improvements of the qualitative characteristics of our assets. We are proud to announce that PRODEA participated in the international benchmarking system of the Global Real Estate Sustainability Benchmark (GRESB) and the European Public Real Estate Association (EPRA) sustainability framework gaining two important awards.

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 the creation of long-term value for all.

Aristotelis Karytinis

CEO and Vice-Chairman, B' of the BoD

About this Report

This Inaugural Sustainability Report is an overview of PRODEA's sustainability performance in the areas of environmental, social and governance responsibility. Its purpose is to inform our stakeholders, in a thorough and comprehensive manner, about the sustainable development activities of PRODEA over the past years. This report also highlights the performance and progress made in key focus areas in 2021 and 2022 and presents the Company's sustainability data from all the countries it operates.

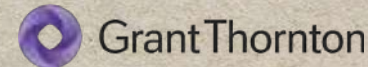
Report preparation principles

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



Data collection and sources of information

The Inaugural Sustainability Report was compiled with the support and expert guidance of Grant Thornton Greece (www.grant-thornton.gr).



Data collection and sources of information

The data and information presented are collected based on PRODEA's recording procedures and databases. In cases where the data presented were processed or included assumptions, the way or 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 in order for this report to be produced.

Contact information

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About PRODEA

- › 1.1 Sustainability Highlights
- › 1.2 PRODEA's sustainability journey
- › 1.3 Recent Awards and Recognitions

1. About PRODEA

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 €2,6bil. (€2,8bil. 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 record as well as portfolio and property management expertise.

Sustainability Highlights



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



Silver Award Winners of the European Real Estate Association (2022 assesment)



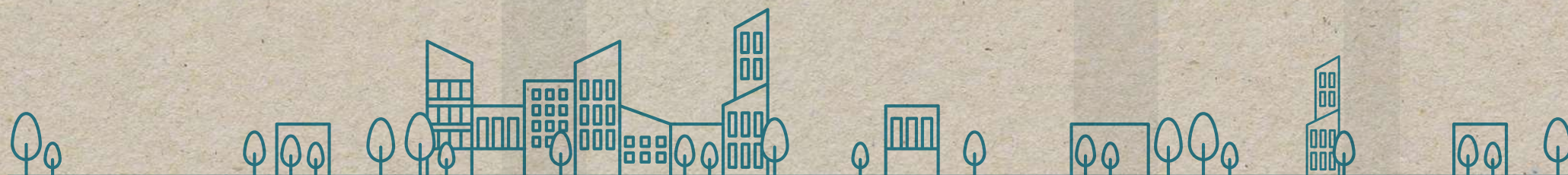
Participation to **Global Real Estate Sustainability Benchmark (GRESB)** in 2021 and 2022



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



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





PRODEA at a Glance

€2,8 bil.

Total Assets¹

€160,1 mil.

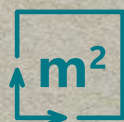
Gross Rental
Income

12 years

Wault

380+

Properties



PRODEA is the leading Greek REIC with robust growth and a clear sustainability focus, aiming to the upside from a wide and deep pipeline of green & energy efficient development projects.

1,4 m.

GLA (sqm)

93,8%

Occupancy



The Company has a well-balanced and diversified asset exposure, expanding into the best-performing sectors of Greek Real Estate, including office, logistics, hotels and residential development projects.

6,8%

Gross rental yield

AA

Credit Rating
ICAP 2022



PRODEA has predictable cash flows stemming from inflation-protected, long-term contracts with credit worthy-tenants that lead to a consistent dividend distribution and resilience, through the Greek financial crisis and the 2020-2021 Covid-19 pandemic.

€108,5 m.

Adj. EBITDA

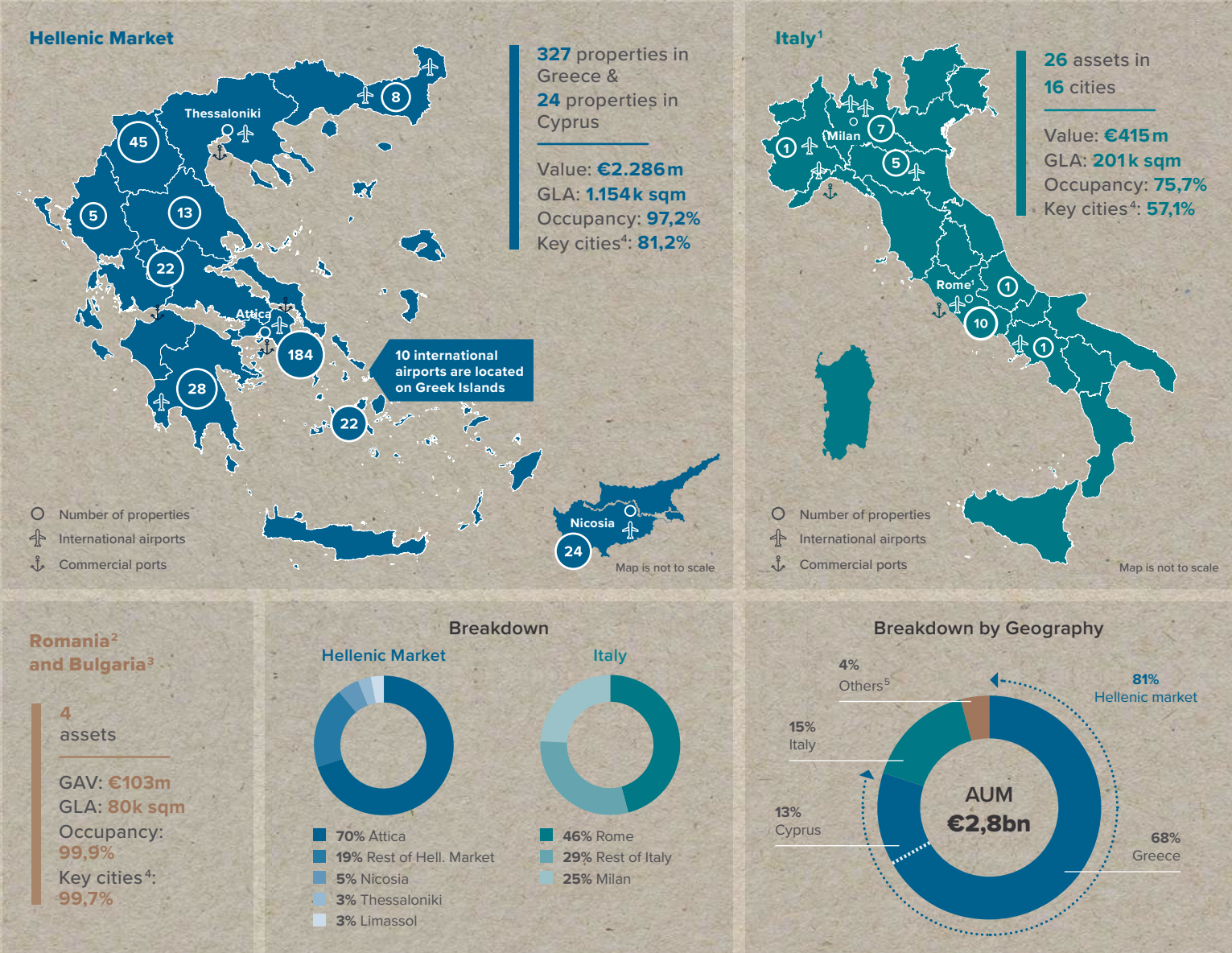
€1,5 bil.

NAV

¹ At Group level.

Footprint across attractive and prime locations

The Company’s real estate portfolio consists of more than 380 commercial properties, primarily offices and retail, and is rapidly expanding in the logistics and hospitality sector. 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 a high-quality, high-yielding, diversified portfolio with predictable cash flows driven by high occupancy levels, long-term lease tenures and strong tenant base. The Company and its subsidiaries (hereafter “the Group”) continue their increased investment activity in real estate, focusing on properties with the above investment characteristics.



Source: Company information.

Note: Value derives from financial statements for the 12-month period ended 31 December 2022 and includes the fair value of the investment property as well as properties in Greece presented as held for sale plus the Company’s headquarters plus real estate inventories in Greece and includes 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 Includes plot in Pomezia, with GAV of €51,5m.

2 2 properties in Romania are valued at €7m and constitute 0,3% share of the total GAV (95% of GAV is located in Bucharest).

3 2 properties in Sofia, Bulgaria is valued at €100m and constitutes 4% share of the total GAV (90% of GAV relates to the City Office Tower).

4 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).

5 Other includes Bulgaria (3,9%) and Romania (0,3%).

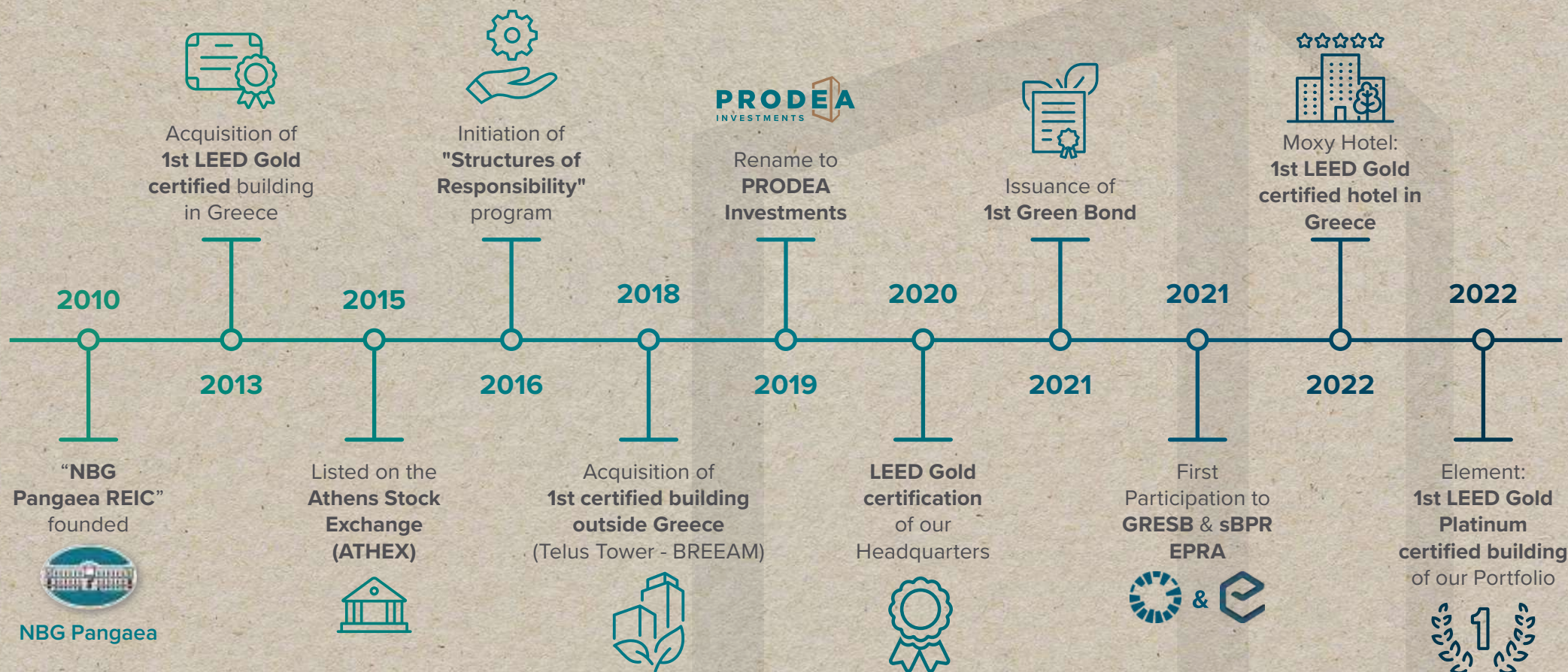
1.2 PRODEA's sustainability journey

In 2010 National Bank of Greece (NBG) founded “National Pangaea REIC” subsidiary, as its real estate company (REIC) which NBG had full control over. In 2019 the company was rebranded to “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 Greek Real Estate market with a particular focus on financing or refinancing projects regarding green buildings, energy efficiency, green transportation and renewable energy.

In the years 2021 and 2022, PRODEA successfully, voluntarily, participated in the schemes of GRESB and sBPR EPRA gaining two important awards. Finally, 2022 was a significant year for PRODEA's sustainability strategy implementation as its portfolio enriched with its 1st LEED Platinum certified building - Element and the 1st LEED Gold certified hotel in Greece - Moxy Athens.



1.3 Recent Awards and Recognitions

 <p>FRAME AWARDS 2021</p> <p>FINALIST</p> <p>Large Office Interior Design</p> <p>PRODEA INVESTMENTS HQs</p>	 <p>GREEN GOOD DESIGN AWARDS 2021</p> <p>WINNER</p> <p>Architecture</p> <p>PRODEA INVESTMENTS HQs</p>	 <p>LIV HOSPITALITY DESIGN AWARDS 2021</p> <p>WINNER</p> <p>City Destination</p> <p>ERGON House</p>	 <p>GRANDS PRIX DU DESIGN 2021</p> <p>GOLD WINNER</p> <p>Architecture</p> <p>PRODEA INVESTMENTS HQs</p>	 <p>GERMAN DESIGN AWARD 2022</p> <p>SPECIAL MENTION</p> <p>Excellent Architecture - Interior Architecture</p> <p>PRODEA INVESTMENTS HQs</p>
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PRODEA HQ, ATHENS

2

Our approach to ESG

- › 2.1 PRODEA 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 ESG Strategy

PRODEA acknowledges that its operation has a direct and indirect, positive, and negative, economic, social, and environmental impact. The Company aims to create long-term value for shareholders, employees, clients, and other stakeholders, by allocating capital to property investments in a sustainable and responsible way.

PRODEA is committed to operating in a way that creates long-term value on environmental, social and governance related topics for its stakeholders. The Company's strategic approach towards sustainability is in line with leading global initiatives and frameworks, such as the United Nations Sustainable Development Goals and the European Green Deal.

PRODEA approaches sustainability from a risk mitigation and value creation perspective in a way that enhances the long-term financial and operational resiliency of its portfolio and deems the company as the leading real estate investor in the region.

2.1 PRODEA Strategic Vision

PRODEA's purpose is to positively influence the future of real estate in Greece and align its activities by taking into consideration the best interests and ambitions of its clients, employees and all other stakeholders.

PRODEA's vision is to draw a strategic path, committing to the highest standards of environmental, social and corporate governance (ESG), and to a more sustainable, diverse and inclusive future.

PRODEA's strategic pillars are:

Sound Corporate Governance:

A 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. 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).

Sustainable investments:

Sustainability is an integral part of PRODEA's business as its corporate strategy and business activities are driven by its strong commitment to sustainable growth, reflected in the whole spectrum of its operations, from initial investment endeavours to the corporate responsibility initiatives. In PRODEA, we

believe that, in today's world, economic growth is closely linked to environmental sustainability, and social fairness and inclusiveness.

Environmental responsibility:

PRODEA acts consciously and is committed to an ongoing improvement of its performance through the implementation of environmentally friendly best practices. PRODEA's Environmental Policy highlights the key commitments, objectives and areas of action for the protection of the environment.

The Company participates in international benchmarking schemes, such as GRESB and sBPR EPRA with an aim to align its performance and reduce its greenhouse gas emissions. As at 31.12.2022 around 41% of our offices - completed or on-boarded (based on GAV) - are certified or under certification (LEED or BREEAM). PRODEA also uses energy performance certificates for benchmarking its portfolio performance and identifying opportunities for energy-efficient measures and improvements.

The Company promotes waste management strategies such as recycling, and policies that prevent and reduce pollution and minimise the use of resources and emissions.

Human resources and society:

PRODEA commits to treating all employees equally and with respect, working against discrimination and harassment, being an inclusive organisation and seeking to provide a safe and healthy work environment. The Company, at its Headquarters, follows the key principles of the "WELL Building Standard" (WELL).

PRODEA's personnel consist of highly skilled professionals who may participate in professional associations. i.e. Mr. Aristotelis Karytinis CEO of PRODEA Investments holds the position of the 2nd Vice-President of the Hellenic Fund and Asset Management Association.

In 2022, the Company strengthened its corporate responsibility program "Structures of Responsibility", that focuses on contributing to the well-being of people in need and the society, while also improving other social initiatives all over Greece.

2.2 Business Model

The following graph 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 also to align the Company's activities by illustrating potential trade-offs.

Key partners:

PRODEA depends on key partnerships to achieve its goals on 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 rôle 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 380 commercial prop-



THE WAVE, SYGGROU AV.

PRODEA's business model



Key Partners

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



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



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

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
- › Focus on health and wellbeing of its buildings' users

erties, primarily offices and retail. The Company is rapidly expanding in the logistics and hospitality sector. More than 80% of its 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 a high-quality, high-yielding, diversified portfolio with predictable cash flows driven by high occupancy levels, long-term lease tenures and a strong tenant base. PRODEA always evaluates the optimisation of the performance of its real estate portfolio considering both financial and ESG criteria. PRODEA continues its investment plan with its main strategy being to optimise the composition of its real estate portfolio and improve the qualitative characteristics of its properties. In terms of qualitative characteristics, PRODEA emphasizes on parameters, such as sustainability, investment in bioclimatic buildings and the health and wellbeing of its buildings' users.

Customer relationships:

PRODEA's main focus is to provide high-quality services to its tenants. As such, PRODEA has a dedicated property management department that is responsible to satisfy these needs and to promote excellent customer relationships.

Key resources:

The highly trained and experienced team of PRODEA as well as its well-bal-

anced and diversified portfolio of assets, consist the key resources of the Company in order to maintain its competitive position in the market, succeed the best possible results and meet its shareholders' expectations.

Channels:

A series of channels have been made available to our stakeholders that include but are 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 framework 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, replace with "maintain substantive" collaboration with its stakeholders, create positive change and long-term value for all and improve its Environmental 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 which 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.

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 Proceeds¹

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 channelled into eligible green projects. Also, the Committee monitors and coordinates:

- The update and maintenance of the Eligible Green 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.

Management of Proceeds

Prodea uses the net proceeds of the Green Bonds to a list of Eligible Green Projects which 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.

¹ More information in PRODEA Green Bond Framework ([green bond](#) | PRODEA)

2.4 Materiality Analysis

PRODEA has undertaken a materiality assessment in order to identify, analyse and prioritise the ESG issues that are most important 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). The following graphs present the methodology followed and the material issues identified:



PRODEA Investments Material Issues

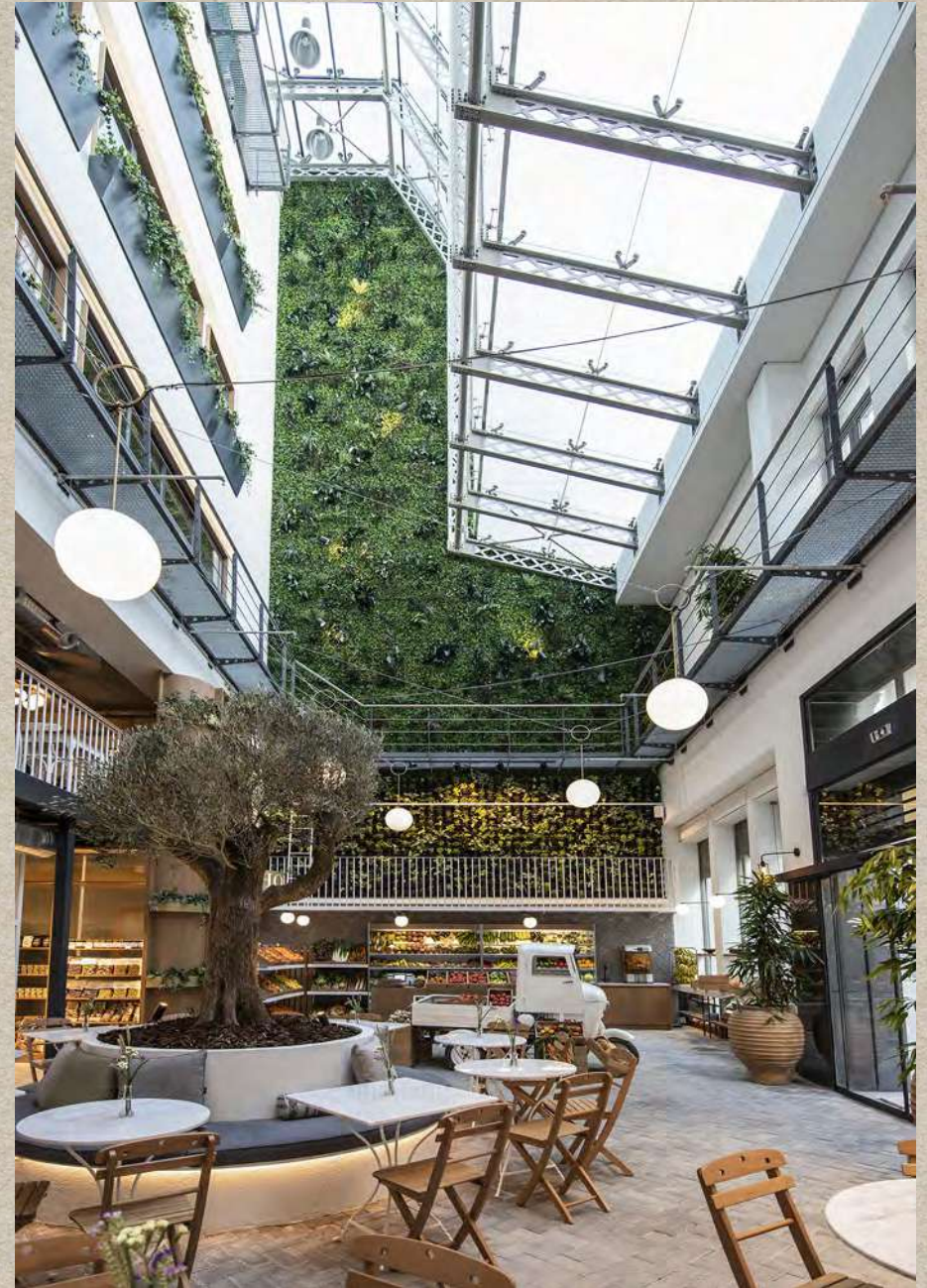
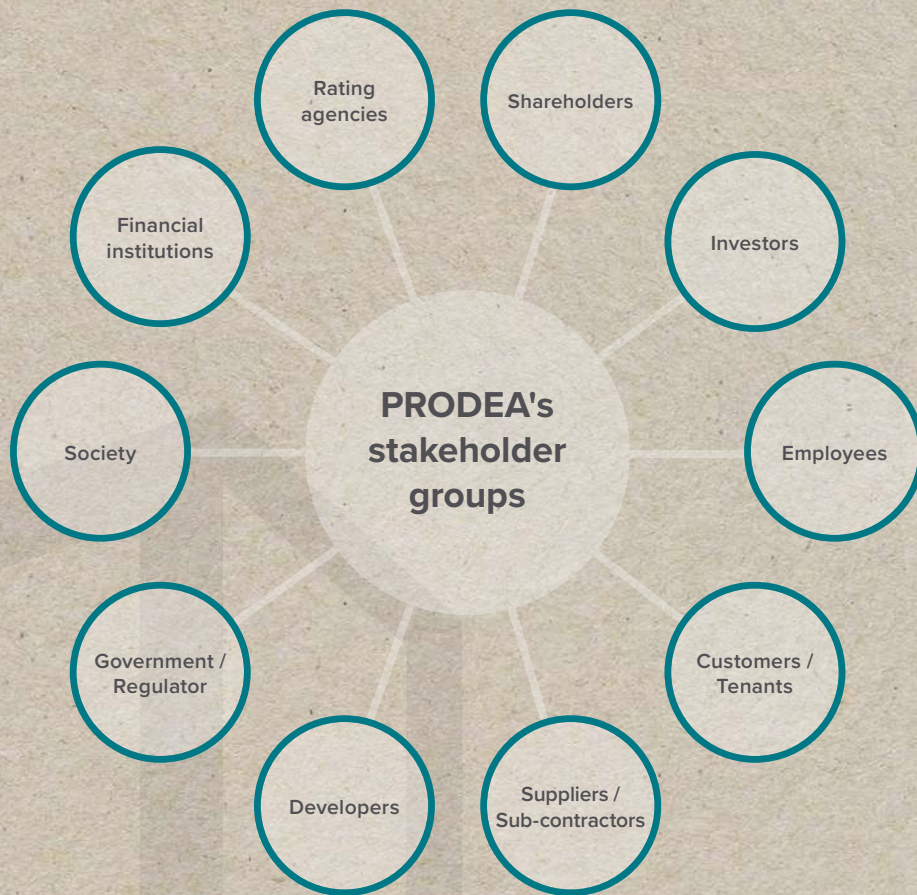


Corporate Governance (Business) ethics & integrity Anti-corruption & transparency Risk management Economic performance & Sustainable growth	>	SDGs 5, 8, 16, 17
Work practices Health, safety and wellbeing Human rights, Diversity & equal opportunities Employee training and development	>	SDGs 3, 4, 5, 8
Responsible Business Innovation and best practices Tenants engagement and satisfaction Responsible supply chain Sustainable financing	>	SDGs 8, 9, 12, 17
Society Social responsibility - Returning value to the society	>	SDGs 3
Environment Energy efficiency & Renewable energy Waste management Water management Greenhouse gas emissions Climate adaptation and resilience Indoor Air quality Green Building certifications	>	SDGs 6, 7, 9, 11, 12, 13
External factors Covid - 19 pandemic Geopolitical instability	>	SDG 17

2.5 Stakeholder Engagement Framework

PRODEA has identified its stakeholders, in other words, the groups that impact and/or are affected by its activities, either directly or indirectly, positively or negatively. It is crucial for the Company to maintain an open, two-way channel of communication with its stakeholders. This contributes to achieving long-term cooperation, 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:



ERGON HOUSE, ATHENS

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

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

Supply chain

The integration of environmental, social and governance aspects into the supply chain is an important part of PRODEA's commitment to sustainable development. Construction companies, consultants and service suppliers are the suppliers that are mostly engaged with the Company, securing the protection of the environment in development projects and assuring good working conditions. We cooperate with local suppliers to create value in the community where the project is implemented.

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

- Increase the share of green assets in our real estate portfolio
- Improve the energy efficiency performance of our real estate portfolio through renovation projects
- Digitalise and improve the energy performance of our real estate portfolio through the installation of an AI-assisted energy management software
- Increase waste recycling and reduce waste at our HQ offices
- Include green clauses in our new leases

Social

- Disseminate and share ethics best practices with all employees
- Implement training and development programs for all employees
- Improve the level of wellbeing of all of our employees
- Social value creation, through targeted actions that benefit society, environment, healthcare and the sports industry.

Governance

- Conduct effective governance.



PRODEA HQ, ATHENS

3

Our Portfolio

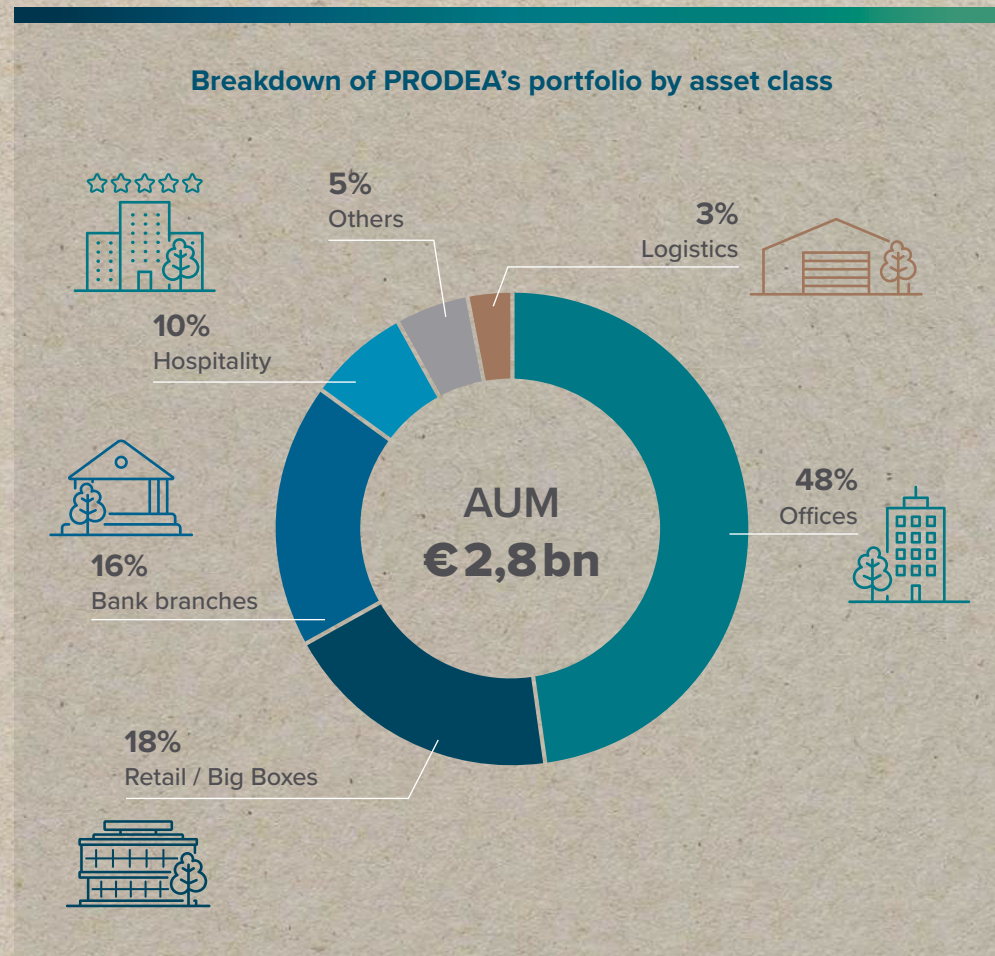
- › 3.1 Our Sustainable Buildings
- › 3.2 Our Approach to the Environment
- › 3.3 Environmental Performance
- › 3.4 Measures Taken and Actions

Our contribution to the
UN Sustainable Development Goals:



3. Our Portfolio

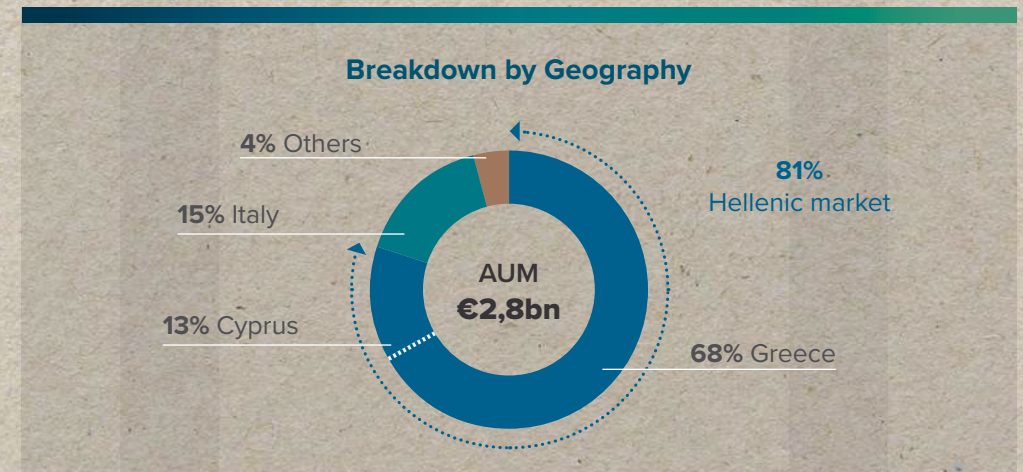
PRODEA's real estate portfolio counts of more than 380 commercial properties (please see figure below). It consists of primarily offices and retail and is rapidly expanding in the logistics and hospitality sector. Overall, the Company maintains a low dependence on any single asset class or any individual property.



WHITE COAST, MILOS, GREECE

In Detail

As of December 31, 2022, the Group's real estate portfolio consisted of 381 commercial properties (mainly retail and offices), of a total leasable area of ca. 1.435 thousand sq.m. The geographical break down of the portfolio is presented below:



PRODEA also holds a 25% stake in “Mediterranean Hospitality Venture” (MHV) together with reputable and experienced co-investors. MVH focuses on large high-end resort hospitality investments with significant upside potential. MHV’s main hospitality markets are Greece and Cyprus, which both benefit from a combination of a robust tourism industry, world-class transport infrastructure and compelling underlying supporting fundamentals.

3.1 Our Sustainable Buildings

PRODEA’s strategic decision is to invest in sustainable buildings that interact respectfully with their environment, society and users throughout their whole

life cycle. These buildings ensure the lowest possible impact during their development, operation and end-of-life.

As at 31.12.2022 and by Gross Asset Value (GAV):

41% of offices

completed or on-boarded, are certified or under certification (LEED or BREEAM) as at 31.12.2022 and by Gross Asset Value (GAV)¹

Significant amount invested in green certified buildings (indicative) ²



Asset name: PRODEA OFFICE PARK
Asset Class: Office
Certification: LEED Gold - **CERTIFIED**
Area: 61.672 m²



Asset name: PRODEA HQ, Athens
Asset Class: Office
Certification: LEED Gold - **CERTIFIED**
Certification: WELL Gold - **UNDER CERTIFICATION**
Area: 2.912 m²



Asset name: TELUS TOWER
Asset Class: Mixed Use
Certification: BREEAM - Very Good - **CERTIFIED**
Area: 54.009 m²



Asset name: MOXY, Omonoia Sq.
Asset Class: Hotel
Certification: LEED Gold- **CERTIFIED**
Area: 10.300 m²

¹ Excluding Piraeus Tower.

² As of 31.12.2022.



Significant amount invested in green certified buildings (indicative) ² - (continued)



Asset name: ELEMENT, Marousi
Asset Class: Office
Certification: LEED Platinum - **CERTIFIED**
Area: 13.894 m²



Asset name: VIVA WALLET, Marousi
Asset Class: Office
Certification: BREEAM - Very Good - **CERTIFIED**
Area: 20.097 m²



Asset name: THE WAVE, Syggrou Av.
Asset Class: Office
Certification: LEED Gold - **UNDER CERTIFICATION**
Area: 5.448 m²



Asset name: KAIZEN CAMPUS, Marousi
Asset Class: Office
Certification: LEED Gold - **UNDER CERTIFICATION**
Area: 14.213 m²



Asset name: IMPORTEX, Syggrou Av.
Asset Class: Office
Certification: LEED Gold - **UNDER CERTIFICATION**
Area: 19.983 m²



Asset name: HUB 26
Asset Class: Office
Certification: LEED Gold - **UNDER CERTIFICATION**
Area: 30.600 m²



Asset name: LANDMARK TOWER, Nicosia Cyprus
Asset Class: Office
Certification: LEED Gold - **UNDER CERTIFICATION**
Area: 26.300 m²



Asset name: Piraeus Tower
Asset Class: Mixed use
Certification: LEED Gold - **UNDER CERTIFICATION**
Certification: WELL Gold - **UNDER CERTIFICATION**
Area: 34.600 m²

² As of 31.12.2022.

Indicative Assets in Detail

PRODEA HEADQUARTERS

Highlights



The **first LEED Gold certified** listed building in Greece



Under **WELL Gold** certification process

Elegance & Tradition

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

Top-Tier Health & Wellbeing

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

The property accommodates the headquarters of PRODEA (ca. 2.912 m²). 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.



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. It is expected that within 2023 it will be certified with WELL building certification.

The building exhibits excellent indoor air quality and temperature conditions, ensures minimal energy consumption by the optimal use of natural light and high energy efficiency systems and implements sustainable policies and good practices for the employees and its users. The two certifications guarantee the above.

The property splits into 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
- CO₂ 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' wellbeing, their physical and mental health are essential aspects that ensure the sustainability of PRODEA's business. The Company focuses its efforts on all possible sustainable practices and is currently undergoing 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 wellbeing, 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, offering mental health screenings, stress management programs, trainings offered by a 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 utilization supports focus and productivity among its employees. Current relevant actions and initiatives which are 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.



Highlights



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

The tenants benefit from several energy and water saving infrastructure 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.



PRODEA Office Park (61.600m²) is located in Paiania area, near Athens' airport. The property is the first building in Greece with LEED certification. The complex is comprised of six individual buildings which 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
- Green rooftop that decreases all thermal loads of the complex



- Use of certified timber (FSC, PEFC)
- External shading system (motorised) which have been designed to allow the entrance of natural light into the internal office spaces
- Air-conditioning installed units which support the responsible use of energy
- Use of renewable energy sources
- Exterior Aluminum Frames with Thermal Brake and Low-e Glasses
- BMS, KNX and DALI systems
- CO₂ 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



Highlights



Under **LEED Gold**
certification Process

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 center of Athens close to notable historical and lifestyle spots. It has immediate connection with the southern suburbs and Piraeus port.



The Wave building (ca. 5.400 m²) with regenerating architectural design promotes a sustainable corporate identity for any tenant minimising environmental impact through green materials, resources 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
- CO₂ sensors for demand control ventilation
- Exterior Aluminum 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

A high energy performing building through the combination of active and passive energy efficiency strategies, 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 total surface of ca. 13.890 m. It was completed on Q4 2021, and has been fully let and certified with LEED Platinum level in 2022.



Property key characteristics

- Energy efficient Heat recovery VRV system - Simultaneous heating & cooling operation
- LED Lighting - With motion and day-light harvesting sensors
- Energy-efficient Air Handling Units
- Photovoltaic (PV) electricity production system
- Green Roof with plants for hot and dry climates
- CO₂ sensors for demand control ventilation
- BEMS and KNX systems
- Exterior Aluminum 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.



Highlights



**BREEAM Very Good
certification**

An Architectural Landmark

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

High Performing Building

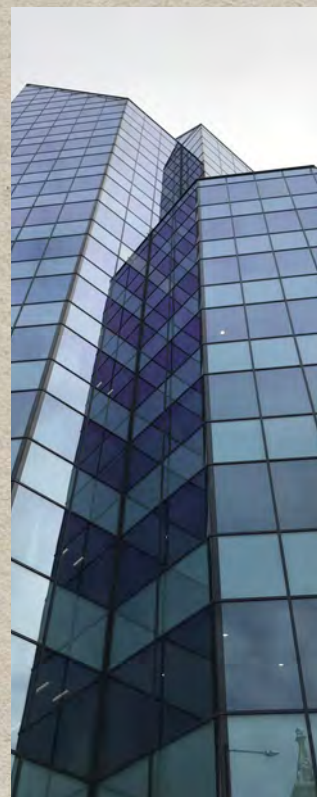
Bioclimatic design in the interior spaces has been a key factor for increasing employee health and comfort. Energy, waste, and water management systems offer significant consumption and emissions reductions.



Telus tower is a Grade A building (ca. 54.000 m²) developed at Sofia's downtown business district. The office areas are developed in a 20-storey tower with the lower 8 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



- Is equipped with an energy-efficient VRV air conditioning system, separated in sections, which secures indoor thermal comfort
- Ventilation units with heat recovery provide sufficient fresh air to the 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 DALI system
- BMS - all systems in the building are monitored by a management system, which adds control functions on all energy consuming installations
- 11 energy-efficient lifts.

Highlights



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

LEED Gold Hotel

Bioclimatic design is a key focus area during the design of Moxy Athens hotel.

The hotel has a total GBA of ca.10.300m² and 200 keys. Responsible Waste & Resources Management and eco-friendly materials.

Avant Garde Architecture

Moxy Athens City by Marriott is the result of a regenerated office building to a brand-new modern city hotel. It is strategically located in Omonoia 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 Aluminum 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

IMPORTEX OFFICE COMPLEX

Highlights



Under **LEED Gold** certification office

Bioclimatic Design

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

Primely located office complex

Importex is primarily located on Syggrou Avenue, in close proximity to the center of Athens, enjoying high visibility and excellent accessibility.



Importex, designed by the international office Barnett Associates, consists of two autonomous and functionally independent buildings. The office complex 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. Building B is expected to receive 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 aluminum 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 streams infrastructure

Highlights



Under LEED **Gold** certification office

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 will receive 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 aluminum 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 streams infrastructure

PRODEA's pipeline

PIRAEUS TOWER

Piraeus Tower is a landmark building located in Piraeus Port. "Piraeus Tower" consists of 22 floors with a total area of c.34.600 sqm. The redevelopment of the building is being executed through a joint venture with a developer; PRODEA participates with a 30% stake. The tower will be redeveloped into a mixed-use tower with Grade A - LEED Gold offices, retail, restaurants, cafe and auxiliary spaces, and a green roof.



HUB 26

HUB 26 is a grade A modern office complex and will consist of four autonomous office buildings in Thessaloniki. The office complex will have a total GBA of 30.600 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.



LANDMARK TOWER

Landmark Tower is a newly developed office tower which will be constructed in the adjacent plot of the Landmark Hotel in Nicosia, Cyprus. Landmark Tower will be of high-quality, probably the best and most modern office building in Cyprus with a total of 26,300 sqm. The office tower is expected to receive LEED Gold Certification.



HOME

Home is a portfolio of brand-new energy efficient residential development projects in Attica region. Currently, nine greenfield projects are under development under this framework of “Home” portfolio. The plots are located across Attica having a total gross sales area of ca. 2.500 sqm.



LOGISTICS PROJECTS

Three unique logistics projects located in Aspropyrgos are under development. All buildings are located in the most prime area of Western Attica and will offer 168.990 sqm of high-quality energy efficient logistics area.



3.2 Our Approach to the Environment

Towards fulfilling its objectives, PRODEA acts responsibly against society, its employees, customers and the environment. The basic elements to achieve the Company's objectives are the continuous improvement of the energy efficiency of its real estate portfolio, the reduction of its greenhouse gas emissions (GHG), and the rational use of natural resources. PRODEA's best practices for reducing its environmental impact as a real estate investment company are:

- The adoption of energy and environmental criteria when acquiring new assets
- 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 certified buildings in its portfolio according to international sustainability standards.

The Company incorporates environmentally friendly best practices, aiming to reduce its footprint and follows three basic actions:

- 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.

2022 in numbers for our controlled properties³

3,8% reduction in electricity consumption	0 fossil fuels used	13,7% reduction in carbon emissions (CO ₂)
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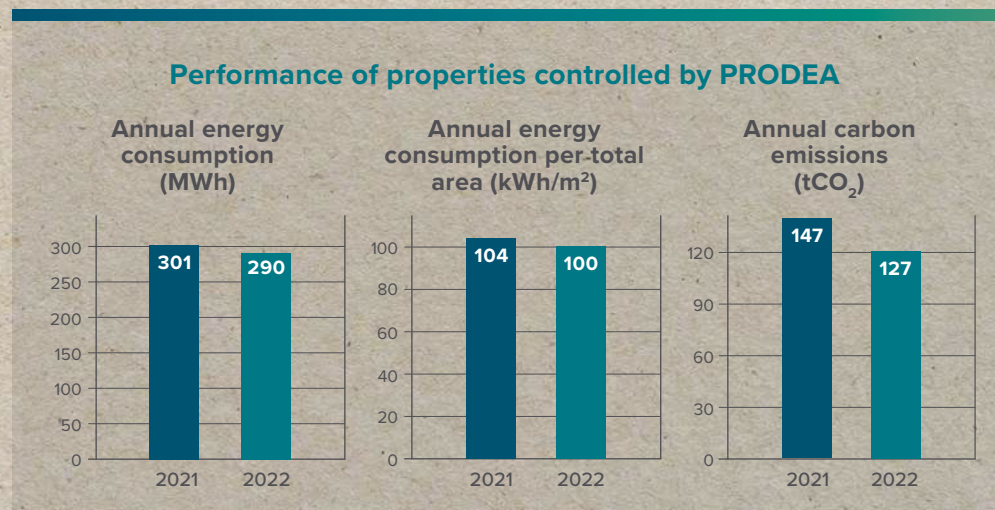
³ PRODEA uses the operational control approach to define boundaries for all its assets included in this report, as defined in the EPRA sBPR. Following this approach, the following information is presented: 1) Performance information for which the Group has responsibility upon utility consumption [i.e. Assets that are occupied and operated for own use (one property, own offices)] are referred to as "Properties controlled by PRODEA". Consumption data reported for this category include energy and water purchased for PRODEA headquarters (HQ). 2) All the tenant-controlled properties are properties not controlled by PRODEA and the performance data became available following request to tenants. All utilities in this category are under the responsibility of tenants. Vacant properties, temporarily under PRODEA's control with no consumption of utilities or waste production are also included. When a vacant property ceases to be vacant and is leased, control of operation and utility consumption responsibility is transferred to the tenant.



KAIZEN CAMPUS, MAROUSI

3.3 Environmental Performance

The built environment is responsible for almost 40% of the total energy consumption and approximately for one-third of the total global greenhouse gas emissions.



PRODEA's office electricity consumption dropped by 3,8% like for like, between 2021 and 2022 (equal to 11.484 kWh). Working from home arrangements did apply in 2021 and 2022 at different percentages affecting the overall energy use.

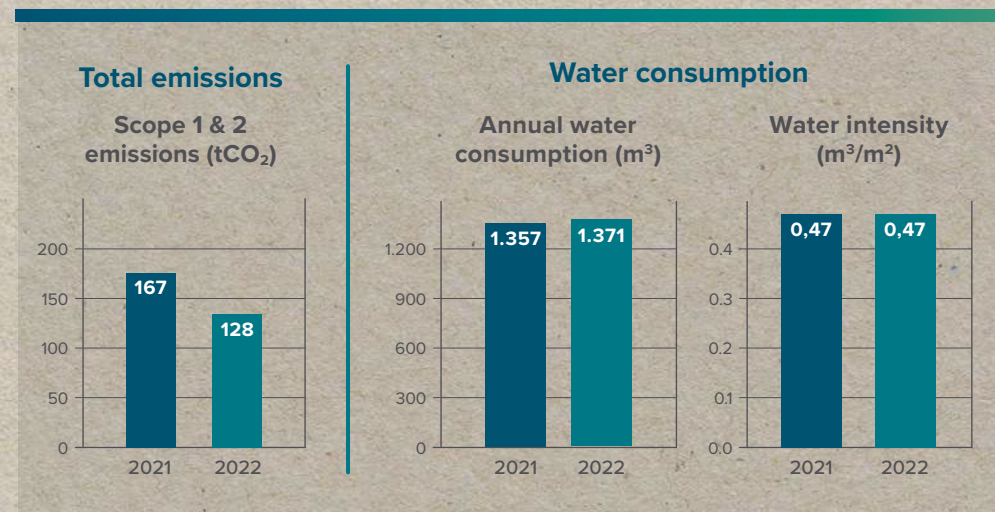
The HQ office building is an all-electric property without any fossil fuel systems on-site, renewable energy systems or any district heating and cooling provisions.

The annual carbon emissions due to the electricity consumption in PRODEA's headquarters have been reduced by 13,7% from 147 tCO₂ in 2021 to 126,67 tCO₂ in 2022⁴.

⁴ CO₂ emissions have been calculated based on emissions factors from DAPEEP and the available data on the writing of this report. For 2021 data: 0.48722 kgCO₂/kWh used as a factor. For 2022: 0.436889 kgCO₂/kWh used as a factor.

⁵ Due to limited granularity in 2021 data for the Company's corporate vehicles, the attributed emissions have been integrated into Scope 1 emissions. However, in 2022 the Company recorded the data in greater detail as follows: 1) Routes and emitted emissions from the movement of company vehicles related to the Company's business activity (Scope 1 category emissions), and 2) Routes and emitted emissions from employee commuting using company's vehicles to and from work (Scope 3 category emissions - not recorded here). As a result, Scope 1 emissions for 2022 significantly decreased due to the above granularity in the reporting methodology. The Company will continue to monitor the above emissions and investigate how to report data with detail and transparency.

The annual carbon emissions due to the use of corporate vehicles (scope 1)⁵ were 1,4 tCO₂ in 2022. The total annual carbon emissions in 2022 were 128 tCO₂.



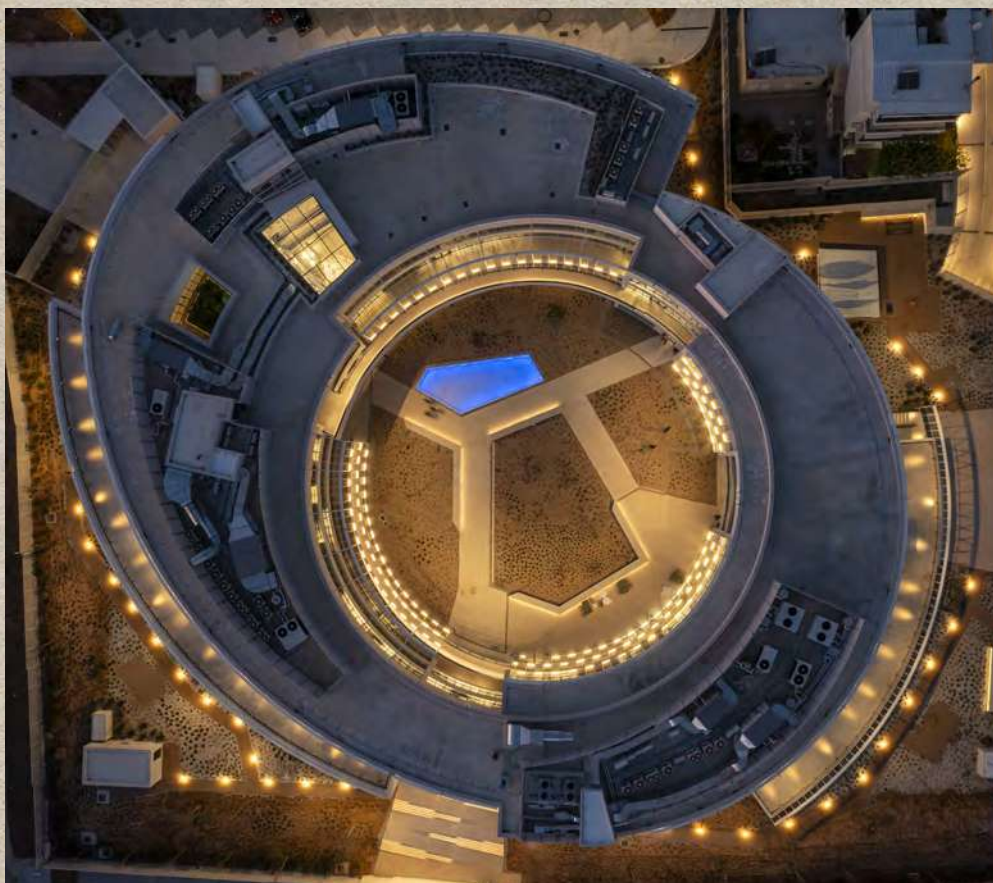
Water consumption has increased from 1.357m³ in 2021 to 1.371m³ in 2022 mainly due to the gradual return of employees to the office, after the quarantine period.



TELUS TOWER, SOFIA, BULGARIA

Waste management







At PRODEA we follow a waste management system of seven material waste streams. Regarding the paper waste, both in 2021 and 2022 (410kg and 480 kg respectively), 100% of the reported quantity was sent to recycling. Mixed waste is disposed of at the local municipality system and the disposal quantity is not available. The quantity of waste produced in 2022 was increased in comparison to 2021, as the use of office facilities dropped in 2021 mainly due to the work-from-home arrangements. In 2022 the use of office facilities was increased again due to the relaxation of the coronavirus restrictions.



KAIZEN CAMPUS, MAROUSI

Properties not-controlled by PRODEA Performance

The partnership with our clients is fundamental to realising our sustainability philosophy. In order to be successful in setting a path for a sustainable future in the real estate sector, we need to also support all our clients in their climate action journeys. Our clients are a key part of our business strategy and control the majority of our portfolio's buildings. Thus, it is important to track, measure and report the performance of our client's buildings and help promote climate action and explicit carbon reduction strategies.

		2020	Data coverage (m ² basis)	2021	Data coverage (m ² basis)
	Electricity (MWh)	91.948	57,82%	84.655	61,03%
	Fuels (MWh)	7.119	64,72%	9.390	52,51%
	Electricity & Fuels Scope 3 Emissions (tCO ₂)	42.855	57,90%	44.441	60,49%
	Hazardous waste (tn)	143	26,19%	2.392	18,64%
	Non-hazardous waste (tn)	1.218	26,19%	25.919	18,64%
	Water consumption (m ³)	114.593	42,13%	214.123	43,81%

The information reported above applies to PRODEA's leased asset portfolio, for which the Company has no control over utility consumption and waste production. All data have been collected from utility bills provided by the tenants, and the reported quantities for 2021 and 2022 are not like-for-like data.

3.4 Measures Taken and Actions

The Company recognizes the significant impacts of its operations and has taken measures in order to continuously reduce its environmental footprint. Those measures include the following:

- Systematic monitoring of the interaction between the Company's operations and the environment, including significant impacts and risks.
- Ongoing training and awareness raising of human resources with respect to adopting an environmentally responsible culture and achieving corporate objectives.
- Adoption of a corporate environment policy to ensure that the Company's environmental objectives are achieved.
- Implementation of benchmarking between the Company's properties through the issuance of energy performance certificates.
- Identification of opportunities to improve the energy efficiency of the Company's portfolio.
- Continuous increase of environmentally certified assets in the Company's portfolio, according to international sustainability standards.



PARKLANE, CYPRUS

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 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.

At PRODEA, we strive to create a safe and motivating workplace based on the principles of mutual trust and respect among employees. We prioritise equality and diversity, to ensure that all employees are treated equally, regardless of age, gender, ethnicity, and religion.

Our employees are the driving force behind our success. 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.

We recognise the efforts of our people and offer 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 in the Company for the achievement of its 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:



PRODEA HQ, ATHENS

Code of Conduct & Business Ethics

The basic principles, the operating framework and the corporate culture that govern PRODEA, are reflected in 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.

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 the 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 prioritizes 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, 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

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 Company expects its employees to report serious violations of the Code of Conduct when they become aware of them or when these are brought to their attention. Doing so, will allow the Company to address any issue in a timely manner before this results in a regulatory breach, health and safety or reputational risk.

The management of incidents of violation of the Code, is assigned to the Reg-

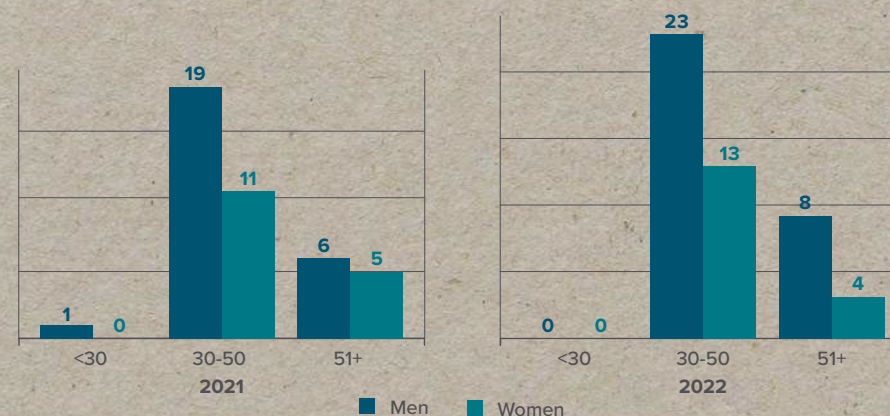
ulatory Compliance Unit, which informs the Company's Internal Control Unit accordingly. To report incidents of violations of the Code, the communication channels are used for submitting confidential and anonymous reports (Whistle Blowing). A fundamental and inviolable principle of the management of confidential and anonymous reports and complaints, is the protection of the anonymity and confidentiality of the details submitted in such reports.

4.2 Employee Engagement and Development

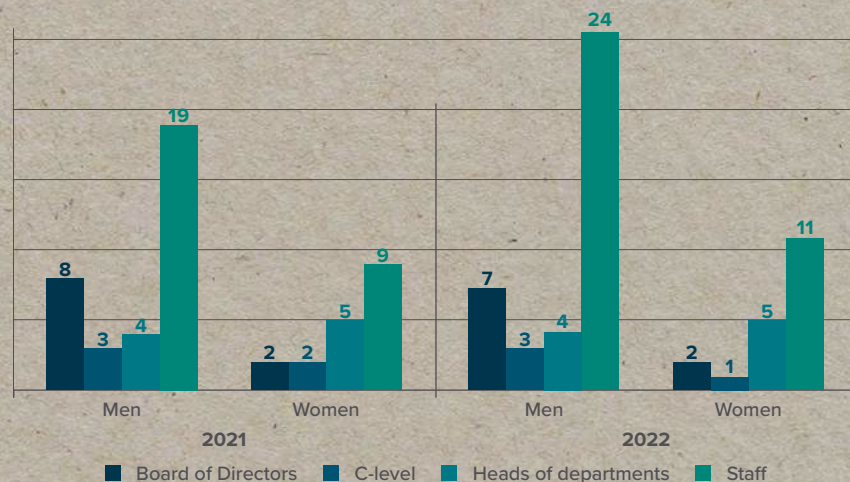
Employment Indicators



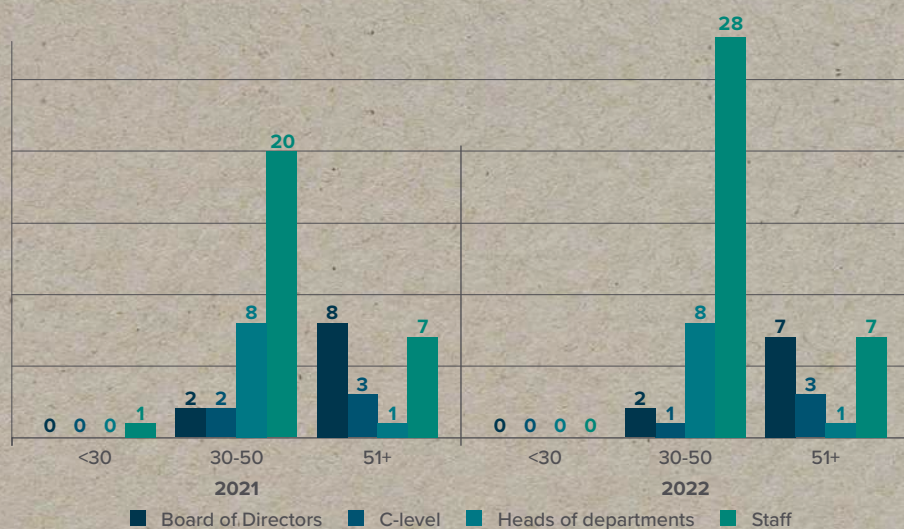
Human resources breakdown by gender and age



Distribution in hierarchical levels and gender



Distribution in hierarchical levels and age groups



Attracting and retaining employees

Attracting talent and maintaining a high level of expertise through training and development of our employees is one of our primary concerns, and one of the main principles in our 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 PRO-DEA'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.

	2021			2022		
	<30	30-50	51+	<30	30-50	51+
Recruitments	1	5	1	0	8	1
Departures	1	1	0	1	1	1

Our 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.

- We take care of creating and maintaining a safe, healthy, and high-quality working environment.
- We implement a merit-based system of performance evaluation, promotions and remuneration, and additional benefits for our employees.
- We 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.
- We condemn any form of violence or harassment (verbal, physical, emotional) both regarding our direct employees and any third parties we cooperate with.
- We plan for the continuous training and development of our employees' skills.

Training and development

PRODEA places an emphasis on 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 2022 include topics of ESG, international accounting standards, real estate market and real estate asset valuations.

	Male	Female
Heads of Departments / Supervisors	127,0	114,5
Staff	254,5	122,0

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

At PRODEA, we pay 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. We seek continuous, two-way and meaningful communication with our people. As a result, we build honest relationships and support mutual respect, while at the same time promoting the Company's principles and culture.

We encourage an open dialogue through an "Open Door Policy" and other communication channels such as:

- Regular staff meetings.
- Newsletters (digital/emails).



VIVA WALLET, MAROUSI

- 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 the 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 or 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;
- 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

The 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 to the Company's continuous performance improvement. The Company is transparent about its performance and in the reports it makes references to relevant health and safety indicators.

We have not recorded any injury or ill-health of our employees in 2021 or 2022. Therefore, all performance indicators (Lost time injuries, severity and frequency rates) are zero.

Health and Safety Risks

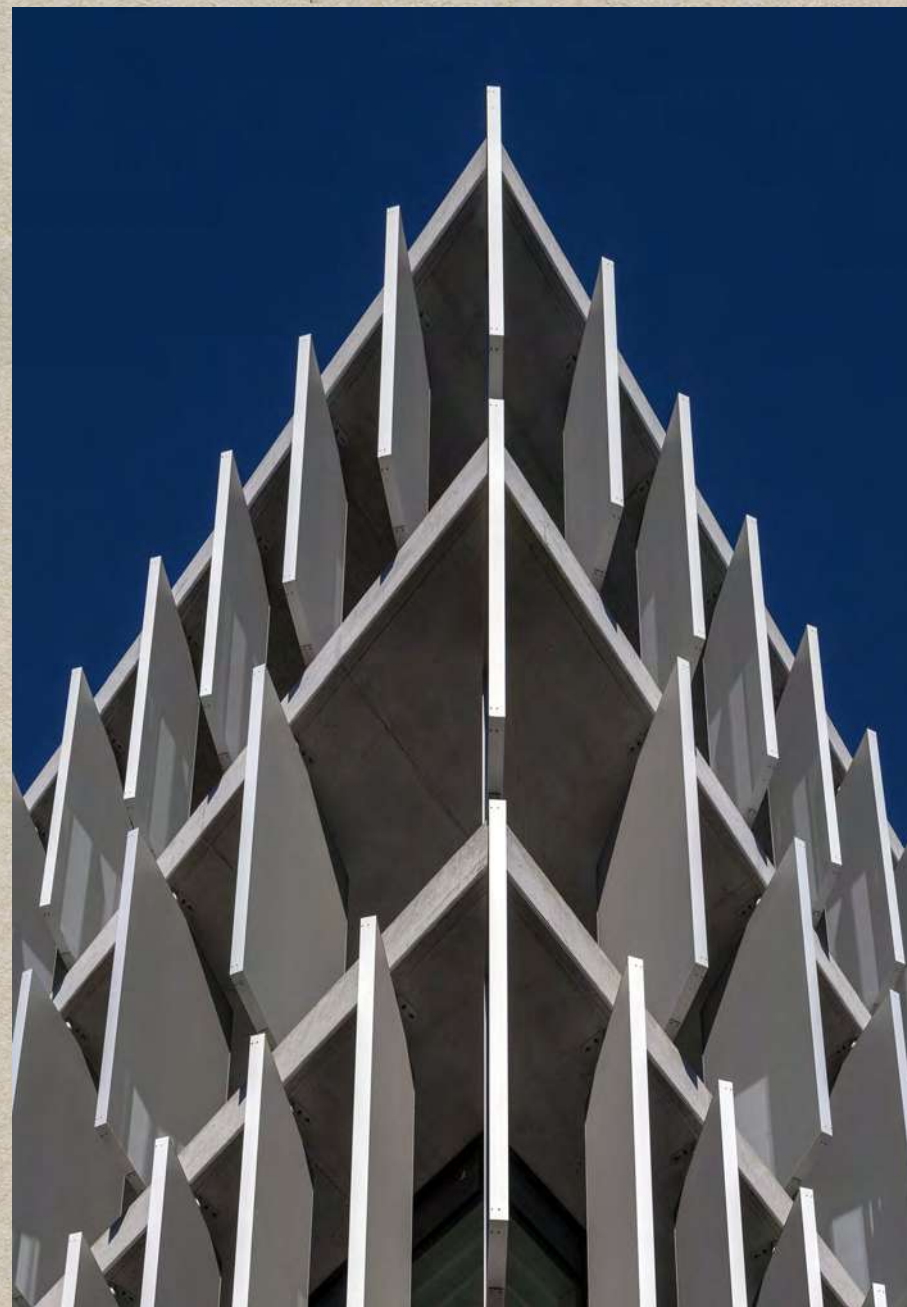
The Company proceeds with timely and systematic identification of the potential risks while assessing their frequency and seriousness to determine and implement appropriate control measures. PRODEA implements internal inspections by a health and safety professional to confirm the proper operation and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

Covid-19 pandemic: Prioritizing the health and safety of our people

Covid-19 pandemic is one of the biggest challenges the global business sector had to respond to in recent years. Safeguarding the health and safety of our people has been our number one priority since the beginning of the pandemic. In line with National and European regulations, legal obligations and guidelines, the Company has ensured, that the necessary precautions provided by the National Public Health Organization are effectively embedded in our corporate policies, processes and systems, and are promptly communicated to our people.

A series of actions and measures were implemented to ensure a proactive and effective approach against Covid-19, such as:

- Periodic molecular and rapid SARS COV-2 testing. The frequency of these diagnostic tests, was linked to the number of Covid-19 cases within the wider professional and social surroundings of PRODEA employees;
- Immediate supply of the required prevention and protection equipment, such as surgical masks and antiseptics, were made available;
- Other employee benefits against the pandemic (cover expenses for masks, tests, taxi journeys, parking slots etc);
- Remote working: All necessary actions were taken to enable remote working and reduce the chance of the virus spreading;
- Continuous communication: Constant communication via e-mails or face-to-face was established to inform the employees about the course and evolution of the pandemic.



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4.4 Structures of Responsibility

Outreach initiatives

PRODEA Investments believes that business organizations and society are intertwined in a two-way relationship, and social responsibility is a key part of its growth.

PRODEA Investments' comprehensive conceptual framework reflects its fundamental corporate principles and core values including initiatives that radiate throughout the country, from Pogoniani and Sidirokastro to Chios and Symi. These initiatives focus on society and environment with care while placing sustainability in the centre, deeming it the driving force.

Since 2016, "Structures of Responsibility" has been a holistic, enhanced Corporate Responsibility program consistently and continuously being implemented in cooperation with acclaimed stakeholders. It is built on solid strategic pillars, yet, it is constantly being developed further, demonstrating the necessary flexibility to the circumstances in the volatile times we currently live in.

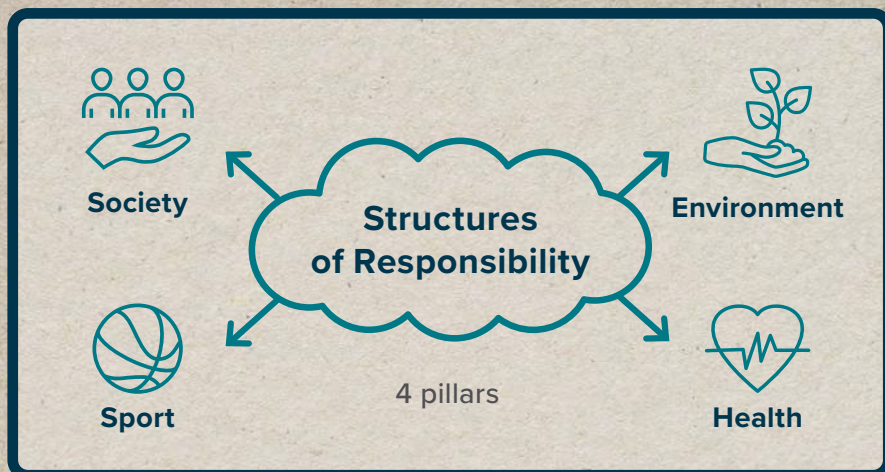
To date, PRODEA Investments has responded to major challenges arising from mega crises; i.e. during Covid-19 pandemic the Company provided immediate support to the national health system, after the 2021 wildfires it supplied the Fire Department with new vehicles and equipment and funded the implemen-

tation of a major anti-erosion and flood protection project after the massive environmental disaster and during the refugee and migration crisis it supported several actions. The Company supports the needs of important societal organizations on an ongoing basis, and responds to calls that improve the quality of the urban environment and living conditions of thousands of citizens in the area, such as the flagship project of the regeneration of the Strefis Hill by the Municipality of Athens.

PRODEA Investments draws on its leading expertise and highly qualified staff to upgrade buildings and utility infrastructure and reduce their energy footprint. It 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 its size, dynamics and prospects. 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.



Corporate responsibility in key figures

4 pillars

Society
Environment
Sport
Health

6 years
of service

31
action

€3,5 m.
Budget
for actions
exceeding

Society

Eliza Society for the Prevention of Cruelty to Children



Development of a diagnostic center for abused children at the Attikon General University Hospital - Collaboration with Eliza Society for the Prevention of Cruelty to Children.

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 extensively flood damage in 2018.

Special kindergarten in Nikopoleos St.

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



mize 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 rehabil-



itation device Lite Gait for 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 chil-

dren 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 and interventions for the complete redevel-



opment of the Strefis Hill, under the guidance of the Municipality's services. The project gives new impetus to the Athens city center, not only by changing the urban landscape but also offering new opportunities for residents for walking, sports and recreation.

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



Donation to the Fire Department of 7 nine-seat personnel transport vehicles, 7 special rescue boats for flood incidents and 50 portable water pumps.

The emergency response capacity of the Fire Department in major natural disasters is of paramount importance, thus PRODEA supports the Department with operational means for transport and rescue operations.

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

Upgrade of the sports facilities of the Volos Panthessalikon Stadium, 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 life-style 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.

Christoforos Polydrou

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.

Health

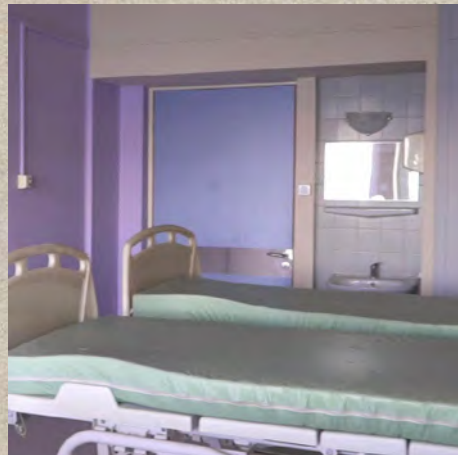
Ministry of Health / Pandemic

Collaboration with the Ministry of Health and other relevant bodies to directly import 15,000 Tyvek suits. At the beginning of the pandemic when the supply of essential protection equipment for nurses and medical staff was a major challenge, PRODEA provided 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 special mobile unit of Médecins Sans Frontières which provides emergency medical care.

Department of Chemistry of the School of Science of the National Kapodistrias University



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

5

Sound Corporate Governance

- › 5.1 Corporate Governance Structure
- › 5.2 Policies in Focus
- › 5.3 Internal Control System
- › 5.4 Climate Related Risks

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 which ensures that the Company operates responsibly and transparently and includes governing committees, internal units, established processes, company policies and regulations. The Company, respects and complies with the laws and regulation, as such there were no instances where any non-monetary or monetary fines and sanctions incurred during the reporting period.

A brief outline of the Company's governance framework is shown below.

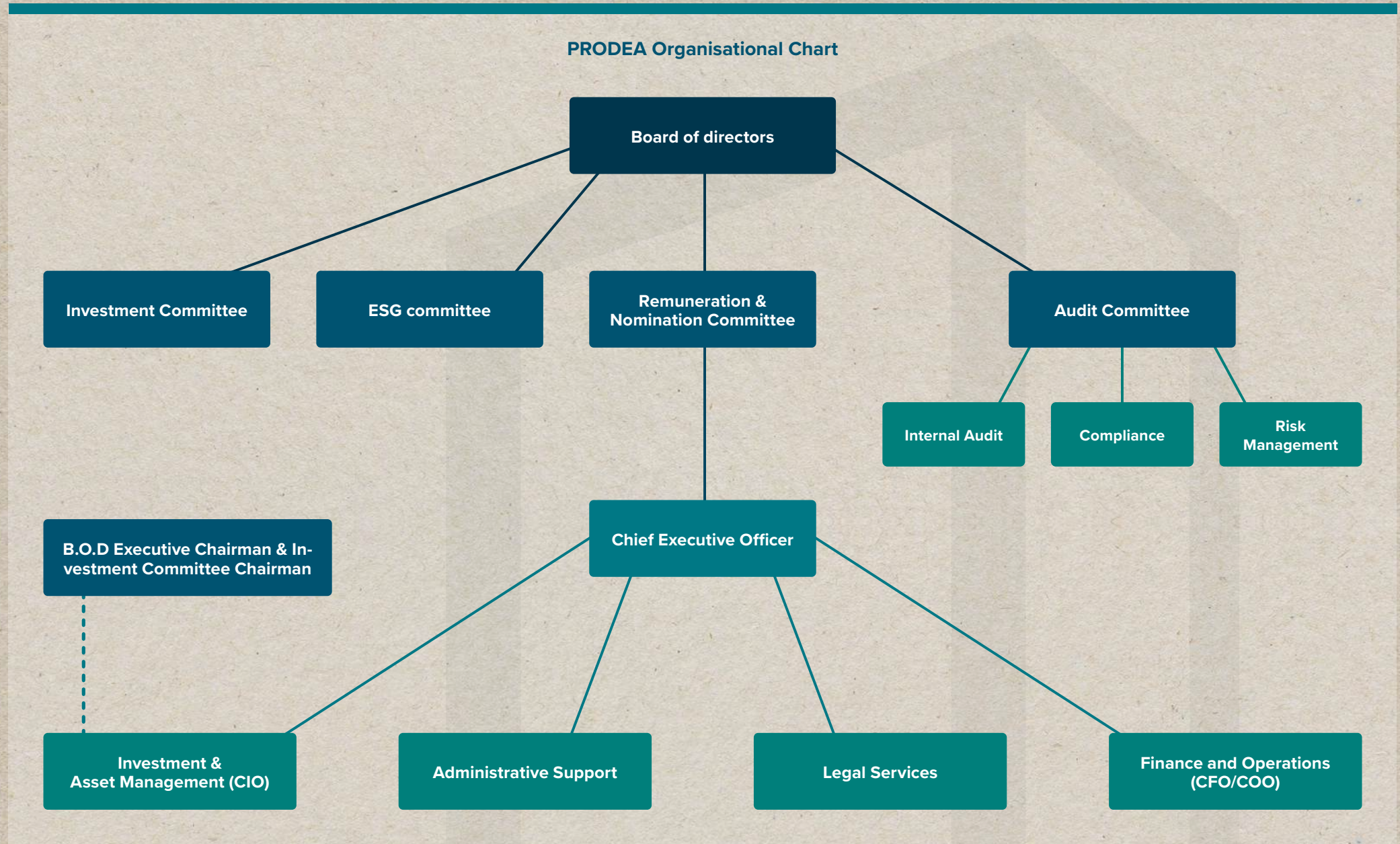
PRODEA's Governance Culture Values



Governance Framework



5.1 Corporate Governance Structure



Board of Directors¹

PRODEA's Board of Directors reflects the values that make up the Company's governance culture and includes members with diverse experience 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.

Composition of the Board of Directors

Christophoros Papachristophorou	Chairman, Executive Member
Spyridon Makridakis	Vice Chairman A', Independent non-executive member
Aristotelis Karytinis	Vice Chairman B' and CEO (executive member)
Thiresia Messari	Executive Member
Athanasios Karagiannis	Executive Member
Nikolaos Iatrou	Non-Executive Member
George Kountouris	Non-Executive Member
Prodromos Vlamis	Independent non-executive member
Garyfallia Spyriouni	Independent non-executive member

Investment Committee

The Investment Committee sets the broader path and investment strategy of PRODEA, through details analysis and 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".

Investment Committee Composition

Christophoros Papachristophorou	Chairman
Aristotelis Karytinis	Member
Athanasios Karagiannis	Member
George Kountouris	Member
George Constantinides	Member

¹ As of 31.12.2022.



ELEMENT, MAROUSI

Procurement Committee

The Procurement Committee has been established by the Board of Directors to shape the strategic planning with respect to supplies in order to ensure the smooth operation of the Company and the attainment of its business objectives. The Procurement Committee consists of the following persons:

Procurement Committee Composition

Spyridon Makridakis	Chairman
Aristotelis Karytinis	Member
Prodromos Vlamis	Member

Remuneration and Nomination Committee Composition

The Remuneration and Nomination Committee is responsible for the remuneration and nomination of the members of the Board of Directors.

neration, benefits and incentives granted to the Board of Directors' members and its structural composition. The Committee's function is dictated by current legislation and Committee Charter. PRODEA has issued a "Remuneration Policy" and a "Suitability of the members of the Board of Directors Policy", both of which are reviewed when necessary, by the Committee.

Remuneration and Nomination Committee Composition

Syridon Makridakis	Chairman
Prodromos Vlamis	Member
Garyfallia Spyriouni	Member

Audit Committee

The Audit Committee has been established in accordance with the provisions of current legislation in order to assist the Board of Directors in fulfilling its



KAIZEN CAMPUS, MAROUSI

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 Control System. It monitors and evaluates the efficiency and performance of the Internal, Compliance and Risk Management Units. The Committee acts in accordance with current legislation and its Regulation of Operations.

Audit Committee Composition

Syridon Makridakis	Chairman
Prodromos Vlamis	Member
Garyfallia Spyriouni	Member

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
Andreas Varsamakis	Member
Dimitrios Georgiopoulos	Member

The Green Bond Committee monitors and maintains the Eligible Green Register, coordinates the management of proceeds and 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 opportuni-

ties regarding their compliance with the provisions of “Use of Proceeds” as defined in the Green Bond Framework.

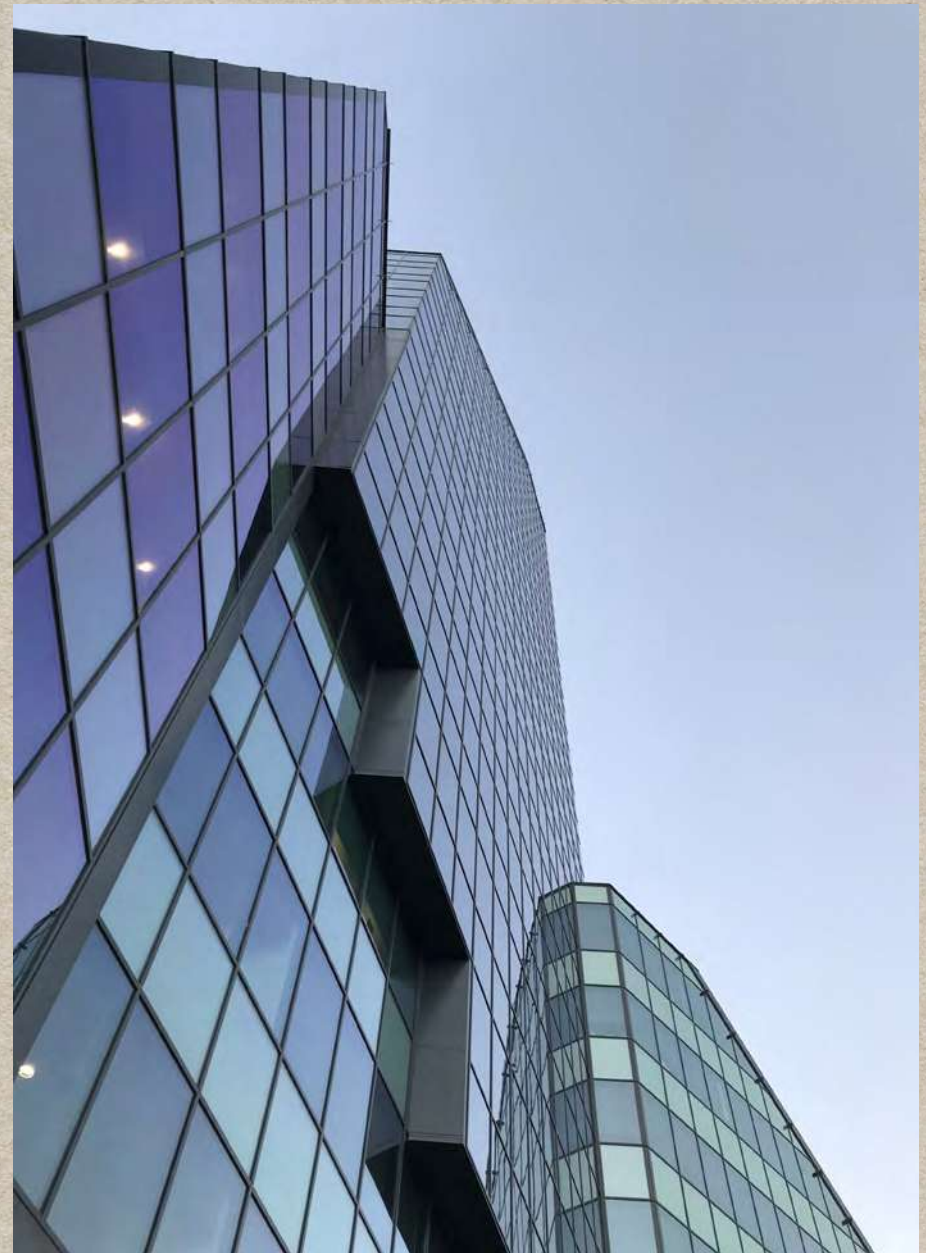
ESG Committee

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 ESG Committee are as follows:

- 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,
- Monitoring and improving the Company’s ESG performance.

The ESG Committee consists of a five cross-functional executive and organizational leadership team and is composed of a:

- Member of Company’s Board of Directors,
- Member of Company’s Investment Committee,
- Head of Company’s Operations,
- Company’s Regulatory Compliance Officer,
- Company’s Sustainability Expert,
- Representative of the Company's Legal Services.



TELUS TOWER, SOFIA, BULGARIA

5.2 Policies in Focus

Sustainability Development Policy

We commit to operating responsibly, in line with the national and global guidance and policies in sustainable development. We focus on mutual respect and on adding value to the wider community, economy, environment and stakeholders. Following this sustainability development policy, we target to:

- Create long-term value for all our stakeholders
- Protect the environment
- 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.

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

The key policies which set our interaction with our stakeholders are based on international standards and best practices and are summarised below.

Remuneration Policy

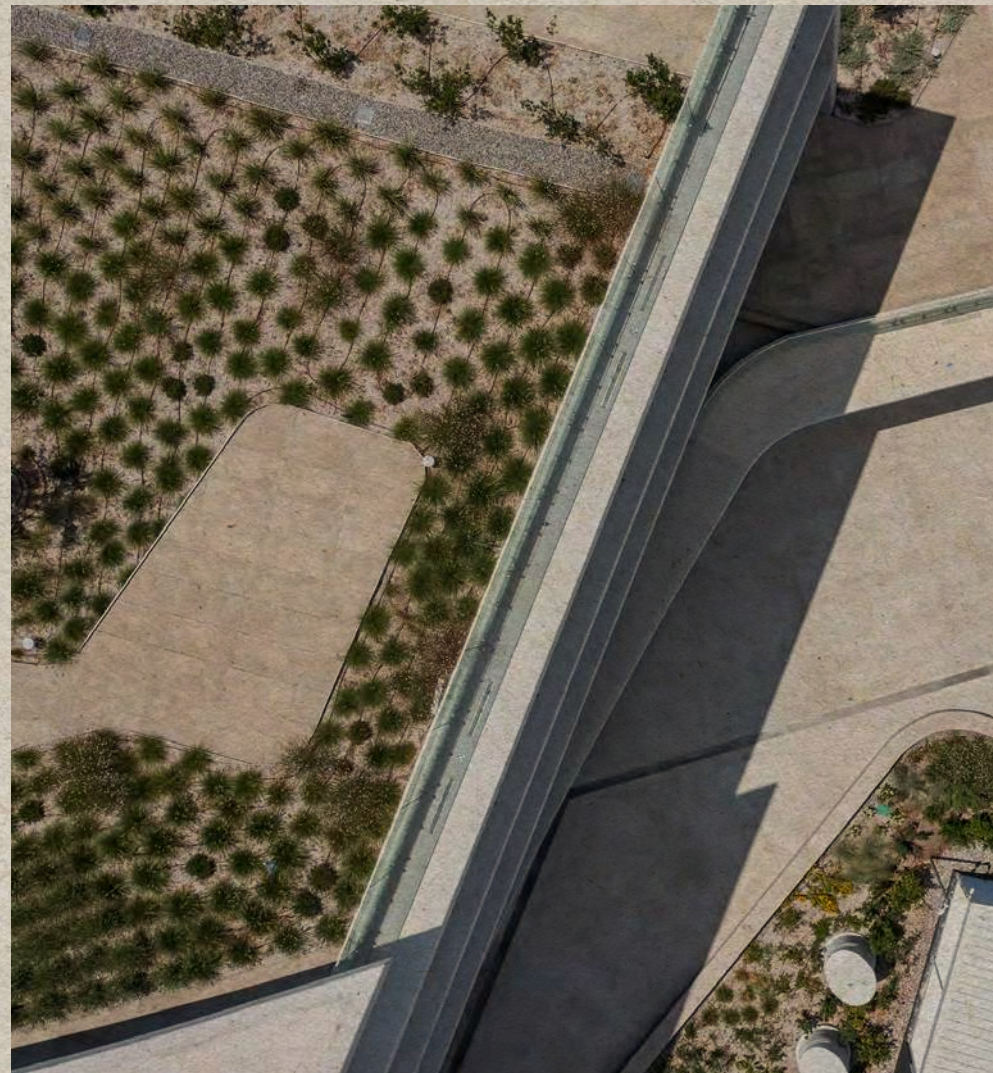
The Policy is designed to determine the principles that the Board of Directors members and CEO remuneration in view of Company's strategy, long-term interest and sustainability.

Suitability Policy of Board of Directors

The purpose of the Suitability Policy is to ensure the quality of staffing, efficient operation and the fulfillment of the role of the Board of Directors based on the strategy of the Company, as well as its medium and long-term business targets, in order to promote the corporate interests.

Health and Safety Policy

PRODEA is committed to providing a safe working environment for its employees, aiming to eliminate all possible risks of accidents and diseases. Particular emphasis is placed on the principle of prevention.



ELEMENT, MAROUSI

Environmental Policy

The 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.

Data protection

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

5.3 Internal Control System

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 the objectives and management of the risks it faces.

The internal control system of the Company consists of the three lines of de-

PRODEA's Internal Control System



fense as described in the Three Lines Model. The first line of defense 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 ensure 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 defense, that deals with monitoring and optimization of the Company's existing model of operation. The three supervisory units in combination with the Company's regulations and policies make up the PRODEA Control System.

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 affect that are current and upcoming challenges in the economic, social, regulatory, technological and environmental changes.

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 categorization, 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 each risk category.

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

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



Appendices

- › EPRA sBPR Index Table
- › GRI Index Table

Appendices

EPRA sBPR Index Table

Table 1: Properties controlled by PRODEA Investments¹

Corporate level performance measure	KPI	Unit	2021	2022	Data coverage (m ² basis)	Change YoY (%)	Notes
4.1 Elec-Abs Total electricity consumption	1. Total electricity consumption	KWh	301.413,70	289.929,60	100%	-3,80%	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%	0%	100%	-	There was no generation or purchase of renewable energy in 2020 and 2021.
4.2 Elec-LfL Like-for-like total electricity consumption	Like-for-like electricity consumption across the two most recent reporting years.	KWh	- 6% compared to 2020	- 3,8% compared to 2020	100%	-	PRODEA Investments relocated its Head Offices (own controlled) in early 2020. Therefore, it is not possible to estimate like-for-like consumption across 2020 and 2021. No electricity consumption in vacant properties
4.3 DH&C-Abs Total district heating & cooling consumption	1. Indirect energy consumption from district heating and cooling	KWh	Not applicable	Not applicable	100%	-	No supply from district heating/cooling networks at the properties in scope.
	2. The proportion of energy consumption from district heating and cooling generated on and/or off site from renewable sources.	%	Not applicable	Not applicable	100%	-	No energy consumption from district heating/cooling networks at the properties in the scope.
4.4 DH&C-LfL Like-for-like total district heating & cooling consumption	Like-for-like energy consumption from district heating and cooling across the two most recent reporting years.	KWh	Not applicable	Not applicable	100%	-	No energy consumption from district heating/cooling networks at the properties in the scope.

¹ 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	2021	2022	Data coverage (m ² basis)	Change YoY (%)	Notes
4.5 Fuels-Abs Total fuel consumption	1. Total amount of fuels used from direct sources.	Lt	0	0	100%	-	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.
4.6 Fuels-LfL Like-for-like total fuel consumption	Like-for-like fuel consumption across the two most recent reporting years.	Lt	Not applicable	Not applicable	100%	-	PRODEA's property does not use fuels. There has been no fuel consumption at vacant properties.
4.7 Energy-Int Building energy intensity	Total amount of direct and indirect energy used (including renewable and non-renewable sources) across the portfolio over a full reporting year, normalised by an appropriate denominator.	KWh/m ²	103,5	99,6	100%	-3,80%	PRODEA Investments relocated its Head Offices (own controlled) in early 2020. Therefore, it is not possible to estimate like-for-like consumption across 2020 and 2021. No energy consumption in vacant properties, therefore the total surface of these properties is not included in the calculation of the indicator.
4.8 GHG-Dir-Abs Total direct greenhouse gas (GHG) emissions	Total amount of direct (Scope 1) greenhouse gas emissions.	tn CO ₂ e	20,6 (Corporate vehicles and emissions from employee commuting and business travel) corporate vehicles only (Scope 1)	1,38	100%	Not applicable	No fuel use at properties or other Scope 1 emissions.
4.9 GHG-Indir-Abs Total indirect greenhouse gas (GHG) emissions	Total amount of location-based indirect greenhouse gas emissions (kg/CO ₂ e) emitted by offsite generation.	tn CO ₂ e	146,85	126,67	100%	-13,70%	Emission factor (Greece, 2020) 0,48722 kgCO ₂ /kWh.
4.10 GHG-Int Greenhouse gas (GHG) emissions intensity from building energy consumption	Total amount of direct and indirect (location-based) GHG emissions generated from energy consumption over a full reporting year, normalised by an appropriate denominator.	tn CO ₂ e /m ²	0,057	0,044	100%	-23,50%	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.
4.11 Water-Abs Total water consumption	Total amount of water consumed within the portfolio over a full reporting year.	m ³	1,357	1,371	100%	1%	Data apply to PRODEA's Offices and have been estimated for the first 4 months of 2020, due to PRODEA's relocation to the building.

Corporate level performance measure	KPI	Unit	2021	2022	Data coverage (m ² basis)	Change YoY (%)	Notes
4.12 Water-LfL Like-for-like total water consumption	Like-for-like water consumption across the two most recent reporting years.	m ³	+ 26% compared to 2020	+ 1% compared to 2021	100%	-	Due to the relocation of PRODEA's HQ in early 2020 to the specific property, it is not possible to provide like-for-like estimates.
4.13 Water-Int Building water intensity	Total amount of water consumption over a full reporting year, normalized by an appropriate denominator	m ³ /m ²	0,466	0,471	100%	1%	Please note that PRODEA relocated to the property in the first quarter of 2020. The Increase in consumption is mainly due to the return of employees to the office premises, following the lifting of Covid-19 pandemic restrictions and teleworking mandates in 2020.
4.14 Waste-Abs Total weight of waste by disposal route	1. Total amount (in tonnes) of waste produced and disposed of by disposal route over a full reporting year;	tn	0,41	0,48	100%	17%	Please note that PRODEA relocated to the particular property in the first quarter of 2020. 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	100% non-hazardous - 0% hazardous	100%	-	Waste production applies to PRODEA Investments office activity.
4.15 Waste-LfL Like-for-like total weight of waste by disposal route	Total amount of like-for-like waste produced across the two most recent reporting years.	tn	+ 66% compared to 2020	+ 17% compared to 2021	100%	-	Due to PRODEA's relocation to the premises in early 2020, it is not possible to calculate like-for-like amounts.
4.16 Cert-Tot Type and number of sustainably certified assets	Companies should report the type and number of sustainability certifications, ratings or labelling schemes.	Number	1	1	100%	100%	LEED Gold for PRODEA's own offices.
5.1 Diversity-Emp Employee gender diversity	Percentage of male and female employees in the organization's governance bodies and other significant employee categories.	%	20% 37,5%	22% 46%	100%	-	11% (2020), 20% (2021) females in Governance bodies (BoD) 36% (2020), 37,5% (2021) females in managerial positions (BoD, C-level, Heads of Depts)
5.2 Diversity-Pay Gender pay ratio	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	-	-			

Corporate level performance measure	KPI	Unit	2021	2022	Data coverage (m ² basis)	Change YoY (%)	Notes
5.3 Emp-Training Training and development	Average hours of training that the organisation's employees have undertaken in the reporting period.	Hours per person per year	3	12.9	100%	330%	Figure applies to PRODEA Investments employees.
5.4 Emp-Dev Employee performance appraisals	Percentage of total employees who received a regular performance and career development review during the reporting period.	%	98%	98%	100%	0%	Figure applies to PRODEA Investments employees.
5.5 Emp-Turnover Employee turnover and retention	1. Total number and rate of new employee hires;	Number / %	4 9,52%	9 18,75%	100%	-	Figure applies to PRODEA Investments employees.
	2. Total number and rate of employee turnover.	Number / %	2 4,76%	3 6,25%	100%	-	Figure applies to PRODEA Investments employees.
5.6 H&S-Emp Employee health and safety	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 2020 and 2021. All rates are zero.
5.7 H&S-Asset Asset health and safety assessments	Percentage of assets for which health and safety impacts are assessed or reviewed for compliance or improvement.	%	100%	100%	100%	-	PRODEA's HQ offices are annually checked for health and safety impacts by a Safety Engineer. In addition, all properties undergo a technical assessment prior to acquisition.
5.8 H&S-Comp Asset health and safety compliance	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.
5.9 Comty-Eng Community engagement, impact assessments and development programmes	Percentage of assets that have implemented local community engagement, impact assessments and/or development programmes.	%	0	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 9 of this report for further information on the program.

Corporate level performance measure	KPI	Unit	2021	2022	Data coverage (m ² basis)	Change YoY (%)	Notes
6.1 Gov-Board Composition of the highest governance body	1. Number of executive board members;	Number	4	4	-	-	Please refer to PRODEA Investments Annual Financial Report ² (pg. 26) for further information
	2. Number of independent/non-executive board members;	Number	5	5	-	-	Please refer to PRODEA Investments Annual Financial Report ² (pg. 26) for further information
	3. Average tenure on the governance body;	Years	3	3	-	-	Please refer to PRODEA Investments Annual Financial Report (pg. 26) for further information
	4. Number of independent/non-executive board members with competencies relating to environmental and social topics.	Number	0	0	-	-	Please refer to PRODEA Investments Annual Financial Report (pg. 26) for further information
6.2 Gov-Select Nominating and selecting the highest governance body	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 Investments Annual Financial Report 6 on page 38 and PRODEA Investments site 9 for further information				
6.3 Gov-Col Process for managing conflicts of interest	Companies must describe their processes to ensure that conflicts of interest are avoided and managed in the highest governance body.	-	Please refer to PRODEA Investments Annual Financial Report 6 on page 27 and PRODEA Investments site 10 for further information				

² For the year from January 1 to December 31, 2021.

GRI Index Table

GRI 1: FOUNDATION

Statement of use	PRODEA Investments has reported in accordance with the GRI Standards for the period 1.1.2021 - 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 URL
THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1	Organizational details	pp. 8, 9, 10 HQ: Chrisospiliotissis 9 Athina 105 60
2-2	Entities included in the organization's sustainability reporting	p. 6
2-3	Reporting period, frequency and contact point	pp. 6, 87
2-4	Restatements of information	There is no specific restatement of information because this report is PRODEA's first Sustainability Report
ACTIVITIES AND WORKERS		
2-5	External assurance	The Sustainability Report has not been externally assured
2-6	Activities, value chain and other business relationships	pp. 8, 9, 10, 16, 17, 23, 24
2-7	Employees	pp. 14, 20, 21, 22, 53, 76, 77
2-8	Workers who are not employees	PRODEA does not employ workers who are not employees
GOVERNANCE		
2-9	Governance structure and composition	pp. 64, 65, 66, 67, 68
2-10	Nomination and selection of the highest governance body	Suitability Policy of the members of the Board of Directors
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	pp. 4-5, 12, 14, 15-17, 20, 65-68
2-13	Delegation of responsibility for managing impacts	pp. 4-5, 14, 15, 16, 17, 18, 19, 65-68
2-14	Role of the highest governance body in sustainability reporting	pp. 66-69, The Board of Directors is informed for the Sustainability Report

GRI Standards	Disclosure	Page number and/or URL
2-15	Conflicts of interest	Company's Operating Regulation (p.27)
2-16	Communication of critical concerns	p. 68
2-17	Collective knowledge of the highest governance body	p. 69
2-18	Evaluation of the performance of the highest governance body	Annual Consolidated and Separate Financial Report (pp. 42-43)
2-19	Remuneration policies	Remuneration Policy
2-20	Process to determine remuneration	Remuneration Policy as well as the Remuneration and Nomination Committee's operation manual
2-21	Annual total compensation ratio	PRODEA Investments is not in a position disclose this information, due to the low employee number and in conjunction with other data disclosed in the report, there is a risk that it might lead to sensitive data exposure.
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	pp. 4-5, 11, 14-17, 18-19, 20, 21-23, 24, 70-72
2-23	Policy commitments	pp. 4-5, 14-17, 20, 21-23, 24, 31, 52-53, 64, 67, 69, 70-72
2-24	Embedding policy commitments	pp. 4-5, 14, 15, 17, 50, 56, 64, 67, 69
2-25	Processes to remediate negative impacts	pp. 66-70
2-26	Mechanisms for seeking advice and raising concerns	pp. 66-70
2-27	Compliance with laws and regulations	p 64
2-28	Membership associations	p. 15
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	pp. 21-24,
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	pp. 20
	3-2 List of material topics	p. 20
	3-3 Management of material topics	See the relevant disclosures below by material topic

GRI Standards	Disclosure	Page number and/or reference
(BUSINESS) ETHICS & INTEGRITY		
Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Society, Financial institutions, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 14, 20, 21-23, 52, 53, 64, 69, 70
GRI 418: Customer Privacy 2016	"418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data"	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. 53
ANTI-CORRUPTION & TRANSPARENCY		
Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Society, Financial institutions, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 14, 20, 21-23, 52, 53, 64, 69, 70
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	During the reference years, there was no incident of corruption
RISK MANAGEMENT		
Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Society, Financial institutions, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 14, 20, 53, 56, 64, 65, 67, 70-72
PRODEA Investments Indicator	Opportunities, risks and uncertainties in the business environment	pp. 53, 56, 70-72
ECONOMIC PERFORMANCE & SUSTAINABLE GROWTH		
Material issue for: Shareholders, Investors, Employees, Suppliers / Sub-contractors, Financial institutions, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 14, 15, 17, 20, 70
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<u>Annual Consolidated and Separate Financial Report</u>

GRI Standards	Disclosure	Page number and/or reference
HEALTH, SAFETY AND WELLBEING		
Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Society, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 4, 15-17, 20, 21-23, 29-32, 53, 56-57
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	pp. 56, 57
	403-9 Work-related injuries	p. 57
HUMAN RIGHTS, DIVERSITY & EQUAL OPPORTUNITIES		
Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Society, Financial institutions, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 14, 16-17, 21-23, 24, 50, 53
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	pp. 53, 66
EMPLOYEE TRAINING AND DEVELOPMENT		
Material issue for: Shareholders, Employees, Customers / Tenants, Society, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 14, 15-17, 21-23, 24, 32, 50, 53-56
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	pp. 54, 77
GRI 404: Training and educational 2016	404-1 Average hours of training per year per employee	pp. 53, 76
	404-3 Percentage of employees receiving regular performance and career development reviews	pp. 53, 76
INNOVATION AND BEST PRACTICES		
Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Society, Financial institutions, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 4, 6, 15, 47, 56, 68, 69, 70
PRODEA Investments Indicator	Performance alignment with international benchmarks (GRESB and EPRA sBPR)	pp. 15, 48, 74-84

GRI Standards	Disclosure	Page number and/or reference
TENANTS ENGAGEMENT AND SATISFACTION		
Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 15-17, 21-23
PRODEA Investments Indicator	Promoting tenants' wellbeing and supporting their climate action journeys.	pp. 16-17, 33-35, 38, 49
RESPONSIBLE SUPPLY CHAIN		
Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 4, 5, 16, 20, 24, 72
PRODEA Investments Indicator	Principles of professional conduct	<u>Code of Professional Ethics and Conduct</u>
SUSTAINABLE FINANCING		
Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Financial institutions, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 4, 5, 8, 9, 11, 18-19,
PRODEA Investments Indicator	Green Bond framework	pp. 18-19
SOCIAL RESPONSIBILITY - RETURNING VALUE TO THE SOCIETY		
Material issue for: Shareholders, Investors, Employees, Suppliers / Sub-contractors, Government / Regulator, Society, Financial institutions, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 4, 5, 11, 14, 15, 18, 20, 21-23, 24, 58-62
PRODEA Investments Indicator	Actions for supporting local communities	pp. 58-62
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	p. 58

GRI Standards	Disclosure	Page number and/or reference
ENERGY EFFICIENCY & RENEWABLE ENERGY		
Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 9, 11, 15, 18, 19, 20, 21-23, 24, 47-50
GRI 302: Energy 2016	302-1 Energy consumption within the organization	pp. 48-49, 74-77
	302-2 Energy consumption outside of the organization	pp. 49, 78-79
	302-3 Energy intensity	pp. 48-50, 74-79
	302-4 Reductions of energy consumption	pp. 47, 48-50, 74-79
WASTE MANAGEMENT		
Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 15, 20, 24, 47, 49,
GRI 306: Waste 2020	306-3 Waste generated	p. 76
	306-4 Waste diverted from disposal	p. 76
WATER MANAGEMENT		
Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 20, 49, 71
GRI: 303 Water and Effluents 2018	303-5 Water consumption	pp. 49, 75
GREENHOUSE GAS EMISSIONS		
Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 15, 20, 47-50, 51
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	pp. 48, 75
	305-2 Energy indirect (Scope 2) GHG emissions	pp. 48, 76
	305-3 Other indirect (Scope 3) GHG emissions	pp. 50, 78
	305-4 GHG emissions intensity	pp. 75, 78

GRI Standards	Disclosure	Page number and/or reference
CLIMATE ADAPTATION AND RESILIENCE		
Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 15, 20, 47-49, 50
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	pp. 48, 75
	305-2 Energy indirect (Scope 2) GHG emissions	pp. 48, 75
	305-3 Other indirect (Scope 3) GHG emissions	pp. 49, 78
	305-4 GHG emissions intensity	pp. 75, 78
INDOOR AIR QUALITY		
Material issue for: Shareholders, Investors, Employees, Customers / Tenants, Suppliers / Sub-contractors, Society, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 20, 30-32
PRODEA Investments Indicator	Headquarters working conditions	pp. 30-32
GREEN BUILDING CERTIFICATIONS		
Material issue for: Shareholders, Investors, Customers / Tenants, Suppliers / Sub-contractors, Government / Regulator, Society, Financial institutions, Rating agencies		
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 9, 11, 18-19, 20, 21-22, 24, 27-47
PRODEA Investments Indicator	Prodea's sustainable buildings	pp. 27-47



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:



Dr. Nikos Gkonis, Head of ESG Department, 9 Christospiliotissis Str., 105 60, Athens, Greece, **Tel.:** +30 213 3334266, **E-mail:** ngkonis@prodea.gr

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

(1) Completely disagree, (2) Disagré, (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.

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