2024 SUSTAINABILITY REPORT

PREMIA

Properties

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CEO Statement



In 2024, the Greek real estate market continued its upward trajectory, proving to be one of the most resilient and attractive sectors of the national economy. Despite global macroeconomic uncertainties and inflationary pressures, the market demonstrated strong fundamentals, growing investor confidence, and increasing alignment with international ESG standards. In 2021, we set our initial sustainability goals and we have remained steadfast in our commitment to achieving them. In 2024, we issued our second sustainability report and were proud to receive a Silver award by EPRA. Simultaneously, to increase transparency and comparability, Premia participated in the GRESB assessment and achieved a portfolio rating. On an asset basis, our landmark "P180-186" project earned LEED certification at Gold level, marking a significant milestone in our sustainability journey.

Our focus on sustainable development permeates every aspect of our business, with a particular emphasis on minimizing the environmental impact of our activities. Our strategic objective remains to be a leading sustainable REIT in Greece, delivering high-quality services in real estate while achieving robust financial results. This commitment aligns with the U.N. Sustainable Development Goals, which guide our operations.

The climate change imperative drives us to enhance the environmental performance of our assets as a cornerstone of our sustainability strategy. We are dedicated to transforming our portfolio into one that features environmentally friendly buildings, thus reducing their overall environmental footprint. By leveraging innovative technologies and actions, we are making significant strides toward this goal.

The frequently occurring severe climate events in Greece and globally have emphasized the urgency of our mission. These events have highlighted the immediate need for action and the importance of conducting thorough climate risk analysis. We are accelerating our efforts to mitigate the impact of climate change through our comprehensive sustainability initiatives. At a corporate level, we have agreed on establishing a decarbonization strategy and are thoroughly examining incremental measures that must be undertaken to gradually achieve carbon neutrality. In addition to our environmental initiatives, we are committed to creating a healthy and inclusive work environment. The well-being of our employees is a top priority; we encourage mindfulness in the workplace, foster continuous growth, and ensure equal opportunities for all.

Our third sustainability report reveals that we are a step closer to the pursuit of our goals. It provides transparent information about Premia Properties' performance across all relevant areas and our commitment to making our approach to ESG more manifest, deliberate, and measurable. It outlines our strategy for achieving long-term goals and tracks the progress we have made towards them.

Sustainability is a fundamental pillar of Premia's business strategy and is deeply integrated into our corporate identity. We are committed to sustainability and environmental stewardship and actively contribute to the local communities. Through our efforts, we strive to undertake sustainability-related initiatives in a manner that authentically reflects our values.

Kostas Markazos
CEO

About Premia

Premia Properties R.E.I.C. (hereafter “Premia”) is a fast-growing real estate investment company located in Athens, Greece. Founded in 1991 and listed on the Athens Stock Exchange since 2008, Premia was majorly acquired by Swedish group Sterner Stenhus in July 2020. In April 2022, Premia obtained its Real Estate Investment Company (R.E.I.C.) license. Premia aims to create long-term value with a well-diversified portfolio that offers sustainable, risk-adjusted returns.

Premia focuses on building a diversified portfolio by investing in properties across various sectors, including:

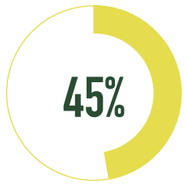
- LOGISTICS & WAREHOUSES
- SERVICED APARTMENTS & STUDENT HOUSING
- INDUSTRIAL & WINERIES
- SCHOOLS
- RETAIL & BIG-BOXES
- OFFICES
- HOTELS

The strategy emphasizes acquiring high-quality assets with sustainable attributes, fostering long-term partnerships with financially sound tenants, and maintaining high lease performance. Assets are managed proactively to enhance energy efficiency, reduce operational impact, and align with broader sustainability goals.

As of December 31, 2024, the portfolio comprises of 61 high-quality assets, strategically located across Greece, with a significant concentration in Attica. The portfolio expanded by 19.6% in terms of the number of assets, increasing from 51 assets in 2023 to 61 assets in 2024. Additionally, the total gross building area (GBA) grew by 22.8%, from 383,619 m² to 470,709 m². This growth continues to strengthen Premia’s presence in sectors that drive economic resilience and meet long-term market demand.

Investment decisions focus on active asset management and improving building standards. This boosts tenant satisfaction, occupancy rates, and long-term asset value. Targeting properties with strong fundamentals and sustainable potential emphasizes a commitment to responsible growth.

Premia also engages in community initiatives and operates ethically with fairness and transparency, ensuring regulatory compliance. This approach reflects dedication to responsible business practices, community engagement, and excellent corporate governance, creating enduring value for all stakeholders.



LOGISTICS & WAREHOUSES



HOTELS



OFFICES



SCHOOLS

INDUSTRIAL & WINERIES

SERVICED APARTMENTS STUDENT HOUSING

RETAIL & BIG BOXES

Properties:	61
Net Asset Value:	€ 197,9M
Total Investment:	€ 497,9M
Total Assets:	€ 524,9M
GBA:	470,709 m²

AS OF 31.12.2024

Assets Portfolio

	LOCATION	TYPE	GBA (m^2)	Notes
1	Location Kyrillos, Aspropyrgos (Attica)	Logistics	51,755.41	
2	Location Lakka, Aspropyrgos (Attica)	Logistics	9,443.00	
3	Location Psari, Aspropyrgos (Attica)	Logistics	4,795.06	
4	Elefsina, 27th km of the Old National Road Athens - Corinth, Attica	Logistics	35,236.93	
5	Location Lakkos Kyrillou & Kyrillos, Aspropyrgos (Attica)	Logistics	11,301.41	
6	Eparchiaki Odos 5 Thessaloniki - Sindos- Chalastra, Thessaloniki	Logistics	2,744.90	
7	76 Lavriou Ave., Peania (Attica)	Big box	2041.81	
8	19 Thermaikou St., Oreokastro (Thessaloniki)	Industrial	26,210.39	
9	Moshohori, Lamia	Industrial	12,229.94	
10	Nea Lampsakos, Chalkida	Land plot	0	Vacant
11	Lavrio (Attica)	Land plot	0	Vacant
12	1st km Municipal Road Syndos - Chalastra, Thessaloniki	Logistics	24,702.63	
13	7th km National Road Kalamata - Tripolis, Kalamata	Big box	4,462.43	
14	Dimotikou Stadiou & A£ Parodos Dimotikou Stadiou, Katerini	Big box	1,485.27	
15	Location Dyo Pefka, Aspropyrgos (Attica)	Logistics	13,790.50	
16	Location Xiropigado - Vorro - Kapsala, Mandra (Attica)	Logistics	15,664.30	
17	Location Rikia, Aspropyrgos (Attica)	Logistics	7,298.03	
18	Location Strifi, Elefsina (Attica)	Logistics	10,148.82	
19	Agiou Dionysiou, Piraeus	Serviced apartments	3,364.93	
20	Kypseli, Athens (Attica)	Student housing	526.74	
21	10 Valaritou & Orfanidou, Thessaloniki	Student housing	4,666.20	
22	31A Christodoulou Brokoumi & Kougioumtzoglou, Xanthi	Student housing	5,252.89	
23	28th Octovriou 107 & El.Venizelou, Volos	Student housing	1,854.69	
24	2 Leof. Stratou, Xanthi	Student housing	2,626.17	
25	Doukas Schools, Maroussi (Attica)	School	23,113.91	
26	132 Karaiskaki, Patras (Achaia)	Student housing	2,299.22	
27	180 Pireos Ave., Tavros, Athens (Attica)	Office	59,728.81	
28	Petra - Megalohori, Santorini	Winery	2,211.01	
29	Selladia, Santorini	Vineyard	118.50	Vacant
30	Goumenissa (Kilkis)	Winery	1,211.87	
31	Filiria (Kilkis)	Vineyard	0.00	Vacant
32	Kato Horio, Naoussa (Imathia)	Winery	12,585.10	
33	Xirokampos, Naoussa (Imathia)	Vineyard	0	Vacant
34	Ntouramani, Nemea (Korinthos)	Vineyard	0	Vacant
35	Kokoules, Nemea (Korinthos)	Vineyard	322.58	Vacant
36	Potamos, Kato Archanes, Heraklion (Crete)	Land plots	100.80	Vacant
37	Troulino, Skalani Pediadas, Heraklion (Crete)	Winery	1,604.40	
38	Troulino, Skalani Pediadas, Heraklion (Crete)	Winery	217.29	Vacant
39	Tripolis, Mantineia Municipality	Land plots	1,161.59	Vacant
40	Pachnia, Mantineia Municipality (Tripoli)	Land plots	197.00	
41	Agia Kyriaki, Paros	Land plots	0	Vacant
42	Kato Marathi, Paros	Vineyard	0	Vacant
43	Pikermi, Marathonos Ave. (Attica)	Office	4,772.19	
44	Kordelio (Thessaloniki)	Industrial	2,258.20	Vacant
45	Kryoneri - Ag. Stefanos Municipal Road & Asklipiou Str. (Attica)	Industrial	5,236.52	
46	50th Athens Senior High School (Attica)	School	3,752.98	
47	61st Athens Preschool (Attica)	School	669.72	
48	42nd Athens Senior High School (Attica)	School	3,480.32	
49	Technical Vocational School-Experiential School Center, Megara (Attica)	School	4,575.12	
50	2nd Skala Oropou Lower School (Attica)	School	2,960.22	

Assets Portfolio

51	Skala Oropou Preschool (Attica)	School	652.28	
52	1st Scala Oropou High School (Attica)	School	2,864.56	
53	Athens Music High/Senior High School (Attica)	School	8,870.25	
54	Special Education Vocational & Training School, N. Heraklio (Attica)	School	4.370.21	
55	51st Athens High School (Attica)	School	4,309.52	
56	Ethnomartiron 9, Tripoli	Retail	745.43	
57	Sporadon 45, Athens	Retail	493.86	
58	Ethinikis Aminis 13, Drama	Retail	602.07	
59	Solomou 20, Exarchia, Athens	Retail	416.38	
60	5th km Rodou - Kallitheas Road, Rhodes	Hotel	40,977.37	
61	Ep.Odos Ierapetras - Sitias, Lasithi (Crete)	Hotel	25,737.59	

LEED Gold for Piraeus 180-186



In 2024, Premia achieved LEED for Building Design & Construction certification at Gold level for its Piraeus 180-186 asset in Tavros, Athens. This 59,200 m² office complex—representing 13% of Premia's total gross building area—is the company's first property to receive international sustainability certification.

Home to the Independent Authority for Public Revenue (AADE-IAPR), the building exemplifies both operational efficiency and high environmental standards. By repurposing the former shopping mall and integrating advanced solutions for energy efficiency, water conservation, and indoor environmental quality, the development aligns with global decarbonization targets while offering a resilient, healthy workspace for over 1,100 daily users.

Report



This annual Sustainability Report of Premia is based on the EPRA Sustainability Best Practices Recommendations (sBPR) 2017 and GRI, which are internationally recognized standards for non-financial reporting. The reporting period for all performance measures covered in this report applies to the period from January 1, 2024, to December 31, 2024. The scope of the report includes our core business activities, such as property investment, development, and management. Premia has been publishing annual sustainability reports since 2022 and will continue to do so on a yearly basis to enhance credibility and transparency.

The report covers performance data for 46 of Premia's 61 leased assets, including its headquarters, representing 98% of the portfolio's total building area as of December 31st, 2024.
Information for the remaining assets that is not disclosed in this report:

- 8 plots of land (or vineyards) that do not contain buildings and thus are not relevant according to the EPRA standards (out of scope).
- 1 non-leasable industrial building (requiring major renovation) that as of 31.12.2024 have remained vacant (since 2020), with no energy/water consumption and waste generation.
- 4 plots of land (or vineyards) that contain abandoned buildings with no energy/water consumption and waste generation.

Premia prioritizes transparency in reporting and encourages feedback for ongoing improvement. For feedback or suggestions regarding the report, please contact info@premia.gr. The Sustainability Team will manage your input accordingly.

Organizational Boundaries

Premia has used the operational control approach from the GHG Protocol to define boundaries for this report, which includes the following details:

- Performance information (energy, water, waste) for assets that Premia has control of (operated and/or occupied by Premia, e.g. headquarters and all vacant, non-leased buildings).
- Performance information (energy, water, waste) for assets that Premia has no control of (leased buildings). Information was provided by the tenants and is voluntarily presented in this report.

To improve transparency and accuracy in Scope 3 emissions reporting, this year's performance metrics for electricity and water are presented separately for Premia-controlled (Scope 1 and 2) and tenant-controlled (Scope 3) assets. This segmentation acknowledges the difference in operational responsibility and aids efforts toward net-zero alignment and CSRD compliance.

Coverage

The coverage percentage is based on the surface area (m^2) and is shown for all relevant indicators.

Estimation of landlord-obtained utility consumption

For 2024, estimations were used to complete any missing utility data. This ensured a consistent and comprehensive overview of actual utility consumption based on the latest available data or previous years' readings when bills were unavailable.

Changes in how sustainability information is prepared or presented, along with corrections of prior reporting errors, are detailed in the qualifying notes. These adjustments improve data quality and address any gaps.

Normalization

Energy and emissions intensity indicators are calculated using the floor area (m^2) for entire buildings. Premia recognizes that inconsistencies may arise between collected energy/emissions data and the floor area due to variations in metering practices and data availability across the portfolio.

Analysis (segmental)

Premia manages a property portfolio in Greece. This report analyses the portfolio by property type.

Sustainability Approach

Premia, as a listed REIC, integrates sustainability practices at both corporate and property levels. This approach involves daily interactions with key stakeholders such as employees, users, business partners, and community members. Premia's sustainable development principles include:

RESPONSIBILITY TOWARDS THE ENVIRONMENT & SOCIETY

ADHERENCE TO LEGAL & REGULATORY REQUIREMENTS

COMMITMENT TO TRANSPARENCY & ACKNOWLEDGMENT

PROACTIVE RISK MANAGEMENT & MITIGATION

ETHICAL CONDUCT & ACCOUNTABILITY

Premia integrates ESG (Environmental, Social, Governance) initiatives to reflect its corporate values and ensure long-term success. As part of this commitment, Premia monitors its assets' sustainability performance and explores ways to enhance their efficiency. Achieving sustainability certifications such as LEED and BREEAM is a key priority. Premia completed the major renovation of a landmark asset in central Athens achieving LEED certification at Gold level. In parallel, Premia has been evaluating more assets to assess their potential for pursuing sustainability certifications.

Environmental Performance Monitoring & Tenant Engagement

Premia collects data on energy consumption, water usage, and waste management from tenants to measure environmental performance and to develop an automated utility data collection system. Additionally, Premia encourages tenants to share further sustainability-related information and participates in sustainability surveys conducted by tenants. This fosters open communication and facilitates collaborative approaches to addressing environmental issues.

To reinforce its commitment to sustainability, Premia includes specific clauses in new lease agreements focusing on utility data collection and soil contamination management. These leases contain provisions that require tenants to provide utility data, thereby aiding in monitoring energy consumption and enhancing efficiency. Furthermore, operational procedures are included to ensure soil contamination issues are addressed, benefiting both Premia and its tenants.

Premia is issuing Energy Performance Certificates (EPC) for all applicable buildings. Currently, 54% of Premia's buildings (including the headquarters, but excluding those exempt from EPC requirements) have an EPC rating of at least category "Γ" (C). The headquarters, being a listed building, has an "H" EPC rating due to specific technical restrictions.

VALUE ACROSS PORTFOLIO		
EPC LEVEL	**2023**	**2024**
A+	0%	2%
A	0%	0%
B+	11%	45%
B	39%	8%
C (Γ IN GREEK)	25%	28%
D (Δ IN GREEK)	14%	15%
E	4%	1%
F (Z IN GREEK)	0%	0%
G (H IN GREEK)	7%	0%

Premia aims to minimize investment risk by strategically investing in high-quality assets and seeking investment opportunities that offer strong returns and environmental benefits. Active management of investments to ensure long-term viability and maximize returns is a core principle.

At Premia, employees are at the heart of the company's long-term growth. Their well-being, development, and engagement remain a strategic priority. Premia fosters an inclusive and respectful work environment, offering equal opportunities and promoting a culture free from discrimination and harassment. A strong emphasis is placed on health, safety, and continuous professional development, with a corporate culture that integrates responsible governance, service excellence, environmental stewardship, and positive societal impact. Premia's Sustainability Policy reflects its commitment to long-term value creation and outlines core principles shared across the organization and with stakeholders:

Premia's sustainability vision is rooted in continuous progress and responsible innovation. Guided by a clear decarbonization strategy, the company is committed to reducing its environmental footprint while creating long-term value.

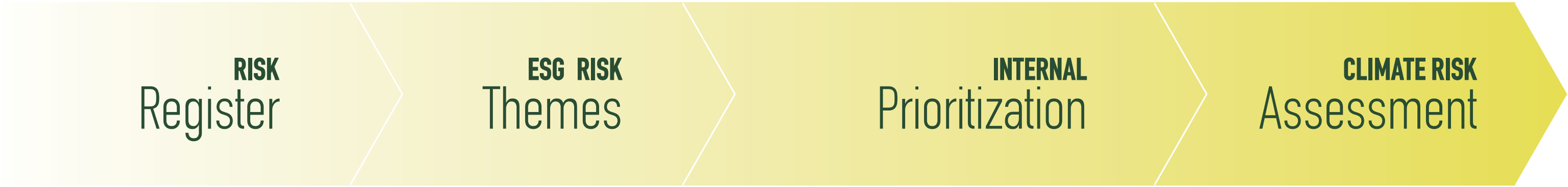
SUSTAINABILITY PRIORITIES & 2025+ KPIS	
Focus Area	**Description**
Double Materiality Assessment (work in progress)	Completion of assessment aligning with CSRD & ESG regulatory frameworks
Decarbonization Initiatives (work in progress)	Implementation of measures under Premia's decarbonization roadmap
Energy & Water Efficiency (work in progress)	Reduction of consumption through improved monitoring & efficiency measures
Sustainable Building Certifications (accomplished & work in progress)	Assets certified/to be certified under LEED, BREEAM, or national equivalents
Employee Engagement (accomplished & work in progress)	Programs & initiatives fostering employee well-being and upskilling
Community Support (accomplished & work in progress)	Strengthening social impact via strategic partnerships & local initiatives

Risk Management & Climate Resilience

As part of Premia's commitment to proactive risk management and alignment with global sustainability frameworks such as GRI and EPRA, a comprehensive Natural Hazard and Climate Risk Assessment was conducted in 2024. The assessment covered key physical climate risks, including earthquakes, floods, wildfires, windstorms, and landslides, across 26 major locations in Premia's portfolio. It also included a forward-looking climate scenario analysis to 2040 (RCP 8.5), helping to anticipate future exposure to extreme weather events such as heatwaves, droughts, and heavy precipitation.

The results confirmed that the portfolio is generally resilient to most natural hazards, with low exposure to floods, wildfires, and hailstorms. However, earthquake risk was identified as a significant concern, with a large share of assets located in high or very high seismic zones, consistent with Greece's broader geographic profile. These findings inform both operational preparedness and future resilience planning. They also strengthen Premia's alignment with CSRD expectations by enhancing our understanding of physical climate risks across the portfolio.

Prior to this assessment, Premia maintained an internal ESG risk register, which is used to track and evaluate both transition and physical climate risks across the portfolio. The findings of the natural hazard analysis now serve as a complementary layer of input, enriching the existing register with location-specific insights on physical risks. This integrated view enables more targeted risk prioritization, supports materiality evaluations, and informs Premia's long-term investment strategy and resilience planning.



Strategic Direction Towards Decarbonization

Premia is actively exploring a comprehensive decarbonization strategy aligned with national legislation and international standards. While specific measures are under review, the direction focuses on enhancing environmental performance across the portfolio and setting a structured pathway toward long-term emissions reduction.

Key strategic areas currently under consideration include:

- Setting short- & long-term carbon reduction targets
- Evaluating both operational & embodied carbon impacts
- Expanding the integration of renewable energy
- Enhancing green lease practices & tenant engagement
- Streamlining utility data collection and external assurance processes
- Aligning upcoming actions with GRESB, EPRA sBPR, and CSRD requirements

In 2024, Premia achieved LEED Gold certification for the office complex at Piraeus 180–186, the company's first internationally certified sustainable asset. This milestone strengthens Premia's commitment to high environmental standards and supports its transition toward zero-carbon readiness.

Premia plans to formalize this strategy soon by consulting key stakeholders and conducting internal assessments, ensuring it aligns with corporate goals and industry best practices.

ESG Progress & Forward Commitments

ACTIVITIES 2023

- 2022 Sustainability Report publication (according to EPRA Standards)
- ESG Databook 2022 submission for ATHEX ESG Index
- Great Place to Work® certification
- Best Workplaces for Women in Greece certification
- “Most Sustainable Company” award recognition
- Strategic energy performance review of assets
- Climate risk assessment
- Green certification readiness assessments

ACTIVITIES 2024

- 2023 Sustainability Report publication (according to EPRA Standards)
- ESG Databook 2023 submission for ATHEX ESG Index
- Great Place to Work®
- LEED certification at Gold level for Piraeus 180-186
- First tenant satisfaction survey
- New social initiatives to increase workplace satisfaction
- GRESB Real Estate Assessment participation
- 3% reduction in energy use intensity (kWh/m²) & 22% reduction in GHG intensity ($kgCO_2e/m^2$) across the portfolio

PLANNED 2025

- Decarbonization strategy finalization
- Improve data monitoring
- Net-zero emissions target setting
- CSRD-aligned sustainability reporting
- Integration of ESG disclosures into annual reporting

GOALS 2030

- 10% annual CO_2 intensity reduction
- 7% annual energy intensity reduction
- 50% fossil fuel phase-out across portfolio
- 70% construction waste recycling or reuse
- 100% low-emission classification for new developments
- 2 $kgCO_2/m^2$ cap for renovation projects
- Tenant satisfaction rate of over 90%
- Employee satisfaction rate of over 95%

Certifications & Recognitions

Over the years, Premia has undertaken various initiatives to advance both our organization and the industry. Each effort has been rooted in our mission and directed towards achieving our ambitious goals and vision. While the journey has often been challenging, it has also been highly rewarding.

LEED

Premia achieved LEED certification at Gold level for the Piraeus 180-186 asset, the first property in the portfolio to receive an international sustainability benchmark. The asset also represents 13% of the portfolio's GBA.

EPRA

Premia is an EPRA member, enjoying advice, resources and information to improve performance, and organize opportunities to grow its businesses. In 2023, Premia achieved the Gold Level compliance with EPRA Sustainability Best Practices & the Most Improved Award, while in 2024, was awarded the Silver Level for its continued efforts to enhance sustainability reporting.

GRESB

In 2023 Premia began its participation in the GRESB assessment. This endeavor demonstrates dedication to transparency, sustainability, and ongoing improvement. By engaging with GRESB, Premia seeks to obtain valuable insights, compare performance with industry peers, and advance sustainability practices further.

ATHEX ESG INDEX

Premia participates in the newly developed index "ATHEX ESG" of the Athens Stock Exchange. It monitors their stock market performance as they apply to environmental, social and corporate governance "ESG" practices as they refer to the published non-financial information (according to the "ESG Information Disclosure Guide" of ATHEX). Premia achieved a score of 82% on the ESG Transparency Overview for 2023.

GREAT PLACE TO WORK

Premia continuously invests in the creation of an excellent working environment and demonstrates in practice its commitment to establish trust with its employees. Great Place to Work Certification™ was obtained after the evaluation with the relevant methodology and the successful response to the Trust Index© test.

ISO 14064

Premia has been certified under ISO 14064 for the quantification and reporting of ghg emissions. This certification verifies that Premia applies a consistent and transparent approach to monitoring its carbon footprint, aligned with internationally recognized standards. It supports Premia's long-term goal of reducing emissions and enhancing climate-related disclosures.

ISO 14001

Premia has obtained ISO 14001 certification for its environmental management system, demonstrating its commitment to structured environmental governance. This certification ensures that environmental impacts are identified, managed, and continuously improved across Premia's operations and asset portfolio.

GREEK SUSTAINABILITY CODE

The Greek Sustainability Code is developed under a model of 20 Criteria that are based upon international standards such as the GRI, the Global Compact, EFFAS etc. Premia participates in the Greek Sustainability Code and actively contributes with transparency and commitment towards Sustainable Development and Responsible Entrepreneurship.

SUSTAINABLE COMPANY

Premia has received a distinction as a member of the Sustainable Companies group through the adoption of processes that demonstrate its impact from its sustainable business operation. In 2023 Premia was awarded as "Most Sustainable Company" among 36 leading companies in Greece that are models of Business Sustainable Development.

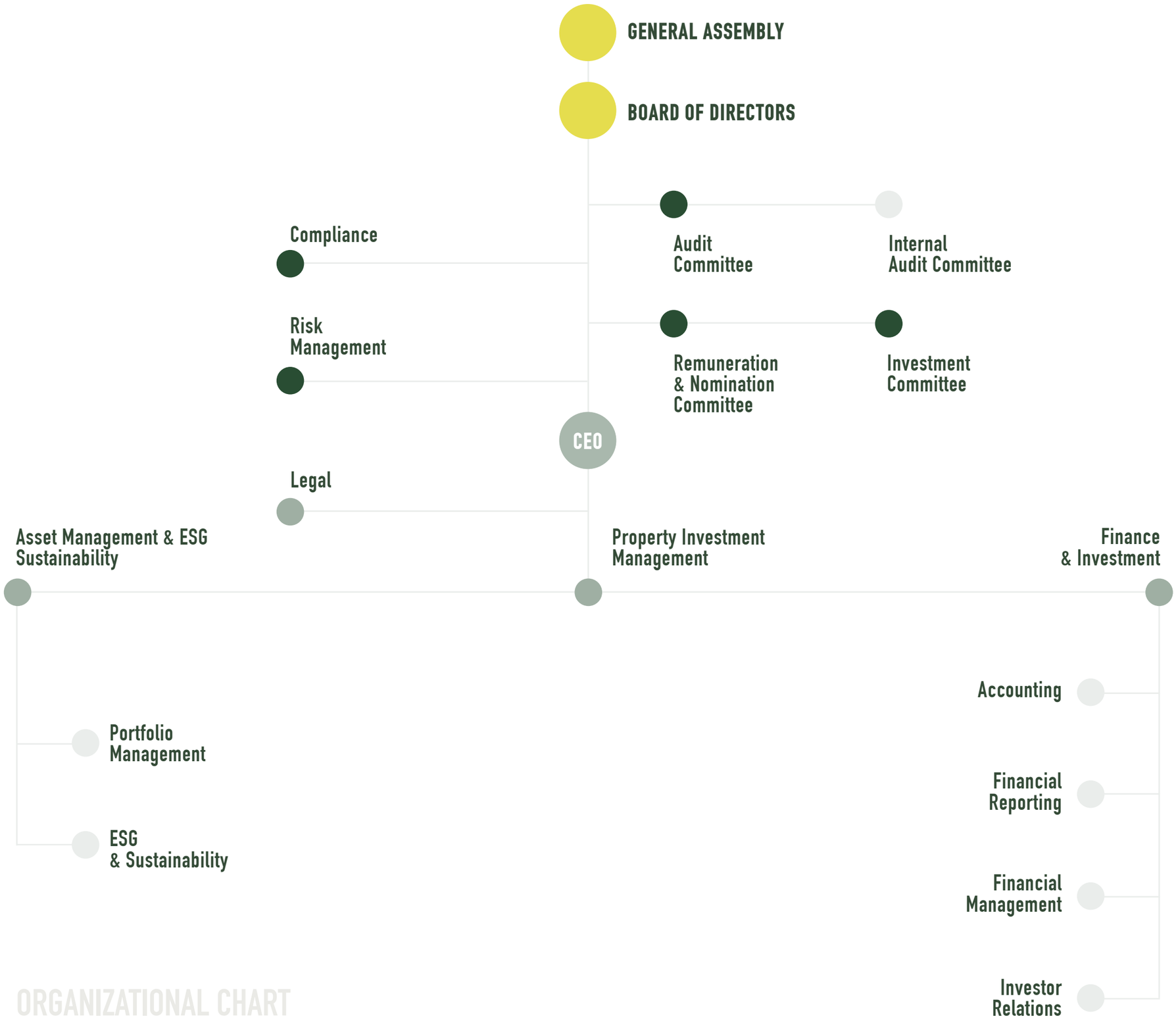
Governance

Premia maintains strong corporate governance practices, recognizing their crucial role in creating long-term value. The company has established a robust governance framework aligned with Greek legislation and has appointed qualified individuals to ensure effective and responsible management.

The composition of Premia's Board of Directors complies with the standards set by the Regulation Code and Law 4706/2020. Board members possess the necessary expertise, knowledge, and commitment to perform their responsibilities with diligence. Notably, the Vice-Chairman of Premia's Board has significant experience in sustainability, also serving as Director of the ESG Committee at a leading internationally listed real estate company.

Candidates for the Board of Directors are provided with comprehensive information on Premia's culture, values, and corporate strategy. Premia's Suitability Policy, approved by the Board of Directors, includes provisions of integrity, diversity, and dedication that candidates must fulfill prior to their appointment. Consequently, gender representation with a minimum requirement of twenty-five percent (25%) has been implemented.





ORGANIZATIONAL CHART

As defined in article 19 of the Articles of Association, the Board of Directors consists of no fewer than three (3) and no more than fifteen (15) board members, elected by the Shareholders Ordinary General Meeting and serve a three (3) years tenure according to Law 4706/2020 as currently in effect.

On 2024, the new BoD was elected by the Ordinary General Meeting held on 31.05.2024. The Board is composed of executive, non-executive, and independent members. The election of the independent members of the newly elected BoD meets the requirements of independence of the art.9 of Law 4706/2020.

The Board of Directors' composition fulfills all necessary criteria as outlined by Premia's Suitability policy and the Regulation code.

Composition of BoD	No	Women	Men
BOARD OF DIRECTORS	8	2 (25%)	6 (75%)
EXECUTIVE BOARD MEMBERS	3	1 (33%)	2 (67%)
INDEPENDENT NON-EXECUTIVE MEMBERS	5*	1 (20%)	4 (80%)

*Incl. one non-executive board member related to environmental and social issues.

Responsibilities of the Board of Directors:

- Upholding the values and ethical principles outlined in Premia's Code of Conduct.
- Safeguarding its values and defend its corporate interest.
- Complying with the Articles of Association and prevailing legal frameworks.
- Ensuring disclosure of privileged information to the Board of Directors and avoiding any situation that may create conflict of interest with Premia or affiliated companies.

Preserving the confidentiality of sensitive information until it is officially disclosed.

Conflicts of Interest

Premia has a Policy and Procedure to prevent and handle conflicts of interest, in line with legislative provisions:

- Provisions of Law 4548/2018 concerning the duty of loyalty and conflicts of interest,
- Provisions of article 14, of Law 4706/2020 concerning the obligation to adopt a Policy and Procedure for managing conflicts of interests.
- Provisions of article 14 of Law 4209/2013 concerning the obligation to prevent, identify and manage conflicts of interest situations.

This Policy aims to identify, monitor, manage, and prevent conflicts of interest. It ensures that managerial decisions are prudent and objective, benefiting Premia. This Policy outlines how Premia:

- Identifies situations that constitute or may cause conflicts of interest, which may entail a substantial risk to its interests,
- Adopts and implements appropriate procedures, mechanisms, and systems to detect, assess, manage, and prevent such conflicts, and
- Establishes procedures and systems to mitigate any potential damage arising from cases of conflicts of interest.

Premia's Regulation Code outlines part of the conflicts of interest process. However, Premia has not released a policy for managing conflicts of interest, as it is not required by Greek legislation. Premia's Board of Directors is supported by several committees:

Audit Committee

The Audit Committee is a statutory committee, to assist the Board of Directors to perform its supervisory duties and to fulfil its responsibilities regarding the process of financial reporting, the internal control system, and its implementation, as well as to assist the external audit process. Specifically, the Audit Committee constitutes the independent and unbiased body serving as an essential safety valve for the effectiveness of the internal controls systems, Premia's risk management, the quality of external audit and the integrity of the financial information processes.

The Committee consists of a minimum of three (3) members, that may be comprised of:

- Non-executive Board members, or
- Independent non-executive Board members and third parties, or
- Independent or third parties.

The Shareholders Ordinary General Meeting appoints the members of the Committee and decides their term. Most of the members are independent according to art. 9 of L. 4706/2020 as in force and possess adequate knowledge of the industry in which Premia operates. The Committee's Chair is independent, has adequate knowledge and expertise in auditing or accounting, and attends the Committee's meetings to propose the approval of the financial statements from the BoD or AGM, as applicable.

Investment Committee

The Investment Committee is established by Premia's Board of Directors. It consists of three (3) members, and the Chairman of the Committee is elected by majority votes. The responsibilities of the Investment Committee include:

- Review new investments or special purpose companies (SPVs), further to the recommendation of the Property Investment Management Department, under the sole criterion of whether these comply with Premia's Investment Policy.
- Review proposals for the divestment of properties or special purpose companies (SPVs), further to the recommendation from the Property Investment Management Department under the sole criterion of whether these comply with Premia's Investment Policy.
- Submit recommendations to Premia's Board of Directors regarding compliance or non-compliance of the considered new investment or divestment proposals.
- Surveying conditions in the real estate market and making recommendations to the Board of Directors and/or the necessity for updating the Investment Policy.

Remuneration & Nomination Committee

The Remuneration & Nomination Committee makes recommendations to the Board of Directors regarding the performance of its duties and ensures the prudent and sound management. The Committee identifies suitable persons for the role of Board Director and formulates proposals for the existing Remuneration Policy. The Committee is comprised of at least three non-executive board members, two of whom are independent. Independent non-executive members form the majority of the Committee's members. The Committee is chaired by an Independent non-executive member.
The Remuneration and Nomination Committee's duties and responsibilities are the following:

NOMINATION

- Define and evaluate the Board of Directors' composition and performance and make proposals for improvement if necessary.
- Regularly review and assess Board of Directors performance
- Regularly review fulfillment of independence criteria regarding the independence of non-executive members of the Board of Directors and propose changes where necessary.
- Propose new Board of Directors members or replacement of existing, during the process of their nomination, according to the Suitability Policy.
- Submit a proposal to the Board of Directors related to the Audit Committee members' evaluation.

REMUNERATION

- Propose to the Board of Directors the Remuneration Policy and submit for approval to the General Assembly as outlined in art. 110 & 111 of L.4548/2018.
- Review and propose to the Board of Directors the remuneration report prior to the General Meeting's approval as outlined in art. 112 of L.4548/2018
- Monitor Remuneration Policy adoption.
- Evaluate annually the existing Remuneration Report and submit proposals for improvements.
- Limit potential exposure to risk or conflicts of interest regarding the remuneration of senior executives and other executives.

Business Ethics

Premia operates and grows honouring values which encompass its corporate culture. Premia operates with integrity, honouring its commitment of reliability towards its associates, its shareholders, and the society. Ethical & business conduct standards have been set, that are reviewed by Premia's management, its employees, and associates.
These standards address the following key issues:



Compliance with law & regulations

Bribery

Corruption

Fraud prevention

Conflicts of interest

Personal data Corporate information protection

Financial & Non-financial information

> Premia Annual Report 2024

Further information:

> Premia Regulation Code
> Premia Suitability Policy for the members of the BoD
> Premia Website at Corporate Governance section
> Premia remuneration policy
> Process to determine remuneration
> Premia Code Of Conduct

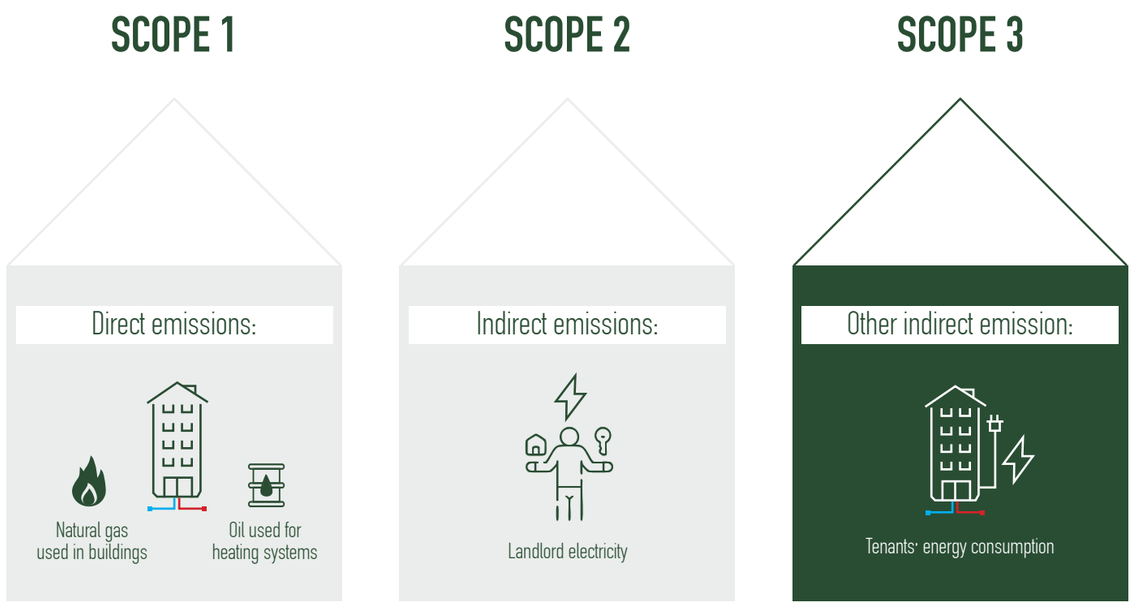
Environmental Impact

Premia aims to minimize its environmental impact by strategically managing energy, greenhouse gas (GHG) emissions, water, and waste. Sustainability is integral to Premia's operations, from property management to acquisitions and developments.

Premia's sustainability strategy relies on proactive monitoring, data-driven decisions, and continuous improvement, using advanced technologies to enhance environmental performance and cut costs. Accurate and transparent data reporting ensures reliability over time, with adjustments made to correct errors or update methodologies.

Comprehensive data collection on energy, water, and waste from tenants enables measurable reporting and engagement among stakeholders, driving environmental improvements. For GHG reporting, emissions are classified into Scope 1 (direct emissions), Scope 2 (indirect emissions from landlord electricity), and Scope 3 (other indirect emissions such as tenant energy use).

In summary, Premia's focus on sustainability and strategic initiatives enhances environmental stewardship, improving the resilience and value of its property portfolio for long-term success.



Electricity

Oil/Natural Gas

GHG Emissions

Water

Waste

Electricity

In 2024, the energy consumption across managed assets, including the headquarters, was **25,026,949 kWh**, up from **15,200,283 kWh** in 2023. The energy intensity for 2024 was 54.2 kWh/m², compared to 53.5 kWh/m² in 2023. This increase in energy intensity reflects Premia's growth in investments with new acquisitions that occurred in 2024.

It is important to note that vacant buildings under Premia's control, which do not consume energy or fuels, have been excluded from the total building area of the portfolio, as well as from the energy/fuels and GHG intensity calculations. Additionally, there is no energy consumption from district heating or cooling networks. Premia's headquarters' proportionate share of energy consumption in 2024 was **47,090 kWh**, compared to **45,713 kWh** in 2023.

The following tables provide the annual energy consumption and intensity by asset category. Where applicable, prior-year data has been restated to enhance accuracy, address previously identified data gaps, or reflect updates in data collection methodologies. Like-for-like assessments, including the headquarters, are also presented below.

ELECTRICITY CONSUMPTION / INTENSITY IN BUSINESS OPERATION / SECTOR

	UNITS	YEAR	TOTAL excl. HQ (incl. HQ)	LOGISTICS	OFFICE	RETAIL	INDUSTRIAL	STUDENT HOUSING SERVICED APARTMENTS	SCHOOLS	WINERY	HOSPITALITY	HQ
				PORTFOLIO ANALYSIS								
CONSUMPTION	kWh	2021	8,296,853 (8.328.691)	6,507,379	-	1,291,085	-	-	498,388	-	-	31,838
INTENSITY	kWh/m²	2021	43,5 (43,6)	34.1	-	6.8	-	-	2.6	-	-	0.2
CONSUMPTION	kWh	2022	18,808,427 (18.854.796)	8,528,066	-	6,452,708	763,936	489.342	1,817,958	756,417	-	46,369
INTENSITY	kWh/m²	2022	56,9 (56,9)	25.7	-	19.5	2.3	1.5	5.5	2.3	-	0.1
CONSUMPTION	kWh	2023	15,154,570 (15,200,283)	8,374,358	-	1,155,686	2,487,257	495,697	1,831,580	809,993	-	45,713
INTENSITY	kWh/m²	2023	53,5 (53,5)	29.5	-	4.1	8.8	1.7	6.5	2.9	-	0.2
CONSUMPTION	kWh	2024	24,979,859 (25,026,949)	9,236,479	1,660,456	1,376,052	2,617,841	623,386	1,684,393	832,287	6,948,965	47,090
INTENSITY	kWh/m²	2024	54.2 (54.2)	20.0	3.6	3.0	5.7	1.3	3.6	1.8	15.0	0.1

Note: Data for previous reporting years (2021–2023) has been restated, where applicable, to improve accuracy and address prior inconsistencies or data gaps.

ELECTRICITY CONSUMPTION - LIKE-FOR-LIKE COMPARISON

	UNITS	YEAR	CONSUMPTION	%
LOGISTICS	kWh	2023 2024	8,374,358 9,236,479	10.3%
OFFICE	kWh	- 2024	THIS SECTOR DIDN'T EXIST IN 2023 1,660,456	-
RETAIL	kWh	2023 2024	1,155,686 1,376,052	19.1%
INDUSTRIAL	kWh	2023 2024	2,487,257 2,617,841	5.3%
STUDENT HOUSING | SERVICED APARTMENTS	kWh	2023 2024	495,697 623,386	25.8%
SCHOOLS	kWh	2023 2024	1,831,580 1,684,393	-8,0%
INDUSTRIAL/WINERY	kWh	2023 2024	809,993 832,287	2.8%
HOSPITALITY	kWh	- 2024	THIS SECTOR DIDN'T EXIST IN 2023 6,948,965	-
HQ	kWh	2023 2024	45,713 47,090	3.0%
TOTAL PORTFOLIO (INCL. HQ)	kWh	2023	15,154,570 (15,200,283)	64.8% (64.6%)
		2024	24,979,859 (25,026,949)	

Oil

In 2024, nine assets —representing approximately 15% of the portfolio—used oil for heating, compared to six assets (21% of the portfolio) in 2023. The increase in the number of oil-using assets is primarily due to new acquisitions in 2024, including two hotels that rely on oil heating.

Total oil consumption rose from 84,160 kWh in 2023 to **947,732 kWh** in 2024. This increase is largely attributed to one industrial asset (the winery), which alone accounted for 690,254 kWh, and the two newly acquired hotels, which together consumed 175,851 kWh.

Despite this increase, the assessment indicates a broader shift away from oil heating, with many existing assets having reduced or eliminated oil usage over time.

OIL CONSUMPTION / INTENSITY IN BUSINESS OPERATION / SECTOR

	UNITS	YEAR	TOTAL excl. HQ (incl. HQ)	LOGISTICS	OFFICE	RETAIL	INDUSTRIAL	STUDENT HOUSING SERVICED APARTMENTS	SCHOOLS	WINERY	HOSPITALITY	HQ
				PORTFOLIO ANALYSIS								
CONSUMPTION	kWh	2021	216,374 (216,374)	186,848	-	-	-	-	29,526	-	-	-
INTENSITY (1)	kWh/m²		3.4	3.0	-	-	-	-	0.5	-	-	-
INTENSITY (2)			1.1	1.0	-	-	-	-	0.2	-	-	-
CONSUMPTION	kWh	2022	252,137 (252,137)	163,548	-	-	-	-	88,589	-	-	-
INTENSITY (1)	kWh/m²		4.0	2.6	-	-	-	-	1.4	-	-	-
INTENSITY (2)			0.8	0.5	-	-	-	-	0.3	-	-	-
CONSUMPTION	kWh	2023	84,160 (84,160)	-	-	-	3,825	-	80,336	-	-	-
INTENSITY (1)	kWh/m²		3.6	-	-	-	0.2	-	3.5	-	-	-
INTENSITY (2)			0.3	-	-	-	0.01	-	0.3	-	-	-
CONSUMPTION	kWh	2024	947,732 (947,732)	12,075	-	-	-	-	69,552	690,254	175,851	-
INTENSITY (1)	kWh/m²		5.4	0.1	-	-	-	-	0.4	4.0	1.0	-
INTENSITY (2)			2.1	0.03	-	-	-	-	0.2	1.5	0.4	-



OIL CONSUMPTION - LIKE-FOR-LIKE COMPARISON

	UNITS	YEAR	CONSUMPTION	%
LOGISTICS	kWh	2023 2024	- 12.075	-
INDUSTRIAL	kWh	2023 2024	3,825 -	100%
SCHOOLS	kWh	2023 2024	80,336 69.552	-13,4%
INDUSTRIAL/WINERY	kWh	2023 2024	- 690,254	-
HOSPITALITY	kWh	2023 2024	- 175.851	-
TOTAL PORTFOLIO (INCL. HQ)	kWh	2023 2024	84.160 (84.160) 947.732 (947.732)	1026.1% (1026.1%)

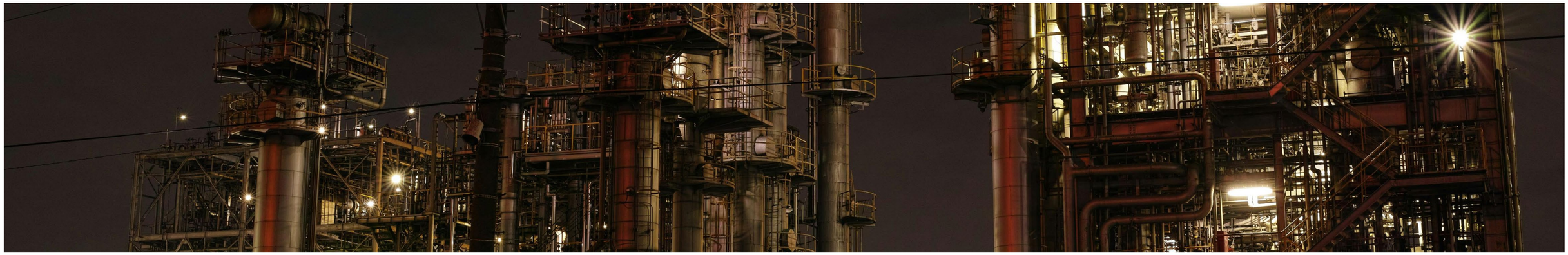
Notes:
1) Intensity [1] refers to the average oil consumption per m² only across assets that use oil for heating.
2) Intensity [2] refers to the average oil consumption per m² across Premia's entire portfolio, including assets that do not use oil.
3) Data for previous reporting years (2021–2023) has been restated, where applicable, to improve accuracy and address prior inconsistencies or data gaps.

Natural gas

In 2024, eight assets used natural gas for heating, making up 13% of the portfolio, down from nine assets (17%) in 2023. Total natural gas consumption dropped significantly to **740,047 kWh** in 2024 from **1,629,555 kWh** in 2023. This decrease indicates a broader shift away from fossil fuels in heating systems. A like-for-like comparison is relevant mainly for Schools & Student Housing / Serviced Apartments categories, which consistently used natural gas in both years.

NATURAL GAS CONSUMPTION / INTENSITY IN BUSINESS OPERATION / SECTOR

	UNITS	YEAR	TOTAL excl. HQ (incl. HQ)	LOGISTICS	OFFICE	RETAIL	INDUSTRIAL	STUDENT HOUSING SERVICED APARTMENTS	SCHOOLS	WINERY	HOSPITALITY	HQ
				PORTFOLIO ANALYSIS								
CONSUMPTION	kWh	2021	100,012 (100,012)	-	-	-	-	-	100,012	-	-	-
INTENSITY (1) INTENSITY (2)	kWh/m²		3.9 0.5	- -	- -	- -	- -	- -	3.9 0.5	- -	- -	- -
CONSUMPTION	kWh	2022	1,768,726 (1,768,726)	-	-	-	-	67,977	1,700,748	-	-	-
INTENSITY (1) INTENSITY (2)	kWh/m²		33.2 5.3	- -	- -	- -	- -	1.3 0.2	31.9 5.1	- -	- -	- -
CONSUMPTION	kWh	2023	1,629,555 (1,629,555)	-	-	-	-	181,013	1,448,542	-	-	-
INTENSITY (1) INTENSITY (2)	kWh/m²		30.3 5.7	- -	- -	- -	- -	3.4 0.6	26.9 5.1	- -	- -	- -
CONSUMPTION	kWh	2024	740,047 (740,047)	-	-	-	-	10,345	729,702	-	-	-
INTENSITY (1) INTENSITY (2)	kWh/m²		13.9 1.6	- -	- -	- -	- -	0.2 0.02	13.7 1.6	- -	- -	- -



NATURAL GAS CONSUMPTION – LIKE-FOR-LIKE COMPARISON

	UNITS	YEAR	CONSUMPTION	%
STUDENT HOUSING / SERVICED APARTMENTS	kWh	2023 2024	181,013 10,345	-94.3%
SCHOOLS	kWh	2023 2024	1,448,542 729,702	-49.6%
TOTAL PORTFOLIO (INCL. HQ)	kWh	2023	1.629.555 (1.629.555)	-54.6% (-54.6%)
		2024	740.047 (740.047)	

Notes:
1) Intensity [1] refers to the average oil consumption per m² only across assets that use oil for heating.
2) Intensity [2] refers to the average oil consumption per m² across Premia's entire portfolio, including assets that do not use oil.
3) Data for previous reporting years (2021–2023) has been restated, where applicable, to improve accuracy and address prior inconsistencies or data gaps.

LPG

In 2024, an industrial asset consumed **153,734 kWh** of LPG for heating, up 147% from **62,152 kWh** in 2023. This increase may be due to operational changes or higher heating demand. LPG usage was confined to the industrial sector, with no activity in other asset classes. Given its use in a single building, broader comparisons are not relevant; however, year-on-year data helps monitor energy consumption at the asset level.

LPG CONSUMPTION / INTENSITY IN BUSINESS OPERATION / SECTOR

	UNITS	YEAR	TOTAL excl. HQ (incl. HQ)	LOGISTICS	OFFICE	RETAIL	INDUSTRIAL	STUDENT HOUSING SERVICED APARTMENTS	SCHOOLS	WINERY	HOSPITALITY	HQ
				PORTFOLIO ANALYSIS								
CONSUMPTION	kWh	2023	62,152 (62,152)	-	-	-	62,152	-	-	-	-	-
INTENSITY (1)	kWh/m²	2023	5.1	-	-	-	5.1	-	-	-	-	-
INTENSITY (2)	kWh/m²	2023	0.2	-	-	-	0.2	-	-	-	-	-
CONSUMPTION	kWh	2024	153,734 (153,734)	-	-	-	153,734	-	-	-	-	-
INTENSITY (1)	kWh/m²	2024	12.6	-	-	-	12.6	-	-	-	-	-
INTENSITY (2)	kWh/m²	2024	0.3	-	-	-	0.3	-	-	-	-	-

LPG - LIKE-FOR-LIKE COMPARISON

	UNITS	YEAR	CONSUMPTION	%
INDUSTRIAL	kWh	2023	62,152	147%
		2024	153,734	
TOTAL PORTFOLIO (INCL. HQ)	kWh	2023	62,152 (62,152)	147.4% (147.4%)
		2024	153,734 (153,734)	

GHG

In 2024, Premia reported zero Scope 1 emissions (tenant-controlled). Scope 2 emissions from purchased electricity totaled **155,855 $KgCO_2e$** excluding HQ, and **169,424$KgCO_2e$** including HQ. This is slightly higher than 2023 but lower than 2022 levels. The HQ contributed **13,569 $KgCO_2e$** in 2024, down from **19,972 $KgCO_2e$** in 2023. Scope 3 emissions rose to **9,037,330 $KgCO_2e$** in 2024 from **6,832,776 $KgCO_2e$** in 2023, mainly due to the addition of 10 new assets, including 2 hotels with higher energy usage.

GHG EMISSIONS / INTENSITY IN BUSINESS OPERATION / SECTOR

	UNITS	YEAR	TOTAL excl. HQ (incl. HQ)	LOGISTICS	OFFICE	RETAIL	INDUSTRIAL	STUDENT HOUSING SERVICED APARTMENTS	SCHOOLS	WINERY	HOSPITALITY	HQ
				PORTFOLIO ANALYSIS								
SCOPE 1	$KgCO_2e$	2021	-	-	-	-	-	-	-	-	-	-
SCOPE 2	$KgCO_2e$		13,910 -	-	-	-	-	-	-	-	-	13,910
SCOPE 3	$KgCO_2e$		3,710,337 (3,710,337)	2,899,591	-	564,061	-	-	246,685	-	-	-
EMISSIONS	$KgCO_2e$		3.724.246 (3.710.337)	2.899.591	-	564.061	-	-	246.685	-	-	13,910
INTENSITY	$KgCO_2e/m^2$		19.5 (19.5)	15.2	-	3.0	-		1.3			0.1
SCOPE 1	$KgCO_2e$	2022	-	-	-	-	-	-	-	-	-	-
SCOPE 2	$KgCO_2e$		154,940 (175,198)	-	-	-	-	154,940	-	-	-	20,258
SCOPE 3	$KgCO_2e$		8,492,361 (8,492,361)	3,775,350	-	819,117	333,755	72,444	1,161,225	330,470	-	-
EMISSIONS	$KgCO_2e$		8.647.301 (8.667.559)	3,775,350	-	2.819.117	333,755	227.384	1,161,225	330,470		20,258
INTENSITY	$KgCO_2e/m^2$		26.2 (26.2)	11.4	-	8.5	1.0	0.7	3.5	1.0	-	0.1
SCOPE 1	$KgCO_2e$	2023	-	-	-	-	-	-	-	-	-	-
SCOPE 2	$KgCO_2e$		139,489 (159,460)	-	-	-	-	139,489	-	-	-	19,972
SCOPE 3	$KgCO_2e$		6,832,776 (6,832,776)	3,658,665	-	504,906	1,087,813	113,278	1,114,236	353,877	-	-
EMISSIONS	$KgCO_2e$		6.972.265 (6.992.236)	3,658,665	-	504,906	1,087,813	252.767	1,114,236	353,877	-	19.972
INTENSITY	$KgCO_2e/m^2$		24.6 (24.6)	12.9	-	1.8	3.8	0.9	3.9	1.2	-	0.1
SCOPE 1	$KgCO_2e$	2024	-	-	-	-	-	-	-	-	-	-
SCOPE 2	$KgCO_2e$		155,855 (169,424)	56,399	-	-	-	99,457	-	-	-	13,569
SCOPE 3	$KgCO_2e$		9,037,330 (9,037,330)	3,187,409	508,827	464,629	941,272	99,838	745,968	512,971	2,576,416	-
EMISSIONS	$KgCO_2e$		9.193.185 (9,206,754)	3.243.807	508.827	464,629	941,272	199.294	745,968	512.971	2,576,416	13,569
INTENSITY	$KgCO_2e/m^2$		19.9 (19.9)	7.0	1.1	1.0	2.0	0.4	1.6	1.0	5.6	0.03

Notes:
1) Intensity [1] refers to the average oil consumption per m² only across assets that use oil for heating.
2) Intensity [2] refers to the average oil consumption per m² across Premia's entire portfolio, including assets that do not use oil.

Water

In 2024, total water consumption across the portfolio was **332,006 m³**, compared to **25,226 m³** in 2023. This increase is primarily due to the expansion of Premia's portfolio, which included 10 new assets, including two hospitality properties with higher water demand. Additionally, data coverage improved from 64.9% in 2023 to 80.4% in 2024, contributing to the higher reported consumption.

Vacant buildings under Premia's control do not consume water and are therefore excluded from the total building area and water intensity calculations. Premia's headquarters consumed **157 m³** of water in 2024, compared to **420 m³** in 2023, a **62.6%** decrease, attributed to enhanced efficiency and the design of the new office space. All Premia assets, including HQ, use water supplied by the public network.

A like-for-like (LfL) comparison is available only for the schools category and logistics assets, as these are the only sectors with complete and consistent data for both 2023 and 2024. Other sectors such as hospitality, retail, and industrial are shown in the 2024 data table but are not included in the LfL comparison due to either their recent inclusion in the portfolio or the lack of water consumption data for 2023.

WATER CONSUMPTION/INTENSITY IN BUSINESS OPERATION / SECTOR

	UNITS	YEAR	TOTAL excl. HQ (incl. HQ)	LOGISTICS	OFFICE	RETAIL	INDUSTRIAL	STUDENT HOUSING SERVICED APARTMENTS	SCHOOLS	WINERY	HOSPITALITY	HQ
				PORTFOLIO ANALYSIS								
CONSUMPTION	m^3	2021	19,906 (20,048)	11,576	-	1,095	-	28	7,206	-	-	142
INTENSITY	m^3 / m^2		0.1 (0.1)	0,1	-	0,01	-	0,0001	0,04	-	-	0,001
CONSUMPTION	m^3	2022	58,385 (58,563)	13.776	-	6.715	277	2.677	11.149	23.791	-	177
INTENSITY	m^3 / m^2		0.2 (0.2)	0.04	-	0.02	0.001	0.01	0.03	0.1	-	0.001
CONSUMPTION	m^3	2023	24,806 (25,226)	12,492	-	-	-	2,880	9,250	184	-	420
INTENSITY	m^3 / m^2		0.1 (0.1)	0,04	-	-	-	0,01	0,03	0,001	-	0,001
CONSUMPTION	m^3	2024	331,849 (332,006)	16,724	6,745	1,195	94,247	14,323	12,728	2,171	183,715	157
INTENSITY	m^3 / m^2		0.7 (0.7)	0,04	0,01	0,003	0,2	0,03	0,03	0,0005	0,4	0,0003

Note: Data for previous reporting years (2021–2023) has been restated, where applicable, to improve accuracy and address prior inconsistencies or data gaps.

WATER CONSUMPTION - LIKE-FOR-LIKE COMPARISON

	UNITS	YEAR	CONSUMPTION	%
LOGISTICS	m^3	2023 2024	12,492 16,724	33,9%
OFFICE	m^3	2023 2024	- 6,745	-
RETAIL	m^3	2023 2024	- 1,195	-
INDUSTRIAL	m^3	2023 2024	- 94,247	-
STUDENT HOUSING | SERVICED APARTMENTS	m^3	2023 2024	2,880 14,323	397,3%
SCHOOLS	m^3	2023 2024	9,250 12,728	37,6%
INDUSTRIAL/WINERY	m^3	2023 2024	184 2,171	1079,9%
HOSPITALITY	m^3	2023 2024	- 183,715	-
HQ	m^3	2023 2024	420 157	-62,6
TOTAL PORTFOLIO (INCL. HQ)	KWh	2023	24.806 (25.226)	1237.8% (1216.1%)
		2024	331.849 (332.006)	

Waste

Premia has started a recycling program at its headquarters to cut waste and boost sustainability. In 2024, it recycled **411 kg** of paper and **11 kg** of batteries. Waste management in other areas is tenant-controlled, so Premia does not manage recycling there.

In 2024, hazardous waste across the portfolio was **217 tonnes**, up from 29 tonnes in 2023 but down from 581 tonnes in 2022. Non-hazardous waste was **4,779 tonnes** in 2024, lower than 5,982 tonnes in 2023 and 6,370 tonnes in 2022. A like-for-like analysis has been completed for 2023 and 2024, covering only assets with available data for both years. The resulting -16.9% change reflects improved waste management and reductions in total waste.

WASTE PRODUCTION IN BUSINESS OPERATION / SECTOR

	UNITS	YEAR	TOTAL excl. HQ (incl. HQ)	LOGISTICS	OFFICE	RETAIL	INDUSTRIAL	STUDENT HOUSING SERVICED APARTMENTS	SCHOOLS	WINERY	HOSPITALITY	HQ
				PORTFOLIO ANALYSIS								
HAZARDOUS	tn	2021	21 (21)	21	-	-	-	-	-	-	-	-
NON-HAZARDOUS	tn		6,405 (6,405)	6,386	-	19	-	-	-	-	-	-
HAZARDOUS	tn	2022	581 (581)	538	-	43	-	-	-	259	-	-
NON-HAZARDOUS	tn		6,370 (6,370)	6,026	-	84	-	-	-	-	-	-
HAZARDOUS	tn	2023	29 (29)	29	-	-	-	-	-	-	-	-
NON-HAZARDOUS	tn		5,968 (5,982)	5,874	-	1	92	-	-	-	-	14
HAZARDOUS	tn	2024	217 (217)	-	-	141	-	-	-	-	76	0.011
NON-HAZARDOUS	tn		4,779 (4,779)	202	-	219	2,156	-	-	1,335	867	0,4

Note: Data for previous reporting years (2021–2023) has been restated, where applicable, to improve accuracy and address prior inconsistencies or data gaps.



WASTE PRODUCTION IN BUSINESS OPERATION – LIKE-FOR-LIKE COMPARISON

	UNITS	YEAR	CONSUMPTION	%
TOTAL PORTFOLIO (INCL. HQ)	tn	2023	5,997 (6,011)	-16.7% (-16.9%)
		2024	4,996 (4,996)	

People & Culture

Corporate culture is a key aspect of Premia Properties, defining its identity, core values, and the ways in which its members interact and work within the organization. At Premia, corporate culture includes both ideals and practical applications, forming a crucial part of the organization's identity and operational practices.

This section outlines the fundamental principles that guide Premia. These principles include a commitment to the well-being and professional growth of employees, as well as a dedication to fostering diversity and ensuring equal opportunities for all. These core tenets are embedded in daily operations and interactions.

Premia is committed to the well-being and professional development of its employees. This commitment is evident in various initiatives aimed at promoting a healthy work-life balance, continuous learning opportunities, and career advancement. By focusing on employee well-being, Premia aims to maintain a motivated and productive workforce that contributes to the organization's goals.

Diversity and inclusion are important aspects of Premia's corporate culture. The organization aims to create an inclusive work environment where all employees have equal opportunities to succeed. This focus is reflected in the implementation of policies and practices that promote diversity and prevent discrimination. By fostering a diverse and inclusive workplace, Premia seeks to leverage the unique perspectives and talents of its employees to drive innovation and excellence.



Employee Empowerment & Well-Being

At Premia, employees are regarded as the organization's greatest asset and as a key factor in its success. Talent is nurtured, and career growth is supported through the promotion of individuals into leadership roles, with efforts focused on aligning each employee's work to the company's mission, vision, and values. A collaborative, respectful, and ethical work environment is fostered, ensuring that employees are empowered to achieve both personal and collective goals.

A strong emphasis is placed on employee well-being, with a competitive benefits package being provided. This package includes private medical insurance, benefits in kind, and other support services accessible to all staff members. Contributions are recognized, ideas are valued, and efforts are made to ensure employees feel that their work is impactful. Work-life balance is acknowledged as an essential element for maintaining a satisfied, healthy, and engaged workforce. This commitment was demonstrated in 2024 through low employee turnover, with only one person leaving the organization. This reflects the company's ongoing efforts to maintain a stable, supportive, and engaging workplace.

Structured benefits are complemented by small gestures and initiatives designed to foster a positive workplace atmosphere. Holiday gifts are distributed, opportunities for participation in company-sponsored experiences such as trips are provided, and access to wellness activities like Reiki sessions is made available. These actions reflect the company's dedication to establishing a caring, supportive, and fulfilling work environment.

In adherence to the commitment to holistic employee support, Premia offers a 24/7 support line which offers confidential guidance and counselling on mental health issues. It ensures employees have access to professional resources for stress management, well-being enhancement, physical activities, and dietary advice. The initiative strengthens the organization's dedication to both emotional and psychological health.

INDICATOR	2023	2024
Number of new employees	2	1
Rate of new hires	10%	5.9
Number of employee turnover	0	1
Employee turnover	0%	5.9
Females in BoD	25%	25%
Males in BoD	75%	75%
Females in significant categories (BoD, C-level, Head of Dept)	25%	33%
Males in significant categories (BoD, C-level, Head of Dept)	75%	67%

Note: The hiring and turnover percentages were calculated using the 2024 total headcount of 22 employees.

Learning & Professional Growth

At Premia, strong emphasis is placed on continuous learning as a key driver of career development, employee satisfaction, and long-term retention.

Employees are actively supported in strengthening their skills and expanding their knowledge through participation in educational activities, including training seminars, workshops, and development programs. Whether organized by external providers or through in-house initiatives, these opportunities are designed to address both individual and team needs, ensuring alignment with the company's evolving goals and sector-specific demands. Participation in learning activities that enhance expertise and support professional growth is encouraged for all employees. The table below outlines the training programs carried out during 2024, including both company-wide initiatives and targeted learning activities.

Diversity, Inclusion & Equal Opportunities

Premia actively promotes a diverse and inclusive workplace where all employees feel safe, respected, and valued. We embrace individual differences and ensure all voices are heard, recognizing that inclusion drives engagement, loyalty, and performance. We are firmly committed to providing equal opportunities in employment and career development, regardless of age, gender, race, religion, nationality, or other personal characteristics, in line with applicable legislation.
Any form of discrimination or harassment is unacceptable, and we maintain a zero-tolerance policy in all aspects of our operations. Our culture is grounded in respect, fairness, and trust, and we remain dedicated to fostering long-term professional growth for all employees.

		SENIOR MANAGEMENT (EXEC. OFFICERS)	PERSONNEL	BoD
GENDER	Men	67%	25%	75%
	Women	33%	75%	25%
AGE	> 50	75%	25%	75%
	30 - 50	25%	75%	25%
	< 30	0%	0%	0%

Learning & Professional Growth

TRAINING TITLE	PROVIDER	TRAINEE
Corporate Governance & Compliance Conference 2024	Boussias	1 employee
PWC: Unravelling Labour & GDPR	PWC	1 employee
Health & Safety in the Workplace	Ergonomia	All
First Aid Seminar	Red Cross	All
IFRS Certification (ICAEW)	Altium Training	1 employee
ESG for Banks, Firms and Institutional Investors: Advances and Challenges	IFFR & EBRD	2 employees
14th Capital Link Sustainability Forum	Capital Link	2 employees
1st Listed Companies Conference	ENEISET/ Nomiki Vivliothiki	2 employees
Financial Analyst	UOA	1 employee
Deloitte ElevateRE Event	Deloitte	1 employee
Internal Control Systems Recording Tools	Institute of Internal Auditors	1 employee
CSRD • Double Materiality & Environmental Disclosures	SEV	1 employee
4th Athens ESG Forum	Boussias	2 employees
2nd Real Estate Conference: ™Real Estate & Greek Economy • New Paths, Prospects, and Opportunitiesî	Boussias	6 employees
Bayes Education Programme ™Understanding the REIT Priceî	Bayes (formerly Cass Business School)	2 employees

TRAINING TITLE	PROVIDER	TRAINEE
5th Institutional Management Conference (HE.F.A.M.A.)	Ethos Media	46 employees
Greek Real Estate Investment Forum 2024	Ethos Media	38 employees
Prodexpo	Tsomokos	3 employees
Introduction to the CSRD and Reporting with the ESRS	GRI Academy	2 employees
Certified Compliance Officer - 11th Class	Nomiki Vivliothiki	1 employee
Corporate Conference	Internal	All
Accounting for Internal Auditors - Special Topics in Accounting & Financial Management	Institute of Internal Auditors	1 employee
The Road Ahead: GRESB£s Commitment for the Future	GRESB	2 employees
KPMG: 2nd ESG Conference	KPMG	2 employees
Microsoft Office Training	So Easy	2 employees
Introduction to Regulatory Compliance - From Theory to Practice	Institute of Internal Auditors	1 employee
The Role of Boards in Publishing Sustainability Reports under CSRD	Greek-American Chamber of Commerce	3 employees
Risk Assessment & Annual Program Design	Institute of Internal Auditors	1 employee
General Data Protection Regulation & Internal Audit	Institute of Internal Auditors	1 employee

INDICATOR	2022	2023	2024
Average hours of training of employee	2.5	12.3	25.4
Average hours of training - female	15.4	4.64	15
Average hours of training - male	10.6	2.70	7

Health, Safety & Workplace Conditions

At Premia, employee health and safety remains a top priority. In 2024, we continued to strengthen the workplace safety culture through targeted actions that go beyond compliance with occupational health and safety legislation.

Building on past initiatives, Premia expanded its employee training program to include certified First Aid sessions, in collaboration with the Hellenic Red Cross. As part of this commitment, an Automated External Defibrillator (AED) was installed at its headquarters to ensure quick response capabilities in case of cardiac emergencies. These efforts reinforce our focus on preparedness and proactive safety measures in the workplace.

Health and safety training sessions are regularly conducted, covering topics such as emergency response, ergonomic practices, and appropriate use of office equipment. Scheduled evacuation drills are held to maintain employee readiness for various scenarios, including natural or man-made disasters.
Workplace conditions continue to support employee well-being through a healthy indoor environment, featuring natural lighting, ventilation, and ergonomic design.

Premia's headquarters undergo quarterly inspections by a certified safety engineer, and any issues identified are promptly addressed. Additionally, health and safety compliance is assessed during the technical due diligence process for all new property acquisitions.

Our consistent approach to workplace health and safety is reflected in our performance metrics, which remain exemplary:

INDICATOR	2023	2024
Injury rate (IR)	0%	0%
Lost Day Rate (LDR)	0%	0%
Accident Severity Rate (ASR)	0%	0%
Absentee Rate (AR)	0%	0%
Work-related fatalities	0%	0%
Assets for which health and safety impacts are assessed or reviewed for compliance or improvement	100%	100%
Incidents of non-compliance concerning the health and safety impacts of products and services.	0%	0%

Tenant Well-Being & Satisfaction

Enhancing Quality Across Our Properties

At Premia, it is recognized that the spaces under their management significantly influence the daily lives of tenants. Whether for work or logistics, environments that prioritize comfort, safety, and functionality are regarded as essential aspects of their approach.

A focus is placed on:

- Maintaining a healthy and pleasant indoor climate
- Keeping common areas clean, accessible, and well-maintained
- Facilitating clear and consistent communication with tenants
- Supporting outdoor and shared areas that enhance user experience

This people-centered property management approach strengthens tenant relationships, improves service outcomes, and helps preserve long-term asset value.

Satisfaction & Continuous Improvement

In 2024 80% of tenants expressed that they are either "very satisfied" or "satisfied" with Premia's services and building conditions — a result that reflects our commitment to high service standards.The tenant satisfaction survey was conducted anonymously via SurveyMonkey. You can access a summary of the survey questions here.

Premia will continue to monitor tenant experience and satisfaction, using feedback to guide ongoing improvements, reduce operational disruptions, and ensure properties meet evolving needs.

Community Engagement & Human Impact

Premia is dedicated to supporting society and enhancing community well-being locally and beyond. In 2024, the company strengthened its partnerships with non-profits, focusing on inclusion, education, health, and environmental initiatives.

Premia's actions generally include:

- Funded medical equipment, including a dental unit, for the rural clinic of Amorgos, and supported the 2024 Summer Diaplous expedition in cooperation with Symplefsi NGO.
- Sponsored the participation of the MDA Runners in the Athens Authentic Marathon and 5km race, while also supporting multiple MDA Hellas events including a hospital inauguration, annual concert, and Christmas Gala.
- Fulfilled the Christmas wishes of 23 children living in child protection institutions, in collaboration with the association Together for Children.
- Organized an environmental awareness activity for primary school students in Oropos and supported global tree planting efforts, as part of its ongoing collaboration with We4All.

Collaboration with Symplefsi

In 2024, Premia continued its meaningful collaboration with Symplefsi, a non-profit organization dedicated to enhancing the quality of life for residents of Greece's remote island communities through voluntary action and targeted support.

As part of this year's contribution, Premia funded essential medical equipment for the rural clinic of Amorgos, including the donation of a dental unit and accompanying medical supplies, strengthening local healthcare capabilities. Additionally, the company supported the 2024 Summer Diaplous, Symplefsi's volunteer expedition, which delivers medical, educational, and infrastructure services to isolated island regions.

Through this collaboration, Premia reinforces its commitment to addressing geographic inequalities in healthcare access and supporting community well-being in areas where resources are often limited.

Support for MDA Hellas

In 2024, Premia continued its long-standing collaboration with MDA Hellas (Muscular Dystrophy Association), standing by individuals with neuromuscular diseases through targeted support and sponsorships.

The company supported the MDA Runners, participating in both the Athens Authentic Marathon and the 5km race, guided by the team's meaningful message: "It's not how you run, but why."
Premia also contributed to key events organized by MDA Hellas, including sponsorship of the inauguration of MDA's new premises at Thriasio Hospital, the annual concert at Veakeio Theatre, and the Christmas Gala at Ekali Club.

These actions reflect Premia's continued commitment to social inclusion and its active support for improving the quality of life of individuals living with neuromuscular conditions.

Together for Children

In 2024, Premia joined forces with the charitable association Together for Children, fulfilling the heartfelt Christmas wishes of 23 children residing in child protection institutions. Through this initiative, the company provided individualized gifts tailored to each child's preferences, offering a moment of joy and emotional support to those in vulnerable circumstances. The initiative reflects Premia's ongoing commitment to nurturing a culture of care, solidarity, and shared humanity, especially when it comes to supporting children and youth in need.

Collaboration with We4All

In 2023, Premia initiated a collaboration with We4All, a global non-profit organization dedicated to environmental restoration and education. The partnership was built on three pillars: raising environmental awareness among employees, delivering environmental education to 24 primary school pupils in Oropos, and financing the planting of 100 trees in Ancient Olympia, Greece and Kitui, Kenya.

In 2024, Premia further strengthened this collaboration, reaffirming its dedication to environmental education and community engagement. On January 26th, an environmental awareness activity was carried out at the 2nd Primary School of Oropos, a property within Premia's portfolio. As part of the initiative, 5th grade students participated in an interactive learning session focused on key environmental issues such as tree planting, sea protection, and recycling. The activity was supported by tailored educational materials and delivered under the guidance of specialized educators.

As a meaningful conclusion, each student received a sustainable, plantable seed pencil, encouraging an environmentally conscious lifestyle.

Premia continues to promote actions of hope and respect, aiming to contribute positively to society and the environment. Through its ongoing cooperation with We4All, the company reaffirms its role as a responsible corporate citizen committed to long-term sustainable development.

Further information:

> Premia Greek Sustainability Code

> Premia Annual Report 2024

Performance Tables

TABLE A | ENVIRONMENTAL PERFORMANCE DATA FOR PREMIA PORTFOLIO (INC. PREMIA HQ)

CORPORATE-LEVEL PERFORMANCE MEASURE	KPI	UNITS	2021	2022	2023	2024	NOTES
4.1 – Elec-Abs Total electricity consumption / GRI 302-1 (page 18)	**Electricity consumption.** **% Data coverage**	kWh	8,296,853 (8,328,691) 87.5%	18,808,427 (18,854,796) 94.4%	15,154,570 (15,200,283) 91.9%	24,979,859 (25,026,949) 97,8%	Consumption concerns & Premia HQ. No energy consumption in vacant properties therefore is excluded from the calculations.
	Proportion of electricity consumption from renewable sources.	%	0.91% N/A	0.33% N/A	0.91% N/A	- N/A	Please note that only schools have self-generated sources. There was no renewable energy production or purchase in 2024.
4.2 – Elec-LfL Like-for-like total electricity consumption / GRI 302-1 (page 19)	**Like-for-like electricity consumption.**	%	-	-	-	64.8% (64.6%)	The LfL analysis is for the reporting years 2023 & 2024.
4.3 DH&C-Abs Total district heating & cooling consumption / GRI 302-1	**Indirect energy consumption from district heating and cooling.**	kWh	N/A	N/A	N/A	N/A	No energy consumption from district heating / cooling networks.
	Proportion of energy consumption from district heating and cooling generated on and/or off site from renewable sources.	%	N/A	N/A	N/A	N/A	
4.4 DH&C-LfL Like-for-like total district heating & cooling consumption / GRI 302-1	**Like-for-like energy consumption from district heating and cooling.**	%	N/A	N/A	N/A	N/A	No energy consumption from district heating / cooling networks.
4.5 Fuels-Abs Total fuel consumption / GRI 302-1 (pages 20-24)	**Fuels used from direct sources.**	kWh	316,386 (316,386)	2,020,862 (2,020,862)	1,713,716 (1,713,716)	1,841,514 (1,841,514)	> The figures represent fuels used from direct sources (e.g., oil, LPG, natural gas). > These are tenant-controlled sources and therefore calculated as Scope 3 emissions, in accordance with the operational control boundary approach. > Fuel consumption at vacant properties is excluded from the calculations.
	Proportion of fuel consumption within the organization from renewable sources.	%	N/A	N/A	N/A	N/A	
4.6 Fuels-LfL Like-for-like total fuel consumption / GRI 302-1 (pages 20-24)	**Like-for-like fuel consumption.**	%	-	-	-	7.5% (7.5%)	The LfL analysis is for the reporting years 2023 & 2024.

TABLE A | ENVIRONMENTAL PERFORMANCE DATA FOR PREMIA PORTFOLIO (INC. PREMIA HQ)

CORPORATE-LEVEL PERFORMANCE MEASURE	KPI	UNITS	2021	2022	2023	2024	NOTES
4.7 Energy-Int Building energy intensity / GRI 302-3 (pages 18,20,22,24 -Intensity[2])	**Direct and indirect energy used (including renewable and non-renewable sources), normalized by an appropriate denominator.**	kWh/m^2	45.2 (45.3)	63.0 (63.0)	59.6 (59.6)	58.2 (58.2)	Premia decreased the energy intensity compared to the previous reporting year.
4.8 GHG-Dir-Abs Total direct greenhouse gas (GHG) emissions / GRI 305-1	**Amount of direct (Scope 1) greenhouse gas emissions.**	$KgCO_2e$	-	-	-	-	No fuels consumption at landlord-controlled & vacant buildings hence no Scope 1 emissions.
4.9 GHG-Indir-Abs Total indirect greenhouse gas (GHG) emissions / GRI 302-5 (page 25)	**Location-based indirect (Scope 2) greenhouse gas emissions emitted by offsite generation.**	$KgCO_2e$	- (13,910)	154,940 (175,198)	139,489 (159,460)	155,855 (169,424)	Scope 2 calculations refer to landlord-controlled assets & Premia's HQ.
	Location-based indirect (Scope 3) greenhouse gas emissions emitted by offsite generation.	$KgCO_2e$	3,710,337	8,492,361	6,832,776	9,037,330	Scope 3 calculations in this context refer to the energy consumption (electricity & fuels) of tenant-controlled assets.
4.10 GHG-Int Greenhouse gas (GHG) emissions intensity from building energy consumption / GRI CRESD indicator CRE3 (page 25)	**Direct and indirect (location-based) (Scope 1, 2 & 3) GHG emissions generated from energy consumption, normalised by an appropriate denominator.**	$KgCO_2e$	19.5 (19.5)	26.2 (26.2)	24.6 (24.6)	19.9 (19.9)	Values apply to Premia's HQ, landlord-controlled assets, and tenant-controlled assets. Vacant properties do not consume energy and are therefore excluded from the calculations.
4.11 Water-Abs Total water consumption / GRI 303-1 (page 26)	**Water consumed within the portfolio.** **% Data coverage**	m^3	19,906 (20,048) 100.0%	58,385 (58,563) 91.7%	24,806 (25,226) 64.9%	331,849 (332,006) 80.4%	Increase driven by 10 new assets (incl. 2 hotels with high water use) & improved data coverage (64.9% in 2023 vs. 80.4% in 2024).
4.12 Water-LfL Like-for-like total water consumption / GRI 303-1 (page 27)	**Like-for-like water consumption.**	%	-	-	-	1216.1% (1237.8)	The Lfl analysis is for the reporting years 2023 & 2024.
4.13 Water-Int Building water intensity / GRI CRESD guidance on CRE2 (page 26)	**Water consumption, normalized by an appropriate denominator**	m^3/m^2	0.1 (0.1)	0.2 (0.2)	0.1 (0.1)	0.7 (0.7)	Values reflect total portfolio water intensity, normalized per m≤. Increase in 2024 is due to portfolio expansion and improved data coverage.
4.14 Waste-Abs Total weight of waste by disposal route / GRI 306-2 (page 28)	**Waste produced & disposed of by disposal route.** **i. Total** **ii. Non-Hazardous** **iii. Hazardous**	tn	I. 6,426 (6,426) II. 6,405 (6,405) III. 21 (21)	I. 6,951 (6,951) II. 6,370 (6,370) III. 581 (581)	I. 5,997 (6,011) II. 5,968 (5,982) III. 29 (29)	I. 4,996 (4,996) II. 4,779 (4,779) III. 217 (217)	Full waste data by disposal route is disclosed for 2024, including Lfl values, resolving the data limitations that affected 2023 reporting. This data cover only the assets for which waste information was made available.
4.15 Waste-LfL Like-for-like total weight of waste by disposal route / GRI 306-2 (page 29)	**Like-for-like waste produced.**	tn	-	-	-	-16,7% (-16,9%)	The Lfl analysis is for the reporting years 2023 & 2024.
4.16 Cert-Tot Type and number of sustainably certified assets / GRI CRESD CRE8 (pages 6,11)	**Type and number of sustainability certification, rating or labelling schemes**	number			1 asset LEED certified at Gold level (high-rise offices)	33 assets occur EPCs (incl. HQ)	Premia's first internationally certified property, the Piraeus 180-186 office (LEED Gold, 2024), covers 59,200 m^2 (13% of total GBA; Chapter 02). EPCs cover 54% of buildings (incl. HQ), with 45% rated Category B+ (Chapter 05).

TABLE B | ORGANIZATIONAL SOCIAL & GOVERNANCE INDICATORS

DATA REFLECT PREMIA'S INTERNAL OPERATIONS & WORKFORCE (EXCLUDING ASSET-LEVEL INFORMATION)

CORPORATE-LEVEL PERFORMANCE MEASURE	KPI	UNITS	2021	2022	2023	2024	NOTES
5.1 Diversity-Emp Employee gender diversity / GRI 405-1 (page 31)	**Percentage of male and female employees in the organisation's governance bodies.**	%	I. 25% II. 75%	I. 25% II. 75%	I. 25% II. 75%	I. 25% II. 75%	i. % female in Governance Bodies (BoD) ii. % male in Governance Bodies (BoD)
	Percentage of male and female employees in the organisation's governance bodies and other significant employee categories.		I. 29% II. 71%	I. 29% II. 71%	I. 25% II. 75%	I. 25% II. 75%	i. % female in Governance Bodies (BoD) and other managerial positions (C-levels, Head of Dept) ii. % male in Governance Bodies (BoD) and other managerial positions (C-levels, Head of Dept)
5.2 Diversity-Pay Gender pay ratio / GRI 405-2	**Ratio of the basic salary and/or remuneration of male and female employees in the organization's governance bodies and other significant employee categories.**	%					Not Disclosed.
5.3 Emp-Training Training and development / GRI 404-1 (page 32)	**Average hours of training that the organization's employees have undertaken in the reporting period.**	hr/person	I. 0 II. 0 III. 0	I. 2.5 II. 15.4 III. 10.6	I. 12.3 II. 4.6 III. 2.7	I. 25.4 II. 15 III. 7	i. Average hours per employee ii. Average hours per female iii. Average hours per male
5.4 Emp-Dev Employee performance appraisals / GRI 404-3	**Percentage of total employees who received a regular performance and career development review during the reporting period.**	%					Not Disclosed.
5.5 Emp-Turnover Employee turnover and retention / GRI 404-1 (page 31)	**Total number and rate of new employee hires.**	number / %		2 9.53%	2 10%	1 5.9%	
	Total number and rate of employee turnover.	number / %	0 0%	0 0%	0 0%	1 5.9%	
5.6 H&S-Emp Employee health and safety / GRI 403-2 (page 33)	**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%	0%	0%	

TABLE B | ORGANIZATIONAL SOCIAL & GOVERNANCE INDICATORS

DATA REFLECT PREMIA'S INTERNAL OPERATIONS & WORKFORCE (EXCLUDING ASSET-LEVEL INFORMATION)

CORPORATE-LEVEL PERFORMANCE MEASURE	KPI	UNITS	2021	2022	2023	2024	NOTES
5.7 H&S-Asset Asset health and safety assessments / GRI 416-1 (page 33)	**Percentage of assets for which health and safety impacts are assessed or reviewed for compliance or improvement.**	%	100%	100%	100%	100%	Premia's HQ are quarterly checked by safety engineers. Technical evaluations for all properties before acquisition.
5.8 H&S-Comp Asset health and safety compliance / GRI 416-2 (page 33)	**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	0	0	There are no reported issues.
5.9 Comty-Eng Community engagement, impact assessments and development programmes / GRI 413-1 (page 34)			Please refer to page 34 of this report.				
6.1 Gov-Board Composition of the highest governance body / GRI 413-1 (page 14)	**1. Number of executive board members**	number	3 I. 1 II. 2	3 I. 1 II. 2	3 I. 1 II. 2	3 I. 1 II. 2	Executive Member in BoD i. Female ii. Male
	2. Number of independent/non-executive board members	number	5 I. 1 II. 4	5 I. 1 II. 4	5 I. 1 II. 4	5 I. 1 II. 4	
	3. Average tenure on the governance body	years	n/a	n/a	n/a	n/a	
	4. Number of independent/non-executive board members with competencies relating to environmental and social topics	number	1	1	1	1	
6.2 Gov-Select Nominating and selecting the highest governance body / GRI 102-24 (page 15)	**Description of 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 Chapter 05 of this report and to Governance Structure at Premia's official website*.				
6.3 Gov-COI Process for managing conflicts of interest / GRI 102-25 (page 14)	**Description of processes to ensure that conflicts of interest are avoided and managed in the highest governance body.**		Please refer to page 14 of this report and to Governance Structure at Premia's official website*.				

Definitions

BoD (Board of Directors): The governing body of Premia Properties R.E.I.C., responsible for overseeing the company's operations and strategic direction.

BREEAM (Building Research Establishment Environmental Assessment Method): A sustainability assessment method used to evaluate the environmental performance of buildings and infrastructure.

Carbon Neutrality: Achieving a balance between the carbon dioxide emitted into the atmosphere and the carbon dioxide removed from it, resulting in a net-zero carbon footprint.

Corporate Governance: The system of rules, practices, and processes by which a company is directed and controlled.

CSR (Corporate Social Responsibility): A business model that helps a company be socially accountable to itself, its stakeholders, and the public.

CSRD (Corporate Sustainability Reporting Directive): An EU directive that requires large companies to publish regular reports on the social and environmental impacts of their activities.

Decarbonization: The reduction of carbon dioxide and other greenhouse gas emissions through cleaner energy, improved efficiency, and sustainable practices.

Energy Intensity: The amount of energy consumed per unit of floor area, typically expressed in kilowatt-hours per square meter per year (kWh/m²/year).

EPC (Energy Performance Certificate): A certificate that provides an energy efficiency rating for buildings, ranging from A+ (most efficient) to H (least efficient).

ESG (Environmental, Social, and Governance): Criteria used to evaluate a company's operations and performance in these three areas, guiding sustainable and ethical investments.

EPRA (European Public Real Estate Association): An organization that represents the interests of publicly listed real estate companies in Europe.

GHG (Greenhouse Gas): Gases that trap heat in the atmosphere, contributing to global warming and climate change. Common GHGs include carbon dioxide (CO2), methane (CH4), and nitrous oxide (N2O).

GHG Emissions Intensity: The volume of GHG emissions per unit of floor area, usually measured in kilograms of CO_2 equivalent per square meter per year ($kgCO_2e/m^2$/year).

GRESB (Global Real Estate Sustainability Benchmark): An organization that assesses the sustainability performance of real estate and infrastructure portfolios and assets worldwide.

GRI (Global Reporting Initiative): An international independent standards organization that helps businesses, governments, and other organizations understand and communicate their impacts on issues such as climate change, human rights, and corruption.

LEED (Leadership in Energy and Environmental Design): A globally recognized green building certification system that provides a framework for healthy, highly efficient, and cost-saving green buildings.

REIC (Real Estate Investment Company): A company that owns, operates, or finances income-producing real estate.

SBPR (Sustainability Best Practices Recommendations): Guidelines provided by EPRA for sustainability reporting in the real estate sector.

Scope 1 Emissions: Direct GHG emissions from sources that are owned or controlled by the company.

Scope 2 Emissions: Indirect GHG emissions from the consumption of purchased electricity, heat, or steam.

Scope 3 Emissions: Indirect GHG that occur in a company's value chain, such as from purchased goods, business travel, or leased assets.

Sustainability: The practice of meeting the needs of the present without compromising the ability of future generations to meet their own needs, encompassing environmental, social, and economic dimensions.

UN SDGs (United Nations Sustainable Development Goals): A set of 17 global goals established by the United Nations in 2015 to address pressing social, economic, and environmental challenges by 2030.

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