



PREMIA

Properties

SUSTAINABILITY REPORT 2022

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1.0 CEO Statement

Premia Properties R.E.I.C. integrates principles of sustainable entrepreneurship into its strategy and operations. In 2021, we established sustainability goals to which we remain fully committed as we move ahead.

Our focus on sustainable development encompasses our business operations, with a primary emphasis on reducing the environmental impact of our activities. Our strategic objective is to be recognized as one of the leading sustainable real estate companies in Greece, delivering high-quality services while achieving robust financial results. Hence, our operations are committed to the U.N. Sustainable Development Goals.

A core pillar of our sustainability strategy is to enhance the environmental performance of our assets. We aim to achieve this by implementing innovative technologies and actions. Our goal is to transform our portfolio into one that features environmentally friendly buildings, thereby reducing and minimizing their overall environmental impact.

On a corporate level we have set a target to achieve carbon neutrality by 2050, and we are taking specific measures to attain this goal. We collaborate with suppliers, specialized consultants, and other stakeholders to ensure the optimal environmental performance in our buildings. We are gradually increasing the utilization of low or zero-carbon alternative energy sources to meet our buildings' energy needs, accelerating the decarbonization of our portfolio.

Additionally, we make strategic investments and form partnerships to implement energy-efficient measures, such as installing photovoltaic panels, electric vehicle charging stations, and upgrading infrastructure components like lighting, roofs, facades, and heating systems to improve energy efficiency. Furthermore, we plan to adopt more efficient waste management practices.

Within this framework, we remain committed to creating a healthy and inclusive work environment. We prioritize the well-being of our employees, encourage mindfulness in the workplace, foster continuous growth, and provide equal opportunities to all.

This sustainability report provides detailed and transparent information of our Premia's performance across all relevant areas. It allows us to outline our plans for achieving long-term goals and track the progress we have made towards them.

Sustainability serves as a fundamental pillar of Premia Properties' business strategy and is deeply integrated in our corporate identity. We remain committed to sustainability and environmental stewardship, and actively contribute to the local communities. Through our efforts, we strive to make a positive impact on the Greek economy and society.

Kostas Markazos
CEO

2.0 About Premia Properties R.E.I.C.

Premia Properties R.E.I.C. (hereafter "Premia") is a rapidly expanding and dynamic Greek real estate investment company based in Athens, Greece. It was established in 1991 and has been listed on the Athens Stock Exchange since 2008. In July 2020, the majority stake of Premia was acquired by the Swedish real estate group Sterner Stenhus. In April 2022, Premia obtained its license to operate as a Real Estate Investment Company (R.E.I.C.).

Premia's primary focus is to achieve growth by building a diversified portfolio that generates attractive and sustainable risk-adjusted returns for all stakeholders. Premia strategically invests in properties associated with essential sectors of the economy including logistics, commercial big-boxes, social infrastructure (schools) and serviced apartments.

Premia's goal is to enrich its portfolio with high-quality assets with sustainable characteristics, to achieve high lease performance and partners with financially sound tenants through long-term agreements. Premia manages its portfolio proactively for the long-term benefit of Premia and its shareholders.



Premia's portfolio geographic diversification

► **Properties: 50**

► **Portfolio GAV: € 273 M**

► **Total Assets: € 325 M**

► **Net Asset Value: € 141.1 M**

► **GBA: 368,800 m²**

as of 31.12.2023

3.0 Report Details

This inaugural 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 of January 1st, 2022, to December 31st, 2022. The scope of the Report encompasses our core business activities, which include property investment, development, and management. Moving forward, Premia intends to release a sustainability report on an annual basis. It is important to note that the content of this report has not been externally assured by Premia's BoD. However, Premia intends to have future reports externally assured for increased credibility and transparency.

The report provides performance information for most of the assets in Premia's portfolio. Specifically, out of the 50 assets, data is presented for 34 leased assets including Premia's headquarters, which collectively represent 68% of the total building area of the portfolio as of December 31st, 2022. It is noted that for the following assets no information has been 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 the scope).
- 3 non-leasable industrial buildings (requiring major renovation) that as of 31.12.2022 have remained vacant (since 2020), with no energy/water consumption and waste generation.
- 5 plots of land (vineyards) that contain abandoned buildings with no energy/water consumption and waste generation.

Premia is committed to transparency in all aspects of reporting, and values feedback for continuous improvement. To provide feedback or suggestions regarding the report please direct your correspondence to the following e-mail: info@premia.gr. Your input will be appropriately handled by the Sustainability Team.

Organizational Boundaries

For the purposes of this report, Premia has defined boundaries by using the operational control approach as defined in the GHG protocol. This report contains the following information:

1. 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).
2. 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.

Coverage

The coverage percentage has been calculated by using the surface area (m²) and presented for all relevant indicators.

Estimation of landlord-obtained utility consumption

For consistency reasons, a sparingly estimation was made for energy/water consumption for specific months (last month of each calendar year when data was not available) and for certain assets. These data derived from utility bills for corresponding periods. This approach represents 2.97% of the energy and 2.01% of the water consumption data, respectively.

Normalization

Indicators of environmental performance are calculated by using the surface area (m²).

Analysis (segmental)

Premia manages a property portfolio located in Greece. Therefore, an analysis by property type was made and presented in this report.

4.0 Portfolio Overview

Premia owns and manages a diversified portfolio that consists of 50 assets primarily in the logistics, social infrastructure, serviced apartments, and light industrial sectors. These properties are strategically located throughout Greece with a significant concentration in the region of Attica.

The primary objective of Premia is to own and manage a portfolio of high-quality assets with sustainable features and to create long-term value for its shareholders, employees, and other stakeholders.

#	Location	Type of Use	GBA (m ²)
1	Aspropyrgos, location Kyrillos, Attica	Logistics	53,781.13
2	Aspropyrgos, location Lakka, Attica	Logistics	9,443.00
3	Aspropyrgos, location Psari, Attica	Logistics	4,795.06
4	Elefsina, 27th km of the Old National Road Athens – Corinth, Attica	Logistics	35,236.93
5	Peania, 76 Lavriou Ave, Attica	Big box	1,486.78
6	Votanikos, 166 Orfeos str., Attica	Industrial	10,856.67
7	Oreokastro, 19 Thermaikou str., Thessaloniki	Industrial	26,210.39
8	Nea Lampsakos, Chalkida	Land plots	0
9	Lavrio, Attica	Land plots	0
10	Thessaloniki, 1st km Municipal Road Syndos-Halastra	Logistics	24,702.63

#	Location	Type of Use	GBA (m ²)
11	Kalamata, 7th km of NR Kalamata – Tripolis	Big box	4,462.43
12	Katerini, Dimotikou Stadiou str & 2, A' Parodos Dimotikou Stadiou	Big box	1,485.25
13	Aspropyrgos, Dyo Pefka, Attica	Logistics	11,982.05
14	Mandra, Xiropigado-Vorro-Kapsala, Attica	Logistics	15,664.30
15	Aspropyrgos, Rikia, Attica	Logistics	7,298.03
16	Elefsina, Strifi, Attica	Logistics	10,148.82
17	Piraeus, Agiou Dionysiou	Serviced apartments	3,598.00
18	Student Residences, Kypseli, Athens, Attica	Serviced apartments	718.18
19	Student Residences, Thessaloniki	Serviced apartments	4,666.20
20	Doukas Schools, Maroussi- Attica	School	23,113.91
21	Student Residences, Patras	Serviced apartments	1,971.66
22	Athens-Tavros, 180 Pireos Ave., Attica	Office	52,503.45
23	Santorini, Petra-Magalohori	Winery	2,211.01
24	Santorini, Selladia	Vineyard	0
25	Kilkis, Goumenissa	Winery	1,282.00

#	Location	Type of Use	GBA (m ²)
26	Kilkis, Filiria	Vineyard	0.00
27	Naoussa, Kato Horio, Imathia	Winery	9,452.02
28	Naoussa, Xirokampos, Imathia	Vineyard	0
29	Nemea Ntouramani, Korinthos	Vineyard	0
30	Nemea Kokoules, Korinthos	Vineyard	322.58
31	Heraklion Crete, Potamos, Kato Archanes	Land plots	133.62
32	Heraklion Crete, Troulino, Skalani Pediadas Community	Winery	1,604.40
33	Heraklion Crete, Troulino, Skalani Pediadas Community	Winery	217.29
34	Tripolis, Mantinea Municipality	Land plots	1,309.60
35	Tripolis, Pachnia, Mantinea Municipality	Land plots	197.00
36	Paros, Agia Kyriaki	Vineyard	0
37	Paros, Kato Marathi	Vineyard	0
38	Pikermi, Marathonos Ave., Attica	Vineyard	4,772.19
39	Thessaloniki, Kordelio	Industrial	2,258.20
40	Kryoneri, Ag. Stefanos municipal road & Asklipiou str., Attica	Industrial	5,236.52
41	50th Athens Senior High School, Attica	School	3,752.98
42	61 st Athens Preschool, Attica	School	669.72

#	Location	Type of Use	GBA (m ²)
43	42 nd Athens Senior High School, Attica	School	3,480.32
44	Technical Vocational School-Experiential School Center, Megara, Attica	School	4,575.12
45	2 nd Skala Oropou Lower School, Attica	School	2,960.22
46	Skala Oropou Preschool, Attica	School	652.28
47	1 st Scala Oropou High School, Attica	School	2,864.56
48	Athens Music High/Senior High School, Attica	School	8,870.25
49	Special Education Vocational & Training School, N. Heraklio, Attica	School	4,370.21
50	51 st Athens High School, Attica	School	4,309.52

5.0 Governance

Premia embraces the rules of Corporate Governance acknowledging their importance to create value for the Company. Premia has adopted a robust system harmonized with the Greek legislation and has attracted competent individuals to ensure sound and effective management. The composition of Premia's Board of Directors adheres to the standards outlined in the Regulation Code as this complies with Law 4706/2020.

Board members possess the necessary knowledge, skills and experience while allocating sufficient time to exercise their duties effectively. The Vice-President of the Premia's Board of Directors brings extensive experience in sustainability matters, holding an executive position as Director of the ESG Committee in one of the largest real estate companies listed internationally.

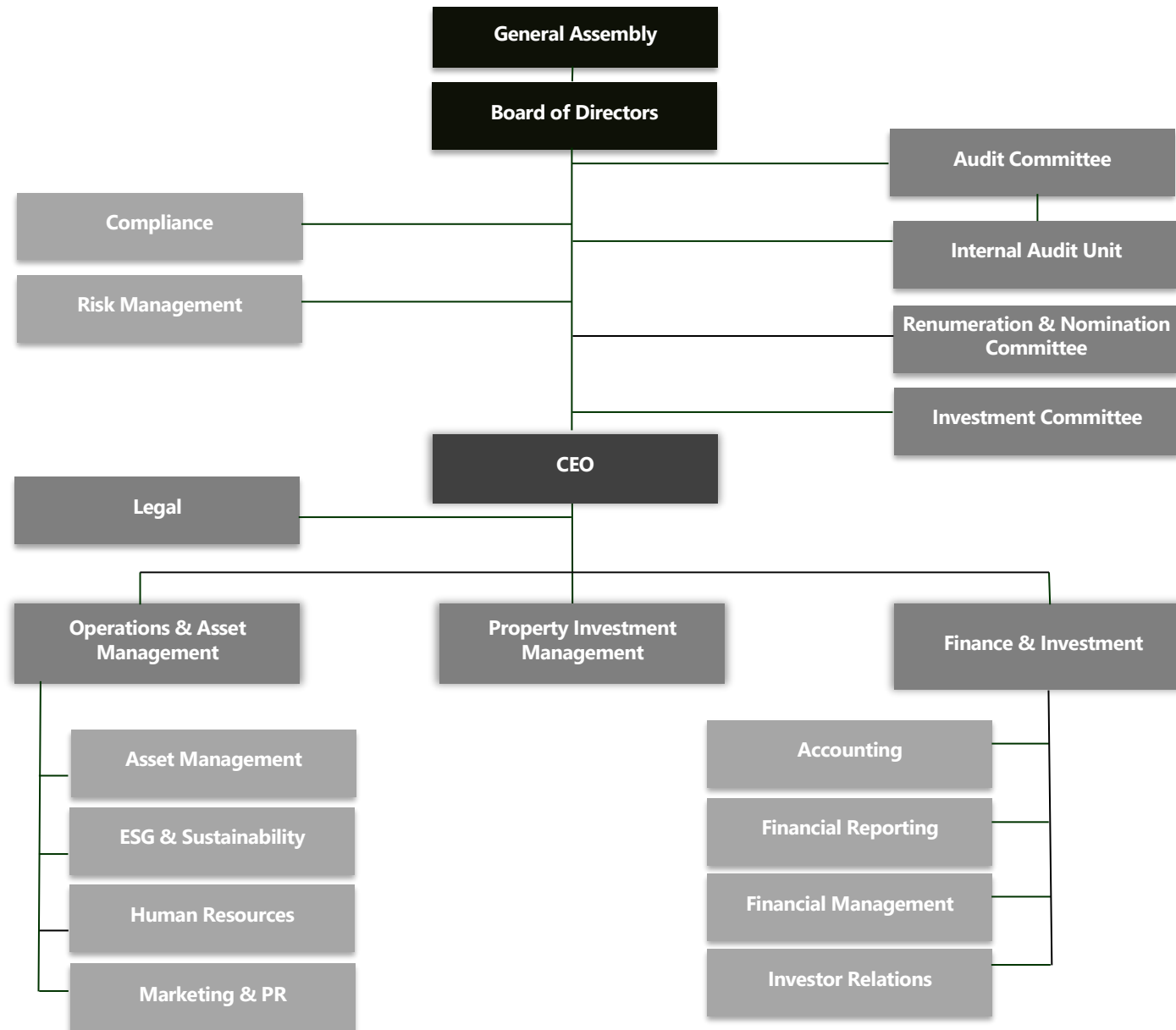
Board of Directors candidates are provided with information on Premia's culture, values, and corporate strategy. Premia's Suitability Policy, which is approved by the Board of Directors, incorporates provisions of integrity, diversity, and dedication that the candidates must fulfil prior to their appointment.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

According to article 19 of the Articles of Association, the Board of Directors consists of a minimum of three (3) and a maximum of fifteen (15) board members. These members are elected by the Shareholders Ordinary General Meeting and serve a three (3) years tenure according to Law 4706/2020 as currently in effect. Since Premia has been operating under its current legal form for only one year, the average tenure of the Board of Directors cannot be calculated. The Board of Directors is comprised of executive, non-executive, and independent members. The independent members are elected by the Shareholders Ordinary General Meeting as outlined in art. 9 of Law 4706/2020. The Board of Directors' composition fulfills all necessary criteria as outlined by the 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%)

**Including one independent/non-executive board member related to environmental and social issues.*

Organizational Chart



The Members of the Board of Directors have several obligations that include the following:

- Embrace the values and philosophy of Premia and operate in accordance with the Code of Conduct.
- Strengthen its values and defend its corporate interest.
- Comply with Premia's Articles of Association as currently in effect.
- Ensure disclosure of privileged information to the Board of Directors and avoid any situation that may create conflict of interest with Premia or affiliated companies.
- Maintain confidentiality of privileged information, related to important events or decisions, until it is officially disclosed by Premia.

Conflicts of Interest

Premia has adopted a Policy and a Procedure to prevent and address cases of conflicts of interest, considering the relevant 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.

The primary objective of this Policy is to establish a framework which identifies, monitors, manages, and prevents cases of conflicts of interest. By doing so, persons discharging managerial responsibilities take prudent and objective decisions that benefit Premia. This Policy addresses the way in which 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.

Part of the conflicts of interest process is described in Premia's Regulation Code. Nevertheless, it should be highlighted that currently, Premia has not publicly released a policy for preventing or dealing with conflicts of interest cases, as it is not mandatory by the Greek legislation.

⇒ For further information please refer to:

- Premia's Vice President (BoD) and Director of ESG Committee of Aroundtown: <https://www.aroundtown.de/sustainability>
- Premia's Regulation Code: <https://premia.properties/corporate-governance/regulation-code/?lang=en>
- Premia's Suitability Policy for the members of the BoD: <https://premia.properties/corporate-governance/board-of-directors/?lang=en>
- Premia's Website at Corporate Governance section: [Homepage - Premia - Properties](#)

6.0 Committees

Premia's Board of Directors is supported by the following committees:

I. 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, the Premia's risk management, the quality of external audit and the integrity of the financial information process.

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. The majority 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 must be independent, have adequate knowledge and expertise in auditing or accounting, and attend the Committee's meetings to propose the approval of the financial statements from the BoD or AGM as applicable.

II. Investment Committee

The Investment Committee is established by the 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.

III. 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 prospective BoD members. The Committee is comprised of at least three non-executive board members, two of whom must be 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

- To define and evaluate the Board of Directors' composition and performance and make proposals for improvement if necessary.

- To regularly review fulfillment of independence criteria regarding the independence of non-executive members of the Board of Directors and propose changes where necessary.
- To 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.

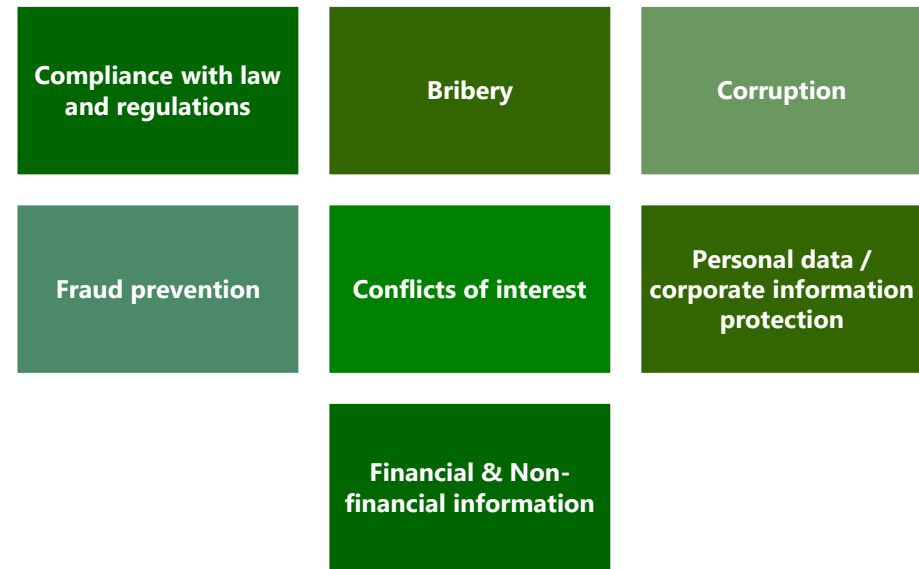
Remuneration

- 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.
- Monitor Remuneration Policy adoption.
- Evaluate annually the existing Remuneration Policy 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:



- ⇒ For further information please refer to:
- Premia's remuneration policy: <https://premia.properties/corporate-governance/remuneration-policy/?lang=en>
 - Process to determine remuneration: <https://premia.properties/corporate-governance/remuneration-policy/?lang=en>
 - Code of Conduct: [Code Of Conduct - Premia - Properties](#)
 - Premia's Properties Website at the Corporate Governance section: [Homepage - Premia - Properties](#)

7.0 Sustainability Approach

Premia aspires to be among the Sustainability leaders in Greece. Being a listed Real Estate Investment Company, we are committed to the sustainability journey, as an employer, a business partner, a community and environmental member, and a value creator for the shareholders.

We are committed to integrating ESG (Environmental, Social and Governance) initiatives in a manner that reflects our values and positions us for a long-term success. As part of this commitment, Premia monitors its assets from a sustainability perspective and explores ways to enhance their overall efficiency and performance. Furthermore, it is Premia's key priority for its assets to receive sustainability certifications (e.g. LEED, BREEAM). Premia has decided to proceed with the major renovation of a recently acquired asset under the framework of LEED (Leadership in Energy and Environmental Design) standards building certification. In principle, this asset will be the first property in Premia's portfolio to achieve LEED certification, highlighting Premia's emphasis on sustainable construction practices and environmentally friendly operations. Additionally, we are actively reviewing other assets in our portfolio to determine their potential to obtain relevant certifications.



Major renovation of an office building according to LEED v4 BD+C

Furthermore, Premia has communicated to its tenants the importance to provide relevant documentation to establish and maintain measurable data and enable the reporting of the environmental performance of Premia's assets. This process, as described above, will be monitored, updated, and reviewed on a quarterly basis.

In addition, Premia encourages tenants to disclose any additional information related to sustainability measures or concerns that may be applicable to their leased premises. This open communication ensures that all stakeholders are actively engaged in promoting sustainable practices and addressing relevant environmental issues.

To consolidate these commitments, Premia has embedded "Green Lease" terms for new lease agreements. Green leases are a proven tool for improving the sustainability and energy-efficiency of the assets, unlocking win-win investments for Premia and tenants with energy-aligned clauses. Green leases are by definition, leases, with clauses and operational procedures that advance efficient and carbon neutral buildings.

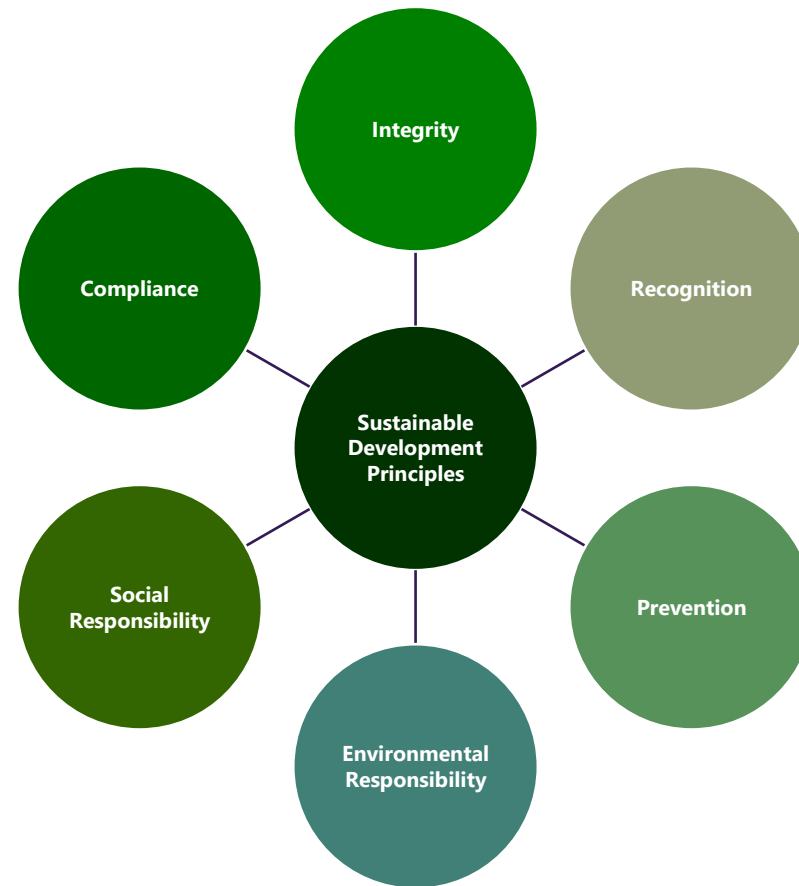
Moreover, Premia is currently working on issuing Energy Performance Certificates (EPC) for all applicable building as many were constructed under previous codes that did not require the issuance of an EPC. According to current and more stringent building code only industries, labs, warehouses, parking areas and gas stations are excluded from this requirement.

The following table summarizes the EPC levels for the assets in Premia's portfolio. It is noted that 63% of the buildings (excluding buildings omitted from the requirement to have an EPC) have an EPC that is equal to or better than category "Γ" (C). Premia's headquarters, which is a listed building and therefore subject to certain restrictions, have been classified with an "H" EPC.

EPC Level	% of value across the portfolio
A+	0%
A	0%
B+	8%
B	13%
C (Γ in greek)	6%
D (Δ in greek)	20%
E	0%
F (Ζ in greek)	0%
G (Η in greek)	0%

At Premia we set objectives that drive our sustainability efforts:

- Ensuring regulatory compliance by establishing adherence to the sustainability laws and regulations that apply to the real estate industry.
- Sustaining an ESG monitoring and reporting method by collecting data and metrics following the reporting standards in the industry.
- Overseeing sustainability projects by acting as a project manager, by planning, coordinating, reviewing progress, and tracking results to coordinate various operational efforts.
- Managing shareholders’ relationships by promoting ongoing dialogue with internal and external stakeholders to develop constructive, transparent relationships.
- Building organizational capabilities by identifying gaps and adopting appropriate educational initiatives for upskilling and/or sourcing the missing capabilities.
- Embedding sustainability into an ongoing process by revising and adopting criteria metrics and tools.
- Preparing Premia’s ESG report to capture sustainability performance, initiatives, and progress.



Premia’s Sustainable Development Principles

Premia emphasizes on minimizing investment risk by strategically allocating its investments on high-quality assets. Simultaneously, we actively seek sustainable investment opportunities that will not only generate strong investment returns but will also benefit the environment, the employees, and society. The objective is to achieve strong investment returns while adhering to sustainable practices. We acknowledge that actively managing investments in a sustainable manner is essential to ensure their long-term viability and to maximize their returns.

Premia’s employees are the driving force behind its growth, and their overall well-being is of utmost importance. Premia is committed to providing equal employment opportunities regardless of age, gender, race, religion, nationality, or other personal traits and will not tolerate any form of discrimination or harassment. Premia fosters a safe work environment where employees’ health is safeguarded. The continuous development and professional satisfaction of its people are Premia’s ultimate goal. Premia acknowledges the value of a corporate culture that promotes corporate responsibility that includes strong corporate governance, quality of services, employee well-being, environmental protection, and social contribution. According to its Sustainability Policy, Premia operates under the following principles, which are communicated to all working for and on behalf of Premia.

⇒ For further information please refer to:

- Greek Sustainability Code:

[Greek Sustainability Code - Premia - Properties](#)

Certifications & Recognition

- **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. It draws important know how from the Sustainability Code at a European level that has been created by the German Council for Sustainable Development. Premia participates in the Greek Sustainability Code and actively contributes with transparency and commitment towards Sustainable Development and Responsible Entrepreneurship.



- **Sustainable Company**

The Companies certified by The European Sustainable Companies Network, as being sustainable companies, are those that operate with Sustainable Development & Responsible Entrepreneurship policies, systematically monitoring the impact of their business operation. 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.



- **ATHEX ESG Index**

Premia Properties participates in the newly developed index “ATHEX ESG”, created by the Athens Stock Exchange for listed companies. 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).



- **EPRA**

EPRA, the European Public Real Estate Association, is the voice of publicly traded European real estate sector. EPRA is committed to promote, develop and represent the European public real estate sector by working with its members, through the provision of better information to investors and stakeholders. Premia is an EPRA member, enjoying advice, resources and information to improve performance, and organize opportunities to grow its businesses.



- **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.



8.0 Energy & GHG

Electricity

The energy consumption across managed assets in 2021 (HQ incl.) was **8,328 MWh** compared to **18,924 MWh** in 2022. The energy intensity was 37.61 kWh/m² in 2021 compared to 58.24 kWh/m². Energy intensity reflects Premia's growth in investments with new acquisitions that occurred in 2022. Vacant buildings that are under Premia's control do not consume energy or fuels therefore they have been excluded from the total building area of the portfolio, and from the energy / fuels and GHG intensity calculations. There is no energy consumption from district heating or cooling networks.

PV panels have been installed on the roof of some school buildings to cover annual demand in electricity. In 2021 the annual electricity consumption covered by

renewable systems was **0.91%** while in 2022 **0.33%**. This reduction can be explained by the fact that buildings with renewable systems remained constant over these years.

Premia's HQ proportionate share of energy consumption in 2021 was **31,838 kWh** compared to **46,369 kWh** in 2022. Premia relocated its headquarters in 2021. Consequently, a like-for-like consumption analysis is not possible across 2021 and 2022 as Premia has not been in operation at the same location. Like-for-like assessment is available for the schools' category (in total 10 schools) and on a building basis for two logistics buildings, which are presented below.

Electricity Consumption/Intensity in Business Operation / Sector

	Units	Year	Total (excl. HQ)	Portfolio Analysis						HQ
				Logistics	Retail	Industrial	Serviced Apartments	Schools	Winery	
Consumption	kWh	2021	8,296,853	6,507,379	1,291,085	0	0	498,388	0	31,838
Intensity	kWh/m ²		37.61	37.60	173.66	0	0	13.65	0	69.62
Consumption	kWh	2022	18,877,627	8,528,066	6,452,708	763,936	489,342	1,817,958	825,617	46,369
Intensity	kWh/m ²		58.24	49.28	107.66	145.89	71.24	30.49	52.06	52.45

Electricity Consumption Like-for-Like Comparison

	Units	Year	Consumption	%
Like-for-like for Schools Category (10 assets)	kWh	2021	498,388	6.75%
Like-for-like for Schools Category (10 assets)	kWh	2022	534,488	
Like-for-like for logistic building – Psari Aspropirgos	kWh	2021	1,881,966	-5.05%
Like-for-like for logistic building – Psari Aspropirgos	kWh	2022	1,791,414	
Like-for-like for logistic building – Elefsina Building	kWh	2021	1,954,049	-5.71%
Like-for-like for logistic building – Elefsina Building	kWh	2022	1,848,541	

Oil / Natural Gas

The total number of assets using oil for heating purposes in 2021 was 5 representing 21% of the portfolio. The number of assets using oil increased to 6 in 2022 representing 17% of the portfolio in 2022. Total oil consumption in 2021 was **20,607 m³** and **24,017 m³** in 2022, while the total natural gas consumption was **100,012 kWh** and **1,768,726 kWh** in 2022. A like-for-like assessment is possible only for the school's

category as they used oil and natural gas for heating purposes. The two logistics buildings used electricity for heating purposes, therefore, they are not included in the like-for-like calculations below. As indicated below, oil and natural gas consumption for heating purposes significantly increased in 2022 as schools returned to normal operation for the first time after the Covid-19 pandemic.

Fuel Consumption/Intensity in Business Operation / Sector

	Units	Year	Total (excl. HQ)	Portfolio Analysis					HQ	
				Logistics	Retail	Industrial	Serviced Apartments	Schools		Winery
Oil consumption	m ³	2021	20,607	17,795	0	0	0	2,812	0	0
Natural gas consumption	kWh		100,012	0	0	0	0	100,012	0	0
Oil intensity	m ³ /m ²		0.318	0.33	0	0	0	0.25	0	0
Natural gas intensity	kWh/m ²		3.93	0	0	0	0	2.06	0	0
Oil consumption	m ³	2022	24,017	15,576	0	0	0	8,437	4	0
Natural gas consumption	kWh		1,768,726	0	0	0	67,977	1,700,748	0	0
Oil intensity	m ³ /m ²		0.323	0.29	0	0	0	0.76	0	0
Natural gas intensity	kWh/m ²		33.23	0	0	0	14.57	35.02	0	0

Fuel Consumption Like-for-Like Comparison

	Units	Year	Consumption	%
Like-for-like for Schools Category (10 assets) - Oil	m ³	2021	2,812	66.67%
Like-for-like for Schools Category (10 assets) - Oil	m ³	2022	8,437	
Like-for-like for Schools Category (10 assets) – Natural gas	kWh	2021	100,012	50.18%
Like-for-like for Schools Category (10 assets) – Natural gas	kWh	2022	200,760	

GHG Emissions

The total GHG direct emissions (scope1 emissions) was **65,550 tnCO₂e** in 2021 compared to **76,727 tnCO₂e** in 2022. The total GHG indirect emissions (scope 2 emissions) was **3,639 tnCO₂e** in 2021 and **8,268 tnCO₂e** in 2022 (incl. HQ). Premia's

HQ proportionate share in indirect GHG emissions was **13,910 KgCO₂e** in 2021 and **20,258 KgCO₂e** in 2022.

GHG Emissions/Intensity in Business Operation / Sector

	Units	Year	Total (excl. HQ)	Portfolio Analysis						HQ
				Logistics	Retail	Industrial	Serviced Apartments	Schools	Winery	
GHG Emissions (Scope 1)	KgCO ₂ e	2021	65,550,262	56,588,100	0	0	0	8,962,162	0	0
GHG Emissions (Scope 2)	KgCO ₂ e		3,624,804	2,843,002	564,061	0	0	217,740	0	13,910
GHG Emissions Intensity	KgCO ₂ e/m ²		313.59	343.43	75.87	0.00	0	251.47	0	30.42
GHG Emissions (Scope 1)	KgCO ₂ e	2022	76,727,805	49,531,680	0	0	13,595	27,169,810	12,720	0
GHG Emissions (Scope 2)	KgCO ₂ e		8,247,428	3,725,818	2,819,117	333,755	213,788	794,246	360,703	20,258
GHG Emissions Intensity	KgCO ₂ e/m ²		262.15	307.75	47.03	63.74	20.76	469.05	23.55	22.92

9.0 Water

The total water consumption in 2021 was **20,048 m³** compared to **58,839 m³** in 2022. This increase is associated with the Covid-19 restrictions during 2021. Hence, many employees had a flexible working schedule and the option to work from home. Moreover, Premia proceeded with new acquisitions during 2022. Vacant buildings that are under Premia's control do not consume water therefore have been excluded from the total building area, and from water intensity calculations.

Premia's HQ proportionate share of water consumption in 2021 was **142 m³** compared to **177 m³** in 2022. This 20% increase is due to the abatement of Covid-19 measures

by the Greek government at the end of 2021, and the gradual return of employees to the office. The water intensity of the Premia's headquarters in 2022 is 50% less compared to 2021 which is due to the larger surface of the new office facilities. Premia headquarters and all its assets consume water from the public network.

A like-for-like assessment is available for the school's category and one logistics building. The second logistic building was excluded due to data unavailability. The 30% increase for schools category, reflects the reopening of schools and the abolition of Covid-19 restriction measures.

Water Consumption/Intensity in Business Operation / Sector

	Units	Year	Total (excl. HQ)	Portfolio Analysis						HQ
				Logistics	Retail	Industrial	Serviced Apartments	Schools	Winery	
Water Consumption	m ³	2021	19,906	11,576	1,095	0	28	7,206	0	142
Water Intensity	m ³ /m ²		0.09	0.07	0.15	0	0.01	0.20	0	0.30
Water Consumption	m ³	2022	58,662	13,776	6,715	277	2,677	11,064	24,068	177
Water Intensity	m ³ /m ²		0.18	0.08	0.11	0.05	0.24	0.19	1.52	0.20

Water Consumption Like-for-Like Comparison

	Units	Year	Consumption	%
Like-for-like for Schools Category (10 assets)	m ³	2021	7,206	30.74%
Like-for-like for Schools Category (10 assets)	m ³	2022	10,404	
Like-for-like for logistic building – Elefsina Building	m ³	2021	2,384	-0.85%
Like-for-like for logistic building – Elefsina Building	m ³	2022	2,364	

10.0 Waste

Premia introduced in 2022 a new recycling program at the new offices as an effort to minimize the amount of waste sent to landfill. In 2022, Premia recycled **326 kg** of paper (96.4% of total recycled wastes) and **12 kg** of batteries (3.6% of total recycled wastes). Premia will further expand the recycling program to include more waste

streams. In 2021 the total amount of hazardous waste generated across the portfolio was **21 tn** compared to **575 tn** in 2022 while the non-hazardous waste was **6450 tn** in 2021 compared to **6539 tn** in 2022. A like for like assessment is not applicable for this indicator due to the limited data availability.

Waste Production in Business Operation / Sector

	Units	Year	Total (excl. HQ)	Portfolio Analysis						HQ
				Logistics	Retail	Industrial	Serviced Apartments	Schools	Winery	
Hazardous	tn	2021	21	21	0	0	0	0	0	0
Non-hazardous	tn		6,450	6,431	19	0	0	0	0	0
Hazardous	tn	2022	575	538	24	0	0	0	13	0.012
Non-hazardous	tn		6,539	6,071	103	0	0	0	364	0.33

11.0 Employment

Our employees are our main asset, and our people are they key to our success. We aim to develop careers by promoting talented individuals to positions of leadership. The well-being of our people is of the utmost importance. We manage talent and design training and development programs to strengthen our teams and challenge aspiring leaders. Our people operate with integrity and respect leading to a more efficient and productive work environment. Premia offers an attractive package of additional benefits that is available to all employees which includes private medical insurance and other benefits. We believe that every person in Premia has a part to play in generating value and we understand fully the benefits of a diverse working environment. The commitment to our people is reflected in a zero voluntary mobility and zero involuntary mobility.

Ensuring diversity & equal opportunities

People are the foundation of Premia's success, and their well-being is of top priority. We are committed to provide equal employment opportunities regardless of age, gender, race, religion, nationality, or other personal characteristics, and we find any form of discrimination or harassment unacceptable, in accordance with current legislation. We condemn and do not tolerate any form of discrimination or harassment in the workplace and in the context of our operations. Premia fosters relations based on respect and trust while ensuring their on-going growth and development. It provides training and development opportunities for all and evaluates their performance and skills. It also ensures a healthy and safe workplace.

Indicator	2021	2022
Number of new employees	13	2
Rate of new hires	68.42%	9.53%
Number of employee turnover	0	0

Indicator	2021	2022
Rate of employee turnover	0%	0%
Percentage of females in BoD	25%	25%
Percentage of males in BoD	75%	75%
Percentage of females in significant categories (BoD, C-level, Head of Dept)	29%	29%
Percentage of males in significant categories (BoD, C-level, Head of Dept)	71%	71%

Gender Indicator	Senior Management (Exec. Officers)	Personnel	BoD
Men	67%	40%	75%
Women	33%	60%	25%

Age Indicator	Senior Management (Exec. Officers)	Personnel	BoD
Above 50	67%	13%	62%
30 - 50	33%	80%	38%
< 30	0%	7%	0%

⇒ For further information please refer to:

- Greek Sustainability Code: [Greek Sustainability Code - Premia - Properties](#)
- Annual Report (available only in Greek): [https://premia.properties/wp-content/uploads/2023/04/Premia Ethsia Ekthesi 2022_07042023.pdf](https://premia.properties/wp-content/uploads/2023/04/Premia_Ethsia_Ekthesi_2022_07042023.pdf)

12.0 Education

In Premia we recognise the importance of education activities, as they contribute to both the career development and the satisfaction of our people. Hence, we encourage our employees to participate in training seminars organized by third parties or in-house concerning their further professional development and training in its area of activity. The following tables refer to the training programs carried out in 2022:

Training Title	Provider	Trainee
GDPR Training	Internal training	20 employees
First Aid Training	Hellenic Red Cross	21 employees
Behavior Analysis as a Tool	Internal training	3 employees
Basic Models of Regulatory Compliance	National and Kapodistrian University of Athens	1 employee
Phishing & Cyber Attack Training	Systematics	20 employees
Emergency Response Training	Ergonomia	12 employees
Time Off-Absence Application	Internal training	20 employees
HIIA IT Audit	HIIA	1 employee

Indicator	2021*	2022*
Average hours of training of employee	0	2.5
Average hours of training - female	0	15.4
Average hours of training - male	0	10.6

*No training records for 2021. The training program developed early in 2022.

** Training for the BOD members has not been tracked for 2022.

⇒ For further information, please also refer to:

- Greek Sustainability Code: Greek Sustainability Code - Premia - Properties

13.0 Health & Safety

One of Premia's major concerns is health and safety of employees. Premia complies with all the health and safety regulations applicable in the workplace. All employees must perform their professional duties with respect to the health and safety rules applicable to their workplace and participate in relevant awareness programs.

Accordingly, Premia adopts employee health and safety rules and regularly organizes seminars and workshops on first aid, proper use of office equipment response to natural and/or man-made disasters (floods, fires, earthquakes), building evacuation exercises etc. These take place at its head offices and are mandatory for all employees. Due to the COVID-19 pandemic, Premia has offered employees the option to work from home. Those working at Premia's offices must comply with all the safety measures that have been imposed to ensure that the virus does not spread. Additionally, in an effort to improve the work environment and enhance employees' comfort Premia decided to transfer its operations to a building with provision of sufficient ventilation, daylight and ergonomic internal layout.

On an asset level, Premia's HQ offices are quarterly checked by a safety engineer, and corrective measures if necessary are implemented. Furthermore, technical valuation is performed on all new acquisitions to secure compliance with Greek legislation. Finally, there are no incidents of non-compliance with Greek regulations for both Premia's HQ and assets.

The effectiveness of these actions and initiatives are reflected below as Premia has zero workplace accidents record and zero incidents of complaint.

Indicator	2021	2022
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%
Percentage of 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

⇒ For further information, please also refer to:

- Greek Sustainability Code:
[Greek Sustainability Code - Premia - Properties](#)

14.0 Social Prosperity Issues

Premia, in respect to its engagement to the local communities and our fellow human beings, continues to support various social initiatives. Below you may find some of our social activities that occurred in 2022.

Symplefsi

Premia has partnered with the non-profit organization Symplefsi (+plefsi SYMPLESIS AMKE), a voluntary group of people with the aim to improve the living conditions of residents of islands located in various border regions of Greece. As part of our sponsorship cooperation, Premia purchased in 2022 an advanced ophthalmological equipment (a new portable ophthalmic refractometer), enabling the volunteer doctors to perform integrated ophthalmological examinations in the 9th Diaplous event that took place in April 2023.

MDA Hellas

Premia's Running Team participated in the 39th Authentic Marathon of Athens. Premia's team joined and supported as a sponsor one of the largest Marathon teams, the MDA Runners. Utilizing MDA's philosophy "it's not how you run, but why", we run the 5km courses, supporting MDA Hellas, a non-profit organization dedicated to the improvement of the quality of life of people with neuromuscular diseases. Additionally, during the year Premia bought 50 children's books by Mrs. Asteriou, member of the MDA, and donated equipment balls to the Paralympic Boccia champion and Champion of Greece, Mrs. Chrysi Morfi-Metzou.

Reception and Solidarity Center of the City of Athens (K.Y.A.D.A.)

Premia donated clothing accessories to the Municipality of Athens' Shelter of Homeless People. Specifically, it offered scarves, gloves, socks and beanies for all the guests of the center, which exceeds 400 people. Thus, on December 21st, with the

presence of the President of the Center (K.Y.A.D.A.) and Premia's staff, the equipment was provided, followed by a short briefing on the center's work and the great importance of donations from individuals and businesses.

Premia proceeds with actions of hope and produces strong message of offer and respect to people who in turn give the brightest example of faith and strength. At Premia, we will continue to stand by our fellow human beings contributing with acts of kindness and care.

Premia's Actions

Donation to Symplefsi to purchase medical equipment

Support MDA Hellas via run-in Athens Marathon

Clothes donation for homeless people

Donation to MDA Hellas to support "Finish Liners Team"

Donation to MDA Hellas to purchase children's books and boccia balls

15.0 EPRA Portfolio Performance Tables

Table 1. Properties controlled by Premia - The following information is associated with properties controlled by Premia (incl. HQ).

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021	2022	Data Coverage [in m ²]	Difference Year over Year [%]	Notes	Chapter
4.1 - Total electricity consumption	GRI 302-1: Energy consumption within the organisation.	Total electricity consumption	kWh	31,838	46,369	100%	31.34%	Consumption concerns Premia Head Quarters. No energy consumption in vacant properties therefore are excluded from the calculations.	08
		The proportion of electricity consumption from purchased and self-generated renewable sources	%	0%	0%	100%	n/a	No renewable energy production or renewable energy purchase in 2021 and 2022.	n/a
4.2 - Elec-LfL - Like-for-like total electricity consumption	GRI 302-1: Energy consumption within the organisation.	Like-for-like electricity consumption across the two most recent reporting years.	kWh	n/a	n/a	100%	n/a	Premia relocated to new offices in 2021. Therefore, Flf analysis is not possible.	n/a
4.3 DH&C-Abs Total district heating & cooling consumption	GRI 302-1: Energy consumption within the organisation.	Indirect energy consumption from district heating and cooling	kWh	n/a	n/a	100%	n/a	No supply from district heating/cooling networks at the HQ. No supply from district heating/cooling networks at vacant buildings.	n/a
		The proportion of energy consumption from district heating and cooling generated on and/or off site from renewable sources	%	n/a	n/a	100%	n/a	No energy consumption from district heating / cooling networks at the HQ. No energy consumption from district heating and cooling networks at vacant buildings.	n/a
4.4 DH&C-LfL Like-for-like total district heating & cooling consumption	GRI 302-1: Energy consumption within the organization.	like-for-like energy consumption from district heating and cooling across the two most recent reporting years.	kWh	n/a	n/a	100%	n/a	No energy consumption from district heating / cooling networks at the HQ. No energy consumption from district heating and cooling networks at vacant buildings.	n/a
4.5 Fuels-Abs Total fuel consumption	GRI 302-1: Energy consumption within the organisation.	Total amount of fuels used from direct sources	m ³	0	0	100%	0	Premia's HQ does not use fuel. No fuels consumption at vacant properties therefore are excluded from the calculations.	n/a
		The proportion of the total amount of fuel consumption	%	0	0	100%	0	Premia's HQ does not use fuel. No fuels consumption at vacant properties.	n/a

Table 1. Properties controlled by Premia - The following information is associated with properties controlled by Premia (incl. HQ).

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021	2022	Data Coverage [in m ²]	Difference Year over Year [%]	Notes	Chapter
		within the organization that is from renewable sources							
4.6 Fuels-Lfl Like-for-like total fuel consumption	GRI 302-1: Energy consumption within the organisation.	Like-for-like fuel consumption across the two most recent reporting years	m ³	0	0	100%	0	Premia's HQ does not use fuel. No fuels consumption at vacant properties.	n/a
4.7 Energy-Int Building energy intensity	GRI 302-3: Energy intensity.	the total amount of direct and indirect energy used (including renewable and non-renewable sources) across their portfolio over a full reporting year, normalized by an appropriate denominator	kWh/m ²	69.62	52.45	100%	-32.72%	Premia relocated to larger offices in 2021, resulting to lower energy intensity.	08
4.8 GHG-Dir-Abs Total direct greenhouse gas (GHG) emissions	GRI 305-1: Direct (Scope 1) GHG emissions.	Total amount of direct (Scope 1) greenhouse gas emissions	KgCO ₂ e	0	0	100%	n/a	No fuels consumption at HQ, or other Scope 1 emissions. No fuels consumption at vacant buildings or other Scope 1 emissions.	n/a
4.9 GHG-Indir-Abs Total indirect greenhouse gas (GHG) emissions	GRI 302-5: Total indirect greenhouse gas emissions by weight.	Report the total amount of location-based indirect greenhouse gas emissions (kg/CO ₂ e) emitted by offsite generation	KgCO ₂ e	13,910	20,258	100%	31.34%	Values apply to Premia's HQ. GHG Indirect Emissions Location Based Factor for Greece 2022: 436.889 gCO ₂ / kWh	08
4.10 GHG-Int Greenhouse gas (GHG) emissions intensity from building energy consumption	GRI CRES indicator CRE3: GHG emissions intensity from buildings.	Total amount of direct and indirect (location-based) GHG emissions generated from energy consumption over a full reporting year, normalised by an appropriate denominator	KgCO ₂ e/m ²	30.42	22.92	100%	-32.73%	Values apply to Premia's HQ. Vacant Properties do not use energy therefore are excluded from the calculations.	08
4.11 Water-Abs Total water consumption	GRI 303-1: Total water withdrawal by source.	Total amount of water consumed within a portfolio over a full reporting year	m ³	142	177	100%	19.97%	Values apply to Premia's HQ. Vacant properties do not consume water, therefore are excluded from the calculations.	09

Table 1. Properties controlled by Premia - The following information is associated with properties controlled by Premia (incl. HQ).

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021	2022	Data Coverage [in m ²]	Difference Year over Year [%]	Notes	Chapter
4.12 Water-Lfl Like-for-like total water consumption	GRI Standard 303-1: Total water withdrawal by source.	Like-for-like water consumption across the two most recent reporting years.	m ³	n/a	n/a	100%	n/a	Premia relocated to new offices in 2021. Therefore, Flf analysis is not possible.	n/a
4.13 Water-Int Building water intensity	GRI CRESD guidance on CRE2: Building water intensity.	total amount of water consumption over a full reporting year, normalized by an appropriate denominator	m ³ /m ²	0.30	0.20	100%	-50.65%	Please note that Premia relocated to larger offices in 2021, resulting to lower water intensity.	09
4.14 Waste-Abs Total weight of waste by disposal route	GRI 306-2: Waste by type and disposal method.	Total amount (in tonnes) of waste produced and disposed of by disposal route over a full reporting year	tn	0	0.34	100%	100%	Please note that Premia introduced a recycling program in 2022. 100% of the reported quantity was sent for recycling. Mixed waste is disposed to local municipality system and quantity is not available.	10
		The proportion of waste disposed of by disposal route according to type (non-hazardous and hazardous) in tonnes or as a percentage.	tn	0	0.012 tn hazardous wastes. 0.326 tn non-hazardous wastes.	100%	100%	Please note that Premia introduced a recycling program in 2022. Hazardous wastes concern batteries used in the office. Non-hazardous waste concerns recycled paper. Hazardous wastes correspond to 3.6% of the total recycled waste. Non-hazardous wastes correspond to 96.4% of the total recycled wastes.	10
4.15 Waste-Lfl Like-for-like total weight of waste by disposal route	GRI 306-2: Waste by type and disposal method.	Report the total amount of like-for-like waste produced across the two most recent reporting years	tn	n/a	n/a	100%	n/a	Premia relocated to new offices in 2021. Therefore, Flf analysis is not possible.	n/a
4.16 Cert-Tot Type and number of sustainably certified assets	GRI CRESD CRE8: Type and number of sustainability certification, rating and labelling schemed for new construction, management,	Companies should report the type and number of sustainability certification, rating or labelling schemes	Number	Please refer to Section 07 of this document. Premia's offices have a valid energy certification. The building has been classified as Energy Category H.					07

Table 1. Properties controlled by Premia - The following information is associated with properties controlled by Premia (incl. HQ).

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021	2022	Data Coverage [in m ²]	Difference Year over Year [%]	Notes	Chapter
	occupation and redevelopment.								
5.1 Diversity-Emp Employee gender diversity	GRI 405-1: Diversity of governance bodies and employees.	Report the percentage of male and female employees in the organisation's governance bodies	%	1. 25% 2. 75%	1. 25% 2. 75%	100%	-	1. % female in Governance Bodies (BoD) 2. % male in Governance Bodies (BoD)	05
		Report the percentage of male and female employees in the organisation's governance bodies and other significant employee categories	%	1. 29% 2. 71%	1. 29% 2. 71%	100%	-	1. % female in Governance Bodies (BoD) and other managerial positions (C-levels, Head of Dept) 2. % male in Governance Bodies (BoD) and other managerial positions (C-levels, Head of Dept)	11
5.2 Diversity-Pay Gender pay ratio	GRI 405-2: Ratio of basic salary and remuneration of women to men.	Report the 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	n/a
5.3 Emp-Training Training and development	GRI 404-1: Average hours of training per year per employee.	Report the average hours of training that the organization's employees have undertaken in the reporting period	Hours per person	1. 0 2. 0 3. 0	1. 2.5 2. 15.4 3. 10.6	100%	100%	1. Average hours per employee 2. Average hours per female 3. Average hours per male No training records available for 2021. Data applies to Premia's employees.	12
5.4 Emp-Dev Employee performance appraisals	GRI 404-3: Percentage of employees receiving regular performance and career development reviews.	Report the percentage of total employees who received a regular performance and career development review during the reporting period.	%					Not disclosed	n/a
	GRI 401-1: Percentage of	Total number and rate of new employee hires	Number / %	13 / 68.42%	2 / 9.53%	100%	-	Data applies to Premia's employees.	11

Table 1. Properties controlled by Premia - The following information is associated with properties controlled by Premia (incl. HQ).

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021	2022	Data Coverage [in m ²]	Difference Year over Year [%]	Notes	Chapter
5.5 Emp-Turnover Employee turnover and retention	employees receiving regular performance and career development reviews.	Total number and rate of employee turnover.	Number / %	0 / 0%	0 / 0%	100%	-	Data applies to Premia's employees.	11
5.6 H&S-Emp Employee health and safety	GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities.	Report the 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%	-	Data applies to Premia's employees.	13
5.7 H&S-Asset health and safety assessments	GRI 416-1: Assessment of the health and safety impacts of product and service categories	report the percentage of assets for which health and safety impacts are assessed or reviewed for compliance or improvement.	%	100%	100%	100%	-	Premia's HQ are quarterly checked by safety engineers. Technical evaluations for all properties before acquisition.	13
5.8 H&S-Comp Asset health and safety compliance	GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services.	Report any 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 are no reported issues.	13
5.9 Comty-Eng Community engagement, impact assessments and development programmes	GRI 413-1: Operations with local community engagement, impact assessments and development programmes.			Please refer to Chapter 14 of this report.					14

Table 1. Properties controlled by Premia - The following information is associated with properties controlled by Premia (incl. HQ).

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021	2022	Data Coverage [in m ²]	Difference Year over Year [%]	Notes	Chapter
6.1 Gov-Board Composition of the highest governance body	GRI 102-22: Composition of the highest governance body and its committees.	1. Number of executive board members	Number	3 1. 1 2. 2	3 1. 1 2. 2	100%	0	Executive Member in BoD 1. Female 2. Male	05
		2. Number of independent/non-executive board members;	Number	5 1. 1 2. 4	5 1. 1 2. 4	100%	0	Independent / Non-executive members in BoD 1. Female 2. Male	05
		3. Average tenure on the governance body	Years	n/a	n/a			Please note that Premia has been under the current legal form for only one year. No available data for the average tenure of the BoD.	05
		4. Number of independent/non-executive board members with competencies relating to environmental and social topics	Number	1	1	100%	-	One independent/non-executive board member related to environmental and social issues.	05
6.2 Gov-Select Nominating and selecting the highest governance body	GRI 102-24: Nominating and selecting the highest governance body.	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 Section 6 of this report and to Governance Structure at Premia's official website*.	05
6.3 Gov-Col Process for managing conflicts of interest	GRI 102-25: Conflicts of Interest.	describe their processes to ensure that conflicts of interest are avoided and managed in the highest governance body.						Please refer to Section 6 of this report and to Governance Structure at Premia's official website*.	05

Table 2. Properties not controlled by Premia - The following information is associated with properties not controlled by Premia and was obtained by the tenants.

Corporate-level performance measure	GRI-aligned	KPI	Units	2021	Data Coverage [in m ²]	2022	Data Coverage [in m ²]	Notes	Chapter
4.1 - Total electricity consumption	GRI 302-1: Energy consumption within the organization	Total electricity consumption	kWh	8,296,853	86.50%	18,877,627	99.57%		08
		The proportion of electricity consumption from purchased and self-generated renewable sources	%	0.91%	-	0.33%	-	Please note that only schools have self-generated sources.	08
4.2 - Elec-Lfl - Like-for-like total electricity consumption	GRI 302-1: Energy consumption within the organization	Like-for-like electricity consumption across the two most recent reporting years.	kWh	1. 498,388 2. 1,881,966 3. 1,954,049	34.70%	1. 534,488 2. 1,791,414 3. 1,848,541	23.57%	Data coverage was calculated based on the total asset area in 2021 and 2022. Like-for-like for the following cases: 1. Schools Category (10 assets in total) 2. Psari Logistic Building 3. Elefsina Logistic Building	08
		Indirect energy consumption from district heating and cooling	kWh	0	-	0	-	No supply from district heating or cooling network across the portfolio.	n/a
			%	0	-	0	-	No supply from district heating or cooling network generated on and/or off site from renewable sources.	n/a
4.4 DH&C-Lfl Like-for-like total district heating & cooling consumption	GRI 302-1: Energy consumption within the organization	like-for-like energy consumption from district heating and cooling across the two most recent reporting years.	kWh	N/A	-	N/A	-	No supply from district heating or cooling network across the portfolio	n/a
4.5 Fuels-Abs Total fuel consumption	GRI 302-1: Energy consumption within the organization	Total amount of fuels used from direct sources	1. Oil (m ³) 2. Natural Gas (kWh)	1. 20,607 2. 100,012	1. 29.39% 2. 11.54%	1. 24,017 2. 1,768,726	1. 22.88% 2. 16.40%	Data coverage calculated based on total area of assets, not only those that consume fuel.	08
		The proportion of the total amount of fuel consumption	%	0	N/A	0	N/A	There is no use of alternative fuels at any property.	n/a

Table 2. Properties not controlled by Premia - The following information is associated with properties not controlled by Premia and was obtained by the tenants.

Corporate-level performance measure	GRI-aligned	KPI	Units	2021	Data Coverage [in m ²]	2022	Data Coverage [in m ²]	Notes	Chapter
		within the organization that is from renewable sources							
4.6 Fuels-LfL Like-for-like total fuel consumption	GRI 302-1: Energy consumption within the organization	Like-for-like fuel consumption across the two most recent reporting years	1. Oil (m ³) 2. Natural Gas (kWh)	1. 2,812 2. 100,012	1. 5.01% 2. 11.54%	1. 1,8437 2. 200,760	1. 3.40% 2. 7.84%	Like-for-like for the following cases: 1. Schools Category (10 assets in total)	08
4.7 Energy-Int Building energy intensity	GRI 302-3: Energy intensity	the total amount of direct and indirect energy used (including renewable and non-renewable sources) across their portfolio over a full reporting year, normalised by an appropriate denominator	1. kWh/m ² 2. m ³ /m ² 3. kWh/m ²	1. 37.61 2. 0.318 3. 3.93	1. As in 4.1 2. As in 4.5 3. As in 4.5	1. 58.24 2. 0.323 3. 33.23	1. As in 4.1 2. As in 4.5 3. As in 4.5	1. Electricity intensity 2. Oil intensity 3. Natural Gas intensity	08
4.8 GHG-Dir-Abs Total direct greenhouse gas (GHG) emissions	GRI 305-1: Direct (Scope 1) GHG emissions	Total amount of direct (Scope 1) greenhouse gas emissions	KgCO ₂ e	65,550,262	40.93%	767,27,805	39.28%	From oil and natural gas consumption across.	08
4.9 GHG-Indir-Abs Total indirect greenhouse gas (GHG) emissions	GRI 302-5: Total indirect greenhouse gas emissions by weight	Report the total amount of location-based indirect greenhouse gas emissions (kg/CO ₂ e) emitted by offsite generation	KgCO ₂ e	3,624,804	As in 4.1	8,247,428	As in 4.1	GHG Indirect Emissions Location Based Factor for Greece 2022: 436.889 gCO ₂ /kWh	08
4.10 GHG-Int Greenhouse gas (GHG) emissions intensity from building energy consumption	GRI CRES indicator CRE3: GHG emissions intensity from buildings	Total amount of direct and indirect (location-based) GHG emissions generated from energy consumption over a full reporting year, normalised by an appropriate denominator	KgCO ₂ e/m ²	313.59	-	262.15	-		08
4.11 Water-Abs Total water consumption	GRI 303-1: Total water withdrawal by source	Total amount of water consumed within a portfolio over a full reporting year	m ³	19,906	99.33%	58,662	98.17%		09

Table 2. Properties not controlled by Premia - The following information is associated with properties not controlled by Premia and was obtained by the tenants.

Corporate-level performance measure	GRI-aligned	KPI	Units	2021	Data Coverage [in m ²]	2022	Data Coverage [in m ²]	Notes	Chapter
4.12 Water-Lfl Like-for-like total water consumption	GRI 303-1: Total water withdrawal by source.	Like-for-like water consumption across the two most recent reporting years.	m ³	1,7206 2,2384	32.52%	1,10,404 2,2364	22.10%	Like-for-like for the following cases: 1. Schools Category (10 assets in total) 2. Elefsina Building (Logistics Building)	09
4.13 Water-Int Building water intensity	GRI CRESD guidance on CRE2: Building water intensity	total amount of water consumption over a full reporting year, normalized by an appropriate denominator	m ³ /m ²	0.09	-	0.18	-		09
4.14 Waste-Abs Total weight of waste by disposal route	GRI 306-2: Waste by type and disposal method	Total amount (in tonnes) of waste produced and disposed of by disposal route over a full reporting year	tn	Hazardous: 21	-	Hazardous: 575	-	Landfill data is not available	10
				Non-Hazardous: 6,450		Non-Hazardous: 6,539			
		The proportion of waste disposed of by disposal route according to type (non-hazardous and hazardous) in tonnes or as a percentage.	%	100% recycling		100% recycling		Percentage do not include the amount of waste that end-up to landfill. The percentage applies to recyclable materials.	10
4.15 Waste-Lfl Like-for-like total weight of waste by disposal route	GRI 306-2: Waste by type and disposal method	Report the total amount of like-for-like waste produced across the two most recent reporting years	tn	-	-	-	=	Lfl analysis is not available due to data limitations.	n/a
4.16 Cert-Tot Type and number of sustainably certified assets	GRI CRESD CRE8: Type and number of sustainability certification, rating and labelling schemes for new construction, management, occupation and redevelopment.	Companies should report the type and number of sustainability certification, rating or labelling schemes						Please refer to Section 7 of this document.	07



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