

PREMIA

Properties

2023 Sustainability Report





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1.0 CEO Statement



At Premia Properties R.E.I.C., sustainability is not merely a goal but a leading principle that shapes our strategy and operations. In 2021, we set initial sustainability goals, and since then we have remained aligned with our commitment to achieve them as we forge ahead. Last year we issued our first sustainability report and Premia managed to achieve a Gold award by EPRA.

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 is to be recognized as one of the leading sustainable real estate companies 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 severe climate events of 2023 in Greece have emphasized the urgency of our mission. These events have highlighted the immediate need for action.

We are accelerating our efforts to mitigate the impact of climate change through our comprehensive sustainability initiatives.

At a corporate level we are thoroughly examining incremental measures that must be undertaken that can contribute 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 second sustainability report provides transparent information about Premia Properties' performance across all relevant areas and commitment to make 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. Moreover, to increase transparency and comparability, Premia has also decided to participate in GRESB (Global Real Estate Sustainability Benchmark) to illustrate our commitment to annual third-party assessments.

Sustainability is a fundamental pillar of Premia Properties' 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 ESG initiatives in a manner that authentically reflect our values.

Kostas Markazos

CEO

2.0 About Premia



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 through the creation of 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 & warehouses, serviced apartments & student housing, industrial & wineries, schools, commercial big-boxes and offices.

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 to generate attractive and sustainable risk-adjusted returns for all shareholders.

Premia owns and manages a diversified portfolio comprising 51 high-quality assets. These assets are

strategically located throughout Greece, with a significant concentration in Attica.

Premia remains committed to implementing environmentally sustainable practices to generate value in the environment in which it operates, particularly through its properties, ensuring that they meet high standards of energy efficiency and environmental stewardship.

Premia’s investment strategy is based on active asset management and continuous improvement of property standards to enhance tenant satisfaction and maintain high occupancy rates. The company also focuses on expanding its portfolio by targeting properties with solid fundamentals and attractive yields, that align with its sustainability objectives.

In addition, Premia engages in community-oriented initiatives and operates with the highest standards of ethics with fairness and transparency to assure regulatory compliance. This holistic approach highlights Premia’s dedication to sustainability, community engagement, corporate governance and creation of long-term value for all stakeholders.

► Properties:	51
► Net Asset Value:	€ 147.2 M
► Total Investment:	€ 307.2 M
► Total Assets:	€ 356.1 M
► GBA:	383,619 m²

as of 31.12.2023

Assets Portfolio				
#	Location	Type	GBA (m ²)	Notes
1	Aspropyrgos, location Kyrillos, Attica	Logistics	51,755.41	
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	2041.81	
6	Oreokastro, 19 Thermaikou str., Thessaloniki	Industrial	26,210.39	
7	Moshohori, Lamia	Industrial	12,229.94	
8	Nea Lampsakos, Chalkida	Land plot	0	Vacant
9	Lavrio, Attica	Land plot	0	Vacant
10	Thessaloniki, 1st km Municipal Road Syndos-Halastra	Logistics	24,702.63	
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	1,485.27	
13	Aspropyrgos, Dyo Pefka, Attica	Logistics	13,790.50	
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	3,364.93	
18	Student Residences, Kypseli, Athens, Attica	Student housing	526.74	
19	Student Residences, Thessaloniki	Student housing	4,666.20	
20	Student Residences, Xanthi	Student housing	5,252.89	
21	Doukas Schools, Maroussi- Attica	School	23,113.91	
22	Student Residences, Patras	Student housing	2,299.22	
23	Athens-Tavros, 180 Pireos Ave., Attica	Office	59,728.81	
24	Santorini, Petra-Megalohori	Winery	2,211.01	
25	Santorini, Selladia	Vineyard	118,50	Vacant
26	Kilkis, Goumenissa	Winery	1,211.87	
27	Kilkis, Filiria	Vineyard	0.00	Vacant
28	Naoussa, Kato Horio, Imathia	Winery	12,585.10	
29	Naoussa, Xirokampos, Imathia	Vineyard	0	Vacant
30	Nemea Ntouramani, Korinthos	Vineyard	0	Vacant
31	Nemea Kokoules, Korinthos	Vineyard	322.58	Vacant
32	Heraklion Crete, Potamos, Kato Archanes	Land plots	100.80	Vacant
33	Heraklion Crete, Troulino, Skalani Pediadas Community	Winery	1,604.40	
34	Heraklion Crete, Troulino, Skalani Pediadas Community	Winery	217.29	Vacant
35	Tripolis, Mantinea Municipality	Land plots	1,161.59	Vacant
36	Tripolis, Pachnia, Mantinea Municipality	Land plots	197.00	
37	Paros, Agia Kyriaki	Vineyard	0	Vacant



Assets Portfolio				
#	Location	Type	GBA (m ²)	Notes
38	Paros, Kato Marathi	Vineyard	0	Vacant
39	Pikermi, Marathonos Ave., Attica	Vineyard	4,772.19	
40	Thessaloniki, Kordelio	Industrial	2,258.20	Vacant
41	Kryoneri, Ag. Stefanos municipal road & Asklipiou str., Attica	Industrial	5,236.52	
42	50th Athens Senior High School, Attica	School	3,752.98	
43	61 st Athens Preschool, Attica	School	669.72	
44	42 nd Athens Senior High School, Attica	School	3,480.32	
45	Technical Vocational School-Experiential School Center, Megara, Attica	School	4,575.12	
46	2 nd Skala Oropou Lower School, Attica	School	2,960.22	
47	Skala Oropou Preschool, Attica	School	652.28	
48	1 st Scala Oropou High School, Attica	School	2,864.56	
49	Athens Music High/Senior High School, Attica	School	8,870.25	
50	Special Education Vocational & Training School, N. Heraklio, Attica	School	4,370.21	
51	51 st Athens High School, Attica	School	4,309.52	

3.0 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 1st, 2023 to December 31st, 2023. 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 51 assets, data is presented for 35 leased assets including Premia's headquarters, which collectively represent 68,63% of the total building area of the portfolio as of December 31st, 2023. It is noted that for the following assets no information has been disclosed in this report:

- 9 plots of land (or vineyards) that do not contain buildings, and thus are not relevant according to the EPRA standards (out of scope).
- 2 non-leasable industrial buildings (requiring major renovation) that as of 31.12.2023 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.
- Cold storage warehouse where data collection was hindered due to technical issues with monitoring equipment.

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 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 includes the following information:

- 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.

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 the reporting year 2023, no extrapolation was made. This decision was based on the minimal amount of missing data, allowing for the most realistic and accurate figures possible. By avoiding extrapolation, the reported data accurately reflects actual consumption, enhancing the reliability and transparency of the sustainability reporting.

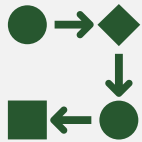
Normalization

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 Sustainability Approach



As a listed Real Estate Investment Company, Premia is committed to sustainability and its impact on the natural world at a corporate and a property level. Our approach is grounded in our day-to-day conduct

with key stakeholders including employees, users, business partners, and community members. Premia’s sustainable development principles include:

- Environmental & Social Responsibility
- Compliance
- Recognition
- Prevention
- Integrity

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 has been redeveloping a prominent asset to achieve LEED certification at Gold level and is also evaluating additional assets to assess their potential for pursuing sustainability certifications.

Premia systematically collects data on energy and water consumption, as well as waste management from tenants to establish measurable data and report on environmental performance while exploring methods for an automated utility data collection system. Furthermore, Premia encourages tenants to share additional sustainability-related information and participates in sustainability surveys conducted by tenants. This opens communication and addresses environmental issues collaboratively.

To reinforce its sustainability commitments, Premia incorporates specific clauses in new lease agreements that focus on utility data collection and soil contamination management. These leases contain provisions that require tenants to provide utility data, which helps in monitoring energy consumption and enhancing efficiency. Additionally, operational procedures are included to ensure that soil contamination issues are addressed, benefiting both Premia and its tenants.

Premia is issuing Energy Performance Certificates (EPC) for all applicable buildings. Currently, 59% of Premia's buildings (HQ included - excluding those that are exempt from EPC requirements) have an EPC rating of at least category "Γ" (C). Premia's headquarters, a listed building, has an "H" EPC rating due to specific technical restrictions.

EPC Level	value across portfolio
A+	0%
A	0%
B+	11%
B	39%
C (Γ in greek)	25%
D (Δ in greek)	14%
E	4%
F (Ζ in greek)	0%
G (H in greek)	7%

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.

Employees are central to Premia’s growth, and their well-being is a top priority. The company is committed to

providing equal employment opportunities and maintaining a workplace free from discrimination and harassment. Premia promotes a safe work environment and prioritizes the continuous development and professional satisfaction of its employees. The corporate culture emphasizes corporate responsibility, strong governance, service quality, employee well-being, environmental protection, and social contribution. Premia's Sustainability Policy outlines key principles communicated to all stakeholders, including:

- Ensuring regulatory compliance with sustainability laws and regulations.
- Sustaining ESG monitoring and reporting by collecting and analyzing relevant data.
- Managing stakeholder relationships with transparent communication.
- Building organizational capabilities through education and skills development.
- Embedding sustainability in ongoing processes with revised criteria and tools.
- Preparing comprehensive ESG reports to track and communicate progress.

Premia's sustainability vision focuses on continuous improvement and innovation, with specific **Key Performance Indicators (KPIs) for 2024** and beyond, including:

- Conducting a double materiality assessment
- Enhancing energy and water efficiency across portfolio.
- Participating in carbon reduction initiatives.
- Minimizing waste.
- Achieving green building certifications for more assets.
- Empowering employees.
- Enhancing social impact by supporting community initiatives.

Achievements & Challenges

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.

— Further information:

- o [Greek Sustainability Code | Premia](#)

▲ Green 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.

▲ 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 86% on the ESG Transparency Overview for 2022.

▲ 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 among other Companies of the factor being the only Greek REIC to achieve this recognition.

▲ 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.

▲ 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. Premia stood out among the 30 best companies of Greece with the award of Best Workplaces for Women.

5.0 Governance



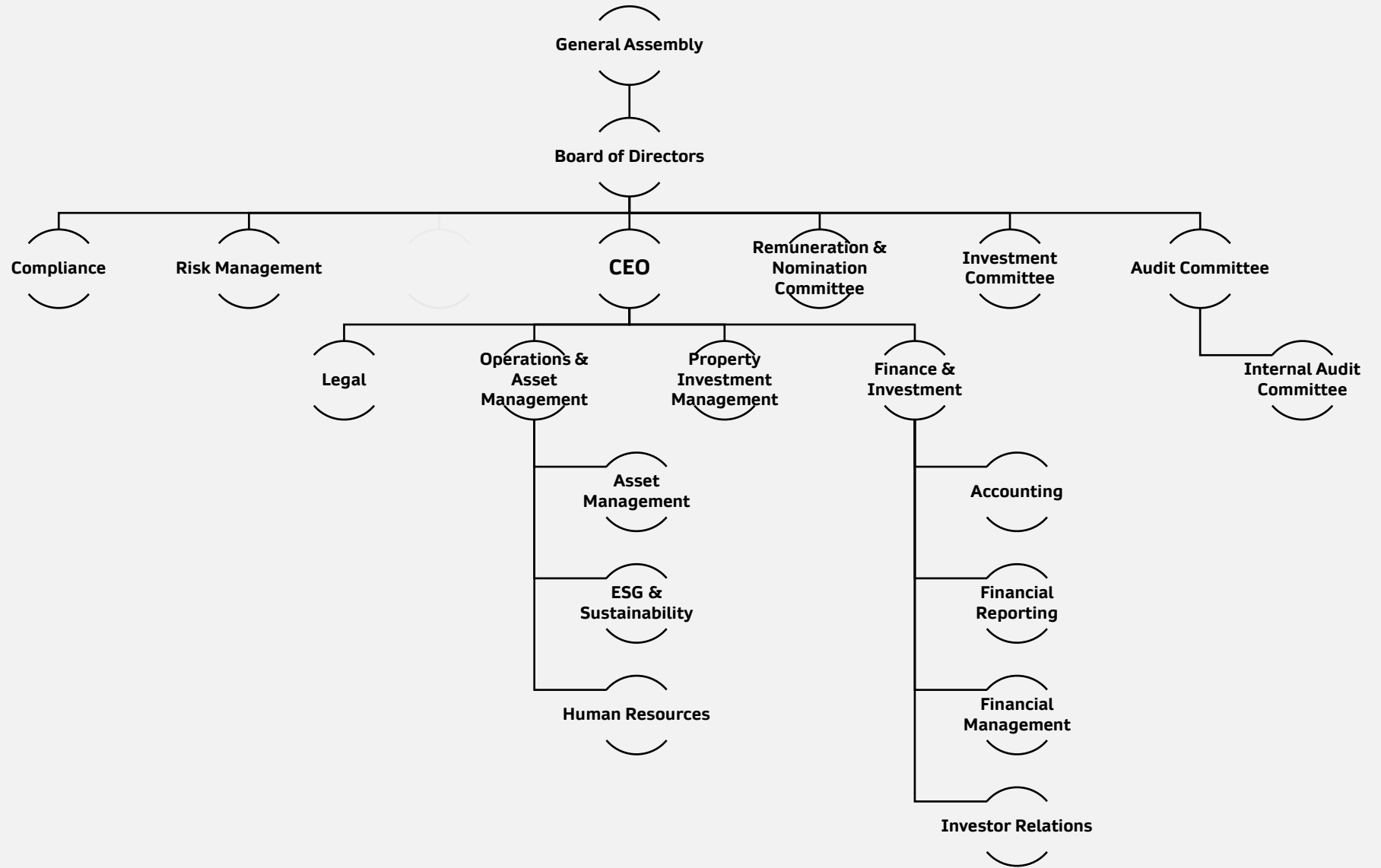
Premia embraces the rules of Corporate Governance acknowledging their importance to create value for the Company. Premia has adopted a robust system harmonized with the Greek

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-Chairman of 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.





Organizational Chart

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 two years, 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.

5.1 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

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%)

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

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.

prevents cases of conflicts of interest. By doing so, people 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.

Premia's Board of Directors is supported by the following 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 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.

Investment Committee

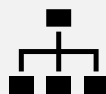


The Investment Committee is established by Premia's Board of Directors. It consists of three (3) members, and the Chairman of the Committee is elected by majority votes.

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 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

- 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 and request AGM approval.
- Submit a proposal to the Board of Directors related to the Audit Committee members' evaluation.

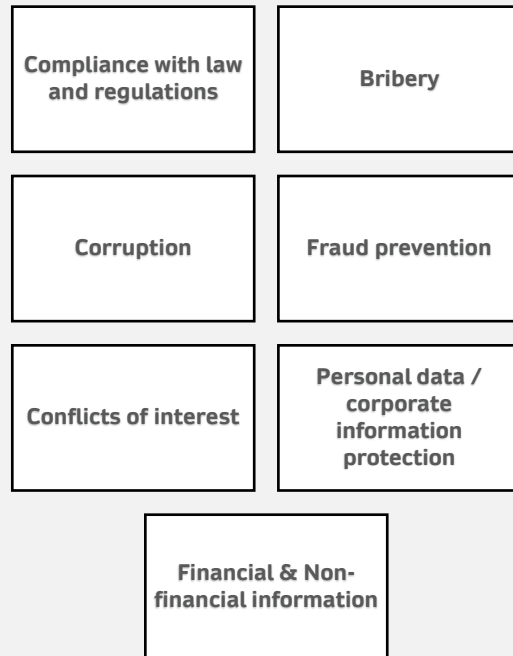
► Remuneration

- 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 Policy and submit proposals for improvements.
- Limit potential exposure to risk or conflicts of interest regarding the remuneration of senior executives and other executives.

5.2 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:



- 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



— Further information:

- Premia Vice President (BoD) and Director of ESG Committee of Aroundtown
- Premia Regulation Code

6.0 Environmental Impact



Premia is committed to minimizing the environmental impact of its operations through comprehensive and strategic management of energy consumption, greenhouse gas (GHG) emissions, water usage, and waste generation. Recognizing the importance of sustainability in real estate, Premia integrates environmental considerations into every facet of its business operations, from property management to new acquisitions and developments. This holistic approach ensures that sustainability is not just an add-on but a fundamental component of the company's strategic vision.

Premia's sustainability strategy is built on the principles of proactive monitoring, data-driven decision making, and continuous improvement. By leveraging advanced technologies and innovative practices, the company aims to enhance the environmental performance of its properties, reduce operational costs, and contribute to the broader goals of climate action and environmental stewardship.

The following sections provide detailed data and analysis of Premia's environmental performance, comparing metrics across the current and previous reporting years. This comprehensive overview includes insights into energy consumption patterns, GHG emissions reduction efforts, water conservation measures, and waste management initiatives. By actively monitoring and managing these environmental aspects, Premia aims to enhance sustainability, comply with regulatory requirements, and contribute to global efforts in combating climate change.

Premia systematically collects data on energy, water consumption, and waste management from tenants to establish measurable data and report on environmental performance. This rigorous data collection and reporting practice ensures transparency and accountability, driving continuous improvement and supporting the company's long-term sustainability goals. By engaging tenants in the data collection process, Premia fosters a collaborative approach to sustainability, encouraging all stakeholders to participate actively in environmental initiatives.

In summary, this chapter provides a comprehensive overview of Premia's environmental impact, showcasing the company's dedication to sustainability through detailed performance metrics and strategic initiatives. Through these ongoing efforts, Premia is making significant strides towards reducing its environmental footprint and contributing to a more sustainable future. The Company's commitment to environmental stewardship not only benefits the environment but also enhances the resilience and value of its property portfolio, ensuring long-term success and sustainability for all stakeholders involved.



Electricity



Oil / Natural Gas



GHG emissions



Water



Waste

Electricity



The energy consumption across managed assets in 2022 (HQ incl.) was **18,597 MWh** compared to **13,460 MWh** in 2023. The energy intensity was 55.29 kWh/m² in 2022 compared to 40.02 kWh/m². Energy intensity reflects Premia’s growth in investments with new acquisitions that occurred in 2023. 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 2023 the annual electricity consumption covered by renewable systems was **0.91%** while in 2022 **0.33%**.

Premia’s HQ proportionate share of energy consumption in 2022 was **46,369 kWh** compared to **45,713 kWh** in 2023. Like-for-like assessment is available for the schools’ category (in total 10 schools), on a building basis for a logistics building and, on a retail, 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	18,597,749	8,528,066	6,452,708	763,936	489,342	1,817,958	825,617	46,369
Intensity	kWh/m ²		55.29	49.28	107.66	145.89	71.24	30.49	52.06	52.45
Consumption	kWh	2023	13,460,929	6,536,427	1,730,771	2,218,757	318,414	1,831,582	779,265	45,713
Intensity	kWh/m ²		40.02	37.77	28.88	127.03	46.36	30.72	49.14	51.71

Electricity Consumption Like-for-Like Comparison

	Units	Year	Consumption	%
Like-for-like for Schools Category (10 assets)	kWh	2021	498,388	
		2022	534,488	
		2023	610,185	14.16%
Like-for-like for Retail – AB Vasilopoulos	kWh	2021	0	
		2022	531,850	
		2023	460,399	-13.44%
Like-for-like for logistic building – Strifi Elefsina Building	kWh	2021	205,898	
		2022	218,400	-3.05%

2023 211,725

Oil / Natural Gas



In 2022 six assets used oil for heating purposes, representing 21% of the portfolio. The number of assets using oil remained the same in 2023 representing 17% of the portfolio in 2023. Total oil consumption in 2022 was **24,017 m³** and **89,736 m³** in 2023, while the total natural gas consumption was **1,768,726**

kWh and **1,672,369 kWh** in 2023. A like-for-like assessment is possible only for the school's category as they used oil and natural gas for heating. The logistics building and the retail used electricity for heating, therefore, were not included in the like-for-like calculations. As indicated, oil and natural gas consumption for heating significantly decreased in 2023, especially the oil consumption, which is **0 kWh**.

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	100,012	0	0	
Oil intensity	m ³ /m ²		0.318	0.33	0	0	0.25	0	0	
Natural gas intensity	kWh/m ²		3.93	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	67,977	1,700,748	0	0	
Oil intensity	m ³ /m ²		0.323	0.29	0	0	0.76	0	0	
Natural gas intensity	kWh/m ²		33.23	0	0	14.57	35.02	0	0	
Oil consumption	m ³	2023	89,736	0	0	89,736	0	0	0	0
Natural gas consumption	kWh		1,672,369	0	0	181,013	1,491,356	0	0	
Oil intensity	m ³ /m ²		7.337	0	0	5.14	0	0	0	
Natural gas intensity	kWh/m ²		25.73	0	0	16.52	25.01	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	
		2022	8,437	
		2023	0	-100%
Like-for-like for Schools Category (10 assets) - Natural gas	kWh	2021	100,012	
		2022	1,700,748	
		2023	1,497,579	18.61%

GHG Emissions



The total GHG direct emissions (scope1 emissions) was **76,727 tnCO₂e** in 2022 compared to **396,69 tnCO₂e** in 2023. The total GHG indirect emissions (scope 2 emissions) was **8,135 tnCO₂e** in 2022 and **4,919 tnCO₂e** in 2023 (incl. HQ).

Premia's HQ proportionate share in indirect GHG emissions was **20,258 KgCO₂e** in 2022 and **12,519 KgCO₂e** in 2023.

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		8,135,006	3,623,371	2,819,117	333,755	213,788	794,246	330,470	20,258
GHG Emissions Intensity	KgCO ₂ e/m ²		252.28	307.16	47.03	63.74	20.76	469.05	21.64	22.92
GHG Emissions (Scope 1)	KgCO ₂ e	2023	396,698	0	0	39,068	37,877	358,821	0	0
GHG Emissions (Scope 2)	KgCO ₂ e		4,919,672	2,494,594	449,991	918,274	82,508	1,887,606	215,531	12,519
GHG Emissions Intensity	KgCO ₂ e/m ²		15.80	14.42	7.57	54.81	10.99	37.55	13.59	14.16

Water



The total water consumption in 2022 was **58,754 m³** compared to **32,235 m³** in 2023. 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 2022 was **177 m³** compared to **420 m³** in 2023. The water intensity of

Premia's headquarters in 2023 is 137.34% more compared to 2022 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. As indicated below, there is a 16% decrease in the category of schools.

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	20,048	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	00	0.30
Water Consumption	m ³	2022	58,754	13,967	6,715	277	2,677	11,149	23,791	177
Water Intensity	m ³ /m ²		0.17	0.08	0.11	0.05	0.19	0.19	1.50	0.20
Water Consumption	m ³	2023	32,235	14,535	1,764	0	4,796	9,250	1,471	420
Water Intensity	m ³ /m ²		0,10	0,08	0,03	0	0,44	0,16	0,09	0,48

Water Consumption Like-for-Like Comparison

	Units	Year	Consumption	%
Like-for-like for Schools Category (10 assets)	m ³	2021	7,206	-
		2022	10,404	-16%
		2023	8,751	
Like-for-like for logistic building – Strifi Elefsina Building	m ³	2021	2,384	
		2022	2,555	
		2023	2,534	-0,82%

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 2023, Premia recycled **42 kg** of paper (100% of total recycled wastes) and **0 kg** of batteries. Premia will further expand the recycling program to include more waste streams. In 2022 the total amount of hazardous waste generated across the portfolio was **89 tn** compared to **35 tn** in

2023 while the non-hazardous waste was **6434 tn** in 2022 compared to **6295 tn** in 2023. 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	89	52	24	0	0	0	13	0.012
Non-hazardous	tn		6,434	6,071	103	0	0	0	259	0.326
Hazardous	tn	2023	35	29	1	0	0	0	5	0
Non-hazardous	tn		6295	5,934	2	92	0	0	267	42

7.0 Culture



Corporate culture is the heartbeat of Premia, defining its identity, core values, and the ways in which its members engage and flourish within the ecosystem. At Premia, corporate culture transcends mere ideals on

paper; it forms the very essence of our identity and operational ethos.

In this section, we will explore the fundamental principles that guide us. These principles include our steadfast commitment to the well-being and professional growth of our employees, as well as our unwavering dedication to fostering diversity and ensuring equal opportunities for all. These core tenets are not just aspirations but are deeply embedded in the fabric of our daily operations and interactions.

We invite you to delve into the pillars that uphold our vibrant community and fuel our collective success. At Premia, we believe that a strong, inclusive, and supportive corporate culture is the cornerstone of our achievements, driving innovation, collaboration, and excellence across all levels of our organization.

Join us in understanding how these values shape our work environment and propel us towards continuous growth and success.



7.1 Employment

Premia considers employees as main asset and key to success. We aim to grow and develop careers by promoting talented individuals to positions of leadership. We foster a positive, engaging work environment that aligns our employees' actions with the company's mission, vision and values. Our leaders foster strong relationships and work ethics and ensure that all employees reach their full potential achieving common goals. Our people operate with integrity and respect leading to a more efficient and productive work environment. Encouraging teamwork and collaboration is an effective way to build a strong company culture.

The well-being and health of our people is of the utmost importance. Premia offers an attractive package of additional benefits that is available to all employees which includes private medical insurance, benefits in kind and other benefits. We believe that every person in Premia must feel that his ideas count, and his work matters and is acknowledged. We care about employees' lives outside of work in the route that this helps them be satisfied, healthy and productive. The

7.2 Education

At Premia, the importance of educational activities is highly recognized, as they significantly contribute to the career development and continuous improvement and can lead to higher job satisfaction and reduced turnover. Consequently, in Premia we opt to manage talent also by encouraging our people to engage in training seminars and other programs, whether organized by third parties or in-house, to support their professional growth, develop their skills and enhance their expertise in their respective fields. The Company provides training and development opportunities for all (individually

commitment to our people is reflected in a zero voluntary mobility and zero involuntary mobility.

Indicator	2022	2023
number of new employees	2	2
rate of new hires	9.53%	10%
Number of employee turnover	0	0
employee turnover	0%	0%
females in BoD	25%	25%
males in BoD	75%	75%
females in significant categories (BoD, C-level, Head of Dept)	29%	25%
males in significant categories (BoD, C-level, Head of Dept)	71%	75%

Ensuring diversity & equal opportunities

People are the foundation of Premia's success, and their well-being is of top priority. We understand fully the benefits of a diverse working environment where employees feel safe, heard and appreciated. We embrace employees' differences,

or/and in groups). Below is a detailed list of events that outline the training programs conducted in 2023, along with a few other additional training initiatives:

and we ensure all voices are heard and respected as we consider this empowers engagement, productivity and loyalty. 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.

		Senior Management (Exec. Officers)	Personnel	BoD
Gender	Men	67%	37,5%	75%
	Women	33%	62,5%	25%
Age	> 50	67%	13%	62,5%
	30 - 50	33%	81%	37,5%
	< 30	0%	6%	0%

Training Title	Provider	Trainee
E-billing	Entersoft	5 employees
Business Continuity Management	IIA	2 employees
Wine Tasting Experience	Internal/Boutari	18 employees
Business Skills for Exploiting Green Opportunities	DYPA/GoLearn	1 employee
Effective Real Estate Management	Oikonomotechniki	1 employee
Configuring MyData Outputs	Entersoft	4 employees
ESG for Banks, Firms and Institutional Investors: Advances and Challenges	IFFR & EBRD	1 employee
1st Contemporary Labour Relations Conference	Law Library	1 employee
Risk Register Update/Next steps	AMiD	6 employees
Trainings in Accounting, Taxation, IT & Corporate Governance	SOEL	1 employee
16 eRED Meeting Points	eRED	13 employees
CFO Forum	KPMG	1 employee
Real Estate Summit 2023	Real.gr	1 employee
15th Legal Services Lawyers Conference (ACC 2023)	PWC	1 employee
Writing Internal Audit Reports	IIA	1 employee
Proexpo Conference	Tsomokos	3 employees
CSRD & ESRS: challenges and opportunities	CSE	2 employees
Breaking The Stigma	Support Room	All
The Menopause Metamorphosis: From Transition to Transformation	Support Room	All
Kindness as a superpower	Support Room	All
SBC-Annual Sustainability Conference	SBC	3 employees
6th Compliance Conference	Law Library	1 employee
ESG & Compliance Conference	KPMG	3 employees
Update on Environmental Protection	We4all	All
ESG: Need - Regulation - Implementation	SEKASE-CCI FR-GR	4 employees

Indicator	2022	2023
Average hours of training of employee	2.5	12.3
Average hours of training - female	15.4	4.64
Average hours of training - male	10.6	2.70

7.3 Health & Safety

One of Premia’s major concerns is the protection of the health and safety of the employees. Premia complies with all occupational the health and safety. All employees must perform their professional duties with respect to the health and safety rules and participate in workplace health promotion initiatives provided by the Company.

Accordingly, Premia is concerned on the employees’ health and safety and organizes relevant awareness programs provided by external certified trainers on first aid, proper use of office equipment and response to natural and/or man-made disasters (floods, fires, earthquakes), and performs regular building evacuation exercises. The above take place at its head offices and are mandatory for all employees. Leaving at the post-pandemic era, 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, to

ensure the optimum work environment and enhance employees’ comfort Premia executes its operations in a building with 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 are implemented if necessary. 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	2022	2023
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%

— Further information:

[Premia Greek Sustainability Code](#)

7.4 Society & Contribution

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 2023.

In general, Premia’s actions include the following:

- ❖ Donation to Symplefsi to purchase medical equipment
- ❖ Clothes donation for homeless people
- ❖ Support MDA Hellas via run-in Athens Authentic Marathon and the Half-Marathon
- ❖ Donation to MDA Hellas to support the annual concert event in Piraeus
- ❖ Donation to MDA Hellas to support the Paralympic Boccia champion Mrs. Morfi

- ❖ Scheduling and execution of a series of actions with We4All NGO

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 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 40th Authentic Marathon of Athens and the Athens Half-Marathon. 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, Premia covered part of the travel expenses of the Paralympic Boccia champion and Champion of Greece, Mrs. Chrysi Morfi-Metzou. Finally, Premia supported the annual concert of MDA Hellas, organized at Veakeio Theatre, in Piraeus.

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 underwear for all the guests of the center, which exceeds 400 people. Thus, in Easter 2023, 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.

We4All

In 2023 Premia initiated the collaboration with We4All, an organization focused on the tree planting and reforestation environmental education. The collaboration consists of three pillars: environmental awareness to the company's employees, environmental training to 24 primary school pupils of Oropos and financing of the tree planting of 100 trees in Ancient Olympia, Greece and Kitui, Kenya.

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 are aware of the impact we can make on the society, and we wish to actively contribute to positive development in any possible way. We will continue to stand by our fellow human beings contributing with acts of kindness and care.

— Further information:

- [Premia Greek Sustainability Code](#)
- [Premia Annual Report 2023](#)

8.0 Performance Tables

Table 1 | Performance information associated with properties controlled by Premia (incl. HQ)

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021 Coverage	2022 Coverage	2023 Coverage	Difference 2022-2023 [%]	Notes	Chapter
4.1 - Total electricity consumption	GRI 302-1: Energy consumption within the organisation.	Total electricity consumption	kWh	31,838	46,369	45,713	-1%	Consumption concerns Premia Head Quarters. No energy consumption in vacant properties therefore is excluded from the calculations.	06
				86.50%	99.39%	81.70%			
		The proportion of electricity consumption from purchased and self-generated renewable sources.	%	n/a	n/a	n/a	n/a	No renewable energy production or renewable energy purchase in 2022 and 2023.	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	31,838	46,369	45,713	-1%	The LfL analysis is for the reporting years 2022 & 2023.	06
				86.50%	99.39%	81.70%			
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	n/a	n/a	No supply from district heating/cooling networks at the HQ. No supply from district heating/cooling networks at vacant buildings.	n/a
				n/a	n/a	n/a	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	n/a	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	GRI 302-1: Energy	like-for-like energy consumption from district heating and cooling	kWh	n/a	n/a	n/a	n/a	No energy consumption from district heating / cooling networks at the HQ.	n/a

Table 1 | Performance information associated with properties controlled by Premia (incl. HQ)

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021 Coverage	2022 Coverage	2023 Coverage	Difference 2022-2023 [%]	Notes	Chapter
heating & cooling consumption	consumption within the organization.	across the two most recent reporting years.						No energy consumption from district heating and cooling networks at vacant buildings.	
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	n/a	n/a	n/a	n/a	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 within the organization that is from renewable sources.	%	n/a	n/a	n/a	n/a	Premia's HQ does not use fuel. No fuels consumption at vacant properties.	n/a
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	n/a	n/a	n/a	n/a	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	51.71	-1%	Premia decreased the energy intensity compared to the previous reporting year.	06
				100%	100%	100%			
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	n/a	n/a	n/a	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	12,519	-38%	The reported values are specific to Premia's HQ. For 2022, Premia's utility company uses a location-based GHG indirect emissions factor of 273.87 gCO ₂ / kWh.	06
				100%	100%	100%			

Table 1 | Performance information associated with properties controlled by Premia (incl. HQ)

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021 Coverage	2022 Coverage	2023 Coverage	Difference 2022-2023 [%]	Notes	Chapter
4.10 GHG-Int Greenhouse gas (GHG) emissions intensity from building energy consumption	GRI CRES D 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	14.16	-38%	Values apply to Premia's HQ. Vacant Properties do not use energy therefore are excluded from the calculations.	06
				100%	100%	100%			
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	420	137%	Values apply to Premia's HQ. Vacant properties do not consume water, therefore are excluded from the calculations.	06
				100%	100%	100%			
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 three most recent reporting years.	m ³	142	177	420	137%	The Lfl analysis is for the reporting years 2022 & 2023.	06
				100%	100%	100%			
4.13 Water-Int Building water intensity	GRI CRES D 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	0.48	140%	Please note that Premia relocated to larger offices in 2021, resulting to lower water intensity on the previous reporting year.	06
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	42	12.250%	Premia introduced a recycling program in 2022. For the 2023 reporting year, we have full data coverage, which explains the substantial rise in the recycling rate.100% of the reported quantity was sent for recycling. Mixed waste is disposed to the local municipality system and quantity is not available.	06
						100%			
		Non-hazardous waste disposed of by disposal route in tonnes.	tn	0	0.326	42	12.750%	Non-hazardous waste includes recycled paper and corresponds to 100% of the total recycled waste for 2023.	06
						100%			

Table 1 | Performance information associated with properties controlled by Premia (incl. HQ)

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021 Coverage	2022 Coverage	2023 Coverage	Difference 2022-2023 [%]	Notes	Chapter
		Hazardous waste disposed of by disposal route in tonnes.	tn	0	0.012	0	0%	Hazardous waste includes batteries used in the office and corresponds to 0% of the total recycled waste. For this reporting year no hazardous waste were recorded.	06
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	0	0.34	42	12.250%	The Lfl analysis is for the reporting years 2022 & 2023.	n/a
						100%			
4.16 Cert-Tot Type and number of sustainably certified assets	GRI CRES8: Type and number of sustainability certification, rating and labelling schemes.	Companies should report the type and number of sustainability certification, rating or labelling schemes.	Number	Please refer to Chapter 04 of this document. Premia's offices have a valid energy certification. The building has been classified as Energy Category H.					04
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..	%	i. 25% ii. 75%	i. 25% ii. 75%	i. 25% ii. 75%	100% -	i. % female in Governance Bodies (Bod) ii. % male in Governance Bodies (BoD)	07
		Report the 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%	100% -	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)	07

Table 1 | Performance information associated with properties controlled by Premia (incl. HQ)

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021 Coverage	2022 Coverage	2023 Coverage	Difference 2022-2023 [%]	Notes	Chapter
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	i. 0 ii. 0 iii. 0	i. 2.5 ii. 15.4 iii. 10.6	i. 12.3 ii. 4.64 iii. 2.70	100%	i. Average hours per employee ii. Average hours per female iii. Average hours per male Data applies to Premia's employees.	07
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
5.5 Emp-Turnover Employee turnover and retention	GRI 401-1: Percentage of employees receiving regular performance and career development reviews.	Total number and rate of new employee hires.	Number / %		2 9.53%	2 10%	100% -	Data applies to Premia's employees.	07
		Total number and rate of employee turnover.	Number / %	0	0	0	100% -	Data applies to Premia's employees.	07
				0%	0%	0%			

Table 1 | Performance information associated with properties controlled by Premia (incl. HQ)

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021 Coverage	2022 Coverage	2023 Coverage	Difference 2022-2023 [%]	Notes	Chapter
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%	0%	100% -	Data applies to Premia's employees.	07
5.7 H&S-Asset 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%	100% -	Premia's HQ are quarterly checked by safety engineers. Technical evaluations for all properties before acquisition.	07
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	0	100% -	There are no reported issues.	07
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 07 of this report.							07

Table 1 | Performance information associated with properties controlled by Premia (incl. HQ)

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021 Coverage	2022 Coverage	2023 Coverage	Difference 2022-2023 [%]	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	3	3	100%	Executive Member in BoD i. Female ii. Male	05
		2. Number of independent/non-executive board members	Number	i. 1	i. 1	i. 1	100%	Independent / Non-executive members in BoD i. Female ii. Male	05
				ii. 2	ii. 2	ii. 2			
		3. Average tenure on the governance body	Years	n/a	n/a	n/a	n/a	100%	Please note that Premia has been under the current legal form for only two years. No available data for the average tenure of the BoD.
4. Number of independent/non-executive board members with competencies relating to environmental and social topics	Number								
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 Chapter 05 of this report and to Governance Structure at Premia's official website*.					05
6.3 Gov-CoI 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 Chapter 05 of this report and to Governance Structure at Premia's official website*.					05

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

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021 Coverage	2022 Coverage	2023 Coverage	Difference 2022-2023 [%]	Notes	Chapter
4.1 - Total electricity consumption	GRI 302-1: Energy consumption within the organisation.	Total electricity consumption	kWh	8,328,691	18,597,749	13,460,929	-28%		06
				86.50%	99.39%	81.70%			
	The proportion of electricity consumption from purchased and self-generated renewable sources.	%	0.91%	0.33%	0.91%	176%	Please note that only schools have self-generated sources.	06	
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	i. 498,388 ii. 0 iii.205.898	i. 534,488 ii. 531,850 iii.218,400	i. 610,185 ii. 460,399 iii.211,725	i. 14% ii.-13.5% iii.-3%	The Lfl difference is for the reporting years 2022 & 2023. Like-for-like for the following cases: i. Schools Category (10 assets in total) ii. Retail – AB Vasilopoulos iii. Strifi Elefsina Logistic Building	06
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	0	0	0	n/a	No supply from district heating or cooling network across the portfolio.	n/a
		The proportion of energy consumption from district heating and cooling generated on and/or off site from renewable sources.	%	0	0	0	n/a	No supply from district heating or cooling network generated on and/or off site or 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	0	0	0	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	Total amount of fuels used from direct sources.	i. Oil (m ³)	i. 20,017 ii. 100,012	i. 24,017 ii. 1,768,726	i. 89,736 ii. 1,682,087	i. 274% ii.-5%	Data coverage calculated based on total area of assets, not only those that consume fuel.	06

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

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021 Coverage	2022 Coverage	2023 Coverage	Difference 2022-2023 [%]	Notes	Chapter
	within the organisation.		ii. Natural Gas (kWh)	i.29,39% ii.11,54%	i.22,88% ii.16,40%	i.3,63% ii.19,30%			
		The proportion of the total amount of fuel consumption within the organization that is from renewable sources.	%	0	0	0	n/a	Premia's HQ does not use fuel. No fuels consumption at vacant properties.	n/a
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.	i. Oil (m ³) ii. Natural Gas (kWh)	i. 2812 ii. 100,012	i. 8437 ii. 1,700,748	i. 0 ii. 1,497,579	i.-100% ii. 19%	Like-for-like for the following cases: 1. Schools Category (10 assets in total)	06
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	i.37.70 ii.0.318 iii.3.93	i.55.29 ii.0.323 iii.33.23	i.40.02 ii.7.33 iii.25.88	i. As in 4.1 ii. As in 4.5 iii. As in 4.5	i. Electricity intensity ii. Oil intensity iii. Natural Gas intensity	06
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	76,727,805	396,698	-99%	From oil and natural gas consumption across the portfolio.	06
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	3,638,713	8,135,006	4,919,672	-39%	GHG Indirect Emissions Location-Based Factor for Greece, using the specific emission factor from each utility company to ensure more precise results	06

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

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021 Coverage	2022 Coverage	2023 Coverage	Difference 2022-2023 [%]	Notes	Chapter
4.10 GHG-Int Greenhouse gas (GHG) emissions intensity from building energy consumption	GRI CRES D 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	313,15	252,28	15,80	-94%		06
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	20,048	58,754	32,235	-45%		06
				99,33%	98,17%	71,92%			
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	i. 7,206 ii. 1,017	i. 10,404 ii. 1,182	i. 8,751 ii. 2,066	i.-16% ii.75%	Like-for-like for the following cases: i. Schools Category (10 assets in total) ii.Strifi Elefsina Building (Logistics Building)	06
4.13 Water-Int Building water intensity	GRI CRES D 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	0,10	0,17	0,10			06
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	6,471	6,523	6,330	-3%		06
		Non-hazardous waste disposed of by disposal route in tonnes.	tn	6,450	6,434	6,295	2%	Non-hazardous waste includes recycled products and corresponds to 100% of the total recycled waste for 2023.	06
				56,87%	76,19%	51,71%			
		Hazardous waste disposed of by disposal route in tonnes.	tn	21	89	35	-61%		06
				7,1%	20,42%	13,71%			



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

Corporate-level performance measure	GRI - Aligned	KPI	Units	2021 Coverage	2022 Coverage	2023 Coverage	Difference 2022-2023 [%]	Notes	Chapter
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 CRES8: 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 Chapter 4 of this document.					04

9.0 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.

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.

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.

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

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).

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.

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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