



## **Sustainability Performance report**

**For the participation in the European Public Real Estate Association  
2023 Assessment**



**June 2023**

## Introduction

Prodea Investments (the Group) is committed to reporting the sustainability profile of its real estate assets in a transparent manner, in line with the EPRA's Best Practice Recommendations on Sustainability Reporting.

EPRA is a non-profit association based in Brussels that represents the European publicly listed real estate companies. The following information represents a summary of the environmental, social and governance performance of Prodea Investments' assets, for the calendar year ending 31/12/2022. Where available, performance metrics are presented throughout the report, following the EPRA Sustainability Best Practice Recommendations.

## Information on overarching recommendations

### 1. Organisational boundaries and coverage notes

Prodea Investments uses the operational control approach to define boundaries for the assets presented in this report, as defined in the GHG protocol<sup>1</sup>. Within the set organizational boundary, the following information is reported:

- a) Performance-related data; for the assets the Group is responsible for the utility consumption as per the scope of this report. The Group has 1 asset (Prodea Investments HQ - owned offices) that falls under this category and for which it has occupational and operational control.
- b) Consumption-related data; for the HQ building, energy and water and waste consumption information is presented.

It should be noted that vacant properties, temporarily under the Group's control, with no consumption of utilities or waste production are also included in the report until they are leased. After that point, the operational control and the responsibility of the utilities' consumption is transferred to the tenant.

However, there are few occasions where assets became vacant during the years 2021 and 2022. For months before they became vacant when there were records of utility consumption and waste production, such consumption data have been included in tenant - obtained performance data.

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<sup>1</sup> <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>

## **2. Reporting period**

For the purpose of this submission, the calendar years of 2021 and 2022 constitute the reporting periods for which performance data are provided.

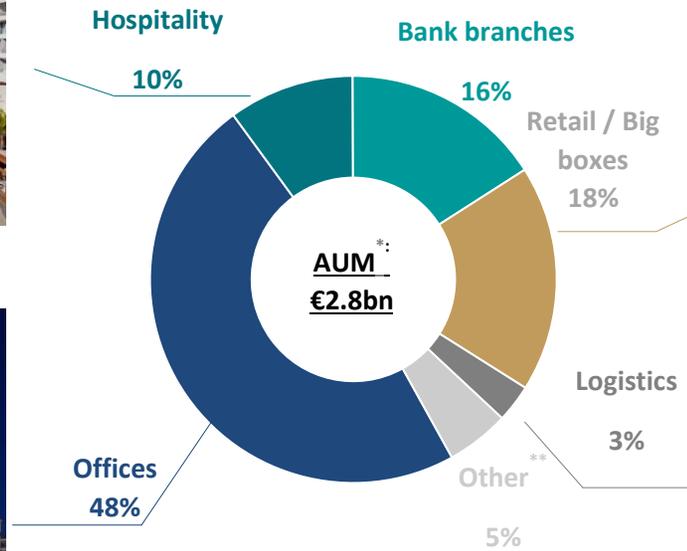
## **3. Utility consumption data**

Energy and water consumption data is gathered via the respective invoices.

## **4. Analysis – segmental analysis (by property type and geography)**

In 2022, the portfolio of Prodea Investments was spread across 5 countries with assets located in Greece, Italy, Cyprus, Bulgaria, and Romania. The majority of the properties were located in Greece. The portfolio consisted of 381 commercial properties totaling 1.435 thousand square meters. The percentage of Prodea Investments' properties per country and the breakdown of properties per type (primary use) is displayed in the following figures.

Please refer to Prodea Investments' Investment Schedule Report (from January 1<sup>st</sup> to December 31, 2022) for further information on the portfolio<sup>2</sup>.



<sup>2</sup> <https://prodea.gr/cms/uploads/2023/03/Prodea-Investments-Investment-Schedule-31.12.2022.pdf>

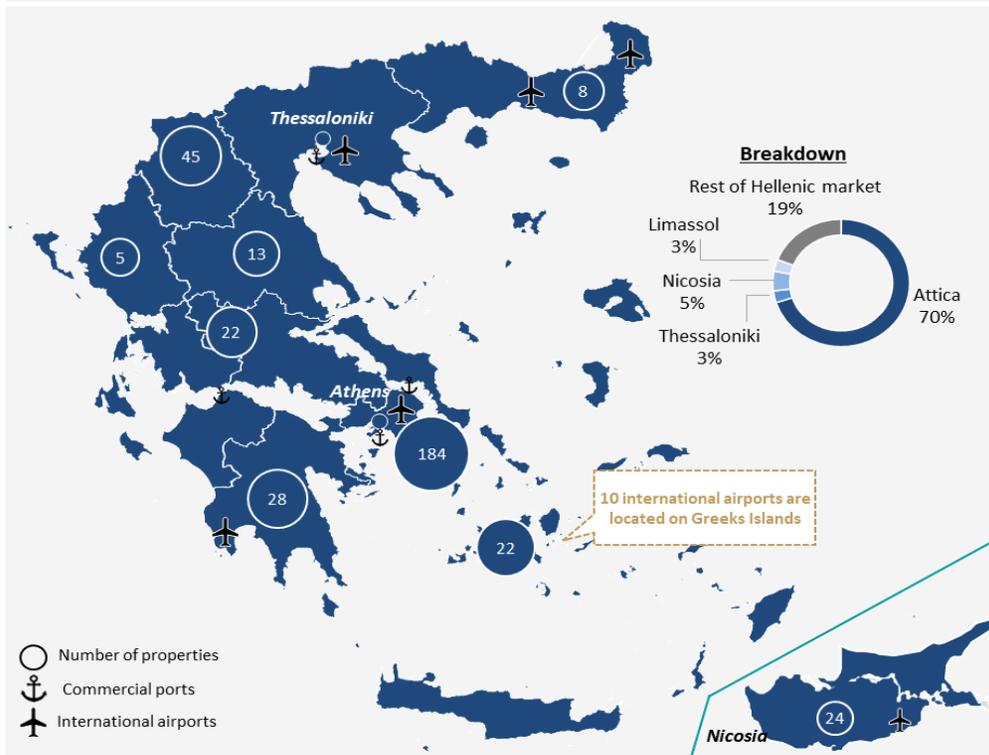
\* AUM includes GAV plus Prodea's participation of the GAV of JVs' properties which is calculated as the GAV of each properties times Prodea's participation of each company.

\*\* Other includes archive buildings, petrol stations, parking spaces, the Pomezia land plot in Italy, Aphrodite Springs in Cyprus, land plots in Greece and other properties with special use in Cyprus

Map is not to scale

**Hellenic market: 327 properties in Greece and 24 properties in Cyprus**

Value: €2,286m | GLA: 1,154k sqm | Occupancy: 97.2% | Key cities<sup>(4)</sup>: 81.2%

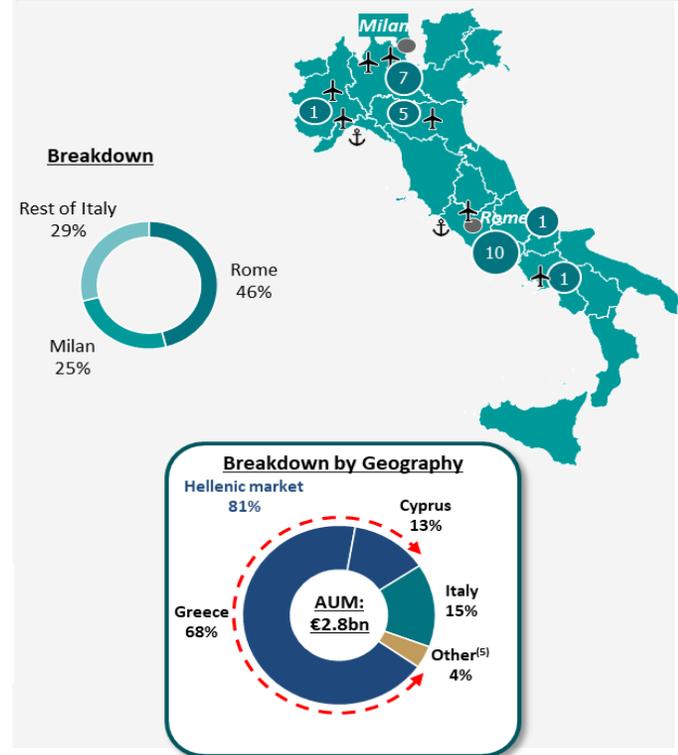


**Romania<sup>(2)</sup> and Bulgaria<sup>(3)</sup>: 4 assets**

Value: €107m | GLA: 80k sqm | Occupancy: 100% | Key cities<sup>(4)</sup>: 99.7%

**Italy<sup>(1)</sup>: 26 assets in 16 cities**

Value: €415m | GLA: 201k sqm | Occ.: 75.7% | Key cities<sup>(4)</sup>: 57.1%



<sup>3</sup> Prodea Investments footprint:

(1) Includes plot in Pomezia, with GAV of €51.5m.

(2) 2 properties in Romania are valued at €7m and constitute 0.3% share of the total GAV (95% of GAV is located in Bucharest).

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

(4) Key cities defined as Attica (GR), Thessaloniki (GR), Nicosia (CY), Limassol (CY), Rome (IT), Milan (IT), Bologna (IT), Genova (IT), Sofia (BG) and Bucharest (RO). (5) Other includes Bulgaria (3.9%) and Romania (0.3%)

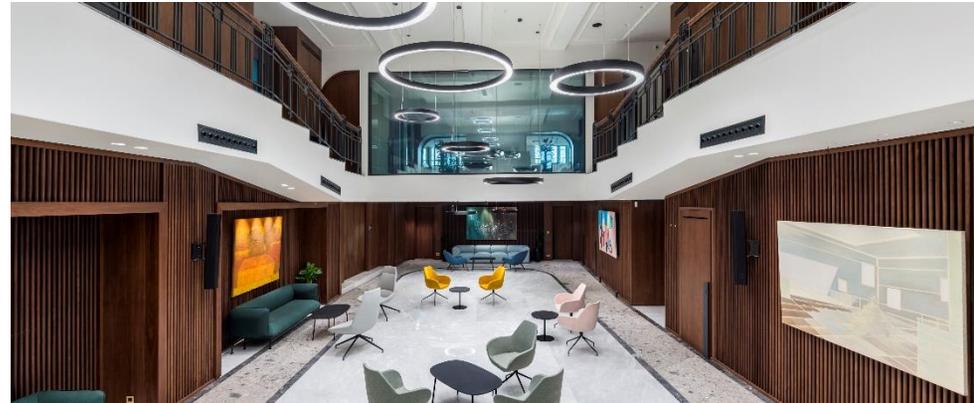
## Performance – environmental data

The following paragraphs display information around Prodea Investments' solely controlled asset (HQ office). As mentioned above, the Group does not control and as such, it is not reliable for the performance of its leased assets.

### Environmental responsibility

A set of strategic measures and actions are implemented to reduce Prodea Investment's environmental footprint. By following these actions, the Group aims at improving the energy efficiency of its buildings, preventing and reducing pollution, minimizing the use of natural resources and reducing emissions. With respect to nurturing an environmentally responsible culture, the Group also focuses on providing ongoing information and training to its people and stakeholders.

The Group recognizes the significant impacts of its operations and implements the following environmental initiatives:



- ❖ Compliance with all the effective legal and regulatory requirements
- ❖ Systematic monitoring of the impact of the company's operations on the environment, including identifying the significant matters and risks
- ❖ Adoption of preventive measures to reduce pollution and minimize the use of resources and relevant emissions
- ❖ On-going provision of information, training and increasing awareness of the Company's human resources in adopting environmentally responsible culture and achieving corporate objectives
- ❖ Encouragement of the stakeholders to take initiatives focused on environmental protection
- ❖ Adoption of a corporate environmental policy to ensure the functionality of the framework via which the company achieves its environmental objectives
- ❖ Comparative evaluation of the company's properties through issuing energy performance certificates
- ❖ Identification of opportunities to improve the portfolio's energy efficiency performance
- ❖ Taking into consideration the multiple benefits of sustainable properties when taking investment decisions
- ❖ Constantly increasing the number of environmentally certified properties based on international sustainability standards.

## Energy use

The electricity consumption at the HQ office fell by 3.8% on a year-on-year basis between 2021 and 2022. Specifically, in 2022, the electricity consumption was 289.929,6kWh and the absolute reduction compared to 2021 was equal to 11.484,1kWh.

Working from home arrangements did apply in 2021 and 2022 at different percentages affecting the overall energy use.

The HQ office building is an all-electric property without any fossil fuel systems on site.

In addition to the above, there is neither electricity production from renewable sources nor any district heating and cooling provisions.

## Greenhouse gas emissions

As mentioned above, there is no fossil fuel consumption at the HQ office building, and the property uses grid electricity for both heating and cooling purposes. A 13.7%<sup>4</sup> decrease in the absolute indirect emissions (Scope 2) was noted from 2021 to 2022 (data coverage 100%) as this is a landlord-controlled asset.

Regarding Scope 1 emissions, the total distance covered by the company's corporate vehicles was 12.490 km with the corresponding emissions resulting at 1.380 kgCO<sub>2</sub>.<sup>5</sup>

## Water

In 2022, water consumption at Prodea's HQ increased slightly by 1% (reaching a total of 1.371m<sup>3</sup>) compared to 2021, due to the increase of the company's staff.

## Waste

In 2022, 478 kg of paper were collected separately and sent to recycling from landlord-controlled assets (data coverage 100%). This quantity increased in comparison to 2021 mainly due to the increase in the company's employees and the increased use of the office facilities following the lift of COVID-19 restrictions.



<sup>4</sup> CO<sub>2</sub> emissions have been calculated based on emissions factors from DAPEEP and the available data on the writing of this report. For 2021 data: 0,48722 kgCO<sub>2</sub>/kWh used as a factor. For 2022: 0,436889 kgCO<sub>2</sub>/kWh used as a factor.

<sup>5</sup> Due to limited information regarding the transportation data for the year 2021, all the transport related emissions have been considered as Scope 1. However, in 2022, the Company, used grater data granularity and recorded separately the emissions from corporate vehicles (Scope 1) and the emissions from employee commuting and business travel (Scope 3 – not included in this report). As a result, a like-for-like comparison between 2021 and 2022 data is not feasible. The Company will continue to monitor the aforementioned emissions and explore how to report data in detail and transparency.

## Certificates

Prodea Investments aims to certify its properties with international green building certifications, focusing on new development. On top of that, for its Greek portfolio of assets, the company issues energy performance certificates (EPC) as required by the Greek legislations. The issued EPCs concern approximately 53% of the company's Greek leases.

The following green building certifications have been successfully achieved or is under certification process:

Completed certifications	Use	Area (m <sup>2</sup> )	Certification	Control
KARELA OFFICE PARK, Peania, Attica	Office building	61,672	LEED Gold	Tenant controlled
Prodea HQ, Athens	Office building	2,912	LEED Gold	Landlord controlled
NBG IT Center Gerakas, Attica	IT Center	38,518	LEED Gold	Tenant controlled
Telus Tower, Sofia, Bulgaria	Mixed use	54,009	BREEAM - Very Good	Tenant controlled
eLement (Marousi, Athens)	Office building	13,894	LEED Platinum	Tenant controlled
MOXY Hotel (Omonia square, Athens)	Hotel	11,370	LEED Gold	Tenant controlled
Viva Wallet, Attica	Office building	20,096	BREEAM In use - Very Good	Tenant controlled
	<b>TOTAL</b>	<b>202,471</b>		

Under certification	Use	Area (m <sup>2</sup> )	Certification	
Prodea HQ, Athens	Office building	2,912	WELL Gold	Landlord controlled
Importex office complex (Syggrou Avenue, Athens)	Office building	20,037	LEED Gold	Tenant controlled
Piraeus tower (Piraeus)	Mixed use – Office building	34,518	LEED Gold & WELL Gold	Tenant controlled
Landmark - office building (Nicosia, Cyprus)	Office building	26,628	LEED Gold	Tenant controlled
The Wave (Syggrou Avenue, Athens)	Office building	5,924	LEED Gold	Tenant controlled
HUB 26 (Thessaloniki)	Office building	30,577	LEED Gold	Tenant controlled
KAIZEN CAMPUS (Marousi, Athens)	Office building	14,309	LEED - Gold / Platinum	Tenant controlled
	<b>TOTAL</b>	<b>131,993<sup>6</sup></b>		

## Performance – social and governance data

### Employee diversity

The Group recognizes its employees to be the most important pillar for its successful and sustainable operation and development. The Group ensures the cultivation of a responsible, safe and meritocratic work environment, without any discrimination.

On December 31, 2022, the Group employed 48 employees, out of which 65% were men and 35% were women. The majority of the employees (98%) are located in Athens, Greece and 2% are located in Bulgaria as shown in the table below:

Number of employees	International (%)	National (%)
48	2% (Bulgaria)	98% (Greece)

<sup>6</sup> PRODEA HQ has been excluded from the total as it was already included in the table with Completed Certification buildings above.

### **Attracting and retaining employees**

The Group's priority is to attract and retain a skilled and capable workforce, and to establish a work environment that offers equal opportunities to all employees. The Group implements procedures that are underpinned by non-discriminatory criteria around recruitment, remuneration, promotion, and training, and are free from any form of discrimination regarding gender, nationality, age, marital status, and other characteristics.

### **Training and development**

Prodea Investments emphasizes on the growth and development of human resources, through educational activities and programs that help develop their professional and personal skills. In 2022, 618 hours of training sessions were allocated to personnel training and development including but not limited to ESG, international accounting standards, the real estate market and real estate asset valuations.

### **Health and safety**

A key priority for Prodea Investments is the provision of a work environment which safeguards health and safety and enhances the well-being of its people. In this context, the Group complies with the underlying legislation on health and safety at work, while also following international best practices. The Group commits to and declares the principles of prevention against work accidents, occupational diseases, against cases of violence and harassment at work.

The Group undertakes measures to protect its employees, ensures the maintenance and monitoring of the safe operation of all corporate facilities and establishes procedures, as well as an occupational health and safety policy. The relevant performance indicators are recorded and monitored. Prodea Investments has not recorded any injury or ill-health for its employees in 2022 and 2021, and all performance indicators (lost time injuries, severity and frequency rates) are zero.

### **WELL corporate policy**

Underpinned by a strong emphasis on the health, safety and well-being of employees, the Group has developed a dedicated safe working policy for its HQ office building. This policy reflects the holistic approach of the Group, according to the international standard WELL (WELL Building Standard). The latter is a building certification that focuses on humans within the building environment, and brings together practices that promote comfort and well-being, while improving the quality of human life inside buildings.

### **Community engagement**

An open and ongoing communication with stakeholders is of great significance in facilitating the successful implementation of the Group's corporate strategy and operations. It also contributes to achieving long-term cooperation, based on mutual trust and respect. An open dialogue approach makes it possible for the company to be fully informed of potentially arising developments and market trends, always considering the views of its stakeholders.

The company has defined the following stakeholder categories:

<i>Shareholders</i>	<i>Developers</i>	<i>Employees</i>	<i>Suppliers / Contractors</i>	<i>Financial Institutions</i>
<i>Investors</i>	<i>State / Regulatory Authorities</i>	<i>Customers / Tenants</i>	<i>Society</i>	<i>Rating agencies</i>

## Social actions

The Company continues to support society and the local communities in which it operates, through a series of actions and initiatives that contribute to social development and prosperity. Social awareness is not just a part of Prodea Investments’s corporate strategy but is an important component of its corporate culture.

### “Structures of Responsibility” Program

Over the last seven years, the Group has developed the Corporate Responsibility Program “Structures of Responsibility”, which is a continuously evolving plan of social actions and interventions. The program aims to improve the infrastructure and the functional upgrade of significant social structures, using the experience and know-how of Prodea Investments’ executives. The objective is to make a substantial social contribution and address the key social problems, in collaboration with renowned institutions at national and local level. The program incorporates four main pillars of action, as presented in the image.

### Governance

Please visit the Governance section of our Annual Report 2022 (pg. 28)<sup>7</sup> as well as Prodea Investments dedicated [website](#) section for information on the composition of Prodea Investments’ Board, selection criteria and processes to manage conflicts of interest.



<sup>7</sup> <https://prodea.gr/cms/uploads/2023/04/Prodea-Investments-Annual-Financial-Report-31.12.2022.pdf>

## Materiality

Prodea Investments has carried out a materiality assessment with key stakeholders to define material issues in 2022. The material issues are available in the Annual Financial Report 2022 (pg. 19) and they are also presented in the figure below.



## Performance – Climate related risks

The opportunities, risks and uncertainties in the business environment are challenges that organisations must face during their daily operation. The identification and management of these risks and opportunities are of vital importance for PRODEA Investments, as they enable the Group to continue growing and adopt to the current and upcoming challenges in the economic, social, regulatory, technological, and environmental areas.

‘Climate adaptation and resilience’ is an aspect of high importance of PRODEA Investments’ materiality topics and by raising it, the company acknowledges that addressing climate change is one of the most critical management issues. We have therefore comprehensively identified and analysed physical risks and transition risks deriving from climate change issues. To mitigate these risks and exploit the opportunities, the Group has incorporated a strategy to manage climate change and enhance the company’s resilience.

The TCFD framework’s categorization has been taken into consideration when assessing the impact of how the various climate risk drivers may impact the company’s operations. The table below presents the climate-related risk categories which have been identified by PRODEA Investments together with their impact on the company, the control strategies followed to mitigate them, the metrics and the time horizon per each risk category.

**Table 1: Climate risks identified by Prodea Investments**

ID	RISKS	Impact & Opportunities on PRODEA Investments	CONTROL - Risk mitigation measures - Action Plan (AP)	Metrics	Time Horizon of risk
C.1	Increasing summer temperatures / more heat waves / long-lasting periods of heat	<ul style="list-style-type: none"> <li>• Demand for high performing building envelopes that decrease the cooling demand (adequate thermal insulation, shading systems, energy efficient windows and glazing).</li> <li>• Demand for high performing cooling systems with adequate power to serve the buildings even under demanding conditions.</li> <li>• Increased energy costs for PRODEA's tenants</li> <li>• Compliance with the requirements of indoor thermal comfort.</li> </ul>	<p>Development of new state of the art sustainable and resilient buildings.</p> <p>Energy efficiency upgrades of our portfolio's buildings.</p>	<p>Energy consumption and energy intensity of our building portfolio.</p> <p>Ambient temperature</p> <p>Tenants' satisfaction</p>	Short term
C.2	Increased severity of extreme natural events - floods, earthquakes	<ul style="list-style-type: none"> <li>• Increased insurance costs.</li> <li>• Increased capital costs due to damaged properties.</li> <li>• Increased capital costs for prevention</li> </ul>	<p>Insurance against physical disasters.</p> <p>Construction and renovation of buildings according to relevant building codes.</p>	<p>Budget for insurances</p> <p>Number of incidents</p>	Short term
C.3	Water stress	<ul style="list-style-type: none"> <li>• Water supply scarcity</li> <li>• Increased water costs</li> </ul>	<p>Fixtures and fittings with low water consumption.</p> <p>Rainwater harvesting and collection for irrigation purposes</p>	<p>Water consumption intensity</p>	Short term

ID	RISKS	Impact & Opportunities on PRODEA Investments	CONTROL - Risk mitigation measures - Action Plan (AP)	Metrics	Time Horizon of risk
C.4	Regulatory and Legal	<ul style="list-style-type: none"> <li>• Ambitious EU and National climate and energy targets demand the establishment of respectively ambitious targets and demanding action plans leading to increased capital expenditures.</li> <li>• Investors' behavior is guided by the constantly evolving sustainability disclosure regulations and EU Taxonomy.</li> <li>• Access to finance has been directly linked with ESG criteria, performance, and metrics.</li> <li>• Increasing demand of sustainability disclosure schemes and obligations leads to increased operating costs (e.g., higher compliance costs, specialized personnel, additional resources)</li> </ul>	<p>Continuous monitoring of the legislative and regulatory framework in cooperation with external consultants, internal experts and through institutional bodies that the company participates in.</p> <p>The ESG program and the dedicated internal team will prepare the company towards the upcoming needs</p>	Noncompliance incidents	Short term
C.5	Technology	<ul style="list-style-type: none"> <li>• Analog utility meters and out of date equipment do not support automated methods for data collection and management.</li> <li>• The increased energy prices as well as the decarbonization targets demand electromechanical systems with increased energy performance which cannot be met by old equipment.</li> <li>• Reduced demand for inefficient buildings with outdated technology installations</li> </ul>	<p>Energy efficiency upgrades of buildings portfolio</p> <p>Development of a unified system among buildings' portfolio in order to collect and manage data (AP)</p>	<p>Energy and water consumption</p> <p>Energy and water intensity</p> <p>Number of buildings connected to the unified system (AP)</p>	Medium Term

ID	RISKS	Impact & Opportunities on PRODEA Investments	CONTROL - Risk mitigation measures - Action Plan (AP)	Metrics	Time Horizon of risk
C.6	Market	<ul style="list-style-type: none"> <li>Volatility in the energy market, energy prices fluctuation and energy security concerns lead to increased energy costs.</li> <li>Increased customer demand for highly sustainable buildings may lead to the risk of stranded assets.</li> <li>Increased construction cost and time delays on the deliveries impact the planning and the execution of projects (new developments and renovations).</li> </ul>	<p>Company's investment and de-investment strategy.</p> <p>Green leases (AP)</p> <p>Contractual provisions regarding cost and time management.</p> <p>Cooperation with reliable partners (supply chain).</p>	<p>Number of tenant complaints</p> <p>Enhanced Project Monitoring</p>	Short term
C.7	Reputation	<ul style="list-style-type: none"> <li>Ability to meet increasing requirements on sustainability disclosure from investors and lenders.</li> <li>Ability to cover increasing tenants' expectations on sustainability credentials, energy consumption and thermal comfort.</li> <li>Risk of adverse reputational impact for disclosing insufficient ESG metrics.</li> <li>Access to finance</li> </ul>	<p>Performance monitoring of buildings' portfolio</p> <p>Maintaining an open communication with tenants and stakeholders</p> <p>Establishment, update, and implementation of ESG policy and action plan</p>	ESG Performance metrics	Short term

## EPRA portfolio tables

**Table 2: Properties controlled by Prodea Investments<sup>8</sup>**

Corporate level performance measure	KPI	Unit	2021	2022	Data coverage (m <sup>2</sup> basis)	Change YoY (%)	Notes
4.1 Elec-Abs Total electricity consumption	1. Total electricity consumption	kWh	301,413.70	289,929.60	100%	-3.8%	Consumption applies to Prodea's HQ office. No electricity consumption in vacant properties.
	2. The proportion of electricity consumption from purchased and self-generated renewable sources.	%	0%	0%	100%	-	There was no generation or purchase of renewable energy in 2022 and 2021.
4.2 Elec-LfL Like-for-like total electricity consumption	Like-for-like electricity consumption across the two most recent reporting years.	kWh	- 6% compared to 2020	- 3.8% compared to 2021	100%	-	Consumption applies to Prodea's HQ office. No electricity consumption in vacant properties.
4.3 DH&C-Abs Total district heating & cooling consumption	1. Indirect energy consumption from district heating and cooling	kWh	Not applicable	Not applicable	100%	-	No supply from district heating/cooling networks at the properties in scope.
	2. The proportion of energy consumption from district heating and cooling generated on and/or off site from renewable sources.	%	Not applicable	Not applicable	100%	-	No energy consumption from district heating/cooling networks at the properties in the scope.
4.4 DH&C-LfL Like-for-like total district heating & cooling consumption	Like-for-like energy consumption from district heating and cooling across the two most recent reporting years.	kWh	Not applicable	Not applicable	100%	-	No energy consumption from district heating/cooling networks at the properties in the scope.

<sup>8</sup> Performance data apply to Prodea's HQ (1 property). Vacant properties' surface area is counted at all indicators except if mentioned otherwise in the notes provided.

Corporate level performance measure	KPI	Unit	2021	2022	Data coverage (m <sup>2</sup> basis)	Change YoY (%)	Notes
4.5 Fuels-Abs Total fuel consumption	1. Total amount of fuels used from direct sources;	Lt	0	0	100%	-	Prodea's property does not use fuels. There has been no fuel consumption at vacant properties.
	2. The proportion of the total amount of fuel consumption within the organisation that is from renewable sources.	%	0	0	100%	-	Prodea's property does not use fuels. There has been no fuel consumption at vacant properties.
4.6 Fuels-LfL Like-for-like total fuel consumption	Like-for-like fuel consumption across the two most recent reporting years.	Lt	Not applicable	Not applicable	100%	-	Prodea's property does not use fuels. There has been no fuel consumption at vacant properties.
4.7 Energy-Int Building energy intensity	Total amount of direct and indirect energy used (including renewable and non-renewable sources) across the portfolio over a full reporting year, normalised by an appropriate denominator.	kWh/m <sup>2</sup>	103.5	99.6	100%	- 3.8%	No energy consumption in vacant properties, therefore the total surface of these properties is not included in the calculation of the indicator.
4.8 GHG-Dir-Abs Total direct greenhouse gas (GHG) emissions	1. Total amount of direct (Scope 1) greenhouse gas emissions.	tn CO <sub>2</sub> e	20.6 (Corporate vehicles and emissions from employee commuting and business travel)	1.38 corporate vehicles only (Scope 1)	100%	Not applicable	A like-for-like comparison between 2022 and 2021 data is not feasible. <sup>9</sup>
4.9 GHG-Indir-Abs Total indirect greenhouse gas (GHG) emissions	1. Total amount of location-based indirect greenhouse gas emissions (kg/CO <sub>2</sub> e) emitted by offsite generation.	tn CO <sub>2</sub> e	146.85	126.67	100%	- 13.7%	Emission factor for 2022: 0.43689 kgCO <sub>2</sub> /kWh Emission factor for 2021: 0.48722 kgCO <sub>2</sub> /kWh
4.10 GHG-Int Greenhouse gas (GHG) emissions intensity from building energy consumption	1. Total amount of direct and indirect (location-based) GHG emissions generated from energy consumption over a full reporting year, normalised by an appropriate denominator.	tn CO <sub>2</sub> e/m <sup>2</sup>	0,057	0,044	100%	- 23.5% (see note in 4.8)	Values apply to Prodea's own offices. Vacant properties have had no energy use and emissions and are excluded from the calculation of the indicator.

<sup>9</sup> Due to limited information regarding the transportation data for the year 2021, all attributed emissions for 2021 have been incorporated into Scope 1 emissions. However, in 2022 the Company, using greater data granularity, recorded separately the emissions from corporate vehicles (Scope 1) and the emissions from employee commuting and business travel (Scope 3 – not included in this report). As a result, Scope 1 emissions for 2022 significantly decreased due to the above granularity in the reporting methodology. The Company will continue to monitor the above emissions and explore how to report data in detail and transparency.

Corporate level performance measure	KPI	Unit	2021	2022	Data coverage (m <sup>2</sup> basis)	Change YoY (%)	Notes
<b>4.11 Water-Abs Total water consumption</b>	1. total amount of water consumed within the portfolio over a full reporting year.	m <sup>3</sup>	1,357	1,371	100%	1%	Data apply to Prodeia's Offices. The Increase in consumption is mainly due to the increase of the Company's employees.
<b>4.12 Water-LfL Like-for-like total water consumption</b>	1. like-for-like water consumption across the two most recent reporting years.	m <sup>3</sup>	+ 26% compared to 2020	+ 1% compared to 2021	100%	-	Data apply to Prodeia's Offices. The Increase in consumption compared to 2020 is mainly due to the return of employees to the office premises, following the lifting of Covid-19 pandemic restrictions and teleworking mandates from 2021.
<b>4.13 Water-Int Building water intensity</b>	1. total amount of water consumption over a full reporting year, normalised by an appropriate denominator	m <sup>3</sup> /m <sup>2</sup>	0.466	0.471	100%	1%	The Increase in consumption is mainly due to the increase of the Company's employees.
<b>4.14 Waste-Abs Total weight of waste by disposal route</b>	1. Total amount (in tonnes) of waste produced and disposed of by disposal route over a full reporting year;	tn	0,41	0,48	100%	17%	100% of the reported quantity was sent to recycling. Mixed waste is disposed of at local municipality system and quantity is not available.
	2. The proportion of waste disposed of by disposal route according to type (non-hazardous and hazardous) in tonnes or as a percentage.	tn	100% non-hazardous 0% hazardous	100% non-hazardous 0% hazardous	100%	-	Waste production applies to Prodeia Investments office activity.
<b>4.15 Waste-LfL Like-for-like total weight of waste by disposal route</b>	1. total amount of like-for-like waste produced across the two most recent reporting years.	tn	+ 66% compared to 2020	+ 17% compared to 2021	100%	-	Data apply to Prodeia's Offices. The Increase in consumption compared to 2020 is mainly due to the return of employees to the office premises, following the lifting of Covid-19 pandemic restrictions and teleworking mandates from 2021.
<b>4.16 Cert-Tot Type and number of sustainably certified assets</b>	1. Companies should report the type and number of sustainability certifications, ratings or labelling schemes.	Number	1	1	100%	100%	LEED Gold for Prodeia's own offices.

5.1 Diversity-Emp Employee gender diversity	1. percentage of male and female employees in the organization's governance bodies and other significant employee categories.	%	20% 37,5%	22% 46%	100%	-	22% (2022), 20% (2021) females in Governance bodies (BoD) 46% (2022), 37,5% (2021) females in managerial positions (BoD, C-level, Heads of Depts)
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Corporate level performance measure	KPI	Unit	2021	2022	Data coverage (m <sup>2</sup> basis)	Change YoY (%)	Notes
5.2 Diversity-Pay Gender pay ratio	1. ratio of the basic salary and/or remuneration of male and female employees in the organisation's governance bodies and other significant employee categories.	Ratio	-	-			
5.3 Emp-Training Training and development	1. average hours of training that the organisation's employees have undertaken in the reporting period.	Hours per person per year	3	12.9	100%	330%	Figure applies to Prodea Investments employees.
5.4 Emp-Dev Employee performance appraisals	1. percentage of total employees who received a regular performance and career development review during the reporting period.	%	98%	98%	100%	0%	Figure applies to Prodea Investments employees.
5.5 Emp-Turnover Employee turnover and retention	1. Total number and rate of new employee hires;	Number / %	4 9,52%	9 18,75%	100%	-	Figure applies to Prodea Investments employees.
	2. Total number and rate of employee turnover.	Number / %	2 4,76%	6,25%	100%	-	Figure applies to Prodea Investments employees.
5.6 H&S-Emp Employee health and safety	1. Injury Rate (IR), Lost Day Rate (LDR) or Accident Severity Rate (ASR), Absentee Rate (AR), and work-related fatalities for all direct employees (where material).	Rate	0	0	100%	-	Figure applies to Prodea Investments employees. There have been no accidents or ill health events in 2022 and 2021. All rates are zero.
5.7 H&S-Asset Asset health and safety assessments	1. percentage of assets for which health and safety impacts are assessed or reviewed for compliance or improvement.	%	100%	100%	100%	-	Prodea's HQ offices are annually checked for health and safety impacts by a Safety Engineer. In addition, all properties undergo a technical assessment prior to acquisition.

<b>5.8 H&amp;S-Comp Asset health and safety compliance</b>	1. incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of assets assessed during the reporting period.	Number	0	0	100%	-	There have been no such incidents for Prodea Investments employees and offices.
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Corporate level performance measure	KPI	Unit	2021	2022	Data coverage (m <sup>2</sup> basis)	Change YoY (%)	Notes
<b>5.9 Comty-Eng Community engagement, impact assessments and development programmes</b>	1. percentage of assets that have implemented local community engagement, impact assessments and/or development programmes.	%	0	100%	100%	100%	Prodea Investments is implementing a long-standing community program, applicable at its own premises which represents 100% of landlord-controlled assets in operation. Please refer to page 10 of this report for further information on the program.
<b>6.1 Gov-Board Composition of the highest governance body</b>	1. Number of executive board members;	Number	4	4	-	-	Please refer to Prodea Investments Annual Financial Report <sup>6</sup> for further information
	2. Number of independent/non-executive board members;	Number	5	5	-	-	Please refer to Prodea Investments Annual Financial Report <sup>6</sup> for further information
	3. Average tenure on the governance body;	Years	3	3	-	-	Please refer to Prodea Investments Annual Financial Report <sup>6</sup> for further information
	4. Number of independent/non-executive board members with competencies relating to environmental and social topics.	Number	0	0	-	-	Please refer to Prodea Investments Annual Financial Report <sup>6</sup> for further information
<b>6.2 Gov-Select Nominating and selecting the highest governance body</b>	1. Companies must describe the nomination and selection process for the highest governance body and its members, and the criteria used to guide the nomination and selection process.	-	Please refer to Prodea Investments Annual Financial Report <sup>6</sup> on page 38 and Prodea Investments site <sup>9</sup> for further information				

<b>6.3 Gov-Col Process for managing conflicts of interest</b>	1. Companies must describe their processes to ensure that conflicts of interest are avoided and managed in the highest governance body.	-	Please refer to Prodea Investments Annual Financial Report <sup>6</sup> on page 27 and Prodea Investments site <sup>10</sup> for further information	
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<sup>10</sup> [Corporate Governance Code | Prodea](#)