

OUR PERFORMANCE

1. MANAGING SUSTAINABLE ASSETS

CLIMATE CHANGE MITIGATION & ADAPTATION

[GRI 302-1, GRI 302-2, GRI 302-3]

GRI STANDARDS 2021	Sustainability Performance Indicators	Unit	2023	2022	2021
ESG ATHEX GUIDE 2022					
	Fuels consumption (Total of portfolio)	MJ	3,514,219	7.307.626	4.503.600
GRI 302-1	Non-renewable fuel consumption (landlord)	MJ	980,640	783.219	-
GRI 302-1	Renewable Fuel consumption (landlord)	MJ	-	-	-
GRI 302-2	Non-renewable fuel consumption (tenants)	MJ	2,533,579	6.524.406	4.503.600
GRI 302-2	Renewable Fuel consumption (tenants)	MJ	-	-	-
	Electricity consumption (Total of portfolio)	MJ	81,829,387.44	67.233.852,00	82.879.200,00
GRI 302-1	Non-renewable electricity consumption (landlord) <i>(exclusively from the national electricity grid)</i>	MJ	19,130,533	23.064.638	22.486.739
GRI 302-1	Renewable electricity consumption (landlord)	MJ	-	-	-
GRI 302-2	Non-renewable electricity consumption (tenant) <i>(exclusively from the national electricity grid)</i>	MJ	62,698,855	44.169.214	60.392.461
GRI 302-2	Renewable electricity consumption (tenant)	MJ	-	-	-
	Energy consumption (Total of portfolio)	MJ	85,343,606.64	74.541.478,00	87.382.800,00
GRI 302-1	Energy consumption (landlord)	MJ	20,111,173	23.847.857	22.486.739
GRI 302-2	Energy consumption (tenant)	MJ	65,232,434	50.693.620	64.896.061
	Intensity (Total of portfolio)	MJ/m2	269.01	238,00	263,00
GRI 302-3	Energy intensity (landlord)	MJ/m2	108	120	101

GRI 302-3	Energy intensity (tenant)	MJ/m2	501	450	667
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[ATHEX C-E3]

GRI STANDARDS 2021	Sustainability Performance Indicators	Unit	2023	2022	2021
ESG ATHEX GUIDE 2022					
ATHEX C-E3	Energy consumption (landlord)	MWh	5,586	6.624	6.246
ATHEX C-E3	Electricity consumption (%) (landlord)	MWh	95%	97%	100%
ATHEX C-E3	Renewable energy consumption (landlord)	%	0	0	0
ATHEX C-E3	Energy production (landlord)	MWh	0	0	0
ATHEX C-E3	Renewable energy production (landlord)	%	0	0	0

[GRI 305-1, GRI 305-2, GRI 305-3, 305-4, ATHEX C-E1, ATHEX C-E2, ATHEX A-E1]

GRI STANDARDS 2021	GHG emissions	Units	2023	2022	2021
ESG ATHEX GUIDE 2022					
GRI 305-1	Direct (Scope 1) GHG emissions	tCO ₂ e	54	40	0
GRI 305-2	Indirect (Scope 2) GHG emissions location-based	tCO ₂ e	2,590	3.400	2.759
GRI 305-2	Indirect (Scope 2) GHG emissions market-based	tCO ₂ e	0	0	0
GRI 305-3	Other indirect (Scope 3) GHG emissions	tCO ₂ e	8691	6.848	8.452
GHG 305-4	GHG emissions intensity (landlord)	tCO ₂ e	14	17	12

Note 1: The quantities refer to the properties of the portfolio that are in operation for which they were either found data on energy consumption for 2023, whether it was possible to estimate a part of the data, for months with data unavailable.

Note 2: The significant variation in carbon dioxide emissions in tourist properties is due to non finding data for all the properties that had been included for 2022. Also, the differentiation in commercial properties is due to the addition of a property, for which no data was recorded for 2022.

Note 3: For Scope 1 emission conversion factors, the National Inventory Report was used (NIR) of the respective country as well as the IPCC Emission Factor Database. For field emission conversion factors 2 (Scope 2) the source [AIB Report on European Residual Mixes 2023](#) was used. The emission calculations include CO2, CH4, N2O emissions. There are no biogenic CO2 emissions. All emissions are expressed in tons of carbon dioxide equivalent.

Note 4: It is pointed out that the quantities for the year 2021 are not representative, due to the COVID-19.

Note 5: It is pointed out that for residential properties no data had been found on energy consumption and greenhouse gas emissions for 2022 and for 2021.

Note 6: It is pointed out that the greenhouse gas emissions for the year 2022 presented in the above table differ from those published in last year's report of non-financial condition, due subsequent update of emission conversion factors, which was taken into account in the Report of Sustainable Development 2022. It is also pointed out that, in selected properties, variations of the categorization of emissions into field 1, 2, and 3 emissions with respect to 2022, which according to ISO 14064 certification were taken into account in the emissions calculations for 2023.

[EPRA Elec-Abs, GRI 2-4]

EPRA Sustainability Performance Measures (Energy) – 2017		Electricity for landlord shared services			Electricity (sub)metered exclusively to tenants			Total electricity consumption		
Elec-Abs										
Units		(MWh)			(MWh)			(MWh)		
		2021	2022	2023	2021	2022	2023	2021	2022	2023
	Total portfolio	6,013	6,180	5,107	16,775	12,269	17,416	22,788	18,449	22,524
Performance by asset type	Offices	1,440	1,179	1,360	1,377	1,675	1,670	2,818	2,854	3,030
	Retail	2,535	2,861	2,590	8,400	4,219	9,036	10,935	7,079	11,627
	Hospitality	21	-	8	1,869	1,356	54	1,890	1,356	63

Industrial	568	584	443	3,722	3,314	4,095	4,340	3,898	4,537
Mixed-use	1,449	1,556	706	1,356	1,706	2,548	2,805	3,261	3,254
Residential	-	-	-	-	-	13	-	-	13
HQ	234	227	207	-	-	-	234	227	207

For the Industrial assets electricity consumptions, a restatement has been done 3,254 to 3,314 MWh

[EPRA Fuels-Abs]

EPRA Sustainability Performance Measures (Energy) – 2017		Natural Gas for landlord shared services			Natural Gas for (sub)metered exclusively to tenants			Total fuel consumption		
Fuel-Abs		(MWh)			(MWh)			(MWh)		
Units		2021	2022	2023	2021	2022	2023	2021	2022	2023
	Total portfolio	-	218	272	1,251	1,812	704	1,251	2,030	976
Performance by asset type	Offices	-	218	272	544	244	182	544	461	454
	Retail	-	-	-	-	-	522	-	-	522
	Hospitality	-	-	-	708	1,569	-	708	1,569	-
	Industrial	-	-	-	-	-	-	-	-	-
	Mixed-use	-	-	-	-	-	-	-	-	-
	Residential	-	-	-	-	-	-	-	-	-
	HQ	-	-	-	-	-	-	-	-	-

[EPRA Elec-Abs, Fuel-Abs]

EPRA Sustainability Performance Measures (Energy) –2017		No. of applicable properties			Proportion of energy and associated GHG estimated		
Elec-Abs , Fuel-Abs		Energy and associated GHG disclosure coverage					
Units					%		
		2021	2022	2023	2021	2022	2023
	Total portfolio	21 out of 25	20 out of 25	23 out of 31	-	-	3%
Performance by asset type	Offices	5 out of 7	5 out of 7	5 out of 7	-	-	0%
	Retail	3 out of 4	3 out of 4	4 out of 7	-	-	0%
	Hospitality	3 out of 3	1 out of 3	1 out of 3	-	-	100%
	Industrial	8 out of 9	9 out of 9	10 out of 11	-	-	13%
	Mixed-use	2 out of 2	2 out of 2	2 out of 2	-	-	0%
	Residential			1 out of 1			0%
	HQ	1 out of 1	1 out of 1	1 out of 1	0	0	100%

Note 1: The quantities refer to the properties of the portfolio that are in operation, and for which they were found 2023 energy consumption figures.

Note 2: The Company has in its portfolio three (3) tourist properties, which are in operation. The energy consumption for 2021, concerns the properties at 29 Agios Konstantinou, Municipality of Athens, Prefecture of Attica and Achilleos, Colonou, Alexander the Great & Ag. Konstantinou, Karaiskaki Square, Municipality of Athens, Prefecture of Attica, for 2022 it concerns only Achilles, Colonou, Alexander the Great & Ag. Konstantinou, Karaiskaki Square, Municipality Athinaion, Prefecture of Attica, while for 2023, energy data was only available for the property in D.E. Livathous, Prefecture of Kefallinia

Note 3: The significant variation in commercial properties is due to the addition of the shopping center to Kifisou Avenue 96-98-100 and Proodou, Municipality of Aigaleo Attica, Prefecture of Attica, for which no data had been found for 31.12.2022.

Note 4: There is no percentage of energy coming from renewable sources (0%), while the percentage of electricity of energy on the total energy consumed corresponds to 95% for the Company and 96% for the tenants. There are no energy sources other than electricity and fossil fuel energy, nor energy that sold by the Company.

Note 5: It is also pointed out that no energy consumption figures were found for residential properties and greenhouse gas emissions for 2022 and 2021.

Note 6: All quantities have been rounded to the nearest integer.

Note 7: Proportion of landlord obtained electricity from renewable sources for the total of the portfolio: 0%

Note 8: Proportion of total fuels consumption from renewable sources for the total of the portfolio: 0%

Note 9: District heating and cooling: Not applicable

[GHG-Dir-Abs, GHG-Indir-Abs, GHG-Int]

EPRA Sustainability Performance Measures (Emissions) –2017		Direct Scope 1			Indirect Scope 2			Indirect Scope 3			GHG emissions intensity (Scope 1 and 2 emissions)			No. of applicable properties Energy and associated GHG disclosure coverage		
GHG-Dir-Abs, GHG-Indir-Abs, GHG-Int																
Units		(tCO ₂ e)			(tCO ₂ e)			(tCO ₂ e)			KgCO ₂ e/m ²			# ¹		
		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
	Total portfolio	-	40	54	2,645	3,280	2,590	8,452	6,848	8,691	12	17	14	21 out of 25	20 out of 25	23 out of 31
Performance by asset type	Offices	-	40	54	646	623	645	773	931	841	69	71	76	5 out of 7	5 out of 7	5 out of 7
	Retail	-	-	-	1,000	1,520	1,274	4,120	2,241	4,549	10	15	15	3 out of 4	3 out of 4	4 out of 7
	Hospitality	-	-	-	10	0	4	1,044	1,009	27	7	0	18	3 out of 3	1 out of 3	1 out of 3
	Industrial	-	-	-	278	310	218	1,850	1,761	2,014	3	5	3	8 out of 9	9 out of 9	10 out of 11
	Mixed-use	-	-	-	710	826	347	665	906	1,253	30	35	15	2 out of 2	2 out of 2	2 out of 2
	Residential	-	-	-	-	-	-	-	-	7	3	5	-			1 out of 1
	HQ	-	-	-	115	121	102	-	-	-	69	73	61	1 out of 1	1 out of 1	1 out of 1

[EPRA Energy-Int]

Energy intensity of the total portfolio (landlord & tenants' areas)	Energy intensity landlord-obtained (only landlord areas)
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¹ Referring to buildings that are occupied (either by tenant or landlord).

Energy-Int						
Units	(kWh/m ²)			(kWh/m ²)		
	2021	2022	2023	2021	2022	2023
Total portfolio	71	66	75	27	32	30
Offices	150	149	172	153	151	264
Retail	79	52	94	24	28	31
Hospitality	100	124	43	14	-	37
Industrial	41	48	41	7	9	7
Mixed-use	58	66	66	61	66	31
Residential			32			-
HQ	115	137	123	115	137	123

[EPRA GHG-Int]

GHG emissions intensity of the total portfolio (landlord&tenants' areas, Scope 1,2,3)	
GHG-Int	
Units	(kg CO ₂ e/m ²)
	2023
Total portfolio	36
Offices	66

Retail	45
Hospitality	21
Industrial	20
Mixed-use	32
Residential	16
HQ	61

EFFICIENT WATER MANAGEMENT

[GRI 303-3, GRI 303-5, EPRA Water-Abs, Water-Int]

GRI STANDARDS 2021 ESG ATHEX GUIDE 2022	Sustainability Performance Indicators	Unit	2023	2022	2021
	Water withdrawal (Total of portfolio)from all areas and areas with water stress	ML	57.23	78.48	45.32
	Water withdrawal (landlord)	ML	53.77		
GRI 303-3	Total water withdrawal from third-party (landlord)	ML	32.62	53.19	24.97
GRI 303-3	- freshwater	ML	32.62	53.19	24.97
GRI 303-3	- other water	ML	0.00	0.00	0.00
GRI 303-3	Total water withdrawal from groundwater (landlord)	ML	16.04	N/A	N/A
GRI 303-3	- freshwater	ML	16.04	N/A	N/A
GRI 303-3	- other water	ML	0.00	N/A	N/A
GRI 303-3	Total water withdrawal from treated wastewater (landlord)	ML	5.11	N/A	N/A
GRI 303-3	- freshwater	ML	5.11	N/A	N/A
GRI 303-3	- other water	ML	0.00	N/A	N/A
	Water withdrawal (tenant)	ML	3.46	24.52	
	Total water withdrawal from third-party (tenant)	ML	3.46	24.52	20.35
	- freshwater	ML	3.46	24.52	20.35
	- other water	ML	0.00	0.00	0.00
	Total water withdrawal from groundwater (tenant)	ML	N/A	N/A	N/A
	- freshwater	ML	N/A	N/A	N/A
	- other water	ML	N/A	N/A	N/A
	Total water withdrawal from treated wastewater (tenant)	ML	N/A	N/A	N/A

	- freshwater	ML	N/A	N/A	N/A
	- other water	ML	N/A	N/A	N/A
GRI 303-5	Total water consumption from all areas and areas with water stress	ML	57.23	78.48	45.32

Note 1: The above amounts refer to the water consumption for 2023 for the properties of the portfolio Company that is in operation or it was possible to estimate a part of the data, for months with unavailable data.

Note 2: It is pointed out that the estimate that water consumption is equivalent to water abstraction was made conservatively.

Note 3: The Company's areas of activity are areas with increased water pressure according to WRI Aqueduct.

Note 4: It is pointed out that water abstraction and water consumption refers to clean water (concentration $\leq 1,000$ mg/L TSS).

Note 5: It is pointed out, finally, that for residential properties no data was found on water consumption for in the years 2023, 2022 and for 2021.

Note 6: Amounts have been rounded to the nearest integer.

EPRA Sustainability Performance Measures (Water) – 2017 Water-Abs , Water-Int		Water for landlord shared services			Water (sub)metered exclusively to tenants			Total amount of water consumed			Water intensity Landlord obtained (only for landlord areas)			No. of applicable properties Water disclosure coverage			Proportion of water estimated		
Units		(m ³)			(m ³)			(m ³)			(litres/m ²)			(#)			(%)		
Performance by asset		2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023	2021	2022	2023
	Total portfolio	24,222	53,186	53,121	20,352	24,522	3,456	44,575	77,708	56,577	160	374	449	15 out of 23	13 out of 23	11 out of 31	0	0	100%
	Offices	8,099	8,692	5,206	2,145	2,142	3,206	10,244	10,834	8,412	870	620	843	5 out of 7	5 out of 7	4 out of 7	0	0	100%

	Retail	11,102	35,398	35,384	-	-	-	11,102	35,398	35,384	134	262	417	3 out of 4	3 out of 4	3 out of 7	0	0	100%
	Hospitality	879	0	-	18,208	22,380	-	19,087	22,380	-	598	0	-	3 out of 3	1 out of 3	0 out of 3	0	0	100%
	Industrial	219	324	596	-	-	250	219	324	846	7	58	148	2 out of 7	2 out of 7	2 out of 9	0	0	100%
	Mixed-use	3,922	8,722	11,935	-	-	-	3,922	8,722	11,935	164	178	519	2 out of 2	2 out of 2	2 out of 2	0	0	100%
	Residential	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	HQ	750	768	651	-	-	0	750	768	651	450	461	388	1 out of 1	1 out of 1	1 out of 1	0	0	100%

[EPRA Water-Abs]

Units	Water intensity (landlord&tenants' areas)		
	Water-Int		
	(litres/m ²)		
	2021	2022	2023
Total portfolio	198	329	442
Offices	456	486	917
Retail	87	262	417
Hospitality	731	951	not applicable
Industrial	7	58	78
Mixed-use	164	178	519
Residential	450	461	388

[EPRA Elec-LfL]

EPRA Sustainability Performance Measures (Energy) –2017		Electricity for landlord shared services			Electricity (sub)metered exclusively to tenants			Total electricity consumption		
Elec-LfL, Fuel-LfL										
Units		(MWh)		%	(MWh)		%	(MWh)		%
Like for Like		2022	2023	change 2022-2023	2022	2023	change 2022-2023	2022	2023	change 2022-2023
Performance by asset type	Total portfolio	6,180	5,099	-17%	12,269	12,241	0%	18,449	17,339	-6%
	Offices	1,179	1,360	15%	1,675	1,670	0%	2,854	3,030	6%
	Retail	2,861	2,590	-9%	4,219	4,432	5%	7,079	7,022	-1%
	Hospitality	not applicable	0	not applicable	1,356	not applicable	not applicable	1,356	not applicable	not applicable
	Industrial	584	443	-24%	3,314	3,591	8%	3,838	4,034	5%
	Mixed-use	1,556	706	-55%	1,706	2,548	49%	3,261	3,254	0%
	Residential	not applicable	0	not applicable	1,356	not applicable	not applicable	1,356	not applicable	not applicable
HQ	227	207	-9%	not applicable	not applicable	not applicable	234	207	-12%	

[EPRA Fuels-LfL]

EPRA Sustainability Performance Measures (Energy) –2017	Natural Gas for landlord shared services			Natural Gas for (sub)metered exclusively to tenants			Total fuel consumption		
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Elec-LfL, Fuel-LfL										
Units		(MWh) %			(MWh) %			(MWh) %		
Like for Like		2022	2023	change 2022-2023	2022	2023	change 2022-2023	2022	2023	change 2022-2023
Performance by asset type	Total portfolio	218	272	25%	1,812	704	- 0.61	2,030	976	-52%
	Offices	218	272	25%	244	182	- 0.26	461	454	-1%
	Retail	0	0	not applicable	0	522	not applicable	0	522	not applicable
	Hospitality	0	not applicable	not applicable	1,569	not applicable	not applicable	1,569	not applicable	not applicable
	Industrial	0	0	not applicable	0	0	not applicable	0	0	not applicable
	Mixed-use	0	0	not applicable	0	0	not applicable	0	0	not applicable
	Residential	0	0	not applicable	0	0	not applicable	0	0	not applicable
	HQ	-		not applicable	not applicable	not applicable	not applicable	-	not applicable	not applicable

EPRA Sustainability Performance Measures (Energy) –2017		No. of applicable properties		Proportion of energy and associated GHG estimated	
Elec-LfL, Fuel-LfL		Energy and associated GHG disclosure coverage			
Units		(#)[1]		%	
Like for Like		2022	2023		
	Total portfolio	19 out of 25	19 out of 31	0	

Performance by asset type	Offices	5 out of 7	5 out of 7	0
	Retail	3 out of 4	3 out of 7	0
	Hospitality	1 out of 3	0 out of 3	0
	Industrial	8 out of 9	9 out of 11	0
	Mixed-use	2 out of 2	2 out of 2	0
	Residential	-	1 out of 1	0
	HQ	1 out of 1	1 out of 1	0

[EPRA Water-Lfl]

EPRA Sustainability Performance Measures – 2017 Water-Lfl		Water for landlord shared services			Water (sub)metered exclusively to tenants			Total amount of water consumed			No. of applicable properties	Proportion of water estimated
Units		(m ³)	%		(m ³)	%		(m ³)	%		(#)	%
Like for Like		2022	2023	change 2022-2023	2022	2023	change 2022-2023	2022	2023	change 2022-2023		0
Performance by asset type	Total portfolio	52,934	52,525	-1%	24,522	3,456	-86%	77,456	55,981	-38%	10 out of 31	0
	Offices	8,692	5,206	-40%	2,142	3,206	50%	10,834	8,412	-29%	4 out of 7	0
	Retail	35,398	35,384	0%	not applicable	not applicable	not applicable	35,398	35,384	0%	3 out of 7	0
	Hospitality	not applicable	not applicable	not applicable	22,380	not applicable	not applicable	22,380	not applicable	not applicable	0 out of 3	0
	Industrial	72	not applicable	not applicable	not applicable	250	not applicable	72	250	71%	1 out of 11	0
	Mixed-use	8,722	11,935	37%	not applicable	not applicable	not applicable	8,722	11,935	27%	2 out of 2	0
	HQ	768	651	-15%	not applicable	not applicable	not applicable	768	651	-18%	1 out of 1	0

2. CARING FOR OUR PEOPLE & SUPPORTING COMMUNITIES

CARING FOR OUR PEOPLE

[GRI 2-7, GRI 2-8]

Employees (head count, full-time equivalent (FTE))											
Greece ²		Unit	2021	2022	2023	2021		2022		2023	
			Total			Female	Male	Female	Male	Female	Male
GRI 2-7	Total number of employees ³	#	25	30	33	17	8	19	11	21	12
	Number of permanent employees	#	25	27	30	17	8	17	10	20	10
	Number of temporary employees	#	3	3	3	2	1	2	1	1	2
	Number of non-guaranteed employee hours	#	0	0	0	0	0	0	0	0	0
	Number of full-time employees	#	24	29	32	16	8	18	11	20	12
	Number of part-time employees	#	1	1	1	1	0	1	0	1	0
GRI 2-8	Total number of workers who are not employees	#	0	0	0	0	0	0	0	0	0

[GRI 401-1, EPRA Emp-Turnover]

²Bulgaria is not included in the above table, as Noval Property does not employ staff in the requested country.

³ The Company does not have employees of "Other" or "Not disclosed" gender, and for that reason these two categories are not presented in the above table.

Notes:

- The numbers have been rounded to the nearest integer.
- The Company does not have employees with non-guaranteed working hours.
- The Company does not have employees who do not belong to the human resources of NOVAL PROPERTY and whose work and/or workspace is overseen by the Company.
- The number of employees refers to the end of the reporting period (31.12.2023).

New employee hires and employee turnover											
2023		Unit	<30 years old			30-50 years old			>50 years old		
			Female	Male	Total	Female	Male	Total	Female	Male	Total
GRI 401-1 EPRA Emp- Turnover	Number of new employee hires	#	0	0	0	4	1	5	0	0	0
	Ratio of new employee hires ⁴	%	0.00	0.00	0.00	0.25	0.2	0.24	0.00	0.00	0.00
	Number of employee turnover	#	0	0	0	0	0	0	1	0	1
	Ratio of employee turnover ⁵	%	0.00	0.00	0.00	0.00	0.00	0.00	0.33	0.00	0.14
New employee hires and employee turnover											
2022		Unit	<30 years old			30-50 years old			>50 years old		
			Female	Male	Total	Female	Male	Total	Female	Male	Total
GRI 401-1 EPRA Emp- Turnover	Number of new employee hires	#	1	1	2	3	2	5	1	0	1
	Ratio of new employee hires	%	0.33	0.33	0.33	0.25	0.4	0.29	0.25	0.00	0.14
	Number of employee turnover	#	0	0	0	3	0	3	0	0	0
	Ratio of employee turnover	%	0.00	0.00	0.00	0.25	0.00	0.18	0.00	0.00	0.00
New employee hires and employee turnover											
2021		Unit	<30 years old			30-50 years old			>50 years old		
			Female	Male	Total	Female	Male	Total	Female	Male	Total
GRI 401-1 EPRA Emp- Turnover	Number of new employee hires	#	1	2	3	4	1	5	0	1	1
	Ratio of new employee hires	%	0.5	1	0.75	0.31	0.25	0.29	0.00	0.5	0.25
	Number of employee turnover	#	0	0	0	1	0	1	0	0	0
	Ratio of employee turnover	%	0.00	0.00	0.00	0.08	0.00	0.06	0.00	0.00	0.00

⁴ The ratio of new employee hires is the ratio of the number of hires to the total number of employees.

⁵ The ratio of employee turnover is the ratio of the number of resignations to the total number of employees.

[ATHEX ESG C-S2]

Percentage of female employees					
		Unit	2021	2022	2023
ATHEX ESG C-S2	Percentage of female employees	%	68%	63%	64%

[ATHEX ESG C-S4]

Employee turnover rate ⁶					
		Unit	2021 ⁷	2022	2023
ATHEX ESG C-S4	Involuntary turnover rate	%	-	3%	0%
	Voluntary turnover rate	%	-	7%	3%
	Turnover rate (voluntary and involuntary) ⁸	%	-	10%	3%

[GRI 401-3]

Parental leave										
		2021 ⁹	2022	2023	2021	2022	2023	2021	2022	2023
	Unit	Total			Female			Male		

⁶ The numbers of voluntary and involuntary turnover rate are calculated taking into account the total number of voluntary and involuntary employees leave within a year and the average number of employees within the year.

⁷ The numbers for 2021 were not available.

⁸ The turnover rate (voluntary and involuntary) arises from the sum of the individual rates.

⁹ The numbers for 2021 were not available.

GRI 401-3	Total number of employees that were entitled to parental leave ¹⁰	#	n/a	30 ¹¹	33	n/a	19	21	n/a	11	12
	Total number of employees that took parental leave	#	n/a	1	1	n/a	1	1	n/a	0	0
	Total number of employees that returned to work after parental leave ended	#	n/a	0	0	n/a	0	0	n/a	0	0
	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	#	n/a	0	0	n/a	0	0	n/a	0	0
	Total number of employees due to return to work after taking parental leave	#	n/a	0	1	n/a	0	1	n/a	0	0
	Total number of employees retained 12 months after returning to work following a period of parental leave	#	n/a	0	0	n/a	0	0	n/a	0	0
	Return to work rate	%	n/a	0	0	n/a	0%	0%	n/a	0%	0%
	Retention rate	%	n/a	0	0	n/a	0%	0%	n/a	0%	0%

[GRI 404-3, ATHEX C-S3, EPRA Diversity-Emp, EPRA Emp-Dev]

¹² GRI STANDARDS 2021	Sustainability Performance Indicators	Unit	2023	2022	2021
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¹⁰ The total number of employees entitled to maternity/paternity leave refers to the total number of employees who have the right to request paternity/maternity leave, i.e., the entire Company.

¹¹ The number of employees that were entitled to parental leave in 2022, was considered as the total number of employees, as all of them have the right to take this type of leave, if needed.

¹² Notes:

- Bulgaria is not included in the above table, as Noval Property does not employ staff in the requested country.
- The Company does not have employees of "Other" or "Not disclosed" gender, and for that reason these two categories are not presented in the above table.

ATHEX ESG GUIDE 2022								
EPRA 2017								
Total number of employees								
By employee level		Unit	Female	Male	Female	Male	Female	Male
GRI 404-3 EPRA Emp-Dev	Senior Management	#	3	1	3	2	4	4
	Middle Management	#	2	5	7	6	4	2
	Other Employees	#	16	6	10	2	9	2
EPRA Diversity- Emp	Percentage of female representation in Senior Management	%	100%		60%		50%	
	Percentage of female representation in Middle Management	%	100%		54%		67%	
	Percentage of female representation in Other Employees	%	94%		83%		82%	
Employees who received a regular performance and career development review								
By employee level		Unit	Female	Male	Female	Male	Female	Male
GRI 404-3 EPRA Emp-Dev	Senior Management	#	3	1	3	2	4	4
	Middle Management	#	2	5	7	6	4	2
	Other Employees	#	15	5	9	2	9	2
	Percentage of employees who received a regular performance and career development review (Senior Management)	%	100%		100%		100%	
	Percentage of employees who received a regular performance and career development review (Middle Management)	%	100%		100%		100%	
	Percentage of employees who received a regular performance and career development review (Other Employees)	%	91%		92%		100%	
Total rate per gender								
GRI 404-3 EPRA Emp-Dev	Percentage of employees who received a regular performance and career development review (Employees)	%	94%		97%		100%	
	Percentage of employees who received a regular performance and career development review (Females)	%	95%		95%		100%	

	Percentage of employees who received a regular performance and career development review (Males)	%	92%	100%	100%
Female employees in management positions					
ATHEX ESG C-S3	Female employees in management positions	%	45%	55.56%	57.14%

SAFEGUARDING HEALTH AND SAFETY

[GRI 403-8, GRI 403-9, GRI 403-10, ATHEX SS-S6, Internal Indicator – Number of safety incidents, Property health & safety inspections, EPRA H&S-Emp, H&S-Asset, H&S-Comp]

GRI STANDARDS 2021	Sustainability Performance Indicators	Unit	2023	2022	2021
ATHEX ESG GUIDE 2022					
Workers covered by an occupational health and safety management system¹³					
GRI 403-8	Number and percentage of employees who are covered by such a system	#, %	0	0	0
	Number and percentage of employees, who are covered by such a system that has been internally audited	#, %	0	0	0
	Number and percentage of all employees, who are covered by such a system that has been audited or certified by an external party	#, %	0	0	0
Work-related injuries					
		Unit	Total	Total	Total
GRI 403-9 EPRA H&S Emp	Number of hours worked	#	64,452	64,265	44,980
	Number of fatalities as a result of work-related injury	#	0	0	0
	Rate of fatalities as a result of work-related injury ¹⁴	%	0%	0%	0%
	Number of high-consequence work-related injuries (excluding fatalities)	#	0	0	0
	Rate of high-consequence work-related injuries (excluding fatalities)	%	0%	0%	0%
	Number of recordable work-related injury	#	0	0	0
	Rate of recordable work-related injuries (IR)	%	0%	0%	0%
ATHEX SS-S6	Main types and number of work-related injuries	#	-	-	-
	Accident frequency rate ¹⁵	%	0%	0%	0%

¹³ Noval Property does not have workers who are not employees but whose work and/or workplace is controlled by the organisation.

¹⁴ The rate of fatalities as a result of work-related injury has been calculated based on the recordable 200,000 work hours.

¹⁵ The accident frequency rate is determined taking into account the number of recordable injuries in the total work hours.

	Accident severity rate ¹⁶	%	0%	0%	0%
Internal indicator	Number of safety incidents	#	0	0	0
Work-related ill health					
		Unit	Total	Total	Total
GRI 403-10	Number of fatalities as a result of work-related ill health	#	0	0	0
	Number of cases of recordable work-related ill health	#	0	0	0
	Main types and number of work-related ill health	#	-	-	-
Health and safety in assets					
Property health & safety inspections	Asset health and safety inspections	No. of Assets	4 (3 retail assets, 1 HQ)	4 (3 retail assets, 1 HQ)	4 (3 retail assets, 1 HQ)
EPRA H&S Asset	Asset health and safety assessments (on fire safety measures)	No. of Assets	4 (3 retail assets, 1 HQ)	4 (3 retail assets, 1 HQ)	4 (3 retail assets, 1 HQ)
EPRA H&S Comp	Asset health and safety compliance	No. of Incidents	0	0	0

¹⁶ The accident severity rate is determined taking into account the work days lost due to work-related accidents in the total work hours.

SUPPORTING THE COMMUNITIES

[Internal indicator-Donations & Total amount of community investments]

Sustainability Performance Indicators		Unit	2023	2022	2021
Total amount of donations and community investments					
		Unit	Total	Total	Total
Internal indicator	Total donations and amount of community investments	€	158,355.00	77,512.50	17,150.00

[GRI 201-1]

GRI STANDARDS 2021 ATHEX ESG GUIDE 2022	Sustainability Performance Indicators	Unit	2023	2022	2021
Direct economic value generated (EUR '000)					
		Unit	Total	Total	Total
GRI 201-1	Revenues	€		25,876	19,164
	Economic value distributed (EUR '000)	€			
	Operating costs	€		6,978	4,305
	Employee wages and benefits	€		3,546	2,618
	Payments to providers of capital	€		10,056	6,570
	Payments to government	€			
	Greece	€		3,325	2,961
	Bulgaria	€		40	59
	Community Investments	€		61	17
	Total	€		24,005	16,530
	Economic value retained (EUR '000)	€			
	Total	€		1,870	2,634

3. SUSTAINABILITY IN OUR CORPORATE GOVERNANCE

CORPORATE GOVERNANCE

[GRI 2-9, Diversity-Emp]

	Board of Directors	Investment Committee	Audit Committee	Remunerations and Nominations Committee	Green Bond Committee
Number of members	9	5	3	3	5
Executives	4	1	0	0	3
Non-executives	5	4	3	3	2
Independent	3	0	3	3	0
Dependent	6	5	0	0	5
Tenure	1 year				
Male	6	4	3	3	2
Female	3	1	0	0	3
Representation of external stakeholders or social groups	-				
Percentage of non-executive members	56%				
Percentage of both independent and non-executive members	33%				
Female representation	33%				