Sustainability Report 2025

NOVAL PROPERTY

re: purpose growth

Delivering Enduring Value

We combine strategic investments with responsible development to create projects that enhance the urban landscape and support sustainable growth.

Table of contents

Message from the CEO

[GRI 2-22]

I am pleased to present Noval Property's 2025 Sustainability Report, which reflects our continued progress in integrating sustainability into the way we invest, develop, manage and operate our real estate portfolio.

During the reporting period, Noval Property continued to solidify its standing as one of the leading real estate investment firms in Greece, guided by a steadfast commitment to responsible investment, long-term value creation and transparent corporate governance. Our strategy remains focused on the development and management of high-quality assets that respond to the evolving needs of tenants, users, investors and local communities, while driving the advancement toward a more sustainable and resilient built environment.

In an increasingly complex market and evolving regulatory environment, sustainability is no longer a separate area of activity. It is an integral part of how we assess opportunities, manage risks and make decisions. Through the retrofitting and repurposing of existing building stock, the development of modern and environmentally certified assets, and the gradual improvement of performance across our portfolio, we aim to create buildings that are efficient, resilient and fit for the future.

A key priority for us is the continued alignment of our sustainability approach with recognized standards and market expectations. Our evaluation of materiality, climate-related risks, resource efficiency, and corporate governance, enables us to identify where we can have the greatest impact.

Our people, partners and tenants remain central to this effort. We recognize that the quality and resilience of our portfolio depend not only on technical specifications, but also on strong collaboration, responsible management and a shared understanding of sustainability priorities. To this end, we continue to invest in occupational health and safety, human capital development, ethical conduct, robust governance and constructive engagement with stakeholders.

Looking forward, our strategic priority remains on achieving operational excellence. We remain committed to optimizing the environmental performance of our assets, strengthening our approach to climate resilience, and further integrating sustainability criteria into our investment and operational decisions. Our objective is to deliver measurable progress while maintaining the flexibility required to respond to changing market conditions, regulatory expectations and stakeholder needs.

Georgios Koutsopodiotis,
CEO

Butterfly Office Building

About this report

Reporting scope and Methodology

This report has been prepared by Noval Property Real Estate Investment Company hereinafter referred to as "Noval Property" or "the Company". The report covers the period from January 1st to December 31st 2025, which is aligned with the Company's financial reporting period.

The report has been prepared on an individual basis and covers the activities, operations and real estate portfolio of Noval Property. It does not include information related to the Company's parent company, affiliated companies or other entities outside Noval Property's reporting boundary.

Noval Property is a Real Estate Investment Company (REIC) operating in the real estate sector. As a Real Estate Investment Company, Noval Property's revenue-generating activities are linked to the ownership, leasing and management of real estate assets, in accordance with the applicable legal and regulatory framework governing REICs in Greece. The Company does not carry out commercial, industrial or production activities outside the scope of its real estate investment activity. The Company's main economic activity falls under NACE Code L68 – <Real estate activities>. For the purposes of EU Taxonomy-related classification, the Company's activities are primarily associated with Activity 7.7 – Acquisition and ownership of buildings.

The Company's primary country of operation is Greece. As of the 31st of December 2025, Noval Property's portfolio comprised 62 building assets, out of which 61 are located across Greece and 1 is located in Bulgaria.

The purpose of this report is to present information on Noval Property's sustainability-related practices, policies, actions, performance, and future initiatives, with reference to the EFRAG Voluntary Sustainability Reporting Standard (VSME), EPRA sustainability Best Practice Recommendations (4th Edition), and ATHEX guidelines where relevant and applicable. Although the VSME Standard has been designed for voluntary sustainability reporting by micro, small and medium-sized undertakings, Noval Property uses it as a practical reference framework to enhance the transparency, structure and comparability of its sustainability disclosures.

The report aims to provide stakeholders with clear and concise information on the Company's environmental, social and governance performance, including matters related to energy consumption and greenhouse gas (GHG) emissions, water use, waste management, workforce characteristics, health and safety, and business conduct. The Company's financial and operational information for the reporting period is presented on the basis of the same reporting boundary used for its annual financial reporting. The following key information will be disclosed for the 2025 reporting period:

Portfolio coverage in reporting

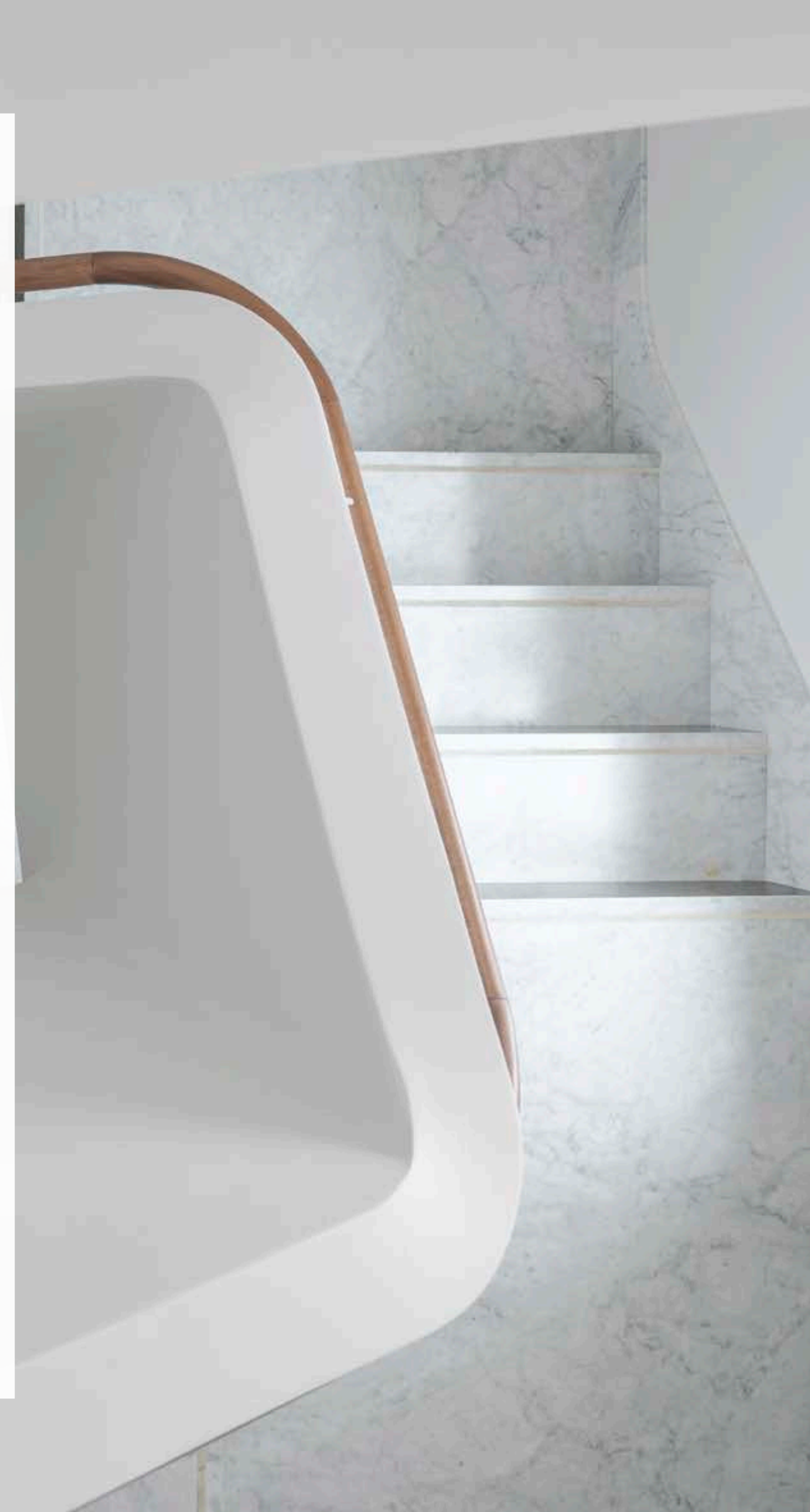
For the 2025 reporting period, Noval Property's real estate portfolio comprised 62 assets, including the Company's headquarters. The sustainability information disclosed in this report covers income-generating building assets and the Company's headquarters.

Environmental performance data has been reported for the assets and building areas for which reliable and sufficiently complete data was available during the reporting period. In particular, the reported energy, water and waste data reflects the level of data coverage achieved for 2025 across the Company's operational and non-vacant assets.

Indicator	2025
Total building assets in portfolio	62
Assets included in environmental reporting boundary	32
Energy data coverage	88%
Water data coverage	42%
Waste data coverage	16%

The Company acknowledges that data availability may vary across assets, depending on factors such as the type of asset, leasing structure, tenant-controlled consumption, metering arrangements and access to utility information. Noval Property is continuously working to improve the completeness, accuracy and consistency of its sustainability data, including through enhanced tenant engagement, improved monitoring systems and the progressive integration of sustainability-related requirements into lease agreements and asset management practices.

NOVAL PROPERTY AT A GLANCE



2025 Performance Snapshot

Business Overview

A leading real estate investment company in Greece

694mn

Gross Asset Value (GAV)

555mn

Net Asset Value (NAV)

362,000 sqm

GLA (Gross Leasable Area)

98.0%

Occupancy rate

7.2%

Gross Rental Yield on income producing assets

Sustainability Overview

- 2 LEED certified assets completed
- Over 5,000m^3 of water recycled and reused
- Over 200MWh of renewable energy produced by onsite PV panels
- 57% improvement in scoring vs previous year in GRESB Sustainability Benchmarking
- Zero-incident track record for governance-related issues

Key Milestones

2008

IKEA Megastore
Athens

2011

River West Shopping Centre
Athens

2015

Mare West Retail Park
Corinth

2016

WYNDHAM GRAND 5* Hotel
Athens

2017

K29 Apartment Hotel
Athens

2018

License to operate as a REIC and an internally managed Alternative Investment Fund (AIF) from the HCMC

2019

15.10.2019
Establishment of Noval Property REIC

Butterfly office building
Athens

The Orbit office building
Athens

2020

Merger of Noval Property with METEM
leading to 100% ownership of the River West Shopping Centre and the IKEA Megastore

2021

Completion of River West expansion

€120 mn
Green Bond Issuance
2023 EBRD CBL
of up to €10.5mn

Acquisition
of a prime land plot in Maroussi through "THE GRID SA"

2022

€21mn Share Capital Increase
through in-kind contribution of assets and legal entities that hold real estate assets

2023

EBRD Convertible Bond Loan of up to €10.5mn

2024

Noval Property listed on Euronext Athens

Mandra Logistics Centre
Attica

2025

Ardittos House
Athens

Chimarras 16 office building
Athens

2026

K199 office building






Business Model

The Company's business model is based on the long-term ownership and active management of real estate assets, with the objective of creating sustainable value for shareholders, tenants, users of its buildings and other stakeholders.

Noval Property's activities are closely linked to the built environment and, therefore, to sustainability-related matters such as energy performance, greenhouse gas emissions, climate resilience, resource efficiency, health and safety, accessibility, tenant engagement and responsible business conduct. The Company recognizes that sustainable buildings play an important role in the transition towards a more sustainable and low-carbon economy, both during their development or renovation phase and throughout their operational lifetime.

In this context, Noval Property seeks to integrate sustainability factors into its investment decisions, asset management practices, development projects and renovation activities by assessing the long-term performance, resilience and improvement potential of its assets. Sustainability-related considerations may include the energy performance and technical characteristics of a building, regulatory and permitting requirements, climate-related exposure, opportunities for efficiency improvements, expected operational costs, tenant needs, market demand for sustainable buildings and the asset's capacity to respond to evolving environmental and regulatory expectations. This approach supports the Company in identifying risks and opportunities at asset level and in prioritizing actions that can enhance portfolio quality, resilience and long-term value.

The Company's approach focuses on enhancing the environmental durability and performance of its portfolio while upholding rigorous standards for quality, safety, and ethical business practices.

Delivering Sustainable Properties

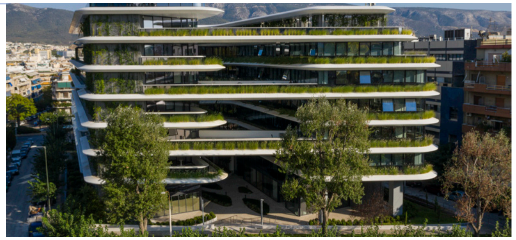
Investment Strategy

Transforming old building stock into modern, sustainable and energy efficient properties that are in high demand and not readily available in the Greek Real Estate Market.

Placing particular emphasis on the development and management of sustainable certified assets while respecting the local needs of the communities and the environment.

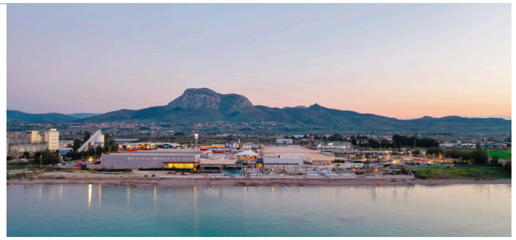
Assessment of buildings' environmental and social impact.

Current Sustainable Portfolio



Asset name:	**THE ORBIT**
Asset class:	**Office**
Certification:	**LEED Platinum (2020)**
Strategy:	**Complete construction/ reposition**

Asset name:	**BUTTERFLY**
Asset class:	**Office**
Certification:	**LEED Gold (2019)**
Strategy:	**Complete construction/ reposition**



Asset name:	**MARE WEST**
Asset class:	**Retail Park**
Certification:	**BREEAMIn-Use (2025)**
Strategy:	**Repurpose (industrial to retail)**

Asset name:	**MANDRA CENTRE**
Asset class:	**Logistics**
Certification:	**LEED Gold (2024)**
Strategy:	**Repurpose (industrial to Logistics Centre)**

Asset name:	**CHIMARRAS 16B**
Asset class:	**Office**
Certification:	**LEED Gold (2025)**
Strategy:	**84% Leased & c. 16% Own-use**

Asset name:	**ARDITTOS HOUSE**
Asset class:	**Mixed-Use**
Certification:	**LEED Gold (2025)**
Strategy:	**Complete construction/ reposition**

Memberships and Certificates

Noval Property's sustainability performance and management practices are supported by recognised external assessment, certification and benchmarking frameworks, which contribute to transparency, comparability and continuous improvement. The Company participates in ESG-related assessments and benchmarking processes, such as GRESB, which provide structured insights into its environmental, social and governance performance and support the identification of areas for further enhancement.

In addition, Noval Property maintains certified management systems in accordance with ISO 14001 for environmental management and ISO 9001 for quality management. These certifications support the Company's approach to environmental responsibility, operational consistency, quality assurance, regulatory compliance and continuous improvement across its activities.

Together, these external assessments, benchmarking tools and management system certifications reflect Noval Property's commitment to strengthening the integration of sustainability into its business activities, asset management practices and governance framework, while enhancing transparency and accountability towards its stakeholders.

Ardittos House mixed-use building

COMMITMENT TO **SUSTAIN-ABILITY**

Contents

Sustainability approach

Noval Property's sustainability approach is based on the integration of environmental, social and governance considerations into the way the Company develops, owns and manages its real estate portfolio. The Company aims to support the transition towards a more energy-efficient, low-carbon and resilient built environment, while addressing the expectations of investors, tenants, regulators, employees and other stakeholders. Given the nature of the Company's activities, energy consumption and greenhouse gas emissions are among the most relevant sustainability topics. Noval Property therefore places particular emphasis on improving the energy performance of its assets, reducing the carbon footprint of its portfolio where feasible, increasing the use of sustainable building practices, and enhancing the availability and quality of sustainability-related data. In addition to energy and emissions, the Company monitors and advances other sustainability-related topics, including occupational health and safety, business ethics, human rights, employee matters, tenant engagement, water use, waste management, resource efficiency and climate resilience. The level of relevance and management approach for each topic depends on the nature of the Company's operations, the type of asset, the level of operational control, tenant arrangements, data availability and applicable regulatory requirements. The Company's sustainability priorities include the certification of new developments under internationally recognized sustainability certification schemes, the improvement and certification of selected existing assets, the alignment of new projects and major renovations with the EU Taxonomy Regulation where applicable, establishing a robust decarbonization framework, increasing renewable energy output and upgrading smart building management systems. Through these priorities, Noval Property aims to strengthen the long-term value, efficiency and resilience of its portfolio, while contributing to the broader transition of the real estate sector towards more sustainable practices.

Area	Current practice / status	Future direction
Sustainable certifications	New developments certified under LEED / BREEAM where applicable	Certify all new developments
Existing assets	Selected assets assessed for in-use certifications	Expand in-use certification approach
EU Taxonomy	Certain assets aligned	New projects and major renovations to be aligned where applicable
Decarbonization	Decarbonization pathway under development	Use pathway to guide future actions
Renewable energy	PV installations in selected assets	On-site generation in new buildings where feasible
Building monitoring	BMS in majority of income-generating assets	Establish AI-enabled management tools
Tenant engagement	Green lease clauses and communication	Robust tenant cooperation and effective data collection
Water	Low flow fixtures and water collection and recycling facilities	Incorporation of features that allow the measurement of water discharge
Waste / circular economy	Responsible waste management and material reuse in renovations	Further integrate circular economy principles

Policy framework

Noval Property's sustainability approach is supported by a set of policies and internal procedures that provide the framework for responsible business conduct and the management of sustainability-related matters. All relevant policies have been formally ratified by the Board of Directors, underscoring the Company's commitment to integrating sustainability, compliance, and ethical governance into its core management and operating structure.

The Company's policy framework includes, among others, the Environmental Policy, the Energy and Climate Change Policy, the Labour and Human Rights Policy, the Occupational Health and Safety Policy, the Business Code of Conduct, the Suppliers / Business Partners Code of Conduct, the Responsible Sourcing Policy, the Community Engagement Policy, the Diversity, Equity and Inclusion Policy and the Whistleblowing Policy. All of the policies can be found in the Company's website.

These policies support the Company's commitment to ethical conduct, legal and regulatory compliance, environmental protection, respect for human rights, fair labour practices, occupational health and safety, responsible sourcing, stakeholder engagement and transparency. They also establish expectations for employees, management, suppliers, contractors, tenants and other business partners, where relevant.

This framework ensures that sustainability is a core component of Noval Property's operations and strategic decisions. The Company is committed to fostering a culture of accountability and proactive improvement, specifically regarding energy efficiency, climate risk, occupational health and safety, and ethical conduct across our partnerships.

Noval Property's Environmental and Sustainability (highlighted in green), Social (highlighted in blue), Governance (highlighted in grey) policies

01 Sustainability Policy

02 Environmental Policy

03 Energy and Climate Change Policy

04 Business Code of Conduct

5 Business Partners' Code of Conduct

6 Occupational Health & Safety Policy

7 Labour and Human Rights Policy

8 Responsible Sourcing Policy

Sustainable buildings and portfolio strategy

Sustainable building performance is a central element of Noval Property's sustainability strategy. Consequently, the Company is committed to secure sustainability certifications for all of its new developments under internationally recognized certification schemes, such as LEED and BREEAM, where feasible. These certification schemes support the integration of environmental and sustainability criteria into the design, construction and operation of buildings, including energy efficiency, responsible material use, indoor environmental quality, water management, accessibility and user wellbeing.

Beyond its ongoing projects, Noval Property is also pursuing 'in-use' certifications for specific assets within its existing portfolio to validate their ongoing operational performance. This reflects the Company's recognition that improving the performance of existing building stock is essential for the real estate sector's contribution to the transition towards a more sustainable economy. Through such certifications, the Company aims to assess, document and progressively enhance the sustainability performance of operational assets within its portfolio.

The Company also considers the requirements of the EU Taxonomy Regulation in relation to its real estate activities. Certain buildings within Noval Property's portfolio are already aligned with the EU Taxonomy Regulation. In addition, all new projects are planned to be aligned with the relevant EU Taxonomy criteria. Noval Property aims to ensure that, when major renovations are undertaken, the renovated buildings are aligned with the EU Taxonomy Regulation, where such compliance is technically viable and economically feasible.

This approach ensures that assets are better equipped to navigate climate challenges, shifting regulations, and the evolving expectations of investors and tenants. Furthermore, it reinforces the long-term quality, resilience, and overall value of our portfolio.

Mitigation and Adaptation practices

Integration of IoT in Building Management Systems (BMS)

Noval Property uses IoT data analytics for energy optimization, has installed smart sensors for occupancy and environmental monitoring, while implements automated IoT/AI-driven HVAC systems, and performs proactive maintenance using sensors to prevent significant equipment damage and wastage.

Investment in Renewable Energy

Noval Property develops on-site PV panels for energy self-sufficiency, partners with local providers for renewable energy supply, considers energy storage solutions like advanced batteries for peak demand periods, and provides employee training on renewable energy systems and conservation.

Use of low carbon construction materials

Noval Property prioritizes the use of low-carbon materials, such as recycled metals, to cut down on embodied carbon in the construction phase.

Sustainable procurement

Noval Property prioritizes environmentally conscious suppliers and contractors, promoting the use of low-carbon materials and services.

Creating urban Green Spaces

Noval Property integrates green areas into properties, improving air quality and creating urban carbon sinks.


Mare West retail park

Energy, decarbonization and climate-related initiatives

Energy performance and carbon footprint remain at the forefront of Noval Property's sustainability efforts. The Company recognizes that buildings contribute to energy consumption and greenhouse gas emissions during both their development and operational phases. Noval Property enhances the energy efficiency of its assets by integrating sustainable design, advanced building management systems, and renewable energy, supported by real-time monitoring and active tenant engagement.

The Company is currently developing a Decarbonization pathway, which is expected to guide its future actions related to energy efficiency, greenhouse gas emissions reduction, climate resilience and sustainable building performance. The blueprint will support the identification and prioritization of measures across the portfolio and will help further integrate decarbonization considerations into asset management, development, renovation and investment planning.

Having already deployed photovoltaic systems in selected assets, Noval Property targets the integration of on-site energy generation in all new developments, subject to technical feasibility. On-site renewable energy generation supports the Company's objective to reduce reliance on conventional energy sources and improve the environmental performance of its buildings over time.

Building monitoring and operational control are also important components of the Company's energy management approach. Building Management Systems (BMS) are installed in the majority of Noval Property's income-generating assets, supporting the monitoring and management of building operations. The Company is also considering the upgrade of selected systems through AI-enabled management tools, with the aim of further optimizing energy performance, operational efficiency and resource management. Noval Property recognizes that climate-related risks and opportunities are particularly relevant for the real estate sector and acknowledges that this analysis should be updated to reflect the latest available data, climate scenarios, regulatory developments and portfolio characteristics. To that end, the Company has already carried out a climate-related analysis based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Tenant engagement and value chain cooperation

Tenant engagement is an important part of Noval Property's sustainability approach. In real estate assets, a significant part of energy, water and waste performance may depend on tenant activities, tenant-controlled areas and the availability of data from leased spaces. As a result, the Company recognizes that cooperation with tenants is essential for improving the overall sustainability performance of its portfolio.

Noval Property fosters tenant collaboration through green lease clauses, awareness-raising initiatives and open communication. Green lease clauses are intended to encourage the efficient and responsible use of energy and other resources within leased spaces, while also supporting improved data collection and cooperation on sustainability-related matters.

The Company also seeks to strengthen its interaction with tenants and property users in relation to sustainability topics such as energy efficiency, responsible resource use, waste management, accessibility and safe building operation. These initiatives aim to improve environmental performance, raise awareness and support stronger alignment between the Company and its tenants.

Beyond tenant engagement, Noval Property's sustainability approach extends to suppliers, contractors, consultants, maintenance providers and other business partners. In this context, responsible sourcing refers to the Company's effort to cooperate with partners that are expected to comply with applicable laws, ethical standards, human rights principles, health and safety requirements and environmental obligations.

These expectations are reflected in the Company's Business Partners Code of Conduct and Responsible Sourcing Policy and are particularly relevant to construction, renovation, maintenance and technical works carried out across the property portfolio. Such activities may influence environmental performance, labour practices, health and safety conditions, material selection, waste management and compliance with project requirements. As such, tenant engagement and responsible sourcing are complementary but distinct elements of Noval Property's broader value chain approach.

Credibility

At Noval Property, credibility is essential in maintaining relationships with shareholders, partners, and society.

Responsibility

Noval Property believes that a successful business goes hand in hand with responsibility, and this principle governs its relationships with all those affected by its activities.

Transparency

Noval Property operates with transparency and integrity, adhering to ethical business practices in all of its operations.

Resource efficiency and environmental initiatives

Although energy performance and greenhouse gas emissions are the Company's primary environmental focus, Noval Property also monitors other environmental topics, including water use, waste management and resource efficiency, where applicable. The level of management and data availability may vary across assets depending on asset type, leasing structure, metering arrangements, operational control and the involvement of tenants, property managers and service providers.

Regarding water management, the Company monitors consumption and implements targeted initiatives to support responsible use. A key example is Mare West Retail Park in Corinth, where wastewater treatment infrastructure enables the reuse of treated water for irrigation purposes. This practice supports more efficient water resource management at asset level and contributes to the Company's broader approach to responsible environmental management.

In relation to waste and resource use, Noval Property strives to apply responsible waste management practices throughout construction, renovation and operational phases, in collaboration with specialized contractors and service providers. The Company also incorporate circular economy principles in major renovation projects, where technically feasible and appropriate.

In this context, Noval Property considers opportunities to retain, reuse or repurpose existing materials and building elements during major renovation projects. This approach can reduce the consumption of virgin materials, limit construction and demolition waste, and contribute to lowering the embodied carbon associated with renovation activities. A notable example is the Company's newly LEED-certified building on Ardittou Street in Athens, where original marble elements were preserved and repurposed during the renovation.

These initiatives demonstrate the Company's commitment to integrate resource efficiency and circular economy principles into its sustainable development and renovation strategy, while recognizing that the extent of implementation may vary depending on the characteristics and technical requirements of each project.

Ardittos House mixed-use building

Health, safety and responsible asset operation

Noval Property regards health and safety an important aspect of responsible business conduct, both in relation to its own employees and in relation to construction, renovation and operational activities across its portfolio. While the Company's direct workforce is mainly office-based, health and safety protocols are especially critical at project sites, technical works and high-footfall assets like shopping centres and retail parks.

During major construction and renovation projects, Noval Property employs enhanced monitoring practices to ensure health and safety procedures are effectively implemented on site. In addition to the health and safety responsibilities required by applicable legislation, the Company appoints additional safety inspectors beyond those legally mandated for the owner of the site. These inspectors oversee construction activities, verify that health and safety procedures are followed, and contribute to the early identification and prevention of unsafe practices or misconduct.

In selected operational assets, particularly retail properties and shopping centres where high numbers of visitors, tenants and employees may be present, Noval Property also implements emergency preparedness measures. These include evacuation drills and emergency response exercises conducted in cooperation with public authorities, such as the Fire Service and Police, to address scenarios like fire emergencies or security incidents.

These practices reflect the Company's broader approach to responsible asset management and its commitment to ensuring the safety of employees, contractors, tenants, visitors and other building occupants.

Looking ahead

Noval Property aims to build on the initiatives described above by further strengthening the sustainability performance, resilience and long-term value of its portfolio. The Company's priorities include the continued implementation of its sustainable certification strategy, the alignment of new projects and major renovations with the EU Taxonomy Regulation where applicable, the development and rollout of its Decarbonization pathway, and the improvement of sustainability data collection and monitoring processes.

These actions will support more effective performance tracking, better-informed asset management decisions and the progressive integration of sustainability considerations into development, renovation, leasing and investment activities. Through this approach, Noval Property aims to meet evolving stakeholder expectations and actively contribute to the transition towards a more energy-efficient, low-carbon and climate-resilient built environment.


The Grid office campus

ENVIRONMENTAL PERFORMANCE AND **CLIMATE RESILIENCE**

Contents

Energy and Greenhouse Gas Emissions

Energy consumption and greenhouse gas emissions are pivotal environmental priorities for Noval Property, given the nature of the Company's activities and the role of buildings in the transition towards a low-carbon economy. As a Real Estate Investment Company, Noval Property acknowledges that the development, ownership and operation of buildings contribute to energy use and associated greenhouse gas emissions, both through the Company's own activities and through the use of leased spaces by tenants.

The Company monitors energy consumption and associated greenhouse gas emissions across its portfolio based on data availability. Energy data primarily relates to electricity consumption in common areas and, where available, tenant-controlled areas, as well as other energy sources used in the operation of selected assets. Given the nature of the real estate sector, the level of operational control and data access vary between assets, particularly in leased spaces where consumption is directly managed by tenants.

Noval Property seeks to improve the energy performance of its portfolio through a combination of sustainable design, energy-efficient systems, smart building monitoring, and renewable energy generation and tenant engagement. All new developments are designed to meet high environmental performance standards targeting international sustainability certifications. These schemes ensure the integration of energy efficiency measures, improved building systems and sustainability criteria from the design and construction phase.

For existing assets, the Company aims to progressively

Indicator	**2025**
Total energy consumption (MWh)	7,422
Electricity consumption (MWh)	7,216
Fuel consumption (MWh)	206
Renewable energy production and consumption (MWh)	254
Share of Renewable Sources in total energy consumption (%)	25
Energy intensity (kWh/m^2)	68
Energy data coverage (%)	88

improve operational performance through targeted upgrades, monitoring systems and the pursuit of in-use certification schemes where appropriate.

Renewable energy generation is also part of the Company's approach to reducing the carbon footprint of its portfolio. Noval Property has already integrated photovoltaic systems in selected assets and intends to incorporate on-site energy generation in all new buildings, where technically feasible.

Tenant engagement is a vital component of Noval Property's energy and emissions management approach. Recognizing that a substantial portion of consumption occurs within leased spaces the Company promotes collaboration with tenants through green lease clauses, awareness-raising initiatives and data collection efforts. These efforts aim to promote a more efficient energy use within leased spaces and improve the availability and quality of energy-related data across the portfolio.

The Company calculates greenhouse gas emissions arising from its activities and energy consumption using established methodologies and available activity data. Reporting covers operational Scope 1 and Scope 2 emissions, associated with fuels and purchased electricity consumption. The Company also monitors the relevant Scope 3 emissions within its value chain, including tenant energy consumption, the emissions from purchased goods and services covering the supply chain emissions and other indirect emission sources.

Noval Property discloses energy consumption and greenhouse gas emissions based on the data available for the assets included in the reporting boundary. The Company reports actual consumption data where such data is available through utility bills, metering systems, property managers, tenants or other reliable sources. Where complete actual data is not available, the Company uses the available historical data to make conservative assumptions to fill the missing information. Data gaps mainly arise in cases where consumption is directly controlled by tenants, where utility accounts are held by tenants, where separate metering arrangements limit the Company's access to consumption information.

The Company is taking steps to improve the completeness, accuracy and consistency of energy and emissions data across its portfolio. These include strengthening tenant engagement, incorporating green lease clauses, requesting consumption data from tenants and property managers, improving internal data collection procedures, expanding the use of metering and monitoring systems where feasible, and assessing opportunities to enhance Building Management Systems. These actions are intended to gradually improve access to actual data and reduce reliance on estimates or proxy-based assumptions in future reporting periods.

In 2025, out of the 32 operational assets included in the reporting boundary the Company had complete data for 28 assets. The missing data were from tenant controlled assets that were not covered by green lease clauses.

Indicator	2025
Scope 1 GHG emissions (tCO_2e)	41.3
Scope 2 GHG emissions location based (tCO_2e)	1,596
Scope 2 GHG emissions market based (tCO_2e)	2,543
Scope 3 GHG emissions (tCO_2e)	19,638
Total disclosed GHG emissions (market based) (tCO_2e)	22,222.3
Total disclosed GHG emissions (location based) (tCO_2e)	21,275.3
GHG intensity ($kgCO_2e/m^2$)	45

Climate Change Targets and Transition Planning

Energy performance and greenhouse gas emissions remain core sustainability priorities for Noval Property, underscoring the real estate sector's pivotal role in the low-carbon transition. The Company acknowledges that its portfolio generates both direct and indirect greenhouse gas emissions throughout the development, renovation, and operation encompassing energy use in common areas, landlord-controlled spaces, and tenant-managed units.

Noval Property is currently developing a Decarbonization pathway, which is expected to guide the Company's future approach to energy efficiency, greenhouse gas emissions reduction, climate resilience and sustainable building performance. This roadmap will facilitate the identification, assessment and prioritization of decarbonization measures across the portfolio and will help integrate climate-related considerations into asset management, investment planning, development activity and major renovation projects.

As of the 2025 reporting period, Noval Property has not yet adopted formal greenhouse gas emissions reduction targets covering its portfolio. Upon completion of the Decarbonization pathway, the Company will evaluate the feasibility of establishing appropriate emissions reduction targets, considering the characteristics of its portfolio, available energy and emissions data, regulatory shifts, tenant-related data limitations, technical feasibility and the investment requirements associated with decarbonization measures.

Climate related goals

2030	2050
• Have at least one fully operationally decarbonized building • On site PV installations on at least 50% of Company's office buildings and retail assets • Life cycle assessments for Company's new builds or major retrofits • Assessment and/or installation of energy management systems in existing income producing office buildings. • Implementation of Power Purchase Agreements (PPAs) to cover the energy needs of at least an office building. • Reduction of material Scope 3 emissions • Renovation Projects / EPC improvements	• Alignment with Greece's 2050 Net Zero targets

Climate Risks and Resilience

Noval Property acknowledges that climate-related risks and opportunities may affect the real estate sector through both physical and transition-related developments. The Company's portfolio is subject to physical hazards through changes in temperature, extreme weather events, flooding, water stress, wildfires and other climate-related hazards. Transition risks may arise from shifting regulation, energy performance requirements, carbon-related policies, market expectations, energy costs, tenant preferences and investor demand for sustainable and resilient buildings. Recognizing climate resilience as a cornerstone of long-term asset value, the Company prioritizes responsible portfolio management. The location, design, construction quality, technical characteristics and operational performance of buildings can influence their exposure and sensitivity to climate-related risks. Consequently, Noval Property seeks to progressively integrate climate-related considerations into asset management, development, renovation and investment decision-making.

In previous years, Noval Property conducted a climate related analysis based on the Task Force on Climate-related Financial Disclosures recommendations. This analysis supported the Company's understanding of potential climate-related risks and opportunities for its portfolio and contributed to the development of its sustainability and resilience approach. The physical risks that were taken into consideration were Heat, flood, water stress, wildfire, extreme weather, and the transition risks were Regulation, energy prices, market expectations, and Taxonomy alignment. Noval Property recognizes that climate risk analysis should be updated periodically to reflect the latest available climate data, scenarios, regulatory developments, portfolio composition and asset-level characteristics. Consequently, the Company will update the TCFD analysis in the coming years.

The Company's ongoing Decarbonization pathway is expected to further strengthen the assessment and prioritization of actions related to energy performance and climate resilience. The blueprint will facilitate the identification of measures that may support emissions reduction, improve energy efficiency, reduce climate-related exposure, and enhance the long-term resilience of the Company's portfolio.

Transition-related risks remain a critical consideration for the real estate sector. Increasing building energy performance mandates the growing importance of EU Taxonomy alignment, the demand for transparent sustainability data, and rising tenant and investor expectations for certified and energy-efficient buildings may affect the competitiveness and long-term value of real estate assets. Noval Property seeks to address these risks through its certification strategy, EU Taxonomy alignment approach, decarbonization planning, and tenant engagement and continuous improvement of sustainability data collection. Beyond risk mitigation, climate-related developments present strategic opportunities for Noval Property. Demand for high-quality, energy-efficient and sustainably certified buildings is expected to remain an important market trend. By enhancing the resilience and performance of our portfolio, we aim to strengthen the attractiveness of our assets to tenants and investors, while supporting the transition towards a more sustainable built environment.

For the 2025 reporting period, Noval Property has not yet completed an updated portfolio-wide climate risk assessment. The Company recognizes the importance of updating its previous climate-related analysis and intends to further develop our approach through the Decarbonization pathway and forthcoming asset-level assessments.

Mare West retail park

Pollution of air, water and soil

Environmental compliance is central to our operational integrity. Noval Property monitors air, water, and soil pollution as part of its strict adherence to environmental legislation, permits, and operational standards. Due to the nature of the Company's activities as a Real Estate Investment Company (REIC), Noval Property does not engage in industrial production activities and does not generate significant direct emissions of pollutants to air, water or soil as part of its own operations.

The Company's core business relate to acquisition, ownership, development, leasing and management of real estate assets. Consequently, the Company focus on mitigating pollution-related risks associated with the construction, renovation, operation and maintenance of buildings, rather than with manufacturing or industrial processes. These potential impacts may include emissions from HVAC and building systems, construction-related dust or waste, wastewater management, and the handling of materials or substances used during construction, renovation or maintenance activities.

Noval Property manages pollution-related risks primarily through a robust framework of regulatory compliance, environmental permitting procedures where relevant, contractor management, technical specifications, and the implementation of appropriate operational controls at asset level. During construction and major renovations, we enforce high standards of site management, expecting contractors and partners to comply with applicable environmental requirements and good site management practices, including measures related to dust and noise mitigation, waste and wastewater management and the secure use and storage of materials.

For the Company's operational portfolio, pollution prevention is ensured through the rigorous maintenance of building systems and full compliance with environmental permits. Noval Property engage's with qualified external specialists to oversee technical operations, ensuring that all building systems function efficiently and remain aligned with the highest environmental and safety standards.

During the 2025 reporting period, Noval Property recorded no pollution-related incidents and received no fines or sanctions related to contamination of air, water or soil. Moving forward, the Company remains committed to monitoring pollution-related matters as an integral part of its broader environmental compliance and asset management framework.

Indicator	2025
Significant pollution-related incidents	0
Environmental fines or sanctions related to pollution	0

Biodiversity

Noval Property recognizes that the real estate sector may interact with biodiversity and ecosystems through land use, building development, renovation activity, asset location and the management of outdoor areas. Although the Company as a REIC, does not carry out industrial or extractive activities, its portfolio and development activities may influence local environmental conditions, particularly in relation to land occupation, sealed surfaces, green areas and proximity to biodiversity-sensitive locations across our geographical footprint.

The Company manages biodiversity-related considerations primarily through compliance with applicable planning, permitting and environmental legislation, as well as through the integration of environmental criteria in the design, development and management of its assets. We ensure that where required, environmental studies, permitting processes and technical assessments are carried out in connection with development or major renovation projects, in accordance with applicable regulatory requirements.

In the context of new developments and major renovations, Noval Property incorporates strategic sustainability criteria to enhance environmental performance. This includes, prioritizing efficient land use, responsible site management, the selection of appropriate materials, improved water management, and the creation or maintenance of green areas where feasible. Internationally recognized sustainability certification schemes, such as LEED and BREEAM, also support the consideration of site-related environmental aspects, including aspects linked to land use, ecology and the surrounding environment.

Throughout the reporting period, Noval Property maintained its focus on developing and managing high-quality real estate assets, while taking into account applicable environmental requirements at asset level. The Company's biodiversity-related impacts are considered mainly indirect and site-specific, depending on the characteristics, location and development status of each asset.

Indicator	2025
Number of sites located in or near biodiversity-sensitive areas	0
Total area of sites located in or near biodiversity-sensitive areas	0

Water

Noval Property systematically monitors water consumption across its portfolio to the extent that relevant data is available and applicable to the Company's operations. Water use in the Company's assets is mainly associated with building operation, common areas, sanitation, irrigation and, where relevant, tenant activities. Due to the nature of the real estate sector and the leasing structure of certain assets, water consumption may be partly controlled by tenants or managed through separate metering arrangements, which can affect the completeness and consistency of water-related data across the portfolio.

While energy and carbon emissions remain the Company's primary environmental priorities, Noval Property recognizes the importance of responsible water management, particularly in the context of climate change, water scarcity risks and the long-term resilience of real estate assets.

The Company therefore is committed to enhancing its monitoring capabilities and improving data transparency on water consumption, water efficiency measures, where technically and operationally viable, to safeguard its portfolio against future environmental pressures.

Water management is implemented at asset level through compliance with applicable requirements, regular maintenance of building systems, monitoring of available consumption data and the implementation of selected efficiency measures. To drive efficiency, the Company deploys targeted technical solutions including water-efficient fixtures, irrigation management, leak detection systems and the use of Building Management Systems where relevant to ensure real-time oversight and operational optimization.

A key example of water-related action within the portfolio is Mare West Retail Park, which features advanced wastewater treatment infrastructure enabling the reuse of treated water for irrigation purposes. This initiative contributes to the more efficient use of water resources at the asset level and supports the Company's broader approach to responsible environmental management and integration of circular economy principles.

In the 2025 reporting period, Noval Property discloses water consumption based on the data available for the assets included in the reporting boundary. For properties where data remains partial, the Company will clearly outline scope and coverage of the figures reported. The Company will remain dedicated to improving the availability, quality and consistency of water-related data across its portfolio.

Indicator	2025
Total water withdrawal	52,776
Water data coverage	42%
Water withdrawal from areas of high water stress	0
Reused or recycled water	4,960
Significant water-related incidents	0

River West retail hub

Resource use, circular economy and waste management

Noval Property recognizes the importance of responsible resource use, circular economy principles and waste management in the real estate sector. The Company recognizes that our activities may generate or influence resource use and waste mainly through the development, renovation, operation and maintenance of buildings. Waste streams may arise during construction and renovation works, as well as during the operation of income-generating assets by tenants, visitors, property managers and service providers.

Due to the diversified nature of our portfolio and leasing arrangements, waste generation and waste management practices may vary across assets. In many instances, operational waste generation is influenced by tenant activities, municipal waste collection systems and the level of data available from property managers or external service providers. As a result of these external factors, the Company's ability to collect complete and consistent waste data across the full portfolio may be limited.

Noval Property manages waste-related impacts primarily through compliance with applicable legal and regulatory requirements, cooperation with qualified contractors and service providers, and the implementation of asset-level waste management practices where relevant. During construction and major renovations, the Company expects contractors to apply appropriate waste handling, sorting and disposal practices, in accordance with applicable legislation and project requirements. This ensures that construction and demolition waste is handled in full compliance with applicable legislation and our high environmental expectations.

In operational assets, waste management practices may include the separation and collection of recyclable materials, cooperation with licensed waste management experts, and the implementation of procedures for specific waste streams where applicable. The Company prioritizes to improve the availability and granularity of waste metrics, particularly for assets where it has greater operational control or where waste information can be obtained from property managers, service providers or tenants.

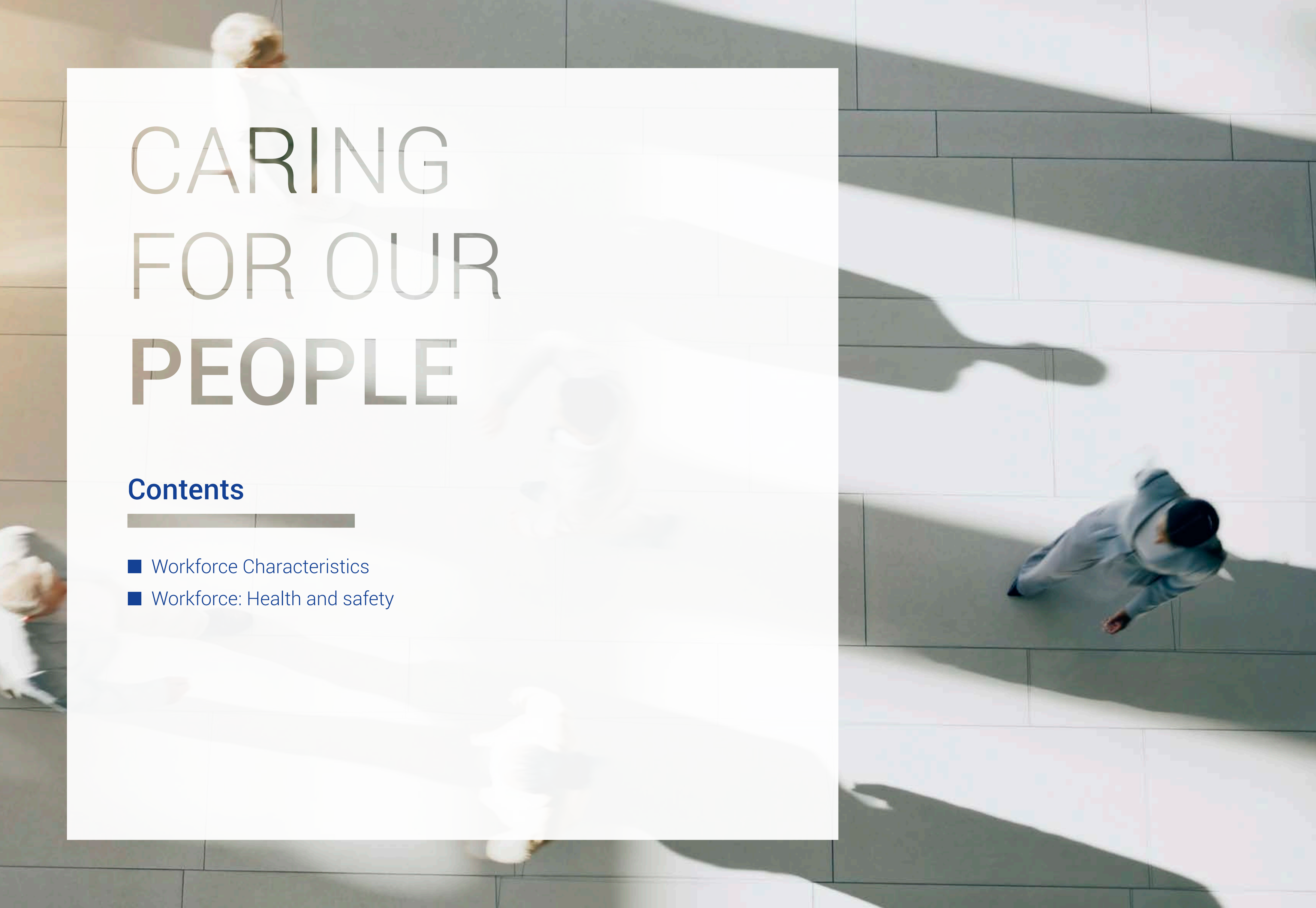
Circular economy principles are also reflected in the Company's broader approach to sustainable buildings. Through the development and renovation of assets in accordance with recognized sustainability certification schemes, such as LEED and BREEAM, Noval Property promotes practices related to responsible material selection, resource efficiency, construction waste management and improved building lifecycle performance, where applicable.

In this context, Noval Property aims to further integrate circular economy principles into major renovation projects, where technically feasible and appropriate. This approach includes the assessment of opportunities to retain, reuse or repurpose existing materials and building elements, with the aim of reducing the consumption of new materials, limiting construction and demolition waste, and lowering the embodied carbon associated with renovation activities.

A primary example of this approach is the newly LEED Gold-certified building on Ardittou Street in Athens, where existing marble elements were retained and reintegrated into the renovation design. This initiative demonstrates Noval Property's commitment to preserve valuable materials already present in its buildings and to embed resource efficiency considerations into high-end urban renovation projects.

For the 2025 reporting period, Noval Property discloses waste-related information based on the data available for the assets included in the reporting boundary. Where complete data is not available for all assets or waste streams, the Company will present the scope and coverage of the figures presented. Noval Property will continue working to improve the consistency and granularity of waste-related data across its portfolio, while promoting responsible waste management practices at asset level.

Indicator	2025
Total waste generated	1,882.26
Hazardous waste generated	0
Non-hazardous waste generated	1,882.26
Waste diverted from disposal / recycled	355.1
Waste directed to disposal	1,527.16
Significant waste-related incidents	0



CARING FOR OUR PEOPLE

Contents

Workforce Characteristics

Noval Property recognizes that its people are the cornerstone to the effective implementation of its business strategy, asset management activities and sustainability vision. The Company fosters a professional, inclusive and responsible working environment, supporting its people in carrying out their roles effectively and in line with the Company's values, policies and standards of business conduct.

As a leading Real Estate Investment Company, Noval Property maintains a highly specialized workforce primarily composed of employees engaged in corporate, administrative, technical, financial, investment, legal, compliance, asset management and sustainability-related functions. The Company provides the strategic and operational expertise necessary to manage a complex property portfolio, drive large-scale development projects, and ensure rigorous regulatory compliance across all sustainability-related monitoring processes.

The Company's employment framework is governed by applicable labour legislation and supported by internal policies approved by the Board of Directors, including the Labour and Human Rights Policy, the Diversity, Equity and Inclusion Policy, the Occupational Health and Safety Policy, the Business Code of Conduct and other relevant corporate policies. Through these policies, Noval Property ensures equal treatment, respect for human rights, non-discrimination, fair employment practices and a safe and respectful working environment for all our people.

Indicator	2025
Total employees — headcount	59
Employees in Greece	59
Employees in other countries	0
Female employees	28
Male employees	31

Indicator	2025
Permanent employees	48
Temporary employees	11
Full-time employees	59
Part-time employees	0
Employee turnover rate	11.9

For the 2025 reporting period, Noval Property discloses workforce metrics based on the total number of employees employed by the Company on an individual basis. Since the Company's primary country of operation is Greece, employee data relates to employment contracts in Greece, unless otherwise stated.

In the below tables is presented a comprehensive workforce breakdown categorized by gender, employment contract type and employment type, including permanent and temporary employees, as well as full-time and part-time employees, based on available human resources data for the reporting period Noval Property systematically monitors workforce-related metrics to ensure responsible human resources management and transparency. This includes data on employee distribution by gender, country, contract type, employment type and other relevant categories, depending on data availability and reporting relevance. The Company uses such information to support its approach to workforce planning, equal treatment, training and development, and compliance with applicable labour requirements.

Workforce: Health and safety

Noval Property recognizes occupational health and safety as an important aspect of responsible business conduct and workforce management. The Company aims to provide a safe and healthy working environment for its employees and to foster a proactive culture of prevention awareness and compliance with applicable health and safety requirements.

The Company's approach to health and safety is supported by its Occupational Health and Safety Policy. The policy provides the framework for the identification, prevention and management of health and safety risks related to the Company's activities. It also supports compliance with applicable legislation and the implementation of appropriate measures to protect employees, contractors and other persons who may be affected by the Company's operations.

As a Real Estate Investment Company, Noval Property's direct workforce is primarily office-based. However, the Company recognizes that health and safety risks are most significant during construction, renovation, maintenance and technical works carried out across its portfolio. We manage health and safety risks primarily through strict contractor selection, contractual OHS requirements, and active site supervision. By collaborating with qualified technical partners and adhering to national and European safety legislation, we uphold our commitment to a zero-accident workplace across our entire portfolio.

During the construction phase of its projects, Noval Property implements enhanced monitoring practices to ensure the highest health and safety standards on site. In addition to the health and safety responsibilities required by applicable legislation, the Company appoints independent health and safety inspectors to oversee construction activities, beyond those legally mandated. These inspectors support the monitoring of construction activities, help verify that health and safety procedures are followed, and contribute to the early identification and prevention of unsafe practices or potential misconduct.

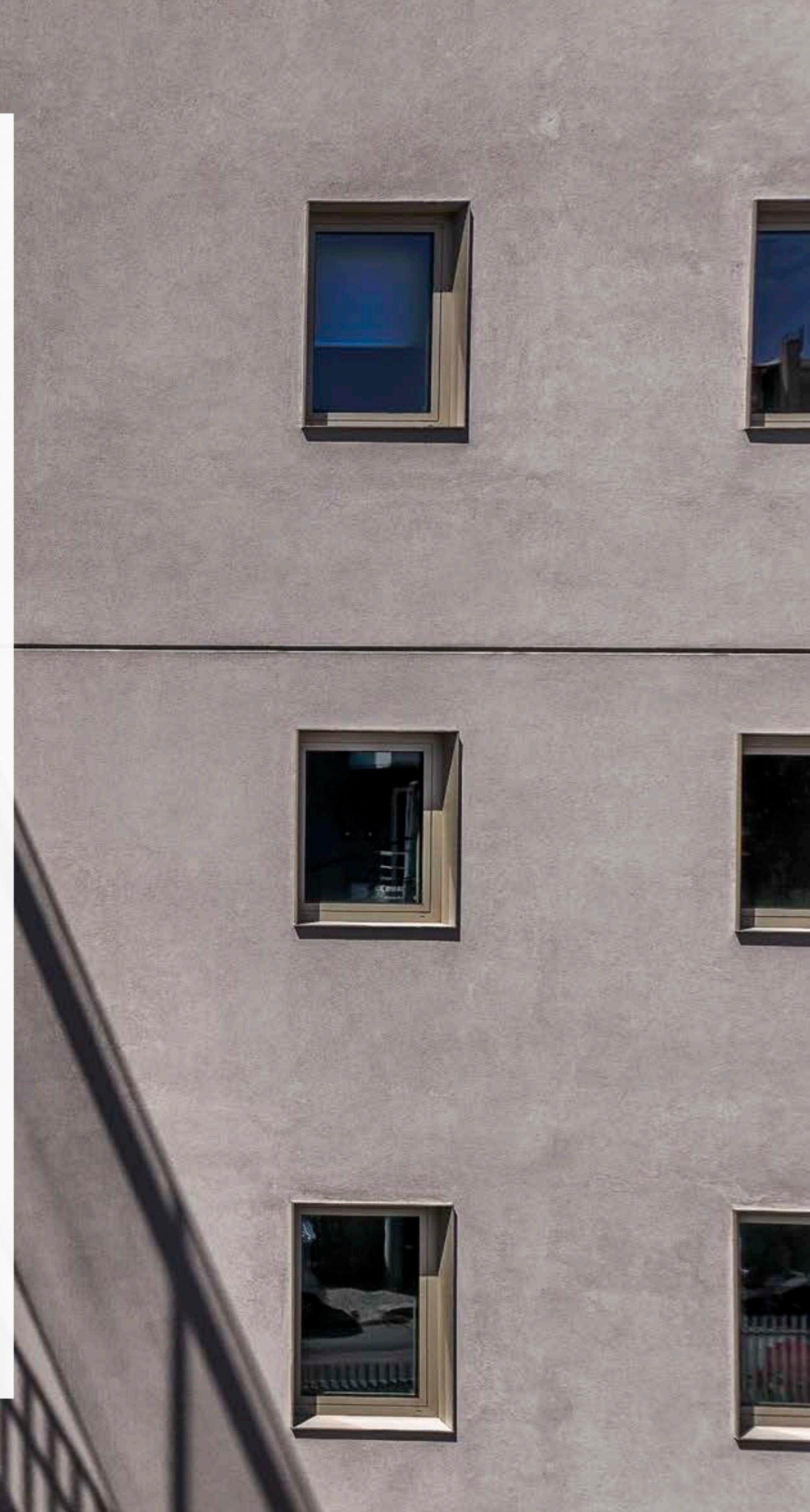
For its people, the Company fosters a safe and respectful working environment through compliance with labour and Occupational Health and Safety legislation, appropriate workplace arrangements, awareness and communication, and access to relevant employee support were required. These practices are fundamentally linked to our broader commitment to human rights and responsible employment, ensuring our team operates in an environment of mutual respect and security.

During the 2025 reporting period, Noval Property recorded no work-related accidents or fatalities involving its employees. The Company will continue to monitor health and safety performance and promote preventive practices across its own operations and relevant project activities.

Indicator	2025
Number of work-related accidents involving employees	0
Rate of work-related accidents involving employees	0
Number of work-related fatalities involving employees	0
Health and safety fines or sanctions	0

K199 Office building

CORPORATE GOVERNANCE



Contents

Remuneration, collective bargaining and training

Noval Property recognizes that fair employment practices, competitive remuneration, professional development and continuous training are important elements of responsible workforce management. The Company is committed to providing a professional working environment that supports equal treatment, skills development and compliance with applicable labour legislation.

The Company's governance framework is reinforced by a set of internal policies, including the Labour and Human Rights Policy, the Diversity, Equity and Inclusion Policy, the Business Code of Conduct and other relevant corporate procedures. These policies provide the framework for promoting fair treatment, non-discrimination, respect for employee rights and responsible employment practices.

Noval Property operates in full alignment with Greek labour legislation and statutory remuneration requirements. The Company is committed to ensuring that employees are remunerated fairly and in accordance with their specific roles, responsibilities, qualifications and applicable legal requirements. Throughout the reporting period, all employees were remunerated in accordance with, or exceeding, applicable minimum wage requirements.

Indicator	2025
Employees paid below applicable minimum wage	0
Employees covered by collective bargaining agreements	59
Collective bargaining coverage rate	100%
Average training hours per employee	9.5
Average training hours — female employees	12.1
Average training hours — male employees	7.2

Noval Property fully respects the rights of its employees to freedom of association and collective bargaining, in strict accordance with applicable national labour legislation. We strictly adhere to all collective bargaining arrangements and labour agreements where they apply, ensuring that our employment practices uphold the highest standards of workplace democracy and legal compliance. Training and professional development are integral to the Company's approach to workforce management. Noval Property supports employees to expand the knowledge and expertise required for their roles, including through training related to regulatory compliance, technical topics, sustainability, health and safety, business ethics, data protection, and other areas relevant to the Company's operations, ensuring our team remains at the forefront of industry standards.

Throughout the reporting period, training initiatives were delivered to address evolving business needs, regulatory mandates, and specialized role requirements. Noval Property remains committed to advancing employee learning and development as a core driver for strengthening organizational capacity and ensuring the successful delivery of our strategic sustainability objectives. For the 2025 reporting period, Noval Property discloses remuneration, collective bargaining and training-related information based on available human resources data.

Human Rights, Complaints and Incidents

Noval Property is steadfast in its commitment to respect human rights and promote responsible business conduct across its own operations and business relationships. The Company's approach is guided by applicable legislation, its internal policies and its commitment to ethical, fair and transparent business practices in all business relationships. The Company's human rights-related approach is supported by relevant corporate policies, including the Labour and Human Rights Policy, the Diversity, Equity and Inclusion Policy, the Business Code of Conduct, the Suppliers / Business Partners Code of Conduct, the Responsible Sourcing Policy and the Whistleblowing Policy.

These policies establish the principles and expectations that guide the Company's conduct towards employees, contractors, suppliers, tenants, business partners and other stakeholders, where relevant. Through its policy framework, Noval Property seeks to promote respect for human rights, equal, non-discrimination, fair employment practices, safe working conditions and ethical business behavior. The Company maintain a zero-tolerance stance against discrimination, harassment, forced labour, child labour, human trafficking, retaliation against persons who raise concerns in good faith, or any other conduct that violates fundamental rights and principles.

Indicator	2025
Confirmed severe human rights incidents	0
Confirmed incidents of child labour	0
Confirmed incidents of forced labour	0
Confirmed incidents of human trafficking	0
Confirmed incidents of discrimination or harassment	0
Human rights-related complaints submitted through reporting channels	0
Retaliation cases related to reporting concerns in good faith	0

The Company expects its entire supply chain and its business partners to conduct their activities in accordance with applicable laws and ethical standards. These expectations are particularly relevant in construction, renovation, maintenance and technical works, where third-party contractors and service providers engagement is high. Noval Property promotes responsible cooperation with such partners through its Business Partners Code of Conduct, Responsible Sourcing Policy and contractual arrangements, where applicable.

Noval Property maintains secure whistleblowing channels for reporting potential misconduct or ethical breaches. The Whistleblowing Policy facilitates the reporting of concerns regarding human rights violations, labour standards, and business ethics. All reports are handled with strict confidentiality, and the Company provides comprehensive protection against retaliation for individuals acting in good faith. During the 2025 reporting period, Noval Property recorded no confirmed severe human rights incidents. In addition, the Company recorded no confirmed incidents related to child labour, forced labour or human trafficking within its own operations. Where relevant information is available, the Company also monitors reported complaints or incidents related to discrimination, harassment, labour rights or other human rights-related matters.

Business Code of Conduct

Noval Property is committed to conducting operations with the highest standards of integrity, transparency and accountability. The Company maintains a strict zero-tolerance approach toward corruption and bribery and requires its employees, members of management, business partners, suppliers and other counterparties to act in accordance with applicable legislation, ethical standards and the Company's internal policies.

The Company's approach to business conduct is supported by its Business Code of Conduct, Suppliers / Business Partners Code of Conduct, Whistleblowing Policy and other relevant governance and compliance procedures. These policies provide the framework for promoting ethical behavior and professional integrity, preventing misconduct and enabling the reporting of concerns through appropriate channels.

During the 2025 reporting period, Noval Property recorded no convictions and no fines related to corruption or bribery.

Indicator	2025
Number of convictions for corruption and bribery	0
Amount of fines for corruption and bribery	0

Governing Body

Noval Property recognizes the importance of diversity in corporate governance and decision-making. Diversity within the Company's governance bodies contributes to broader perspectives, more balanced oversight and the effective consideration of different skills, experiences and viewpoints in the Company's strategic and operational direction.

The Company actively monitors the composition of its governance bodies, with specific focus on gender representation, in full alignment with applicable corporate governance standards and internal governance best practices. Gender diversity is a key element of our broader commitment to equal treatment and non-discrimination, ensuring that responsible governance is reflected at the highest levels of our organization.

Noval Property's 2025 Sustainability Report reflects the Company's continued effort to strengthen the transparency, consistency and quality of its sustainability disclosures. By voluntarily adopting the VSME Standard as a reference framework, the Company provides stakeholders with a clear and structured overview on its environmental, social and governance approach, performance and future strategic priorities.

Indicator	**2025**
Female members of the Board of Directors	2
Male members of the Board of Directors	6
Gender diversity ratio of the governance body	25%

The Orbit Office building

DESIGN AND GRAPHICS

ACTION GLOBAL COMMUNICATIONS GREECE
www.actionprgroup.com

FSC

The photographs and photorealistic visualizations in this Report were taken by Foster + Partners, Divercity Architects, Giorgos Sfakianakis, Thanasis Anagnostopoulos, Pygmalion Karatzas, Megaklis Gatzias and Chris Giatrakos.
The report was printed on paper that was produced from FSC forests and plantations and contains 60% recycled paper pulp.
In case of any discrepancy, the English text shall prevail.

NOVAL PROPERTY

re: purpose growth