



BriQ
PROPERTIES

SUSTAINABLE DEVELOPMENT REPORT 2023





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Message from the Chairwoman of the Sustainability Committee [Indicator ESG A-G3]

2023 was a year filled with challenges and opportunities, as the global economy continues to face uncertainties, from the war in Ukraine and the energy crisis to increased pressures on climate change issues. In this complex environment, BriQ Properties remains steadfast in its commitment to creating long-term value for all its shareholders through a strategy based on responsibility, transparency, and sustainability.

The completion of the merger with ICI marks a significant milestone in BriQ's journey, strengthening its capabilities and expanding the size of its portfolio. Additionally, investments in new infrastructure and the ongoing improvement of our buildings' energy efficiency are at the core of our strategy. We aim to increase the share of our properties that meet strict sustainability standards, in order to meet the growing expectations of our shareholders and the societal demand for a greener, more sustainable world.

In 2023, we placed great emphasis on improving corporate governance, enhancing our processes, promoting equality and inclusion in the workplace, and prioritizing the education and development of our people. These initiatives, combined with our strong performance in the ESG index of the Athens Stock Exchange, position us as one of the leading companies in our sector.

Looking ahead, BriQ remains committed to the principles of social and environmental responsibility, considering both the climate law and the new CSRD directive for sustainable development. We aim to continuously improve our performance, actively contributing to shaping a more sustainable, fair, and resilient world capable of addressing the challenges that lie ahead.

Efi Koutsourelis

*Non-Executive Member, BriQ Properties REIC
Chairman of the Board Committee for Sustainable Development*



CEO's message

2023 has been a fruitful year for BriQ Properties, as we have continued to move steadily towards achieving our strategic goals. The strengthening of our portfolio, combined with our commitment to sustainable development, reflects our potential for the future.

During 2023, we managed to increase the value of our portfolio to €150 million. The most important move was the completion of the first stage of the merger with Intercontinental International REIC (ICI), which increased our overall momentum with the addition of 17 properties, valued at over €60 million. Once the merger is completed, the total value of our portfolio will amount to approximately €300 million, significantly strengthening our position in the sector.

Our strategy targets not only our financial performance but also our footprint in the field of sustainable development. With the integration of new properties, we focus on optimizing energy efficiency and reducing carbon emissions, through investments that improve the sustainability of our real estate portfolio.

Looking ahead to 2024-2025, our goals remain ambitious. We are committed to completing the merger with ICI, improving the energy efficiency of the properties in the portfolio, and ensuring that our environmental performance is in line with our financial performance. Also, by the end of 2024, the completion of the construction and delivery to the tenants of the second Storage and Distribution Center in Aspropyrgos (KAD2), with an area of 19,236 sq.m., is expected, which will generate additional rental income on an annual basis of approximately € 1.3 million.

We recognise the challenges of climate change, but at the same time we see the opportunities that are being created. We work tirelessly to enhance sustainable development, in order to deliver value to our shareholders and society as a whole by offering stable and satisfactory returns and creating added value through investments based on the principles of sustainable development and driven by employees and its values.

Anna Apostolidou

Managing Director, BriQ Properties REIC



ABOUT THE REPORT

[Indicator ESG A-G5, C-G7]

This Report is the 4th annual Sustainable Development Report (hereinafter referred to as "the Report") of BriQ Properties REIC. With its publication, we aim to inform our stakeholders in a transparent manner about our strategy, goals and performance on the Company's material sustainability issues, for the period 1.1.2023 - 31.12.2023.

The previous report was issued in September 2023 and covered the period 1.1.2022 - 31.12.2022. In this Report there is no fundamental rewording or change in the adoption procedure compared to the previous period.

The Report focuses on the most important (substantial) issues of concern to stakeholders, taking into account the impact on Society and the Environment.

The Report includes selected, basic, advanced and sectoral indices, of the ESG Disclosure Guide 2024 issued by the Athens Exchange while at the same time it was prepared in accordance with the standard AA1000AP (2018). In addition, an external verification audit of the contents of selected ATHEX indicators of the Report has been carried out by an independent external body TÜV HELLAS (TÜV NORD), regarding compliance with the above disclosure information. Specifically, to verify compliance with the requirements of AA1000AP (2018), the AA1000 Assurance Standard (AA1000AS v3) guide was followed.

For any clarifications, comments or information regarding the Report, you can contact 211 999 4830 or electronically at info@briqproperties.gr. The Report was posted on the Company's website, www.briqproperties.gr on 07.10.2024.





BriQ at a glance





BriQ Properties REIC

BriQ Properties REIC is a Real Estate Investment Company (REIC), with the sole purpose of acquiring and managing real estate and making investments, as provided for in article 22 of law 2778/1999.

The Company is supervised and controlled by the Hellenic Capital Market Commission regarding its obligations as a REIC as well as regarding compliance with the legislation of the Capital Market and the rules of Corporate Governance and, further, is supervised by the competent Region of Attica regarding the observance of Codified Law 2190/1920 and by the Athens Stock Exchange.

The shares of BriQ Properties REIC are traded on the Athens Exchange since July 31, 2017 (ticket: ΜΠΡΙΚ).

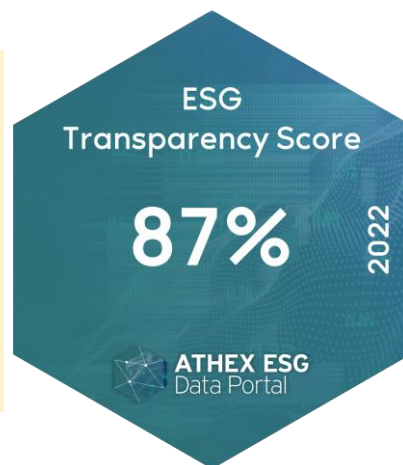
The Company's headquarters are located in the Municipality of Kallithea, Attica, at Alexandrou Pantou street no. 25, 176 71. The Company also has a branch that houses its new offices as of October 2022 at 3 Mitropoleos Street, Syntagma.

ESG Distinctions

Since November 2021, BriQ Properties is the first REIC company to be included in the Greek listed companies of the Athens Exchange index ATHEX ESG INDEX, which monitors the stock market performance of listed companies of the ATHEX that adopt and promote their environmental, social and corporate governance (ESG) practices.



For the 2022 data, recorded on the ATHEX ESG Data Portal, BRIQ received an overall **ESG Transparency Score of 87%**.



Our Vision

Our vision is to establish ourselves in the investment sector as the top choice for every investor who wants to invest in real estate in Greece, with our main concern being reliability and consistency.



Our Mission

Our mission is to offer stable and satisfactory returns to our shareholders and to create added value through our investments based on the principles of sustainable development and driven by our employees and values.



2023 HIGHLIGHTS [31.12.2023]

Real estate portfolio



25
Properties

147.706 m²
Area in m²

€ 150 m.
Value of real estate portfolio (31.12.23)

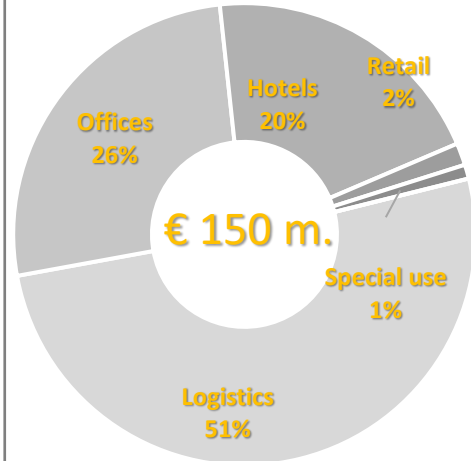
€ 15,3 m.
Annualised revenue

8,0%
Gross Yield (annually) ^{(1), (2)}

99,2%
Occupancy rate (31.12.23) ^{(1), (2)}

6,7 yrs
WAULT (31.12.23)
Weighted average remaining lease duration

Value distribution By Industry



In the Annual Financial Report 2023, which is posted on the Company's website, <https://www.briqproperties.gr> there is detailed information on the financial figures.

Finance-Summary



€ 9,1 m. / € 8,0 m. (+14%)
Income 2023 / 2022

€ 6,9 m. / € 5,8 m. (+19%)
Adj.⁽¹⁾ EBITDA 2023 / 2022

€ 5,4 m. / € 4,8 m. (+20%)
Adj.⁽¹⁾ EBT 2023 / 2022

€ 4,6 m / € 3,9 m (+19%)
Adj.⁽¹⁾ Earnings 2023/ 2022

25%
LTV (31.12.23)

€ 3,07
NAV/Share (31.12.2023)

⁽¹⁾ Excluding gains on revaluation of real estate at fair value, gains on the sale of real estate and non-recurring expenses.
⁽²⁾ Not including land and properties under development.

Corporate Governance

BriQ Properties has achieved full alignment with the requirements of the new law 4706 on corporate governance, successfully performing the first measurement and evaluation of its internal control system. This assessment was carried out by PKF EUROAUDITING S.A., confirming the company's full compliance without any findings. This result underscores BriQ's commitment to high standards of governance and transparency, further enhancing shareholder and investor confidence.

Investing

The Company in 2023 continued its investment strategy,

- constructing a new high-standard Storage and Accommodation Center (KAD 2) in Aspropyrgos, Attica, with a total area of 19,236 sq.m., which is expected to be completed in November 2024,
- expanding its hotel complex in Paros on an adjacent plot with the construction of a complex of 12 additional suites in which a modern hotel facility automation and management system has been installed, including **BMS**, while the new development is **energy class A**,
- constructing a new office building for its **LEED Gold** certification on 42 Poseidonos Avenue in Kallithea, Attica, 2,393 sq.m., of which 50% of the investment plan is financed at a fixed interest rate of 0.35% through the Recovery and Resilience Fund.
- With the installation of a net-metering photovoltaic system at the property of Sarmed Warehouses SA (BriQ Subsidiary), with a capacity of 899.25kW during November 2023 and commencement of operation in early 2024.

Sustainable development

- Participation in **ATHEX ESG Index**
- **ESG Transparency Score 87%**
- **Investments of € 5.3 million** for renovation and development of existing properties

Dividend

- **Dividend Distribution** in 2023 a total amount of € 3.7 million. i.e. € 0.1046 per share (net) from the profits of the fiscal year 2022.
- **Dividend yield** 5.3% (The dividend yield is based on the share price on the record date of the dividend).
- Participation in the **FTSE-ASE High Dividend Yield Index**.

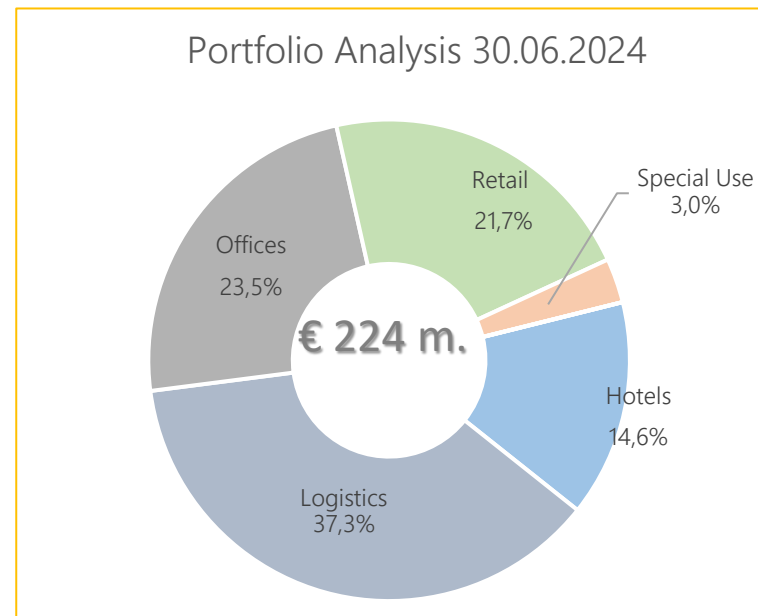
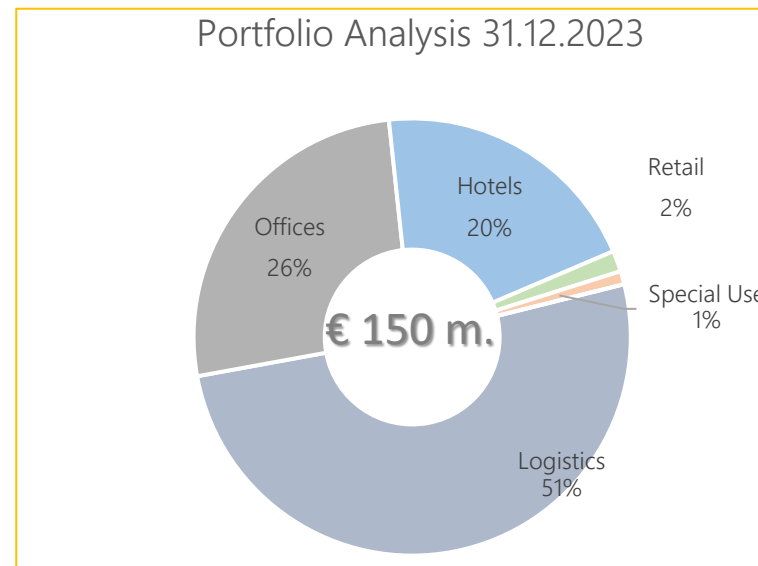


Portfolio Analysis

The distribution of the value of investment properties at 31.12.2023 by real estate sector category was 51% in storage and distribution buildings (logistics), 26% in office buildings, 20% in hotels and 3% in other real estate categories.

The most important event of the fiscal year 2023 was the signing of the agreement regarding the merger by absorption of Intercontinental International REIC ("ICI") that took place on 23.02.2023. The first stage of the agreement was completed on 31.01.2024 with the purchase of 16 properties by ICI, including 14 ICI properties leased to Alpha Bank, for € 56.6 million. At the same time, a preliminary agreement was signed for the 17th property of this agreement with a sale price of € 4.0 million. whose acquisition was completed on June 14, 2024. The transaction for the acquisition of all the properties was financed entirely by bank lending.

Following the acquisition of the 17 properties, the Group's portfolio on 30.06.2024 includes 42 properties with a total value of € 224 million. against 25 properties worth € 150 million. on 31.12.2023.





VALUE CREATION <IR> [Indicator ESG A-G1, C-S8]

Our Business Model for Sustainable Development



Inputs

Financial Capital

- Equity
- Lending

Productive Capital

- Buildings
- Infrastructure

Intellectual Capital

- Procedures, protocols
- Reputation/Trust

Human Capital

- Total human resources
- Knowledge, skills and capabilities
- Ethical values
- Trust/fidelity

Social Capital

- Strategic and long-term Partnerships
- Relations with stakeholders

Natural Capital

- Energy

Business operations and practices

- Setting a strategic direction
- Linings
- Fund management
- Corporate Governance: Principles, Values, Manuals, Codes, Policies and Procedures
- Regulatory compliance
- Human Resources Policy/Management
- Stakeholder relationship management
- Public benefit activities and volunteering
- Environmental policy

Outputs

- Creation of economic value / financial performance of the Company
- Ensuring quality, infrastructure security, data protection and business continuity
- Boosting employment
- Providing timely and competitive remuneration/benefits to employees
- Ensuring workers' health, safety and well-being
- Providing continuous training, certifications and employee development
- Defending human rights at work
- Ensuring business ethics and regulatory compliance
- Reducing energy consumption and greenhouse gas emissions



RESULTS

Effects on the Company

- Portfolio development
- Creation of surplus value of real estate
- Risk spreading
- Improving competitive advantage
- Reputation enhancement/leadership
- Human capital development
- Achieving operational excellence

RESULTS

- Effects created by the Company for its stakeholders

SHAREHOLDERS

- Maintaining and improving a sound financial position
- Increase trust and satisfaction

FINANCIAL INSTITUTIONS/INVESTMENT COMMUNITY

- Maintaining and improving a sound financial position
- Increase trust and satisfaction

TENANTS/CUSTOMERS

- Maintaining and improving a sound financial position
- Creating a competitive advantage
- Improvement of services, internal operations and processes
- Increase trust and satisfaction

SUPPLIERS/PARTNERS

- Maintaining and improving a sound financial position
- Indirect job creation
- Creating a competitive advantage and boosting innovation
- Improvement of services provided
- Increase trust and satisfaction

EMPLOYEES

- Improving knowledge and upgrading skills and competences
- Enhancing the sense of security and reciprocity
- Increase trust and satisfaction

ENTITIES (REGULATORY AND BUSINESS)

- Increase trust and satisfaction

RESULTS

Impacts created by the Company in general on the economy, society and the environment



We are committed to harmonizing and effectively promoting the United Nations Sustainable Development Goals (SDGs) through our sustainable development strategy, activities and Corporate Social Responsibility initiatives.

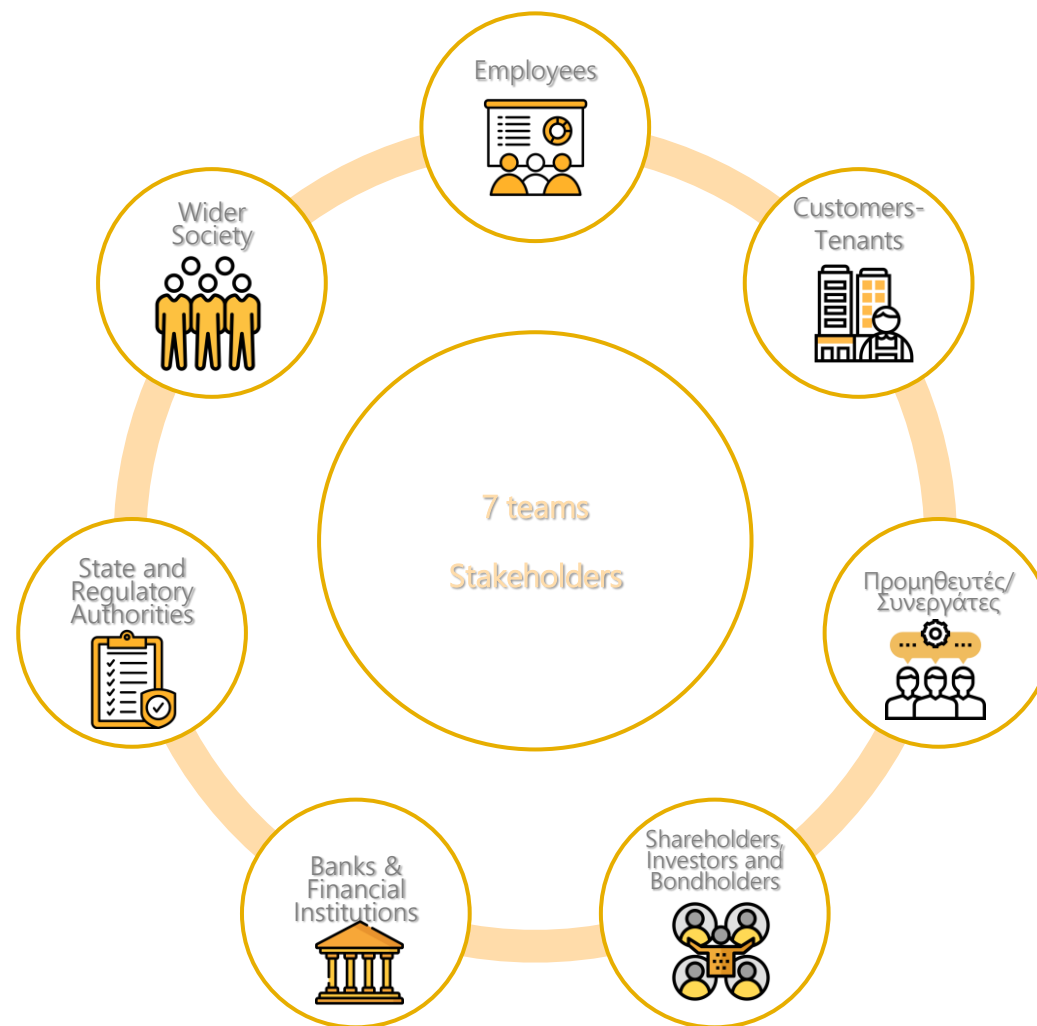
Communication with stakeholders

[Indicator ESG C-S1]

For BriQ Properties, systematic and effective two-way communication with its stakeholders is the basis for evaluating and designing its actions and practices, as well as for addressing everyday challenges.

The Company recognizes as stakeholders those groups that affect and are affected, directly or indirectly, by its activity. The interested parties belong either to the internal environment of the Company (shareholders, bondholders, employees) or to the external environment (suppliers, customers-tenants, partners).

At BriQ Properties, the main concern is to establish mutual trust and excellent cooperation with stakeholders, while the Company treats with particular attention the different expectations and requirements of each team. In this context, it has established distinct channels of communication with each stakeholder group, as presented in the table below.





Stakeholders	Key Topics of Interest	Communication
<p>SHAREHOLDERS, INVESTORS and BONDHOLDERS</p>	<ul style="list-style-type: none"> ▪ They are interested in the Company's profitability, business developments in its business sectors, as well as performance on social and environmental issues ▪ They also wish to safeguard the Company's viability and implement strict standards and principles of Corporate Governance. 	<ul style="list-style-type: none"> ▪ Continuous updates through ATHEX announcements, the Shareholder Services department, press releases and presentations, through the website and the media, as well as quarterly through the published Financial Statements and the Investment Statement. ▪ Regular analyst meetings ▪ The Company actively participates in Corporate presentations such as the ATHEX Small-Cap of the Athens Exchange on an annual basis in Greece and abroad.
<p>EMPLOYEES</p>	<ul style="list-style-type: none"> ▪ Creation of economic value/financial performance of the Company ▪ Ensuring business ethics and regulatory compliance ▪ Ensuring quality, infrastructure security, data protection and business continuity ▪ Providing timely and competitive remuneration/benefits to employees ▪ Ensuring workers' health, safety and well-being ▪ Providing continuous training, certifications and employee development ▪ Defending human rights at work (e.g. equal opportunities, diversity, elimination of forced labour, etc.) 	<ul style="list-style-type: none"> ▪ Continuous and direct communication ▪ Communication with the Company's Human Resources Department (Orion platform) depending on the needs that arise. ▪ Meetings with the CEO and intercompany meetings ▪ Information meetings
<p>TENANTS/CUSTOMERS</p>	<ul style="list-style-type: none"> ▪ The tenants-customers wish to have an excellent cooperation with the Company in all areas and to enjoy qualitatively and according to approved specifications, the respective contractual terms. 	<ul style="list-style-type: none"> ▪ Direct communication through the Persons responsible for each project/sector of activity on an ongoing basis and according to the needs of the customer-tenant.
<p>SUPPLIERS/PARTNERS</p>	<ul style="list-style-type: none"> ▪ Suppliers and partners wish to have a consistent, profitable and long-term cooperation with the Company in all areas. 	<ul style="list-style-type: none"> ▪ Direct communication through the Managers of each activity, on a case-by-case basis depending on the needs that arise.



Stakeholders	Key Topics of Interest	Communication
STATE & REGULATORY AUTHORITIES	<ul style="list-style-type: none"> They are interested in the responsible and lawful activity of the Company, the protection of the environment, social actions, respect and protection of the rights and Health and Safety of employees. 	<ul style="list-style-type: none"> Continuous updates through announcements, press releases and presentations, through the website and the media. Direct communication through the Project Managers of each activity, but also through meetings with the Management, as appropriate depending on the needs that arise
WIDER SOCIETY	<ul style="list-style-type: none"> Members of society (SMEs, NGOs, civil society actors) wish to be informed about economic, environmental and social data, business developments and activities of the Company as well as sustainable development actions. 	<ul style="list-style-type: none"> Continuous updates through announcements, press releases and presentations, through the website and the media. Meetings with the CEO, regarding the media, on a case-by-case basis and as needs arise.





Analysis of Material Issues

[Indicator ESG C-G3, C-G7]

The materiality process, i.e. the identification, understanding and prioritization of issues related to Sustainable Development, is a key element of BriQ Properties' responsible operation. Through this process, the Sustainable Development issues that are considered "Substantial", i.e. those that reflect the significant environmental, social and economic impacts of our Company, are identified.

Identification of Material Issues

Identification of substantive issues – Dialogue with stakeholders – Definition of boundaries of substantive issues

In its decision-making process, the Company takes into account both its own needs and the expectations of its stakeholders. The analysis and evaluation of the issues considered essential for Sustainable Development was based on an extensive review of sources, such as:

- The Athens Stock Exchange ESG Disclosure Guide for 2024 and international sustainable development standards, including the GRI Standards, the investment industry version of GRI, SASB standards and the EU Sustainability Reporting Directive (CSRD).
- Sustainability Reports of other companies in the industry, for comparison and evaluation of best practices.
- Publications of recent years related to the Company, to identify new needs and challenges.
- Internal documents, such as Company policies, procedures and operating standards.
- The United Nations Global Sustainable Development Goals (SDGs).
- The Principles of the United Nations Global Compact.

- Consultation with the Company's Sustainability Committee to incorporate views and strategic objectives.

This approach ensures that all factors critical to the Company's sustainability and long-term success are taken into account.

Evaluation and Prioritization



Senior executives of BriQ Properties were called upon to evaluate and prioritize the material topics according to the principles of double materiality, taking into account both the assessment of impacts (positive and negative) and financial materiality, which includes the risks and opportunities associated with each material topic:

- The importance of the impact (positive or negative) of these issues on the economy, society and the environment, and by extension, on the achievement of the UN Global Sustainable Development Goals.
- The importance of the consequences (positive or negative) of these issues to the Company's ability to achieve its business goals or maintain its reputation.
- The industry's most important priorities and future challenges.

At the same time, through dialogue with representatives of the Company's stakeholder groups, the issues of greatest importance to them were identified, ensuring a more accurate approach to the material issues. The material issues identified by similar companies were also taken into account and through a benchmarking study critical issues were identified by companies in the real estate investment industry, which use the principle of materiality to determine these issues.

Upon completion of this process, 10 material issues for BriQ Properties have been identified, which are included in the 2023 Sustainability Report.



Material Issues BriQ Properties

Environment

- Assessing the climate resilience of our property portfolio and developing adaptation strategies to mitigate risks related to changing climate patterns
- Reducing energy consumption and greenhouse gas emissions

Society

- Creation of economic value/financial performance of the Company
- Boosting employment (e.g. through the creation of new jobs) and providing continuous training, certifications and employee development
- Providing timely and competitive remuneration/benefits to employees
- Ensuring workers' health, safety and well-being
- Defending human rights at work (e.g. equal opportunities, diversity, elimination of forced labour, etc.)
- Participation in social contribution actions

Corporate Governance

- Ensuring business ethics and regulatory compliance
- Attracting investors who emphasize the Company's performance on ESG (Environmental, Social, Corporate Governance) issues

The prioritization of material topics and the development of a Sustainable Development strategy are ongoing goals of the Company, reflecting its commitment to creating long-term value.

The prioritization of material issues and the formulation of a Sustainable Development strategy are enduring goals of the Company, reflecting the Company's commitment to creating long-term value.



Environmental Issues

[Environment]

- Footprint Reduction: Minimizing emissions and energy consumption.
- Resource Management: Efficient energy use in properties.
- Green Technologies: Implementation of sustainable solutions in building facilities.





Protection of the Environment

[ENVIRONMENT]

BriQ Properties operates with full awareness of its environmental responsibility, systematically adapting its business practices to environmental protection and resource saving requirements. At the same time, it designs and implements integrated strategies aimed at both short-term and long-term rational management of its environmental footprint, contributing decisively to the mitigation of emissions resulting from its operation.



Reducing energy consumption and greenhouse gas emissions

[Indicators ESG C-E1, C-E2, C-E3, A-E2, A-E5, A-E6]

BriQ Properties identifies climate change as a top priority and, in this context, makes every effort to reduce the consumption of energy, natural resources and plastics. At the same time, it adopts greener methods of operation, always in full compliance with current environmental legislation.

BriQ integrates the principles of sustainable development into all its business activities, recognizing the risks and opportunities arising from climate change. We have already recorded in the Company's risk register the risks and opportunities associated with climate change, in order to adapt to the challenges of the future and ensure the long-term sustainability and growth of the company.

Our approach focuses on reducing our environmental footprint and seizing green investment opportunities, actively contributing to the transition to a more sustainable economy.

As part of the Company's Risk Management System, we identify both risks and opportunities, including those related to climate change, that may affect our operations. BriQ Properties' sustainability policy focuses on creating long-term value, with respect for the environment, society and transparency in resource management, incorporating practices that promote responsibility and sustainable management of its properties. We understand the consequences of insufficient knowledge of the legislative framework for environmental protection, as well as problematic supervision of the implementation of environmental rules, which may lead to incomplete implementation of protection measures. We are fully aware of the alarming rate of biodiversity loss observed over the past two decades due to unsustainable human activity, and recognise the importance of preserving the diversity of species and ecosystems for our very lives.

We also note that we do not currently operate in areas with sensitive biodiversity. However, we are committed to full compliance with the provisions and every new investment will be implemented with green growth in mind.

Regarding financial and non-financial data, Management has assessed that there is no significant exposure to climate-related risks and has therefore concluded that no adjustment to book values or IFRS judgments/assumptions is required as a result of climate-related risks as at 31 December 2023.

The determination of the Operational Limits of the Inventory includes the identification of GHG emissions related to the operation of real estate and their classification as direct and indirect emissions, as well as the selection of the category in which indirect emissions will be recorded.



The following tables have been calculated based on the methodology of the ATHEX ESG Disclosure Guide (2024) and refer to the owner-occupied office building (Mitropoleos 3, Syntagma)

Scope 1 emissions

[Indicator ESG C-E1]

The category of direct emissions includes emissions from sources belonging to the Company's owner-occupied office building.

For this twelve-month period, no direct emissions arise either from combustion in stationary equipment, or from combustion in mobile equipment, or from industrial processes fugitive emissions from the release of greenhouse gases into anthropogenic systems.

Direct emissions Consumption of purchased electricity, in total for the entire Company (self-used office building)	UNIT OF MEASUREMENT kWh	EQUIVALENT CO ₂ (Tons)	EQUIVALENT CO ₂ (Tons) /NET INCOME
2023	0	0	0
2022	0	0	0

Scope 2 emissions

[Indicator ESG C-E2, C-E3]

Emissions from imported electricity result indirectly from the production of electricity consumed by the property for its proper operation.

It is noted that the above property is not supplied with energy other than electricity, and therefore no emissions are observed at this source.

Energy consumption

The Company systematically implements actions to reduce the energy consumed, upgrading its workplaces.

The total percentage (100%) of energy consumed by the Company at its headquarters comes from electricity through our provider which is NRG. The percentage of energy consumed by RES was 23.70%.



53% decrease indirect emissions in 2023

Market-based	Indirect emissions Consumption of purchased electricity, in total for the entire Company (self-used office building)	UNIT OF MEASUREMENT T kWh	EQUIVALENT CO ₂ (Tons)	EQUIVALENT CO ₂ (Tons) /NET INCOME
2023		13.849	5,05	0,55
2022	(Since October 2022, the Company's offices have been relocated to Syntagma)	22.129	9,65	1,20

Note: in the market-based methodology we use the Residual Energy Mix of each supplier (ENEPTEIAKO-MEIFMA-2023.pdf (dapeep.gr) – Table 5), in our case it is NRG 363,58 gr CO₂/kWh. The normalization factor is defined as rental income, which for the fiscal year 2023 amounted to €9.1m.

Location-based	Indirect emissions Consumption of purchased electricity, in total for the entire Company (self-used office building)	UNIT OF MEASUREMENT T kWh	EQUIVALENT CO ₂ (Tons)	EQUIVALENT CO ₂ (Tons) /NET INCOME
2023		13.849	6,92	0,76
2022	(Since October 2022, the Company's offices have been relocated to Syntagma)	22.129	11,80	1,47

Note: in the location-based methodology, we use the coefficient issued annually by DAPEEP (Guarantees of Origin and Energy Mix - Operator of RES & Guarantees of Origin S.A. - DAPEEP S.A. (dapeep.gr)) and refers to the Remaining Energy Mix of the Country (for 2023 ENEPTEIAKO-MEIFMA-2023.pdf (dapeep.gr) – Graph 2) 498,735 gr CO₂/kWh. The normalization factor is defined as rental income, which for the fiscal year 2023 amounted to €9.1m.

Green Energy Production

- The Company has installed in November 2023 a PV station from a self-producer with an energy offset of 899.25 kW at the storage center of its subsidiary, Sarmed Warehouses S.A. (participation percentage 80%), located in Mandra, Attica. The station was connected to the grid in January 2024.
- Also, Sarmed Warehouses SA maintains a Contract for the Sale of Electricity to DEDDIE, electricity produced by a 100kW Photovoltaic Power Station, installed on the roof of a building located in a warehouse complex in Mandra, Attica.

2023	133,6 MWh
2022	141,6 MWh



The emissions generated for the owner-occupied office building relate exclusively to Category 2 emissions, namely indirect emissions from imported electricity.

[Indicator ESG A-E1]

In 2023, BriQ Properties did not proceed with the measurement of Scope 3 emissions, which refer to indirect emissions arising from the overall supply chain and other activities beyond our direct control. Despite the fact that Scope 3 emissions present a challenge for many businesses, we fully recognize their significance in accurately assessing our environmental footprint.

BriQ is already in the process of preparing for the implementation of a strategy to monitor and record Scope 3 emissions, as we acknowledge the critical role they play in the overall sustainable development of the company. With the collaboration of our suppliers and the continuous improvement of our internal processes, we aim to reduce our environmental footprint, enhancing our transparency and accountability toward our employees, shareholders, and society.

In the coming years, we are committed to fully monitoring Scope 3 emissions to integrate the necessary practices that will ensure our continued progress toward sustainability.

[Indicator ESG A-E7]

BriQ focuses on reducing greenhouse gas emissions associated with its real estate portfolio by financing carbon absorption projects through carbon credits. The company develops strategies to optimize the **energy efficiency** of its properties by investing in technologies that reduce **energy consumption**, such as **energy management systems**, **LED lighting**, and advanced **HVAC** (Heating, Ventilation, and Air Conditioning) systems.

At the same time, BriQ, in cooperation with the tenants-managers of the properties, supports carbon balancing projects, such as carbon capture and storage from other reliable sources, that balance the CO₂ emissions from the operation of its properties. These initiatives underscore BriQ's commitment to playing a leading role in the sustainable development of the real estate industry and achieving climate neutrality goals. For the Company's self-used office building, the number of carbon removals and credits was zero in 2023.

[Indicator ESG A-E8]

BriQ, as part of its policy for 2023, attempted to quantify the greenhouse gas (GHG) emissions coming from its real estate portfolio. The GHG emissions included in the analysis refer to Categories 1 and 2, i.e. direct emissions and indirect emissions from imported energy, respectively. At the same time, during the development of a methodology for calculating GHG emissions, several practices and techniques were also drawn from the widely recognized GHG Protocol.

[Indicator ESG SS-E1, SS-E2]

For BriQ Properties, the transition to a sustainable and climate-sensitive business is a strategic priority. Our transition plan focuses on upgrading our properties with advanced energy efficiency technologies, including solar panels, low-consumption heating and cooling systems, and smart energy management systems. At the same time, we apply sustainable construction and renovation practices, such as the use of recycled materials and the improvement of the thermal insulation capacity of buildings. Strategies such as waste reduction and resource management with respect to the environment are embodied at all levels of the business, reinforcing our commitment to green and sustainable growth. In addition, we are making significant efforts to reduce air pollutant emissions by investing in certified carbon mitigation projects and promoting the use of clean energy sources in all our properties.



Water management [Indicator ESG SS-E4]

The water consumed in BriQ Properties' facilities comes exclusively from the national water supply network (EYDAP) and is used directly in our building infrastructure, covering the daily needs of employees. Taking into account the importance of environmental protection and the valuable value of water, the Company urges employees to make rational use of it. As part of this commitment, water filters have been installed in the new offices to promote tap water consumption and eliminate the use of plastic bottles with bottled water. In addition, the Company has arranged for the placement of special signage in public areas, reminding the need for rational use of water with the main aim of protecting the environment. Finally, it is noted that due to the nature of BriQ's activities, there is no intensive use of water resources. In 2023, 78 m³ were consumed in BriQ's self-used offices.

Harmony with the Environment: Designing Sustainable Spaces

Our performance - Our goals

Assessing the climate resilience of our property portfolio and developing adaptation strategies to mitigate risks related to changing climate patterns

BriQ Properties, adopting an environmentally friendly policy and aiming to reduce its environmental footprint, is in the process of implementing actions that cover both the full range of its business activity and its responsible attitude as a corporate citizen. Through these initiatives, BriQ Properties seeks to enhance sustainable development and contribute substantially to the protection of the environment, responding to the needs and expectations of society.

The Company, due to the nature of its activities, does not create particular waste and therefore does not significantly burden the environment.

In order to manage more environmentally friendly buildings/facilities, BriQ will focus on the following directions in the coming years:

- Obtaining Green Certifications
- Photovoltaic installations in our buildings
- Improving energy efficiency
- Innovative digital solutions

Its direct environmental footprint results mainly from the electricity consumption (Category / Scope II) for the operation of its offices and the consumables it uses (Category / Scope III). However, in order to minimize the impact of the latter on the environment, circular economy practices have been adopted and implemented.

The same category of carbon footprint (Category / Scope III) includes the energy consumption of real estate owned by the group and rented to third parties. These emissions, which are indirectly charged to the company according to the methodology of the standard, have been initially recorded and evaluated, systematically monitored and, where possible, action – reduction plans are prepared through energy renovation interventions of buildings (shell) and their technical electromechanical equipment.

The actions for the implementation of the above concern the measurement of electricity consumption and improvement of infrastructure and use of technologies to reduce consumption as well as collection for recycling of consumables and electrical appliances, also encouraging its staff for active participation.





 **Assessing the climate resilience of our property portfolio and developing adaptation strategies to mitigate risks related to changing climate patterns**

In July 2023, the Company, operating with a sense of its environmental responsibility and taking into account the new data brought by the new climate law 4936/2022 and the ESG framework, proceeded to a "Gap Analysis" in its real estate portfolio in order to record its energy and carbon footprint with the ultimate goal of finding measures to reduce its environmental footprint.

The above work was completed in April 2024, demonstrating to the Company all the necessary actions of energy saving measures and cost analysis based on calculations of energy indicators and carbon footprint.

As part of the implementation of its Corporate Social Responsibility program, which focuses on protecting the environment, reducing its carbon footprint and promoting renewable energy sources, the Company is rapidly proceeding with the installation of photovoltaic plants on properties in the portfolio and plans the gradual renovation / energy upgrade of its real estate portfolio. The Company is also constructing a new LEED certified office building at 42 Poseidonos Street in Kallithea, Attica, funded by the Recovery and Resilience Fund. At the same time, the Company continues the development of its portfolio with the addition of a second storage and distribution building (SMR 2) of 19,236 sq.m. at the Aspropyrgos Logistics Park.

BriQ issues Energy Performance Certificates (EPCs) for all properties in its portfolio. In 2023, 74% of its properties have an EPC category classification of > = "C" while the company is committed to continuous monitoring and improvement by taking all necessary actions on its properties.

ENERGY CLASS	% sq. m. OF PORTFOLIO
A	1%
B	37%
C	36%
D	17%
E	2%
F (Z gr)	5%
G (H gr)	2%

[Indicator A-G1]

BriQ is not active in fossil fuels, chemical production, controversial weapons, and tobacco cultivation and production.

[Indicator A-E3, A-E4]

BriQ, strengthening the circular economy model, has established programs for the collection and recycling of paper and batteries and at every opportunity informs and encourages its human resources for active participation. In addition, as of 2023, the Company has established a zero-use plastics program in its offices.

Waste management 2023	Tonnes/ Percentage
Total amount of hazardous waste	0
Percentage of waste by type of treatment - Recycling	35%
Percentage of waste by type of treatment - Composting	0%
Percentage of waste by type of treatment - Incineration	0%
Percentage of waste by type of treatment - Landfill	65%
Radioactive waste	0

Sewage discharge	Cubic meters (m3)
Total amount of waste water discharge containing polluting substances	0



Harmony with the Environment: Designing Sustainable Spaces

Our performance - Our goals [Indicator A-G3]

SUBSTANTIVE ISSUE	OBJECTIVES 2023-2024	PERFORMANCE 2023	OBJECTIVES 2024-2026
Reducing energy consumption and greenhouse gas emissions	Demolition of the office building at 42 Poseidonos Avenue, Kallithea with an area of 1,900 sq.m. and an initial budget of €2.5 million, with the aim of creating a green modern office building certified by LEED. We aspire to be the first such building in the coastal zone of Poseidonos Avenue in Kallithea – Moschato (South Sector of Attica).	Demolition work began at the end of 2023. A bond loan of € 4.8 million has been received for this investment. RRF	Completion of demolition and commencement of construction works in 2024. Project completion at the end of 2025.
	Renovation of office space Alamanas 1, Maroussi, surface 767 sq.m., aiming to create a modern office space that includes installation of BMS system	Commencement of studies and renovation works in 2023	Completion of renovation works by the end of 2024
	Construction of 12 new suites of high standards in Naoussa, Paros. A modern automation system (room energy optimization) and hotel facility management including BMS was installed, while the new development is energy class A.	Start of construction work in 2023	Completion of renovation works in 2024
	Construction of a warehouse in Aspropyrgos of 19,236 sq.m. with a low energy footprint. The installation of photovoltaic systems and other green design actions in this new warehouse building will be considered.	The construction of the warehouse is in progress	Completion of construction by the end of 2024
	Installation and operation of a net-metering photovoltaic system at the property of Sarmed Warehouses SA (BriQ Subsidiary), with a capacity of 899.25kW	Installation of photovoltaics	Opening in early 2024

* The targets for 2024 have been made under the assumption of a positive course of the Greek economy.



SUBSTANTIVE ISSUE	OBJECTIVES 2023-2024	PERFORMANCE 2023	OBJECTIVES 2024-2026
Reducing energy consumption and greenhouse gas emissions	Installation of photovoltaic net-metering systems in the building on Leof. Kifisou 119, Athens 213kW	Start of works for the installation of photovoltaics.	Opening in early 2025
	Installation of net-metering photovoltaic systems in the building on 65 Loutrou Street, Acharnai, aiming at significantly reducing the building's energy footprint	In 2023, the installation took place and the connection terms were obtained	Opening in 2024
	<ul style="list-style-type: none"> ▪ Installation of net metering photovoltaic stations in the following properties: ▪ Argyroupoleos 2A ▪ Al. Pantou 19-23 ▪ Al. Pantou 25 ▪ MMW Tinos ▪ MMW Corfu (3 facilities) ▪ MMW Paros 	Installation requests	Receive connection terms from DEDDIE in 2024 and start operations by the end of 2025
	Recording of energy performance of all buildings in the portfolio with the aim of reducing the environmental footprint and improving EPCs (Energy Performance Certificates) by 15% by carrying out all necessary actions.	In July 2023, the implementation works of this project began through on-site verifications at the Company's properties in cooperation with a Technical Consulting Company	The work was completed in April 2024, demonstrating to the Company all the necessary actions of energy saving measures and cost analysis based on calculations of energy indicators and carbon footprint for which the Company has planned their implementation, as well as the installation of an energy management system capable of recording and monitoring consumption.
	Installation of digital document and digital signature software to minimize paper printing and ink consumption.	Continue to use a digital signature via Docusign (Candisign app)	Maintaining and improving culture
	Elimination of single-use plastics at the Company's offices by the end of 2022.	In addition, the Company has launched a battery recycling policy in the office building it uses.	Maintaining and improving culture



Medium to long-term objectives [Indicator A-G3]

The proper environmental management of our properties is one of our most important goals, which is considered necessary both for the sustainability of our activities and for our business continuity.

We are committed to:

- We take steps to reduce the environmental footprint of our operations and business operations.
- We follow the provisions of No. 4936/2022 New Climate Law in order to achieve the long-term goal of climate neutrality by 2050.
- We seek investments in "green" real estate and upgrade existing ones, taking into account new technologies and the parameter of "smart infrastructure".
- We minimize the impact of our properties on the natural environment, including reducing the volume of waste, through prevention, reduction, recycling and reuse.
- To strengthen its sustainability commitments, BriQ intends to incorporate specific clauses into the new lease agreements that focus on energy consumption data collection and soil pollution management. These agreements include provisions requiring tenants to provide consumption data, which helps monitor energy consumption and improve efficiency. In addition, operating procedures are included to ensure that soil contamination issues are addressed, for the benefit of both BriQ and its tenants.

As part of its commitment to sustainable development and reduction of its environmental footprint, BriQ implements a series of targeted measures covering all its activities. With these actions, the company seeks to play a key role in protecting the environment and creating a sustainable future.

- **Green Investments in the Group's Real Estate:** Real estate investments aimed at reducing the carbon footprint and promoting renewable energy sources, as well as accelerating the installation of photovoltaic plants in portfolio properties.
- **Upgrading Real Estate Energy Certificates:** Gradual upgrade of BriQ's real estate energy certificates, aiming to align with best practices and improve energy efficiency by 2028.
- **Reduction of Environmental Footprint:** Aiming to reduce energy consumption and carbon dioxide emissions by 25% by 2030, through the implementation of energy efficient technologies in the buildings of the portfolio.
- **Selection of Sustainable Partners and Suppliers:** Selection of partners and suppliers who respect the environment and aim to reduce their environmental footprint, strengthening BriQ's value chain.
- **Employee Information and Awareness:** Informing employees about environmental issues and cultivating environmental awareness, encouraging their active participation in sustainability initiatives.



Social Issues

[Social]

- Employee Well-being: Safe and supportive environment.
- Social Contribution: Actions with a positive impact.
- Diversity & Inclusion: Equal opportunities for all.





Social Issues [SOCIAL]

Economic value creation / financial performance

In 2023, the global and European economies showed signs of slowing amid persistent, albeit declining, inflationary pressures, financial market volatility and geopolitical uncertainty. The war in Ukraine combined with the escalating conflict in the Middle East and their impact on regional and global stability and security continue to weigh on the global and European economy in which geopolitical risks, concerns about energy prices, energy supply and inflationary pressures have increased. On the monetary policy front, the European Central Bank (ECB) has delivered ten rate hikes in 2022 and 2023, most recently in September 2023, raising the ECB's three key interest rates by a total of 450 basis points.

The Company monitors events responsibly, ensuring that all necessary and possible measures are taken in a timely manner to minimize any impact on the Group's activities.

In this context, leases are adjusted in line with inflation, limiting the Company's and the Group's exposure to inflationary pressures, as increases in expenses due to inflation are offset by increases in rental income.

In particular, 2023 has been successful as it managed to increase its rental income, its organic profitability and achieve increases in the values of some of the real estate sectors it has in its portfolio. Key factors of this performance are (a) the maturity and completion of new investments, (b) the portfolio of high-end real estate with stable income flows, (c) the business model and (d) the strong balance sheet, which enable management to exploit in the most effective way the different conditions arising in the volatile environment.

Group Financial Results for 2023

[Indicator ESG C-G8]

The Company published its financial statements for the year 2023 on 29.03.2024 and on 02.04.2024 proceeded to the annual briefing of analysts, institutional investors and other investors on the financial data of the year 2023 via Conference Call. The most important event of the fiscal year 2023 was the signing of the agreement regarding the merger by absorption of **Intercontinental International REIC ("ICI")** that took place on 23.02.2023. The first stage of the agreement was completed on 31.01.2024 with the purchase of 16 properties by ICI, including 14 ICI properties leased to Alpha Bank, for € 56.6 million. At the same time, a preliminary agreement was signed for the **17th property** of this agreement with a sale price of € 4.0 million. The transaction was funded entirely by bank lending.

During the fiscal year 2023, the Company recorded a consolidated **increase** in all its figures and in particular:

The total value of the Company's real estate portfolio at 31.12.2023 amounted to **€ 148.9 mil.** against € 136.3 mil. on 31.12.2022, showing an increase of 9%.





Rental income amounted to € 9.1 million. against € 8.0 mil. of the previous year, an increase of 14%.

Adjusted⁽¹⁾ earnings before interest, tax, depreciation and amortization (EBITDA) increased by 19% to € 6.9m. against € 5.8 mil. in the corresponding financial year last year.

Total equity attributable to shareholders of the company (N.A.V.) as at 31 December 2023 amounted to € 109 million. compared to € 98 mil, (€ 3,07/share compared to € 2,78/share on 31.12.2022) showing an increase of 11%.

(1) Excludes gains on real estate revaluation, gains on sale of real estate, gains on valuation of financial instruments and one-off on consultancy services for the merger.

The main financial aggregates and key indicators, on a consolidated basis, are presented in the following tables:

Group Results	2023	2022	Δ %
Rental income	9,1	8,0	14%
Earnings before interest, taxes, depreciation and amortization (EBITDA)	16,8	13,3	27%
Earnings before interest, taxes, depreciation and amortization (adjusted (Adj. EBITDA) ⁽¹⁾)	6,9	5,8	19%
Profit Before Tax (EBT)	15,3	12,3	25%
Earnings before Tax, adjusted (Adj.EBT) ⁽¹⁾	5,4	4,8	14%
Net Profit After Tax	14,6	12,1	21%
Net Profit After Tax, adjusted ⁽¹⁾	4,7	4,6	3%
Net Profit After Tax ⁽²⁾ (EPS, €/share)	0,399	0,315	27%

Key Indicators & Figures	31.12.2023	31.12.2022
Total equity attributable to shareholders of the Company (N.A.V.) (€ mil.)	108,6	98,2
Internal Book Value of Share ⁽²⁾ (N.A.V./share)	€ 3,07	€ 2,78
Debt Liabilities to Real Estate Investment (L.T.V.)	24,9%	25,4%
Debt Liabilities less cash to Real Estate Investment (Net L.T.V.)	23,0%	22,9%

(1) Excluding gains on real estate revaluation, gains on sale of real estate, valuation gains on financial instruments and one-off on consultancy services for the merger.

(2) Profits attributable to the Company's shareholders. They do not include own shares and profits attributable to minority shareholders.

On April 27, 2023, the Annual General Meeting of the Company's shareholders decided to distribute a dividend of a total amount of € 3,701 thousand. i.e. € 0.1046 per share (net), from the profits of the financial year 2022 and previous years, which was paid to the beneficiaries on May 5, 2023.

Evaluation and selection of suppliers and partners [Indicator ESG C-S8]

Recognizing that our economic, environmental and social performance is directly affected by the practices of our suppliers and partners, BriQ Properties requires full respect for and compliance with its Principles and Values. For this reason, the selection of suppliers is based on strict and fair criteria, in compliance with all applicable laws and regulations. At the same time, it is ensured that suppliers comply with the Company's Code of Ethical Conduct and Conduct.

In the context of supplier evaluation, issues related to sustainable development are taken into account, reinforcing the Company's dedication to practices that promote responsibility and sustainability throughout its range of activities.



- Environmental compliance
- Carbon footprint and use of sustainable materials
- Respect for human rights
- Corporate Governance
- Ethical Business Practice

[Indicator ESG A-S1, A-G6]

In order to achieve the European Union's 2030 climate and energy targets, as well as those of the European Green Deal, investment in more sustainable activities needs to be stepped up.

Due to its size, the Company is exempted from the disclosure obligation of article 8 of EU Regulation 2020/852 (Taxonomy), however in 2023 BriQ assessed the eligibility and alignment of its financial activities in accordance with the EU Taxonomy Regulation, defined by the European Union Regulation 2020/852 (article 8), to create a list of environmentally sustainable activities.

Regarding BriQ's activities, as defined by the EU Taxonomy, the percentage of Group turnover, capital expenditure (Capex) and operating expenses (Opex) for the reporting period 2023 is presented below. These revenues come from the installation of photovoltaic systems in the subsidiary company Sarmed Warehouses S.A.

Alignment - Eligibility

Sustainable Economic Activity	2023
Sustainable turnover (%)	0,40%
Sustainable capital expenditure (%)	0,00%
Sustainable operating expenses (%)	1,11%

The Company has not issued an ESG Bond for its sustainable activities.



Enhancement of employment

Human Resources

Human resources are a fundamental pillar of value creation for BriQ Properties. The strategic goal and part of the corporate culture is the formation of a modern working environment, which provides employees with the necessary tools to evolve and develop.

[Indicator ESG C-S4]

The Company's workforce numbered 9 employees as of December 31, 2023, remaining stable compared to 2022. In 2023, no voluntary or non-voluntary departures were recorded, keeping staff at the same level as the previous year.

HUMAN RESOURCES	2023		2022	
	Number	Percentage	Number	Percentage
WOMEN	5	56%	5	56%
MEN	4	44%	4	44%
TOTAL	9	100%	9	100%

Instruction

The Company employs highly trained human resources and encourages the continuous education and professional development of its employees. In this context, 90% of staff in 2023 hold a Master's degree, which reflects its commitment to cultivating specialized skills and lifelong learning.



Defending human rights at work

[Indicator ESG C-S2, C-S3, C-S7, A-S3, A-S4]

The Company, in accordance with its policies, ensures equal opportunities for all employees and prospective employees, without applying any discrimination in any matter. Special emphasis is placed on the professional development of women, with equal opportunities in terms of pay and promotion. During the year, there were no monetary losses caused by legal proceedings involving labor law violations.

Women Employees

BriQ Properties	Women Employees*	Women Employees in Management Positions**
2023	56%	100%
2022	56%	100%

* The index data have been calculated based on the methodology of the Athens Stock Exchange ESG Disclosure Guide (2024).

**Due to the size of the Company, only the CEO of the Company is considered as a Director.

Gender pay gap

BriQ Properties	Wage Gap (%)*
2023	- 40,58
2022	- 27,49

1. Remuneration includes all extraordinary remuneration & profit distribution,
 2. The remuneration of the CEO shall include only compensation from employees
 A "negative" gender pay gap indicates that women earn more than men.

CEO/employee pay ratio

BriQ Properties	CEO/employee pay ratio
2023	[9,45:1]
2022	[7,90:1]

The Annual Remuneration Report 2023 of BriQ Properties' Board Members is posted on the Company's website [\(here\)](#)

Στην Εταιρεία υπογράφονται Ατομικές Συμβάσεις Εργασίας, που υπερκαλύπτουν τις ελάχιστες απαιτήσεις των συλλογικών συμβάσεων. Το 2023 το ποσοστό των συλλογικών συμβάσεων εργασίας ήταν 100%.

[Indicator ESG C-S6]

BriQ Properties has established a **Human Rights and Diversity Policy** and embraces the 10 Principles of the UN Global Compact.

The Company systematically explores the needs of human resources through daily communication, advanced management and development systems, and continuous evaluation. These practices ensure equality and fairness in the workplace. At BriQ, there is no discrimination on issues of diversity or non-equal treatment, including issues of age, gender, sexual orientation, religion and other characteristics.

The company promotes a clear commitment to respect and encourages women's professional development by providing equal opportunities in terms of pay and career advancement. The full and effective participation of women is ensured, as well as their equal opportunity to assume leadership roles and actively contribute to decision-making processes at all levels. In addition, the Company promotes a culture of inclusion and differentiation, creating a work environment that encourages collaboration and innovation.

Further details can be found in the text of the Policy, which is posted on the Company's website, [here](#).



Providing timely and competitive remuneration/benefits to employees

The Company constantly evaluates market conditions and offers competitive remuneration to its employees. All jobs have been evaluated and graded based on their relative weight, ensuring internal equality. In addition, a comparison is made with the market to ensure that remuneration is competitive, thus attracting competent and talented candidates. The overall remuneration package includes a wide range of benefits, which enhances the attractiveness of the Company as an employer. This strategy aims to make the Company the employer of first choice for both new candidates and existing employees.

The Company ensures the consistent fulfillment of its obligations to employees, with payroll payments made exactly on the predetermined dates without delays.

Remuneration systems are in place that combine best market practices, achieving both internal balance in remuneration and competitiveness in relation to the external environment.

[Indicator ESG A-G4]

The benefits received by permanent workers are the following:

- Medical Program (staff and dependants),
- Company Car & Fuel Supply (based on level and location),
- Parking (based on level and availability of building facilities),
- Company Mobile Connection (depending on the workstation),
- feeding vouchers,
- Wedding gift, Gift for the birth of a child and Gift for the admission of a child to Universities, Technological Educational Institutes,
- Discounts on Quest Group Products and Services (related party)

BriQ Properties	Variable Fees
2023	50%
2022	45%

Work-Life Balance

The Company actively promotes the work-life balance of employees by organizing various actions and providing support in this direction. Among other things, corporate gifts are offered during the holidays (Christmas, Easter), flexible hours, the possibility of earlier departure on Friday during the summer months and teleworking options. These initiatives aim to improve employees' quality of life and enhance their job satisfaction.

The Company encourages work-life balance for employees with a variety of actions that highlight the corporate climate and community.

Free Beverages and Snacks: Every day, employees have access to free beverages and snacks, creating a welcoming and comfortable work environment that encourages socialization and well-being.

Lunch on Fridays: Every Friday, we offer lunch to our employees, discovering together new tasty destinations. This activity promotes collaboration and strengthens relationships between team members.

New Year's Pie Cutting and Gifts: To welcome the new year, we organize the traditional pie cutting, during which we distribute gifts to the lucky employees.

Gift Exchange: In 2023, as part of the Secret Santa project, we also hosted a children's party for employees' children, with gifts and the presence of magicians. At the same time, an exchange of gifts took place that enhanced the festive atmosphere in the workplace.

Corporate Gifts for Christmas and Easter: On important holidays, such as Christmas and Easter, we offer corporate gifts to our staff, showing appreciation and care for our employees. In addition, during Christmas 2023, a theatrical performance was screened, enhancing the cohesion and fun of the group.

These initiatives combine pleasure with professional development, fostering a positive and supportive work culture.



Providing continuous training, certifications and employee development

[Indicator ESG C-S5, A-S2]

Employee training and development is a top priority for BriQ Properties and is fully integrated into its corporate culture. The aim is to implement a broad training programme covering all levels of employees. The Company actively encourages employees to participate in these programs in order to improve their knowledge, develop their skills and enhance their work behavior.

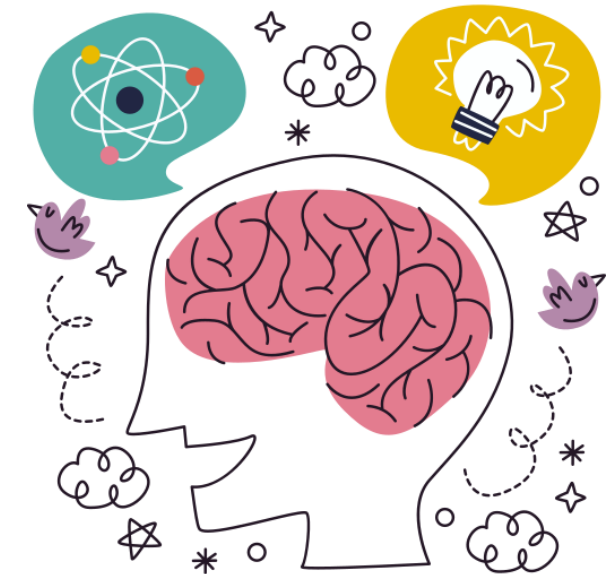
The 2023 training program focused on ESG topics (Environmental, Social, Governance), with specialized modules tailored to each employee's area of employment. The training sessions aimed at improving employees' skills and knowledge, contributing to the enhancement of responsibility and sustainable development in the workplace.

EMPLOYEE TRAINING DATA	2023
Total hours of training	118
Average hours of executive training	13
Average training hours of other categories	13,3
Average training hours for women	6,2
Average training hours for men	22
Training expenditure	1.885 €

Health and Safety Performance Indicators

[Indicator ESG SS-S6]

Caring for the health and safety of human resources is a fundamental element of the Company's business policy and philosophy. BriQ Properties provides a Medical Program to all employees, ensuring access to health services. In addition, it has a Safety Officer who is responsible for monitoring and managing safety issues in the workplace. During 2023, there were no injuries or deaths to human resources, reflecting the effectiveness of the Company's health and safety policies.





Participation in social contribution actions

At BriQ Properties, we are committed to creating value for society through actions that strengthen social cohesion and combat inequalities. We support vulnerable communities with a range of initiatives, investments and in-kind donations aimed at reducing social inequalities. These actions are aligned with the UN Sustainable Development Goals, reinforcing our commitment to a sustainable and just future for all.

Volunteering Activities



Voluntary Blood Donation of employees

BriQ employees participate every year in the Annual Voluntary Blood Donation organized by the Quest Group, contributing to the Blood Bank that is maintained and reminding the importance of the process for society as a whole.



Άλμα Ζωής Greece Race for the Cure® 2023

The BriQ team participated in the Road Race and symbolic walk against breast cancer organized by the Panhellenic Association of Women with Breast Cancer "Alma Zois" on October 01, 2023.





Participation in social contribution actions

As an active cell of our society, BriQ, with a high sense of responsibility, implements actions to support vulnerable social groups. BriQ collaborates with NGOs and Social Institutions actively contributing to their work.

In 2023, BriQ signed its support for the UN WEPs - Women's Empowerment Principles, expressing its commitment and active contribution to advancing the principles in the workplace, market and society.

In 2023, following the cooperation from previous years, it covered the annual needs for heating oil and electricity consumption costs of the Home of the Organization "The Smile of the Child" in Moschato.

BriQ supported UrbanAct and the Structure "In the Name of Alkis", in the implementation of the third mural for the program with public murals and participatory actions of students in schools throughout Greece, against fan violence and violence in general, and specifically at the 2nd Primary School of Aspropyrgos.

Contributing to the effort to meet the needs of electrical goods in departments of the Cerebral Palsy Society/Open Door, it offered electrical appliances.

With great joy and emotion, Marios' wish was fulfilled in collaboration with Make a wish Greece for the creation of a new room.



**Social Issues | Our performance - Our goals**

[Indicator A-G3]

SUBSTANTIVE ISSUE	TARGETS 2023	PERFORMANCE 2023	TARGETS 2024
Creation of economic value/financial performance of the Company	-Evaluation of development investments for the expansion of activities with the assistance of state grants -Completion of ICI absorption	- 14% increase in revenue - Submission of a dossier for a grant from the Development Law and RRF - Signing of the agreement on the merger by absorption of "ICI", The first stage of the agreement was completed on 31.01.2024	- Distribution of profits to shareholders through dividend - Further evaluation of development investments - Completion of the merger by 31.12.2024.
Boosting employment (e.g. through the creation of new jobs) and halting brain drain	Strengthening the team with further training	Achieved	Strengthening the team with further training with specialization per field of employment
Providing timely and competitive remuneration/benefits to employees	Maintaining and improving culture	Achieved	Maintaining and improving culture
Ensuring workers' health, safety and well-being	Zero number of occupational accidents / diseases.	Achieved	Zero number of occupational accidents / diseases.
Providing continuous training, certifications and employee development	Maintaining or even slightly increasing the percentage of training hours	22% increase in training hours	Maintaining or even slightly increasing the percentage of training hours
Defending human rights at work (e.g. equal opportunities, diversity, elimination of forced labour, etc.)	Zero reports of human rights abuses or work practices or discrimination.	Achieved	Zero reports of human rights abuses or work practices or incidents of discrimination.

* The targets for 2024 have been made under the assumption of a positive course of the Greek economy.



Corporate Governance [Governance]

- **Effective Management:** Transparency and accountability at all levels.
- **Responsible Governance:** International best practices in risk management.
- **Sustainable Development:** Promoting social, environmental, and economic responsibility.





CORPORATE GOVERNANCE

[Indicator ESG C-G1, ESG C-G2]

BriQ has a strategic orientation and commitment to sustainable development and responsible business, as expressed in its vision, mission and strategy.

The Company complies with the applicable legislation on Corporate Governance, having adopted internal structures and incorporating manuals, codes, policies and procedures into its operation. The aim of these is to enhance transparency, responsible operation and collective decision-making, contributing to the sustainable development of the Company and safeguarding the interests of Shareholders and Stakeholders.

BriQ Properties is in full compliance with the provisions of art. 1-24 Law 4706/2020 and the Greek Corporate Governance Code of the Hellenic Corporate Governance Council which entered into force in June 2021.

For more information, please refer to the Company's website www.briqproperties.gr the Corporate Governance section, as well as the 2023 Annual Financial Report.

Board of directors [Indicator ESG C-G1]

The Board of Directors is the highest administrative body of the Company that primarily formulates its strategy and development policy, while supervising and controlling the management of its assets. According to the Articles of Association of the Company, it consists of a minimum of five (5) to nine (9) members, the majority of whom must be non-executive, of which at least two are independent non-executive.

The Board of Directors of BriQ Properties is supported in its work by Committees that manage key issues of Corporate Governance.

Both the President and the members of the Board of Directors and its Committees have the necessary experience as well as expertise and qualifications to ensure the implementation and integration of ESG (Environmental, Social and Governance) criteria in all business activities.

Their role is coordinating and advisory in relation to the decisions of the Board of Directors.

As at 31.12.2023, the Board of Directors of BriQ consisted of **eight (8) members**, of which two (2) are executive and six (6) are non-executive (75%). At the same time, the three (3) members are independent non-executive (37.5%). Three (3) members are women (37.5%) participation of women in the Board of Directors – which is more than the 25% stipulated by the Law on Corporate Governance. The average age of the members of the Board of Directors is 64 years and the average term of office of the members is 4 years.

Board of directors BriQ Properties 31/12/2023	
Theodoros Fessas	Chairman of the Board of Directors, Non-Executive Member
Efstratios Papaefstratiou	Vice-Chairman, Independent, Non-Executive Member
Anna Apostolidou	CEO, Executive Member
Apostolos Georgantzis	Executive Member
Eftychia Koutsourelis	Non-Executive Member
Panagiotis- Aristides Chalikias	Non-Executive Member
Eleni Linardou	Independent, Non-Executive Member
Marios Lassanianos	Independent, Non-Executive Member



[Indicator ESG A-G7]

The selection, replacement or renewal (or not) of the term of office of the members of the Board of Directors is carried out on the basis of the political suitability of the members of the Board of Directors approved by the General Meeting, which ensures the evaluation of the experience, skills, integrity and abilities of the candidates.

This policy aims at the appropriate and qualitative staffing of the Board of Directors, ensuring diversification and complementarity of skills, for the effective fulfillment of its duties in accordance with the business model, values and development strategy of the company, as well as the integration of corporate governance best practices.

Financial and non-financial results are described in detail in the annual [financial report 2023](#).

More information on the Remuneration Policy for the members of the Board of Directors can be found [here](#).

The Remuneration and Nominations Committee assesses at a collective level the adequacy of knowledge of the Board of Directors regarding the areas for which its members are collectively responsible, as well as regarding matters of understanding and management of environmental, social responsibility and governance (ESG) issues, thus ensuring that the Board of Directors has the necessary skills to effectively manage and supervise the Company in order to achieve the strategic goals.

Committees

The work of the BriQ Board of Directors is supported by Committees, whose role is coordinating and advisory to the Board of Directors. In detail, the Committees, the participating members and their operating regulations are presented on our [website](#).

BriQ Properties has the following Board Committees:

- Audit Committee
- Investment Committee
- Remuneration and Nominations Committee
- Sustainable Development Committee

[Indicator ESG C-G2, C-G4]

BriQ Properties has established the Sustainability Committee, which provides support to the Board of Directors and Management on issues related to Sustainable Development. This committee focuses on designing the strategy, coordinating actions, defining the necessary performance indicators and monitoring their progress.

Sustainable Development is a core element of the vision, business strategy, and corporate values of BriQ Properties. To mitigate its negative impacts and maximize its positive effects, the Company has developed and implemented a Sustainable Development Policy to monitor and improve its performance in relation to its commitments to employees, shareholders, the market, society, and the environment on sustainability issues.

The company recognizes its environmental responsibility and is committed to reducing its environmental footprint by adopting sustainable practices across the spectrum of its activities. In addition, BriQ adapts its business practices to modern requirements for environmental protection and resource savings, incorporating innovative technologies and solutions that enhance the efficiency of energy and water use in its properties. At the same time, it develops and implements integrated strategies aimed at better managing its environmental footprint, both in the short and long term, seeking to reduce carbon emissions resulting from its operations and contributing substantially to the fight against climate change.



Regulations

For the proper governance of the Group, the following regulations are followed:

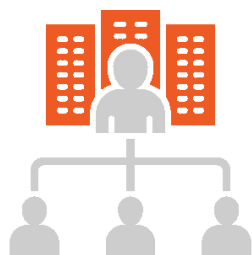
- Internal Regulation of the Company
- Rules of Procedure of the Audit Committee
- Internal Audit Regulation
- Rules of Procedure of the Remuneration and Nominations Committee
- Code of Ethics and Ethical Conduct

Policies [Indicator ESG SS-G1]

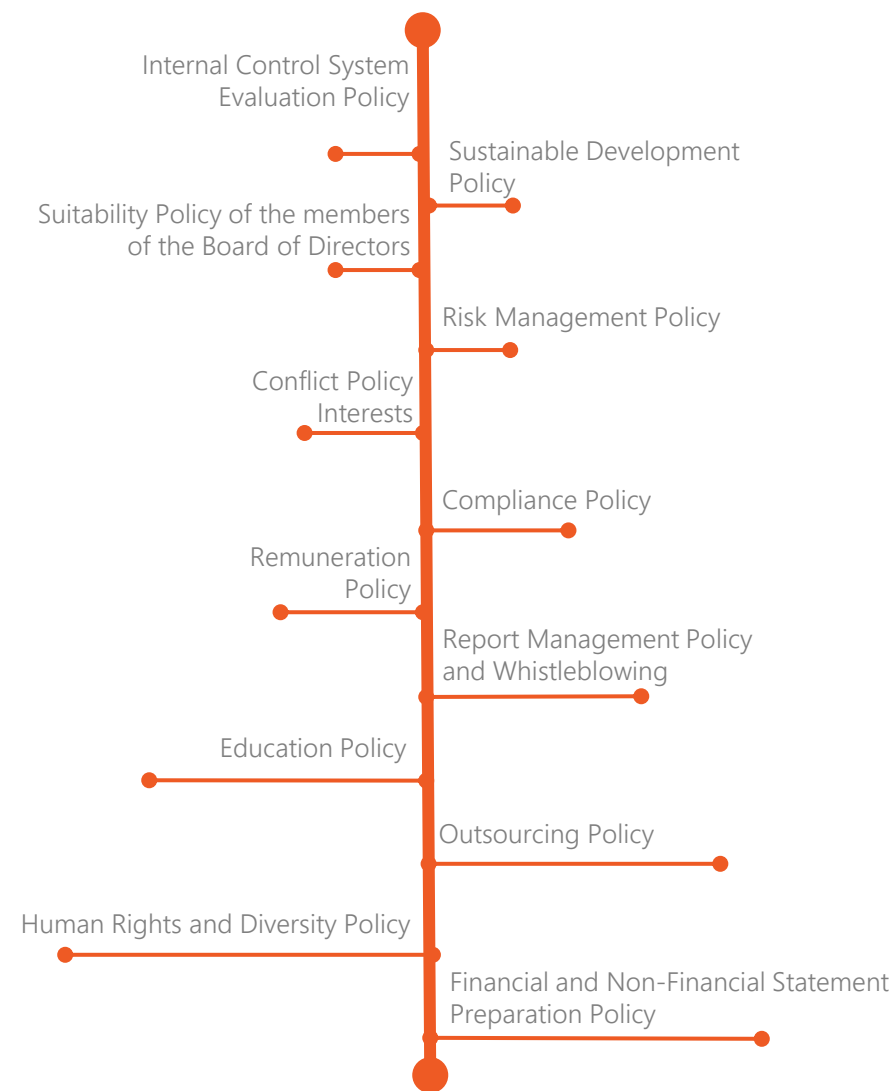
The basis for the Company's governance is the Policies and Procedures, which constitute the official formulation by the Board of Directors of the guidelines. The Policies ensure the Company's compliance with the institutional framework, the incorporation of good practices in its operation and are specialized at the level of implementation with the corresponding Standard Procedures.

In 2021, the Company prepared the Report and Complaint Management Policy, which was updated in 2023 under Law 4990/2022.

The purpose of the Policy is to provide the Company's staff, associates and other stakeholders with the opportunity to report incidents that raise suspicions of violations of EU law, deviation from Policies and Procedures, fraud, corruption, coercion, any financial irregularities, and generally of misconduct, protecting those who report such incidents and ensuring the confidentiality of information about them.

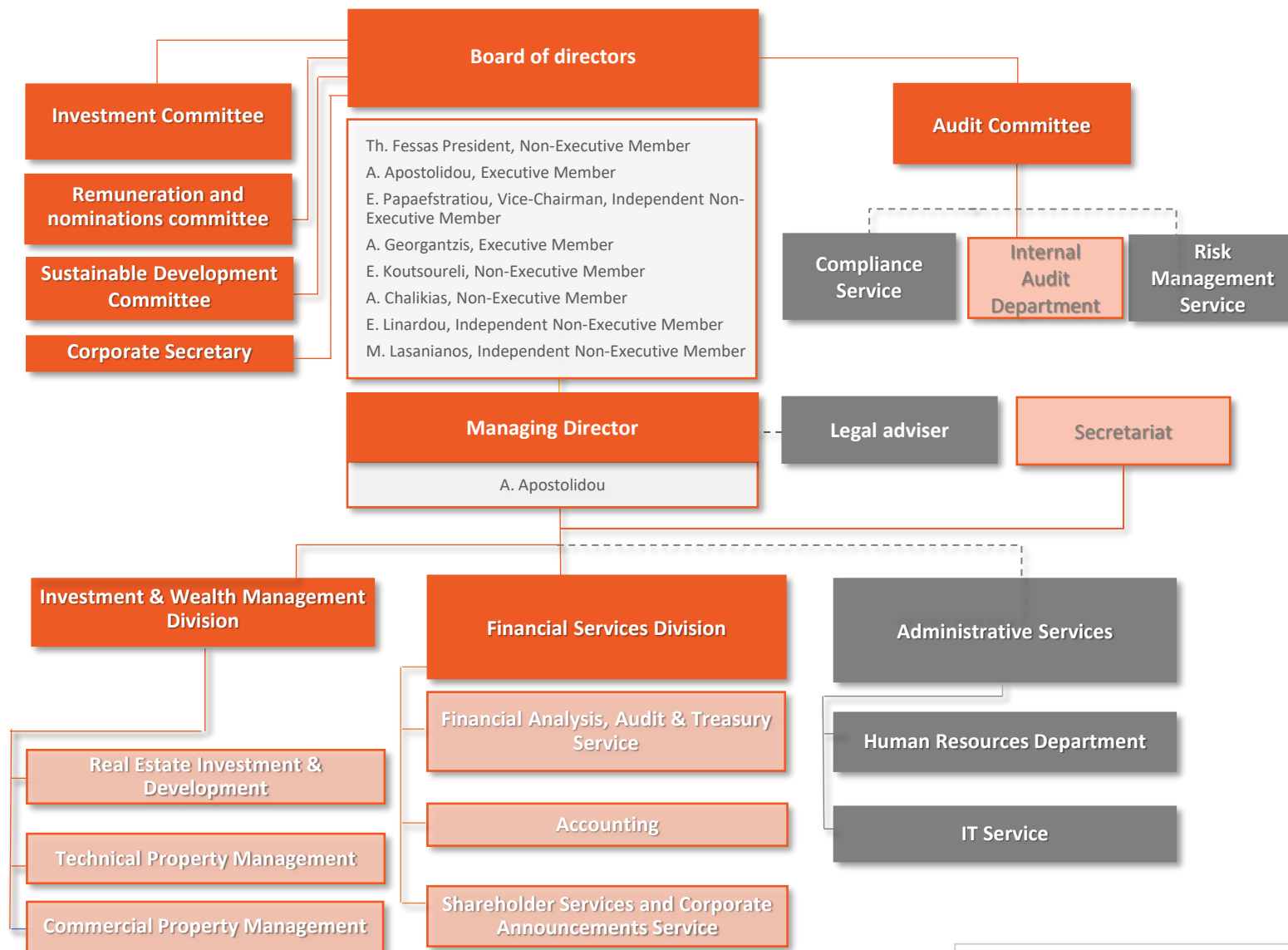


Key Policies:





Organizational Chart BriQ Properties



Notes: a) - - - - ■ Concern services of non-providers
 b) Ministry : Head of Service



Risk Management [Indicator ESG A-E2]

The Company systematically manages the risks that may arise, following the Risk Management Policy and applying valuation and management procedures, in accordance with the guidelines of ISO 31000 Risk Management. The implementation methodology of Risk Management is coordinated by the Risk Management Service and supervised by the Audit Committee. During 2024, the Company signed a contract with an external partner so that risk management is supported by a specialized application, which enables recording the Company's goals and objectives and identifying, analyzing and evaluating each risk.



Ensuring quality, infrastructure security, data protection and business continuity

The foundations of the system of values and principles, which bind the way the Company operates and behaves, are:

- Respect for the human personality
- Ethics and conscientiousness
- Industriousness and entrepreneurship

Based on the above values, the Company has developed a clear ethical framework which is summarized in the following points:

- Protection of shareholders' investment;
- Quality and reliability,
- Development of human resources, as the most important capital of the Company,
- Defending the prestige and value of the Company,
- Meritocracy and non-discrimination,
- Transparency in operation and relations with third parties,
- Social and environmental responsibility,
- Improvement and continuous development for employees and the Company.

In addition, based on the Risk Management Policy, risks are identified and recorded, as well as measures to address them, including, but not limited to, any cases of non-compliance with applicable legislation (such as legislation on protection against corruption and unfair competition).

[Indicator ESG A-G2]

In 2023, there were no monetary losses incurred as a result of breaches of business ethics as they were zero.

Privacy Policy [Indicator ESG C-G6]

BriQ Properties complies with the General Data Protection Regulation (GDPR) of the EU 2016/679 and national legislation, while constantly reviewing and improving the necessary measures for the comprehensive protection of the personal data it manages. The data is processed solely for the purpose for which it is collected and complies with the relevant legislative requirements.

The Company implements appropriate technical and organizational measures to ensure the safe processing of personal data, preventing their accidental loss, destruction, unauthorized and/or illegal access, use, modification or disclosure. However, due to the nature of the internet and its openness, no absolute guarantees can be given that unauthorized third parties will never be able to circumvent technical and organizational measures by accessing and/or using personal data for unauthorized or unlawful purposes.

The Privacy Policy is described in detail on the Company's [website](#)



Ensuring business ethics and regulatory compliance

For BriQ Properties, full compliance with the legislation, as well as with the applicable policies and procedures established by the relevant corporate bodies, is a fundamental value, directly linked to its business model, reputation and ability to achieve its objectives. Any deviation from the principles and ethical practices of the Company is unacceptable, as it may jeopardize its good reputation, credibility and consequently its results.

As a listed company on the Athens Stock Exchange, the Company follows the applicable legislation governing listed companies, its Internal Rules of Operation, as well as the provisions on Corporate Governance and the Greek Corporate Governance Code.

In the context of the Risk Management Policy and through the Risk Assessment process, potential risks are identified and recorded, as well as measures to address them, in order to prevent any non-compliance with applicable legislation on corruption and unfair competition.

[Indicator ESG C-G5]

The Code of Ethical Conduct and Ethics, which has been approved by the Company's Board of Directors, sets out the fundamental rules of conduct and values governing the design, implementation and operation of all activities of BriQ Properties REIC. These rules are strictly followed by all executives and staff, ensuring a working environment that prevents corruption; bribery and any form of malpractice. The Code is actively promoted to all staff through regular trainings and updates, is integrated into daily work and is an integral part of employee culture.

At the same time, BriQ Properties seeks the alignment of these values and the implementation of the Code by all partner companies and external partners, ensuring their commitment to transparency, responsibility and integrity in every business transaction. In this way, the company cultivates an environment of trust and fairness, contributing to its long-term sustainable growth.



Attracting investors who emphasize the Company's ESG performance

Financial volatility and market uncertainty are intensifying in modern times, as the impact of the coronavirus pandemic and geopolitical events strongly affects the global economy. These new economic data make it necessary to improve corporate practices and revise methods of attracting investment. Today, more than ever, attracting investors requires interested companies to take a different approach, focused on demonstrating their responsibility and resilience, especially in times of unpredictable economic instability.

To this end, BriQ Properties applies a series of criteria to evaluate its key environmental and ethical practices, which include Environmental, Social and Governance.

This three-pronged appraisal approach proves beneficial to both prospective investors and the Company itself.

The future of sustainable investment, both internationally and nationally, is closely linked to the establishment and implementation of corporate policies that focus on society and the environment. The integration of sustainable development practices and strong corporate governance systems can gradually become an important counterweight to the uncertainty of financial markets, offering the Company a significant advantage in investment markets.



Corporate Governance | Our performance - Our goals

[Indicator A-G3]

SUBSTANTIVE ISSUE	TARGETS 2023	PERFORMANCE 2023	2024 TARGETS*
Ensuring business ethics and regulatory compliance	<ul style="list-style-type: none"> Zero incidents of non-compliance with applicable legislation on protection against corruption and unfair competition. 	Achieved. There was no information or complaint regarding incidents of corruption or bribery, unfair competition, non-compliance with laws and regulations and/or social level.	<ul style="list-style-type: none"> Zero incidents of non-compliance with applicable legislation on protection against corruption and unfair competition.
	<ul style="list-style-type: none"> Zero incidents of non-compliance with legislation and regulations at an economic and/or social level. 		<ul style="list-style-type: none"> Zero incidents of non-compliance with legislation and regulations at an economic and/or social level.
Ensuring quality, infrastructure security, data protection and business continuity	<ul style="list-style-type: none"> Further optimization of processes, risk assessment and employee training on this issue 	Achieved. During 2024, the Company signed a contract with an external partner so that risk management is supported by a specialized application, which enables recording the Company's goals and objectives and identifying, analyzing and evaluating each risk.	<ul style="list-style-type: none"> Further optimization of processes, risk assessment and employee training on this issue
	<ul style="list-style-type: none"> IT System availability under any conditions 	Achieved	<ul style="list-style-type: none"> System availability under any conditions
Attracting investors who emphasize the Company's performance on ESG (Environmental, Social, Corporate Governance) issues	<ul style="list-style-type: none"> Further actions to optimise internal processes to achieve this issue 	Achieved Maintained position in the ASE ESG index with an ESG Transparency Score of 87%.	<ul style="list-style-type: none"> Further actions to optimise internal processes to achieve this issue

* The targets for 2024 have been made under the assumption of a positive course of the Greek economy.



Annex I

ATHEX ESG Index Table

Athens Exchange ESG Disclosure Guide 2024

ESG categorization	ID	Indicator Name	Report page
CORE METRICS			
Environment	C-E1	Scope 1 emissions	18
	C-E2	Scope 2 emissions	18
	C-E3	Energy consumption and production	18
Society	C-S1	Stakeholder engagement	11
	C-S2	Female employees	29
	C-S3	Female employees in management positions	29
	C-S4	Employee turnover	28
	C-S5	Employee training	31
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	C-S7	Collective bargaining agreements	29
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Governance	C-G1	Board composition	36
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Annex I

ATHEX ESG Index Table

Athens Exchange ESG Disclosure Guide 2024

ESG categorization	ID	Indicator Name	Report page
ADVANCED METRICS			
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	A-E2	Climate change risks and opportunities	40
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Society	A-S1	Sustainable economic activity	28
	A-S2	Employee training expenditure	31
	A-S3	Gender pay gap	29
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Governance	A-G1	Strategy, business model and value chain	9, 21
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	A-G4	Variable pay	30
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Annex I

ATHEX ESG Index Table

Athens Exchange ESG Disclosure Guide 2024

ESG categorization	ID	Indicator Name	Report page
ΚΛΑΔΙΚΟΙ ΔΕΙΚΤΕΣ (SECTOR METRICS)			
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	SS-E4	Water management	19
Society	SS-S6	Health and safety performance	31
Governance	SS-G1	Whistleblower policy	38



Annex II

Application of AccountAbility AA1000 standard

BriQ Properties follows the principles of the AccountAbility standard AA1000AP (2018) to identify, prioritize and respond to sustainable development issues. More specifically:

- **Participation:** The Company recognizes the interested parties that are affected by its operation or may affect with their decisions its ability to implement its strategy and achieve its goals. It then recognizes their needs and expectations in order to proceed with the prioritization of the essential issues of Sustainable Development. The chapter Analysis of Material Issues chapter describes how BriQ interacts with stakeholders. Στο κεφάλαιο βρίσκεται ο τρόπος με τον οποίο η BriQ αλληλοεπιδρά με τα ενδιαφερόμενα μέρη.
- **Materiality:** The Company recognizes and prioritizes the essential issues related to its business model. The Analysis of Material Issues chapter contains the analysis as well as the material issues that arose for BriQ.
- **Response:** The Company manages and responds to substantive issues and challenges with the participation of all stakeholders.
- **Effect:** The Company monitors and measures the effects caused by its activity, in order to mitigate the negative ones and increase the positive ones accordingly.



Appendix III

INDEPENDENT EXTERNAL ASSURANCE REPORT



To: Management of BriQ Properties REIC

1. Scope of the External Assurance project of the Sustainability Report

BriQ Properties REIC Company (hereinafter referred to as BriQ Properties) has assigned TÜV HELLAS (TÜV NORD) SA (hereinafter referred to as TÜV HELLAS) the limited external assurance of the Sustainable Development Report, which covers the period 1/1/2023-31/12/2023.

BriQ Properties is headquartered in Greece, at 25 Alexandrou Pantou Street, 176 71, Kallithea and has been listed on the Athens Stock Exchange since 2017.

The scope of the project consists of the following:

- A. The control of the accuracy of the claims regarding the coverage of specific core, advanced and sector-specific metrics of the ESG 2024 Reporting Guide of the ATHEX (Athens Exchange), as follows: C-E1, C-E2, C-E3, C-S1, C-S2, C-S3, C-S4, C-S5, C-S6, C-S7, C-S8, C-G1, C-G2, C-G3, C-G4, C-G5, C-G6, C-G7, C-G8, A-E2, A-E3, A-E4, A-E5, A-E6, A-E7, A-S1, A-S2, A-S3, A-S4, A-G1, A-G2, A-G3, A-G4, A-G5, A-G6, A-G7, SS-E1, SS-E4, SS-S6, SS-G1.
- A. The conduction of the coverage level check of the guide AA1000AP (2018), referring to the Accountability Principles as they are stated and analyzed within (Inclusivity, Materiality, Responsiveness & Impact). The level check was conducted based on the contents of the guide AA1000AS v3 (Type 2 Assurance-Moderate level).

The limited external assurance as it is defined by the above project scope, refers to the Sustainability Report of BriQ Properties for 2023 and it was conducted based on the corresponding correlation table of ESG Indicators stated by BriQ Properties in its Sustainability Report, to confirm the report's compliance to the requirements of the ESG 2024 Reporting Guide of the ATHEX.

2. Project Criteria

The external assurance was based on the evaluation of conformity with the requirements of the following guiding standards:

ESG 2024 Reporting Guide of the ATHEX

AA1000AP (2018)

For the evaluation of conformity to the requirements of AA1000AP (2018), the provisions of the guide AA1000 Assurance Standard (AA1000AS v3) were followed. More specifically, the Type 2-Moderate level of external assurance was followed. According to this, the level of conformity to the Accountability Principles, as they are stated within AA1000AP (2018), was checked, while the reliability and quality of sustainability performance information based on basic sampling of limited range, was simultaneously assured.

3. Project methodology

Based on the conformance criteria of paragraph 2 and to draw conclusions, the external assurance team of TÜV HELLAS conducted the following (indicative and not restrictive) approach:

- Reviewed the procedures followed by BriQ Properties to identify and determine the material issues to include them within the Sustainability Report.
- Interviews were conducted with selected executives of BriQ Properties having operational role in Sustainability issues to understand the current state of sustainability development activities and progress achieved during the period under reference.



- Reviewed the BriQ Properties consultation approach with its stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.
- Reviewed the claims mentioned to the Report Indicators (referred in paragraph 1), in connection with the findings of the above steps. In addition, the methodologies, and practices for extracting the results were reviewed and crosschecking were performed on the reliability and quality of the indicators reported in the report. These checks (not restrictively) consist of the following:
 - Understanding the quality management and results collection processes related to the indicators under consideration.
 - Review of the design of processes, systems, and controls for managing reliability and quality of specified information
 - Sampling of management practices and operation control, as well as evidence gathering to sufficiently ensure the completeness and accuracy of the claims.
 - Maintain of the appropriate documentation for all the aforementioned controls

4. Review limitations

The range of the review was exclusively limited to the activities of BriQ Properties in Greece. No visits and interviews in stakeholders of the BriQ Properties have been conducted. In case of any discrepancy in the translation between Greek and English version of the Sustainability Report, the Greek version shall prevail.

5. Responsibilities of the Reporting Organization and Assurance Provider

The team for Sustainability of BriQ Properties carried out the Sustainability Report, thus, is exclusively responsible for the information and statements contained therein.

The external assurance conducted, as it is defined in the project scope (paragraph 1), does not represent TÜV HELLAS' opinion related to the quality of the Sustainability Report and its contents.

The responsibility of TÜV HELLAS is to express the independent conclusions on the issues as defined in the project scope and in accordance with the relevant contract. The project was conducted in such a way so that TÜV HELLAS can quote to BriQ Properties administration the issues mentioned in this report and for no other purpose.

6. Conclusions-Recommendations

Based on the project scope (paragraph 1) and in the context of the external assurance procedure followed by TÜV HELLAS, the conclusions are as follows:

A. Accuracy and completeness of data (qualitative and quantitative) related to the control of the accuracy of the claims regarding the coverage of specific core, advanced and sector-specific metrics of the ESG 2024 Reporting Guide of the ATHEX (Athens Exchange).

Nothing has come to the attention of TÜV HELLAS that would lead to the conclusion of the incorrect gathering or transferring of data concerning the claims mentioned to the metrics of the ESG 2024 Reporting Guide of the ATHEX, which are referred in the paragraph 1, (point A) of this report.

B. Adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018)



Inclusivity: Dialogue on Sustainability Issues with the Stakeholders

- We have not realized any matter that causes us to believe that major stakeholder groups were excluded from consultation processes, or that the BriQ Properties has not implemented the principle of Inclusivity in developing its approach to sustainability.

Materiality: Focus on the material issues related to sustainability

- We have not realized any matter that causes us to believe that the material issues' definition approach which was followed by the BriQ Properties does not provide a comprehensive and balanced understanding of the material issues.

Responsiveness: Addressing the needs and expectations of stakeholders

- We have not realized any issue, which would lead us to believe that the BriQ Properties has not responded timely and adequately, through decisions and actions, to the needs and expectations that emerged from the material issues of sustainable development.

Impact: Impact of company's activities to the broader ecosystems

- We have not realized any issue which would lead us to believe that the BriQ Properties has not understood and managed the direct and indirect impacts that the material aspects create to the broader ecosystems.

TÜV HELLAS did not realize anything that would lead to the conclusion of incorrect collection or transfer of data (qualitative & quantitative) concerning the allegations made regarding the fulfillment of the requirements of the Accountability Principles, as set out in AA1000AP (2018). Additionally, TÜV HELLAS did not realize anything that would call into question the reliability and quality of the performance indicators related to the Accountability Principles.

During the assurance, no issues arose that would lead to improvement proposals.

7. Impartiality and independence of the external assurance team

TÜV HELLAS states its impartiality and independence in relation to the project of BriQ Properties Sustainability Report external assurance. TÜV HELLAS has not undertaken any project with BriQ Properties and does not have any cooperation with the interested parties that could compromise the independence or impartiality of the findings, conclusions, or recommendations.

TÜV HELLAS was not involved in the preparation of the text and data presented in the Sustainability Report of BriQ Properties.

Athens, September 26, 2024

For TÜV HELLAS (TÜV NORD) SA

Nestor Paparoupas

Product Manager



AA1000
Licensed Report
000-209/V3-3XKLL