

**SALARY REPORT
OF THE BOARD OF DIRECTORS OF
"BRIQ PROPERTIES Real Estate Investment Company S.A."
FOR THE FISCAL YEAR 01/01/2025 - 31/12/2025
TO THE ANNUAL ORDINARY GENERAL MEETING OF SHAREHOLDERS**

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1. Introduction

Dear Shareholders,

The Board of Directors of BriQ Properties Real Estate Investment Company (REIC) (hereinafter the "Company"), hereby submits this Remuneration Report for the financial year 2025 (hereinafter the "Report") for discussion at the Annual General Meeting of the Company's shareholders on April 28, 2026.

This report has been prepared in accordance with the provisions of article 112 of Law 4548/2018 and Article 9b of Directive 2007/36/EC, Directive 2017/828/EU and contains a comprehensive overview of the total remuneration granted to the members of the Board of Directors of the Company during the financial year 2025, in compliance with the Remuneration Policy (the "Policy") established by the Company in accordance with the provisions of articles 110 and 111 of Law 4548/2018, the last update of which has been approved by the Company's Annual General Meeting on April 29, 2025.

The Report concerns exclusively the following persons, who served as a Member of the Board of Directors of the Company during the period from 01.01.2025 to 31.12.2025, as follows:

FULL NAME	PROPERTY	Change during the year 2025
Theodoros Fessas	Chairman – Non-Executive Member	-
Eleni Linardou	Vice Chairman – Independent Non-Executive Member	-
Anna Apostolidou	Chief Executive Officer – Executive Member	-
Apostolos Georgantzis	Executive Member	-
Eftychia Koutsourelis	Non-Executive Member	-
Panagiotis - Aristides Chalikias	Non-Executive Member	-
Marios Lasanianos	Independent Non-Executive Member	-
Stefanos Karaiskakis	Independent Non-Executive Member	Ascension 01.01.2025

The report also includes any kind of allowances granted or due to the persons whose remuneration has been included in the remuneration policy of article 110, during the last financial year, regardless of whether they are newly elected or past members of the Board of Directors or executives of the Company.

2. Remuneration Policy

The Policy applies to the remuneration of all members of the Board of Directors, including the Chief Executive Officer, in accordance with the terms and conditions contained therein with the main purpose of ensuring that the Company remunerates the members of the Board of Directors in accordance with its business plan, in order to create value for stakeholders (customers, shareholders, employees, etc.).

The components taken into account for the granting of all kinds of fixed and variable remuneration of the Company's executives are the following:

a. Fixed remuneration: Fixed remuneration corresponds to the position of responsibility, qualifications and experience of the executive, with the aim of attracting and retaining him to the Company. It is expressed in gross amounts and is subject to the respective legal deductions.

Fixed remuneration also includes the amounts paid to members of the Board of Directors for their participation in the meetings, in the form of a fixed monthly remuneration, which is approved by the General Meeting of shareholders.

b. Variable remuneration: Variable remuneration means the payment of bonuses (in cash) and/or the granting of shares (long-term incentives), which are linked to performance and constitute a reward for the achievement of the Company's operational and/or financial objectives. These objectives are set on an annual basis, by the

Board of Directors for the Chief Executive Officer and by the Chief Executive Officer for the other Directors and staff.

The granting of variable remuneration is at the discretion of the Company and may be revoked, in whole or in part, unilaterally and at any time.

The payment of variable remuneration may be suspended or limited in the event of a serious deterioration in the Company's financial situation or when its viability (going concern) or compliance with the relevant regulatory requirements is at stake.

Performance evaluation is based, inter alia, on the achievement of Key Performance Indicators (KPIs), as defined by the Company, and may include financial targets, operational criteria, individual performance, achievement of objectives related to key strategic projects of the Company, as well as compliance with ESG policies. These indicators may combine financial and non-financial data, depending on the role and the respective corporate objectives.

c. Other Benefits: Other benefits are provided with the aim of attracting, enhancing incentives and retaining important executives for the Company. They may include, among others, participation in group health and pension insurance programs, use of a company vehicle and fuel costs, use of a company mobile phone, use of a corporate credit card and meal vouchers, participation in conferences, child benefits, as well as insurance for members of the Board of Directors and Directors (D&O). The benefits enhance the Company's competitiveness in terms of attracting and retaining executives. They also enhance the standard of living of the executives.

d. Expenses: The Company may cover reasonable business expenses incurred by the Covered Persons in the performance of their duties. These expenses may include, but are not limited to, travel, accommodation, hospitality and education expenses, in accordance with the terms of the relevant policies and procedures of the Company.

The remuneration structure of the members of the Board of Directors in accordance with the Policy is as follows:

Executive Members of the Board of Directors

The executive members of the Board of Directors receive remuneration from the Company as follows:

- Fixed remuneration: The fixed remuneration of the Executive members of the Board of Directors and the Chief Executive Officers is based on **a salaried relationship with the Company**, which may result from an employment, project, mandate or service contract, depending on the nature of the duties they undertake. The form of this relationship is determined on a case-by-case basis and approved by the competent corporate bodies of the Company.

In addition, the Executive Members of the Board of Directors may be paid **a fixed monthly** remuneration for their participation in the meetings of the Board of Directors and its committees. These fixed remuneration are approved by the annual Ordinary General Meeting of the Company, which approves the maximum limit of these remuneration and authorizes the Board of Directors to further determine them, per Executive Member of the Board of Directors, taking into account the role of each Executive Member in the Board of Directors in the individual committees.

- Variable remuneration: The **variable remuneration** of the Executive members of the Board of Directors is linked to the Company's performance and the achievement of certain Key Performance Indicators (KPIs), as defined by the Company, and may include financial targets, operational criteria, individual performance, achievement of objectives related to key strategic projects of the Company, as well as compliance with ESG policies. These indicators may combine financial and non-financial data, depending on the role and the respective corporate objectives (paragraph 5.2 of the Company's Remuneration Policy).

The Company reserves the right to recover variable remuneration for a period of at least three (3) years from its payment, in cases of proven fraud, inaccurate financial statements of previous years or material violation of the Code of Ethics.

In addition, it is possible **to participate in free share distribution programs** of the Company, with a mandatory minimum holding period and programs for the distribution of shares of the Company in the form of stock options. The implementation of the free share distribution programs is governed and carried out in accordance with the procedure of article 114 of Law 4548/2018, and the programs in the form of stock options are governed by article 113, following the recommendation of the Remuneration and Nomination Committee and/or the Board of Directors.

- **Other benefits:** The Company may provide non-cash benefits to the executive members of the Board of Directors in order to support the fulfillment of their duties (e.g. group insurance policies, mobile phone, car, etc.) based on the approval of the competent corporate bodies.

Participation in a group pension plan: The right to participate in a group pension plan is granted to the executive members of the Board of Directors who are linked, as above, to a salaried relationship with the Company.

Insurance Policy-Based Insurance: The Company concludes insurance contracts with insurance companies to cover hospital care, pension plans, etc. insurance policies for the executive members of the Board of Directors, as well as insurance policies for the coverage of professional and other risks (D&O insurance) for all members of the Board of Directors.

- **Expenses:** The Company may cover or reimburse reasonable business expenses incurred by the Executive members of the Board of Directors and the Chief Executives in the performance of their duties.

It is clarified that the executive members of the Board of Directors may receive all or some of the above remuneration.

Non-Executive and Independent Non-Executive Members

The Non-Executive and Independent Non-Executive Members of the Board of Directors receive remuneration from the Company as follows:

Fixed remuneration: Non-Executive and Independent Non-Executive members of the Board of Directors receive fixed remuneration and not variable remuneration. Fixed remuneration constitutes compensation for their participation in the meetings of the Board of Directors of the Company, as well as in Committees of the Board of Directors and/or the Company. The annual Ordinary General Meeting approves the maximum limit of such remuneration and authorizes the Board of Directors to: in order for this to further specify them, per non-executive or independent non-executive member of the Board of Directors, taking into account the role of each non-executive or independent non-executive member of the Board of Directors in the individual Committees.

Expenses: The Company may also cover travel, accommodation and other representation expenses for their participation in the meetings of the Board of Directors and the Committees.

In addition, it is noted that the annual Ordinary General Meeting approves the maximum limit of these remuneration and authorizes the Board of Directors, in order for it to determine them further, per non-executive or independent non-executive member of the Board of Directors.

We provide below and in accordance with article 112 of Law 4548/2018 a comprehensive overview of the total remuneration paid or due to the Members of the Board of Directors, and which have been determined on the basis of the Company's Remuneration Policy, the last update of which has been approved by the Company's Annual General Meeting of April 29, 2025.

3. Total remuneration of the members of the Board of Directors for the fiscal year 2025

Table 1 presents in detail the annual gross fixed and variable remuneration, compensation and other benefits to the members of the Board of Directors for the fiscal year 2025 and either paid within 2025 or will be paid following the approval of the AGM of 28.04.2026 and are included in the financial statements of 2025 as provisions based on the accrual principle.

It is clarified that the remuneration declared in Table 1 is gross while the net remuneration is formed on the basis of the deductions and contributions borne by each beneficiary.

According to the Company's Remuneration Policy, for 2025 the following apply:

- Fixed Remuneration for participation in the meetings and committees of the Company was paid to all Executive members of the Board of Directors for the whole of 2025.
- A fixed Fee for participation in the meetings and committees of the Company was paid to the Members of the Board of Directors for the whole of 2025, except for Mr. Aristides Chalikias for whom the Company covers travel, accommodation and other representation expenses for his participation in the meetings of the Board of Directors in accordance with the Policy.
- To the Chief Executive Officer and Executive Member of the Board of Directors, Ms. Anna Apostolidou, according to the Remuneration Policy, a fixed fee was paid in 2025 for participation in the meetings and committees of the Company and a fixed remuneration for salaried relationship.
- In addition, the remuneration for the fiscal year 2025 includes variable remuneration, in accordance with the recommendation of the Remuneration and Nomination Committee dated 07.04.2026 and which was approved by the Board of Directors with its decision of 07.04.2026, and concerns the distribution of profits to the CEO in the amount of € 250 thousand. as shown in Table 1. The distribution of profits is subject to the approval of the Ordinary General Meeting of 28.04.2026, following which the payment will be made. The amount of € 250 thousand. of the variable remuneration for the year 2025 has been borne by the Eco. Results of the Fiscal Year 2025 where the provision for total variable remuneration in cash and free shares for the staff was € 400 thousand.
- In order to reward the achievement of the targets for the fiscal year 2025, the Board of Directors, by its decision dated 07.04.2026, approved the granting to the Chief Executive Officer and Executive Member of the Board of Directors, Ms. Anna Apostolidou, 19,000 own shares of the Company, the value of which on the date of approval amounted to € 56,430 (calculated at the last closing price per share (06.04.2026: € 2.97) while their acquisition value amounts to € 37,810. The granting will take place in 2026. For the fiscal year 2024, 25,000 own shares of the Company were granted, the value of which amounted to € 65,500 on the date of grant. The above amounts are included in the respective tables of 2025 and 2024, p. 8 and 10.
- Also, according to the Policy, the Managing Director receives from the Company additional benefits for the exercise of her duties, namely group medical insurance, vouchers, coverage of mobile telephony expenses and a company car, based on the approval of the competent corporate bodies.

4. Annual change in the remuneration of the members of the Board of Directors

Table 3 presents the annual change in the remuneration of the members of the Board of Directors, indicators and figures related to the performance and financial situation of the Company as well as the average gross annual remuneration of the Company's full-time employees, except for the Chief Executive Officer, for the last five financial years (2021 to 2025).

The Company's financial data included in Table 3 are based on the published financial data for the fiscal years 2021 to 2025, as audited by the Company's auditors at the time of the period, PriceWaterhouseCoopers S.A. and Ernst & Young.

5. Additional remuneration from a company belonging to the same group

No remuneration has been granted or paid to members of the Company's Board of Directors by any company consolidated by the Company until 31.12.2025.

6. Number of shares and stock options granted or offered to the members of the Board of Directors

The Annual General Meeting of Shareholders held on 21.04.2021 approved a Long-Term Program for the free distribution of own shares for the staff and members of the Board of Directors. The Free Share Distribution Program concerns own shares acquired pursuant to par. 3 art. 49 of Law 4548/2018 with a maximum number of free shares up to 700,000 (seven hundred thousand) own shares. In addition, the General Meeting authorized the Board of Directors to determine the beneficiaries of the Program, the specific terms of granting, as well as any other term deemed necessary or appropriate for the implementation of the Program. The Program was updated by the Ordinary General Meeting dated 29.04.2025

In order to reward the achievement of the targets for the fiscal year 2025, the Board of Directors, by its decision dated 07.04.2026, approved the granting to the Chief Executive Officer and Executive Member of the Board of Directors, Ms. Anna Apostolidou, 19,000 own shares of the Company, the value of which on the date of approval amounted to € 56,430 (calculated at the last closing price per share on 06.04.2026): € 2.97) while their acquisition value amounts to € 37,810. The granting will take place within 2026. For the fiscal year 2024, 25,000 own shares of the Company were granted, the value of which amounted to € 65,500 on the date of grant. The above amounts are included in the respective tables of 2025 and 2024.

7. Any options exercised by the Board of Directors in the context of the Company's share distribution programs

The Company has not established a share distribution program in the form of stock option until 31.12.2025.

8. Information on the use of the variable earnings recovery feature

There is no such case.

9. Information on any deviations from the application of the Remuneration Policy

The Company fully complies with the Remuneration Policy as approved by the General Meeting of 29 April 2025.

10. Explanation of voting result on the Remuneration Report of the previous fiscal year (2024)

With regard to the obligation provided for by article 112 par. 3., Law 4548/2018, it is noted that the remuneration report for the year 1.1.2024 - 31.12.2024 was unanimously approved by all the shareholders present during the Annual General Meeting of the Company that took place on April 29, 2025, without any comment.

11. Disclosure

Following the General Meeting and without prejudice to the following paragraph, the Company shall immediately make available to the public the remuneration report on its website, free of charge, for a period of ten (10) years. Any retention of the remuneration report on the website for a period of more than ten years is allowed provided that the remuneration report no longer contains personal data for the members of the Board of Directors. The Company's auditors check whether and to what extent the information of article 112 of Law 4548/2018 has been provided.

12. Restriction of disclosure of personal data

The Company does not include in the Remuneration Report special categories of personal data within the meaning of article 9 par. 1 of Regulation (EU) 2016/679 of the European Parliament and of the Council (L 119/1) or personal data relating to the marital status of the members of the Board of Directors of the Company. The Company processes personal data of the members of the Board of Directors included in the Remuneration Report pursuant to article 112 of Law 4548/2018 for the purpose of increasing corporate transparency regarding the remuneration of the members of the Board of Directors, with the aim of enhancing the accountability of the members and the supervision of shareholders on these remunerations. Without prejudice to any longer deadline provided by a special provision, the Company does not disclose personal data included in the Remuneration

Report, pursuant to article 112 of Law 4548/2018, after the lapse of ten (10) years from the publication of the Remuneration Report.

Athens, 07.04.2026

For the Board of Directors

13. TABLE 1 - Total remuneration of the members of the Board of Directors for 2025

Full Name	Property	Fixed Earnings				Variable Remuneration				Other Facilities (3)	%	Other expenses (4)	%	Total
		Annual Gross Remuneration for Participation in the Board of Directors	%	Annual Gross Remuneration of Employees	%	Distribution of profits for the fiscal year 2025 to Members of the Board of Directors (1)	%	Free Distribution of Own Shares (2)	%					
Theodoros Fessas	Chairman – Non-Executive Member	10.000	100%	-	0%	-	0%	-	0%	-	0%	-	0%	10.000
Anna Apostolidou	Chief Executive Officer – Executive Member	12.000	2%	228.000	40%	250.000	44%	56.430	10%	18.131	3%	-	0%	564.561
Apostolos Georgantzis	Executive Member	10.000	100%	-	0%	-	0%	-	0%	-	0%	-	0%	10.000
Eftychia Koutsourelis	Non-Executive Member	10.000	100%	-	0%	-	0%	-	0%	-	0%	-	0%	10.000
Panagiotis - Aristides Chalikias	Non-Executive Member as of 13.03.2023	-	0%	-	0%	-	0%	-	0%	-	0%	10.523	100%	10.523
Eleni Linardou	Vice-Chairman - Independent Non-Executive Member	13.800	100%	-	0%	-	0%	-	0%	-	0%	-	0%	13.800
Marios Lasanianos	Independent Non-Executive Member	13.800	100%	-	0%	-	0%	-	0%	-	0%	-	0%	13.800
Stefanos Karaiskakis	Independent Non-Executive Member	13.300	100%	-	0%	-	0%	-	0%	-	0%	-	0%	13.300
Total		82.900	13%	228.000	35%	250.000	39%	56.430	9%	18.131	3%	10.523	2%	645.984

Notes:

(1) For the fiscal year 2025, the Board of Directors by its decision dated 07.04.2026 approved the distribution of profits amounting to € 250 thousand. to the CEO Mrs. Apostolidou, which is under the approval of the T.G.S. 28.04.2026 and will be paid within the year 2026. This amount is included in the total provision of € 400 thousand. which has burdened the Eco. Results of the Fiscal Year 2025.

(2) For the purpose of rewarding the achievement of the targets of the fiscal year 2025, the Board of Directors, by its decision dated 06.04.2026, approved the granting to the Chief Executive Officer and Executive member of the Board of Directors, Ms. Apostolidou, 19,000 own shares of the Company, the value of which on the date of approval amounted to € 56,430 (calculated at the last closing price per share on 06.04.2026: € 2.97) while their acquisition value amounts to € 37,810. The payment will be made within the year 2026.

(3) Includes vouchers, participation in a group insurance plan, company car and mobile phone costs.

(4) The Company covers travel expenses and other representation expenses for the participation of Mr. Aristides Chalikias in the meetings of the Board of Directors in accordance with the Company's remuneration policy.

14. TABLE 2 - Remuneration analysis for participation in the Board of Directors and its Committees

(amounts in Euros)

Full Name	Property	Remuneration as a Member of the Board of Directors	Remuneration as Chairman / Vice Chairman of the Board of Directors	Remuneration as Executive Member of the Board of Directors	Member of the Audit Committee	Member of the Investment Committee	Member of the Remuneration and Nomination Committee	Member of the Committee on Sustainable Development	Total
Theodoros Fessas	Chairman – Non-Executive Member	8.500	500	-	-	1.000	-	-	10.000
Anna Apostolidou	Chief Executive Officer – Executive Member	8.500	-	1.500 ⁽¹⁾	-	1.500 ⁽²⁾	-	500	12.000
Apostolos Georgantzis	Executive Member	8.500	-	500	-	1.000	-	-	10.000
Eftychia Koutsourelis	Non-Executive Member	8.500	-	-	-	1.000	-	500	10.000
Panagiotis - Aristides Chalikias ⁽³⁾	Non-Executive Member	10.000	-	-	-	-	-	-	10.000
Eleni Linardou	Vice-Chairman - Independent Non-Executive Member	11.800	-	-	1.000	-	500	500	13.800
Marios Lasanianos	Independent Non-Executive Member	11.800	-	-	1.500 ⁽²⁾	-	500	-	13.800
Stefanos Karaiskakis	Independent Non-Executive Member	11.800	-	-	1.000	-	500	-	13.300
Total		79.400	500	2.000	3.500	4.500	1.500	1.500	92.900

Notes:

(1) It concerns the responsibilities as Executive Member – Managing Director.

(2) Concerns the responsibilities as President of the Commission

(3) The Company, instead of a fixed remuneration, covers travel expenses and other representation expenses for the participation of Mr. Aristides Chalikias in the meetings of the Board of Directors in accordance with the Company's remuneration policy.

15. TABLE 3 - Annual Changes

(amounts in 000's Euro)

Gross Earnings	2021	2022 vs. 2021 (%)	2022	2023 vs. 2022 (%)	2023	2024 vs. 2023 (%)	2024	2025 vs. 2024 (%)	2025
Total Annual Gross Remuneration of the Members of the Board of Directors	388	9%	422	10%	463	21%	561	15%	646
Average Annual Gross Remuneration of Staff ⁽¹⁾⁽²⁾⁽³⁾⁽⁴⁾	32	6%	34	18%	40	15%	46	24%	57
Number of Personnel for use ⁽¹⁾⁽²⁾	7	14%	8	0%	8	0%	8	0%	8

Financial Data of Fiscal Years	2021	2022 vs. 2021 (%)	2022	2023 vs. 2022 (%)	2023	2023 vs. 2022 (%)	2024	2025 vs. 2024 (%)	2025
Rental income	6.064	32%	8.002	14%	9.104	72%	15.684	38%	21.609
Earnings before interest, taxes, depreciation and amortization (EBITDA) ⁽⁵⁾	8.715	52%	13.289	27%	16.832	107%	34.829	-8%	32.059
Adjusted earnings before interest, taxes, depreciation and amortization (EBITDA) ⁽⁵⁾⁽⁶⁾	4.209	39%	5.860	17%	6.867	90%	13.043	34%	17.494
Adjusted Net Profit ⁽⁵⁾⁽⁶⁾	3.865	19%	4.597	4%	4.794	54%	7.404	55%	11.473
Company Intrinsic Value (NAV) ⁽⁷⁾	95.650	10%	105.152	10%	115.439	38%	159.704	14%	181.352
Net Worth corresponding to the Company's shareholders per share (NAV / Share)	2,52 €	10%	2,78 €	11%	3,07 €	12%	3,43 €	9%	3,72 €

Notes:

(1) The data does not include the CEO.

(2) It is calculated on the basis of the period of service (i.e. total gross remuneration divided by the number of staff in proportion to the months of service).

(3) It includes the distribution of profits (gross amount) to the staff paid for the years 2021 (€ 30 thousand), 2022 (€ 40 thousand), 2023 (€ 45 thousand), 2024 (€ 55 thousand). For the fiscal year 2025, the proposed distribution of profits of € 88 thousand is included. (gross amount) to the staff, which is under the approval of the T.G.S. 28.04.2026 and will be paid within the year 2026.

(4) In order to reward the achievement of the targets of the fiscal year 2025 as well as in the context of providing incentives for the long-term retention of notable executives but also to ensure the viability and long-term prosperity of the Company, the Board of Directors by its decision dated 07.04.2026, approved the granting to the staff of 19,000 own shares of the Company (2024: 25,000 shares, 2023: 10,000 shares,), the value of which on the date of approval amounted to € 56,430 (calculated at the last closing price per share 06.04.2026: € 2.97) while their acquisition value amounts to € 37,810. The payment will be made within the year 2026.

(5) The results of the year 2025 have been burdened with a provision of a total amount of €400 thousand. (2024: € 300 thousand) for profit distribution which will be paid after the approval of the OGM of 28.04.2026

- (6) *Adjusted results do not include gains from the revaluation of real estate, gains from the valuation of cash instruments at fair value through the income statement, non-recurring expenses, gains from the sale of real estate and loss/gain from impairment of tangible assets.*
- (7) *The Company's intrinsic value does not include minority interests.*