

OUR PERFORMANCE

1. MANAGING SUSTAINABLE ASSETS

CLIMATE CHANGE & ENERGY

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

GRI STANDARDS 2021	Sustainability Performance Indicators	Unit	2024
ATHEX ESG GUIDE 2022			
	Fuels consumption (Total of portfolio)	MJ	1,634,940
GRI 302-1	Non-renewable fuel consumption (landlord)	MJ	980,676
GRI 302-2	Non-renewable fuel consumption (tenants)	MJ	654,264
	Electricity consumption (Total of portfolio)	MJ	107,949,438
GRI 302-1	Non-renewable electricity consumption (landlord) (exclusively from the national electricity grid)	MJ	19,285,012
GRI 302-2	Non-renewable electricity consumption (tenant) (exclusively from the national electricity grid)	MJ	87,865,439
GRI 302-1	Renewable electricity consumption (landlord) (from on-site RES power generation)	MJ	798,988
GRI 302-2	Renewable electricity consumption (tenant) (from on-site RES power generation)	MJ	0
	Energy consumption (Total of portfolio)	MJ	108,785,391
GRI 302-1	Energy consumption (landlord)	MJ	20,265,688
GRI 302-2	Energy consumption (tenant)	MJ	88,519,703
	Intensity (Total of portfolio)	MJ/m2	305
GRI 302-3	Energy intensity (landlord)	MJ/m2	138
GRI 302-3	Energy intensity (tenant)	MJ/m2	394

[ATHEX ESG C-E3]

GRI STANDARDS 2021	Sustainability Performance Indicators	Unit	2024
ATHEX ESG GUIDE 2022			
ATHEX ESG C-E3	Energy consumption (landlord)	MWh	5,629
ATHEX ESG C-E3	Electricity consumption (%) (landlord)	MWh	95%

Note: In all EPRA tables below, it is noted that in 31 income generating building assets, 1 Logistic Centre is included (PEOATH, Municipality of Mandra-Eidilias) for which however no data was available for 2024.

[EPRA Elec-Abs]

EPRA Sustainability Performance Measures (Energy)		Electricity for landlord shared services	Electricity (sub)metered exclusively to tenants	Total electricity consumption	No. of applicable properties Energy and associated GHG disclosure coverage	Proportion of energy and associated GHG estimated
Elec-Abs						
Units		(MWh)	(MWh)	(MWh)	(MWh)	%
		2024	2024	2024	2024	2024
Performance by asset type	Total portfolio	5,142	24,407	29,549	28 out of 31	0%
	Offices	1,286	1,848	3,134	7 out of 7	0%
	Retail	2,792	13,372	16,164	6 out of 6	0%
	Hospitality	10	2,986	2,996	3 out of 3	0%
	Industrial	367	3,382	3,749	10 out of 11	0%
	Mixed-use	687	2,819	3,506	2 out of 2	0%
	Residential	un	un	un	0 out of 1	0%
	HQ	215	un	215	1 out of 1	0%

[EPRA Fuels-Abs]

EPRA Sustainability Performance Measures (Energy)		Natural Gas for landlord shared services	Natural Gas for (sub)metered exclusively to tenants	Total fuel consumption	No. of applicable properties Energy and associated GHG disclosure coverage	Proportion of energy and associated GHG estimated
Fuel-Abs						
Units		(MWh)	(MWh)	(MWh)		
		2024	2024	2024	2024	2024
Performance	Total portfolio	272	182	454	28 out of 31	0%
	Offices	272	182	454	7 out of 7	0%

	Retail	-	-	-	6 out of 6	0%
	Hospitality	-	-	-	3 out of 3	0%
	Industrial	-	-	-	10 out of 11	0%
	Mixed-use	-	-	-	2 out of 2	0%
	Residential	un	un	-	0 out of 1	un
	HQ	-	-	-	1 out of 1	0%

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

GRI STANDARDS 2021	GHG emissions	Units	2024
GRI 305-1	Direct (Scope 1) GHG emissions	tCO ₂ e	55
GRI 305-2	Indirect (Scope 2) GHG emissions location-based	tCO ₂ e	1,277
GRI 305-2	Indirect (Scope 2) GHG emissions market-based	tCO ₂ e	1,971
GRI 305-3	Other indirect (Scope 3) GHG emissions	tCO ₂ e	21,655
	Category 1 (Scope 3) GHG emissions	tCO ₂ e	13,446
	Category 3 (Scope 3) GHG emissions	tCO ₂ e	571
	Category 13 (Scope 3) GHG emissions	tCO ₂ e	7,638
GHG 305-4	GHG emissions intensity (landlord)	kgCO ₂ e/m ²	8.6

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

EPRA Sustainability Performance Measures (Emissions)		Direct Scope 1	Indirect Scope 2 (location-based)	Indirect Scope 3	No. of applicable properties Energy and associated GHG disclosure coverage ¹
GHG-Dir-Abs, GHG-Indir-Abs, GHG-Int					
Units		(tCO ₂ e)	(tCO ₂ e)	(tCO ₂ e)	#
		2024	2024	2024	2024
Performance by asset type	Total portfolio	55	1,277	7,638	28 out of 31
	Offices	55	315	698	7 out of 7
	Retail	-	659	3,573	6 out of 6
	Hospitality	-	3	1,094	3 out of 3
	Industrial	-	87	1,239	10 out of 11
	Mixed-use	-	162	1,034	2 out of 2
	Residential	-	-	-	0 out of 1
	HQ	-	51	n/a	1 out of 1

¹ Referring to buildings that are occupied (either by tenant or landlord)

[EPRA Energy-Int, EPRA GHG-Int]

	Energy intensity landlord-obtained (only landlord areas)	GHG emissions intensity (Scope 1 and 2 emissions (location-based), only landlord areas)
	Energy - Int	GHG-Int
Units	(kWh/m ²)	(kgCO ₂ eq/m ²)
	2024	2024
Total portfolio	37	8.6
Offices	170	39
Retail	33	8
Hospitality	45	13
Industrial	13	3
Mixed-use	30	7
Residential	n/a	n/a
HQ	128	30

For the total portfolio, also the following tables are presented:

Energy intensity of the total portfolio (landlord & tenants' areas)	
Energy-Int	
Units	(kWh/m ²)
	2024
Total portfolio	81
Offices	155
Retail	98
Hospitality	115
Industrial	33
Mixed-use	81
Residential	n/a
HQ	128

GHG emissions intensity of the total portfolio (landlord & tenants' areas, Scope 1,2 (location-based) ,3)	
GHG-Int	
Units	(kg CO ₂ e/m ²)
	2024
Total portfolio	29
Offices	47
Retail	26
Hospitality	41
Industrial	12
Mixed-use	29
Residential	n/a
HQ	34

Note 2: The values refer to the properties of the portfolio that were in operation in 2024, and data on energy consumption were available, or extrapolations could be made, for specific months where data were unavailable/incomplete.

Note 3: For the indirect Scope 2 GHG emissions, both a location-based and a market-based approach has been applied.

- Location-based approach: The emission coefficients from Table 4: Total Supplier Mix 2024 of the AIB European Residual Mix 2024 methodology has been used.

- Market-based approach: The emission coefficients from Table 2: Residual Mixes 2024 of the AIB European Residual Mix 2024 methodology has been used. No market-based instruments are used from the Organization.

Note 4: All quantities have been rounded to the nearest integer.

Note 5: District heating and cooling is not applicable

EFFICIENT WATER MANAGEMENT

[EPRA Water-Abs]

EPRA Sustainability Performance Measures (Water) – Water-Abs		Water for landlord shared services	Water (sub)metered exclusively to tenants	Total amount of water withdrawal	No. of applicable properties	Proportion of water estimated Water disclosure coverage
Performance by asset type	Units	(m³)	(m³)	(m³)	#	(%)
		2024	2024	2024	2024	2024
	Total portfolio	62,133	un	62,133	9 out of 31	100%
	Offices	8,192	un	8,192	3 out of 7	100%
	Retail	38,918	un	38,918	3 out of 6	100%
	Hospitality	-	un	-	0 out of 3	100%
	Industrial	355	un	355	1 out of 11	100%
	Mixed-use	14,668	un	14,668	2 out of 2	100%
	Residential	un	un	un	0 out of 1	un
	HQ	715	0	715	1 out of 1	0%

[EPRA Water-Int]

Water-Int	Water intensity Landlord obtained (only for landlord areas)
Units	(litres/m²)
	2024
Total portfolio	544
Offices	895
Retail	502
Hospitality	un
Industrial	88
Mixed-use	651
Residential	un
HQ	426

For the total portfolio, the following table is presented: EPRA Sustainability Performance Measures (Water)		Water intensity (landlord & tenants' areas)
	Units	(litres/m²)
		2024
Performance by asset type	Total portfolio	544
	Offices	895
	Retail	502
	Hospitality	un
	Industrial	88
	Mixed-use	651
	Residential	un

Note 1: The above amounts refer to the water consumption for 2024 for the properties of the portfolio Company that is in operation or it was possible to estimate a part of the data, for months with unavailable data.

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

Note 3: The Company's locations of operations are areas with water stress according to [WRI Aqueduct](#).

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

Note 5: It is pointed out, that for residential properties no data was found on water consumption for any of the reporting years.

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

WASTE MANAGEMENT

[EPRA Waste-Abs]

EPRA Sustainability Performance Measures (Water) – Waste-Abs		Non-hazardous Waste for landlord shared services diverted from disposal by recycling	Non-hazardous Waste for landlord shared services Directed to disposal by landfilling	Total amount of Non-Hazardous waste	No. of applicable properties	Proportion of waste estimated
	Units	(m³)	(m³)	(m³)	#	(%)
		2024	2024	2024	2024	2024
Performance by asset type	Total portfolio	358	1,353	1,711	9 out of 31	0%
	Offices	un	un	un	0 out of 7	un
	Retail	358	1,353	1,711	3 out of 6	0%
	Hospitality	un	un	un	0 out of 3	un
	Industrial	un	un	un	0 out of 11	un
	Mixed-use	un	un	un	0 out of 2	un

Residential	un	un	un	0 out of 1	un
HQ	un		un	1 out of 1	0%

2. CARING FOR OUR PEOPLE & SUPPORTING COMMUNITIES

CARING FOR OUR PEOPLE

[GRI 2-7, GRI 2-8, ESRS S1: S1-6, S1-7]

Employees (head count, full-time equivalent (FTE))					
Greece		Unit	2024		
			Total	Female	Male
GRI 2-7	Total number of employees ²	#	55	28	27
	Number of permanent employees	#	43	24	19
	Number of temporary employees	#	12	4	8
	Number of non-guaranteed employee hours	#	0	0	0
	Number of full-time employees	#	55	28	27
	Number of part-time employees	#	0	0	0
GRI 2-8	Total number of workers who are not employees	#	0	0	0

[ESRS 2: SBM-1]

Geographical Area	2024
Greece	55
Bulgaria	0

[EPRA Emp-Turnover, ESRS S1: S1-6][ATHEX ESG C-S2]

Percentage of female employees			
		Unit	2024
ATHEX ESG C-S2	Percentage of female employees	%	51%

² The Company does not have employees of "Other" or "Not disclosed" gender, and for that reason these two categories are not presented in the above table.

Notes:

- The numbers have been rounded to the nearest integer.
- The Company does not have employees with non-guaranteed working hours.
- The Company does not have employees who do not belong to the human resources of NOVAL PROPERTY and whose work and/or workspace is overseen by the Company.
- The number of employees refers to the end of the reporting period (31.12.2024).

[ATHEX ESG C-S4]

Employee turnover rate ³			
		Unit	2024
ATHEX ESG C-S4	Involuntary turnover rate	%	0%
	Voluntary turnover rate	%	16.4%
	Turnover rate (voluntary and involuntary) ⁴	%	16.4%

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

⁵ GRI STANDARDS 2021		Sustainability Performance Indicators	Unit	2024	
ATHEX ESG GUIDE 2022					
EPRA					
By employee level			Unit	Female	Male
GRI 404-3 EPRA Emp-Dev	Top Management	#	8	9	
		#			
	Other Employees	#	20	18	
EPRA Diversity-Emp	Percentage of female representation in Top Management	%	47%		
		%			
	Percentage of female representation in Other Employees	%	53%		
By employee level			Unit	Female	Male
GRI 404-3 EPRA Emp-Dev	Top Management	#	8	9	
		#			
	Other Employees	#	20	18	
	Percentage of employees who received a regular performance and career development review (Top Management)	%	100%		
	Percentage of employees who received a regular performance and career development review (Other Employees)	%	97%		

³ The numbers of voluntary and involuntary turnover rate are calculated taking into account the total number of voluntary and involuntary employees leave within a year.

⁴ The turnover rate (voluntary and involuntary) arises from the sum of the individual rates.

⁵ Notes:

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

GRI 404-3 EPRA Emp-Dev	Percentage of employees who received a regular performance and career development review (Employees)	%	98%
	Percentage of employees who received a regular performance and career development review (Females)	%	96%
	Percentage of employees who received a regular performance and career development review (Males)	%	100%
ATHEX ESG C-53	Female employees in management positions	%	47%

[ESRS S1-13-PH (1)]

	Females	Males
Reporting Year	2024	
Percentage of employees that participated in regular performance and career development review (%)	96%	100%
Average number of training hours per employee (#)	n/a	n/a

WORKERS IN THE VALUE CHAIN

[Internal Indicator – Number of safety incidents, Property health & safety inspections, EPRA H&S-Emp, EPRA H&S-Asset, EPRA H&S-Comp]

GRI STANDARDS 2021	Sustainability Performance Indicators	Unit	2024
ATHEX ESG GUIDE 2022			
Work-related injuries			
		Unit	Total
Internal indicator	Number of safety incidents	#	0
Health and safety in assets			
Property health & safety inspections	Asset health and safety inspections	No. of Assets	4 (3 retail assets, 1 HQ)
EPRA H&S Asset	Asset health and safety assessments (on fire safety measures)	No. of Assets	4 (3 retail assets, 1 HQ)
EPRA H&S Comp	Asset health and safety compliance	No. of Incidents	0

AFFECTED COMMUNITIES

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

	Sustainability Performance Indicators	Unit	2024
Total amount of donations and community investments			
			Total
Internal Indicator	Total donations and amount of community investments	€	122,356

3. SUSTAINABILITY IN OUR CORPORATE GOVERNANCE

CORPORATE GOVERNANCE

[GRI 2-9, ATHEX ESG C-G1, Diversity-Emp]

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