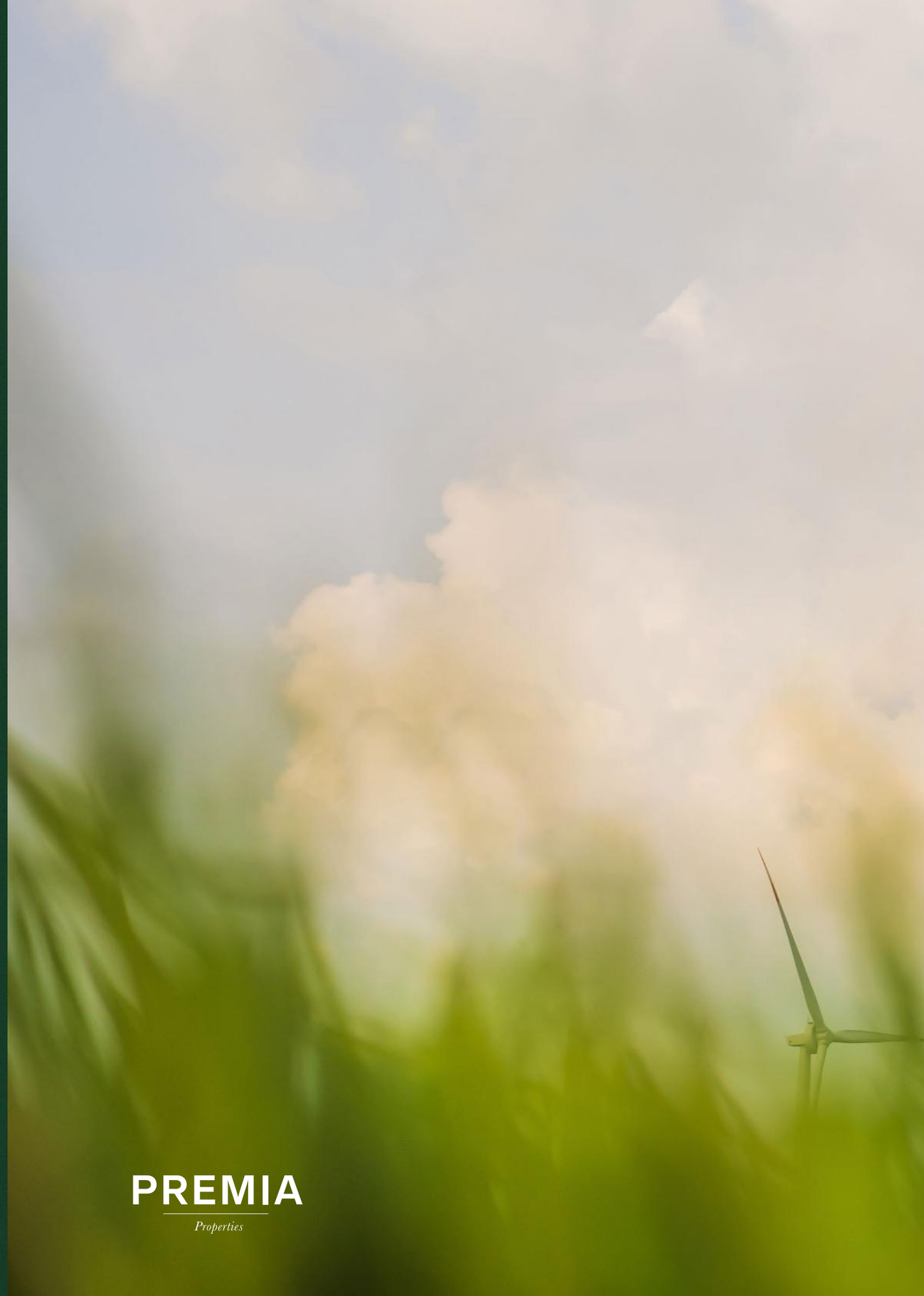
SUSTAINABILITY REPORT

2025

PREMIA

Properties


PREMIA
Properties

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During 2025, Premia further structured its decarbonisation pathway, focusing on establishing a clear and pragmatic framework that reflects differences across asset typologies and operational realities.

CEO STATEMENT

As we reflect on 2025, I am proud of the momentum Premia has built—not only in scale, but in clarity of direction. The year marked a period of deliberate growth, strategic transition and increased responsibility, as our portfolio expanded across asset classes with distinct operational and environmental profiles. Amid continued global economic uncertainty and intensifying climate challenges, Premia remained resilient, reinforcing its role as a long term investor and a responsible listed real estate company.

The publication of our **fourth Sustainability Report** represents more than continuity in disclosure. It reflects the evolution of our sustainability approach—from establishing robust foundations to actively shaping how sustainability informs investment decisions, asset management priorities and capital allocation. Throughout 2025, we continued to align our ESG practices with EPRA's Sustainability Best Practices Recommendations (sBPR), strengthening transparency, comparability and governance as the portfolio grows in scale and complexity.

Premia's portfolio continued to evolve during the year, with targeted investments across logistics, living and an expanding hospitality platform. This transition reflects a conscious strategic choice to invest in sectors with strong long term fundamentals, while acknowledging their higher operational intensity and environmental footprint. Our landmark Piraeus 180–186 office asset, now fully operational and LEED Gold certified, remains a reference point for quality, adaptability and performance, demonstrating how sustainability considerations are embedded early in asset transformation rather than applied retrospectively.

Climate change represents a defining challenge for our investment horizon. During 2025, Premia further structured its decarbonisation pathway, focusing on establishing a clear and pragmatic framework that reflects differences across asset typologies and operational realities. Rather than relying on a single uniform solution, our approach prioritises improved data maturity, targeted efficiency measures and gradual emissions reduction where technically and economically feasible. The year reinforced the importance of integrating climate risk assessment, resilience planning and decarbonisation considerations into asset level decision making, particularly as hospitality and student housing now represent material shares of our portfolio.

Sustainability at Premia extends beyond environmental performance. Our people remain central to our long term success. In 2025, we continued to foster a healthy, inclusive and supportive workplace, investing in continuous learning, professional development and well being. As our organisation evolves, so does our commitment to ensuring that our culture, governance and values grow stronger alongside the portfolio.

Looking ahead, Premia remains guided by the principles of the United Nations Sustainable Development Goals and EPRA sBPR, with a clear emphasis on long term value creation for shareholders, tenants, employees and the communities connected to our assets. Sustainability is not treated as a parallel agenda, but as an integral lens through which we manage risk, allocate capital and plan for resilience. With increased scale comes increased responsibility—one that Premia is committed to addressing with discipline, transparency and ambition.

Kostas Markazos
CEO

75
Properties

€279
Net Asset Value

€692 M
Total Investment

576,122 m^2
GBA

as of 31.12.2025

ABOUT PREMIA

Premia Properties R.E.I.C. ("Premia") is a rapidly expanding real estate investment firm based in Athens, Greece. Established in 1991 and publicly traded on the Athens Stock Exchange since 2008, Premia was predominantly acquired by the Swedish group Sterner Stenhus in July 2020. In April 2022, Premia was granted its Real Estate Investment Company (R.E.I.C.) licence. The company is committed to generating long-term value through a diverse portfolio that delivers sustainable, risk-adjusted returns. Premia focuses on building a diversified portfolio by investing in properties across various sectors, including:

HOTELS

LOGISTICS CENTERS

OFFICES

INDUSTRIAL PROPERTIES & WINERIES

SERVICED APARTMENTS & STUDENT HOUSING

SCHOOLS

RETAIL & BIG-BOXES

This section of the sustainability report highlights Premia's commitment to acquiring high-quality, sustainable assets and forming long-term partnerships with financially reliable tenants. The company's proactive management aims to improve energy efficiency, minimize operational impact, and advance broad sustainability objectives, aligning with industry best practices for responsible and enduring growth.

Premia's portfolio comprises premium assets strategically positioned across Greece, with a strong concentration in Attica. In 2025, the portfolio expanded significantly, with the total number of assets increasing by 23%, from 61 in 2024 to 75. Over the same period, total gross building area (GBA) grew by 22.4%, reaching 576,122 m², further strengthening the company's presence in sectors that underpin economic resilience and sustained market demand.

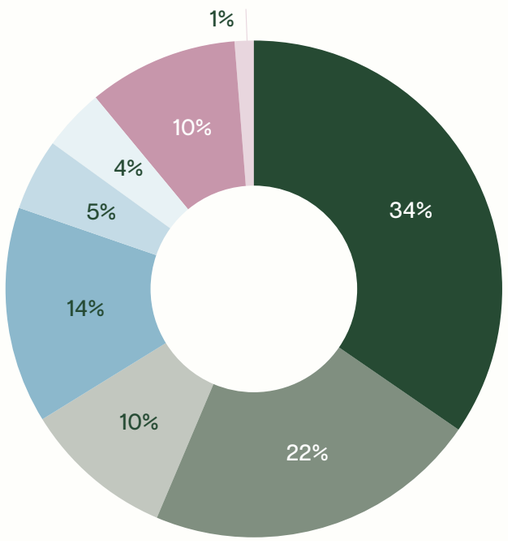
Investment activity is guided by a disciplined focus on active asset management and the continuous enhancement of building standards. Premia prioritizes the acquisition and development of high-quality hospitality assets and student accommodation halls, reflecting a deliberate strategy to invest in segments supported by strong fundamentals and long-term growth prospects.

This strategic direction is clearly reflected in the composition of the portfolio, with hospitality assets accounting for 34% of total GAV in 2025. By aligning investment decisions with sectors of enduring demand, Premia enhances tenant satisfaction and occupancy levels, while supporting long-term value creation.

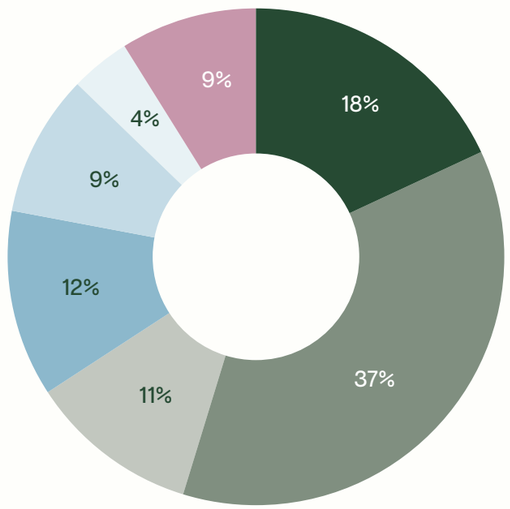
Overall, this approach reinforces Premia's commitment to responsible growth and strengthens its position as a sector leader in the Greek real estate market.
Premia actively participates in community projects and conducts its operations with integrity, fairness, and transparency, always adhering to regulatory requirements.

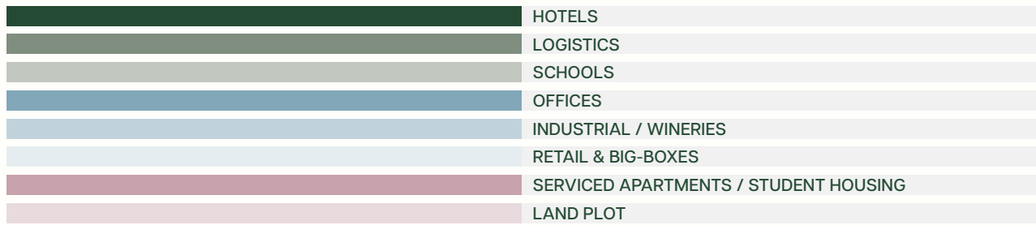
This commitment demonstrates dedication to ethical business conduct, meaningful community involvement, and robust corporate governance, thereby delivering lasting value to stakeholders.

GAV PER TYPE OF PROPERTY
2025



GBA PER TYPE OF PROPERTY
2025





Assets Portfolio

#	Location	Type	GBA (m2)	Notes
1	Kyrillos area, Aspropyrgos (Attica)	Logistics	51,755.41	
2	Psari area, Aspropyrgos (Attica)	Logistics	4,795.06	
3	Elefsina, 27th km of the Old National Road Athens – Corinth, Attica	Logistics	35,236.93	
4	Lakka area, Aspropyrgos (Attica)	Logistics	9,443.00	
5	76 Lavriou Ave., Peania (Attica)	Big box	2,041.81	
6	19 Thermaikou St., Oreokastro (Thessaloniki)	Logistics	26,210.39	
7	Kastelorizou 4, Kypseli, Athens (Attica)	Student housing	526.74	
8	132 Karaiskaki, Patras (Achaia)	Student housing	2,299.22	
9	Kryoneri – Ag. Stefanos Municipal Road & Asklipiou Str. (Attica)	Industrial	5,236.52	
10	Pikermi, Marathonos Ave. (Attica)	Industrial	4,772.19	
11	Kordelio (Thessaloniki)	Industrial	2,258.20	Vacant
12	Selladia, Santorini	Vineyard	118.50	
13	Goumenissa (Kilkis)	Winery	1,211.87	
14	Filiria (Kilkis)	Vineyard	0.00	
15	Kato Horio, Naoussa (Imathia)	Winery	12,585.10	
16	Xirokampos, Naoussa (Imathia)	Vineyard	0	
17	Kokoules, Nemea (Korinthos)	Vineyard	322.58	
18	Ntouramani, Nemea (Korinthos)	Vineyard	0	
19	Kato Archanes, Heraklion (Crete)	Land plots	133.62	
20	Skalani Pediadas, Heraklion (Crete)	Winery	1,604.40	
21	Skalani Pediadas, Heraklion (Crete)	Vineyard	217.29	
22	Pachnia, Mantineia Municipality (Tripoli)	Land plots	197.00	
23	Tripolis, Mantineia Municipality	Winery	1,161.59	
24	Moshohori, Lamia	Industrial	12,229.94	
25	31A Christodoulou Brokoumi & Kougioumtzoglou, Xanthi	Student housing	5,252.89	
26	1st km Municipal Road Syndos–Chalastra, Thessaloniki	Logistics	24,702.63	
27	7th km National Road Kalamata–Tripolis, Kalamata	Big box	4,516.89	
28	Location Dyo Pefka, Aspropyrgos (Attica)	Logistics	13,790.50	
29	Location Xiropigado–Vorro–Kapsala, Mandra (Attica)	Logistics	15,664.30	
30	Location Rikia, Aspropyrgos (Attica)	Logistics	7,298.03	
31	Location Strifi, Elefsina (Attica)	Logistics	10,198.82	
32	10 Valaritou & Orfanidou, Thessaloniki	Student housing	4,666.20	

#	Location	Type	GBA (m2)	Notes
33	Papastratou 24 & Vakhou 1, Piraeus	Serviced apartments	3,364.93	
34	Lakkos Kyrillou & Kyrillos area, Aspropyrgos (Attica)	Logistics	11,301.41	Vacant
35	National Road Veria–Skydra, Naousa, Imathia Greece	Winery	530.00	
36	28th Octovriou 107 & El.Venizelou, Volos	Student housing	1,854.69	
37	2 Leof. Stratou, Xanthi	Student housing	2,626.17	
38	Papakyriazi 65 & Farmakídou, Larisa, Greece	Student housing	3,119.40	
39	Location Vrachos, Municipality of Tripoli; Zevgolatio, Tripoli, Greece	Winery	2,080.71	
40	Location Koutsi, Stimanga, Petri, Municipality of Nemea, Greece	Winery	6,976.48	
41	Location Koukounari, Dionysos, Greece	Land plot	0	Vacant
42	28th Octovriou 41–45, Xanthi, Greece	Student housing	2,296.20	Vacant (Under Design/Construction)
43	Ethnikis Antistaseos 33A & Ploutarchou 82, and Hippokratous 17–19 & Kallipoleos 4, Kalamaria, Thessaloniki, Greece	Office	4,051.85	Vacant (Under Design/Construction)
44	Location Portsi Koropi, Greece	Industrial	2,194.03	Vacant (Under Design/Construction)
45	Andrianoupoleos 45 & Irous Konstantopoulou, Kaisariani, Greece	Student housing	19,289.99	Vacant (Under Design/Construction)
46	Kolokotroni 90, Rhodes	Student housing	1,333.34	Vacant (Under Design/Construction)
47	Kifisou 161 & Menelaou Lountemi, Rentis, Greece	Big box	10,177.74	
48	Antonopoulou 133A, Volos, Greece	Student housing	3,070.03	
49	Limnou 6, Thessaloniki, Greece	Office	3,166.52	
50	Norman–Othonos–Amalias–Astyggos and Santaroza, Patra, Greece	Student housing	4,050.26	Vacant (Under Design/Construction)
51	Antimachia Community, Mastichari, Kos, Greece	Hotel	16,996.97	Vacant (Under Design/Construction)
52	Nea Lampsakos, Chalkida	Land plot	0	Vacant
53	Lavrio (Attica)	Land plot	0	Vacant
54	50th Athens Senior High School (Attica)	School	3,752.98	
55	61st Athens Preschool (Attica)	School	669.72	
56	42nd Athens Senior High School (Attica)	School	3,480.32	
57	Technical Vocational School-Experiential School Center, Megara (Attica)	School	4,575.12	
58	2nd Skala Oropou Lower School (Attica)	School	2,960.22	
59	Skala Oropou Preschool (Attica)	School	652.28	
60	1st Scala Oropou High School (Attica)	School	2,864.56	
61	Athens Music High/Senior High School (Attica)	School	8,870.25	
62	Special Education Vocational & Training School, N. Heraklio (Attica)	School	4.370.21	
63	51st Athens High School (Attica)	School	4,309.52	

Assets Portfolio

#	Location	Type	GBA (m2)	Notes
64	Doukas Schools, Maroussi- Attica	School	23,113.91	
65	180 Pireos Ave., Tavros, Athens (Attica)	Office	59,203.67	
66	Vouliagmenis 423 & Gutenberg, Ilioupoli, Greece	Retail	3,956.81	
67	Ethnomartiron 9, Tripoli	Retail	745.43	
68	Sporadon 45, Athens	Retail	493.86	
69	Ethinikis Aminis 13, Drama	Retail	602.07	
70	Eparchiaki Odos 5 Thessaloniki–Sindos–Chalastra, Thessaloniki	Logistics	2,744.90	
71	Solomou 20, Exarchia, Athens	Retail	416.38	
72	5th km Rodou–Kallitheas Road, Rhodes	Hotel	40,977.37	
73	Ep.Odos Ierapetras–Sitias, Lasithi (Crete)	Hotel	25,737.59	
74	Vravronos 198 & Chios, Spata–ArtemidaGreece	School	2,447.14	
75	Hoteles Sunwing S.A.U. Av. Los Canarios 21	Hotel	20,161.55	

Green Building Achievements & Certification Roadmap

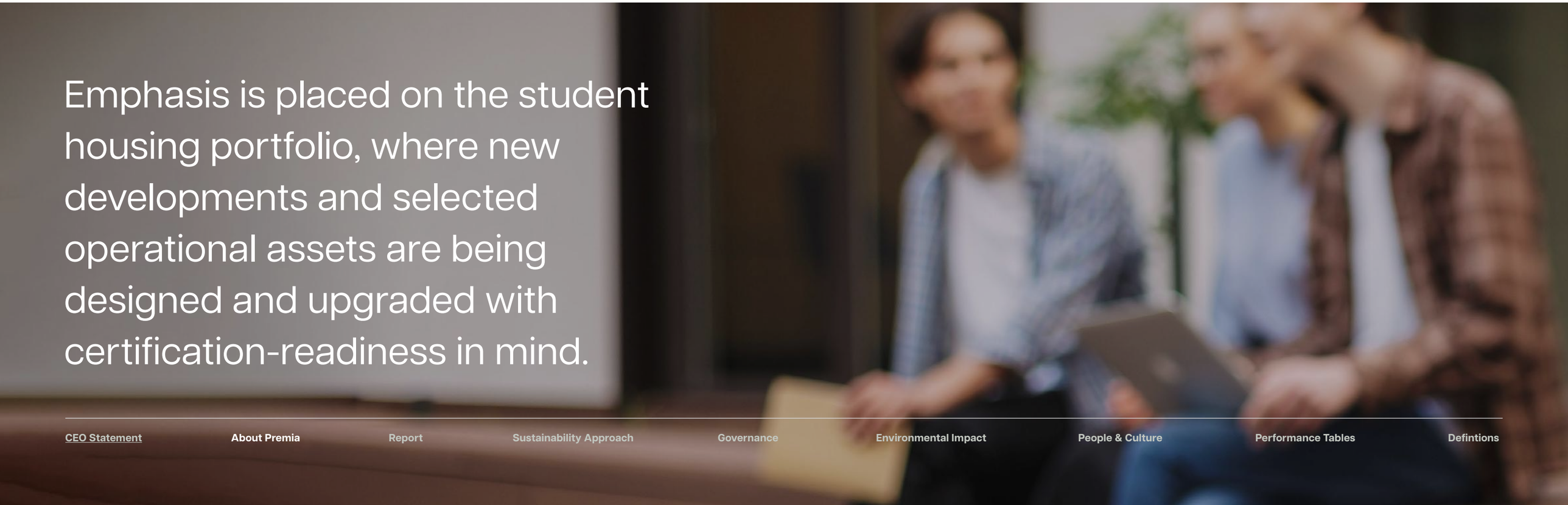
A key milestone in Premia's sustainability journey was achieved in 2024 with the certification of the Piraeus 180–186 asset in Tavros, Athens. The 59,200 m² office complex was awarded LEED for Building Design & Construction (BD+C) Gold certification, becoming Premia's first asset to receive international third-party environmental certification. As a landmark development within the portfolio, representing approximately ~11% of total gross floor area, the asset demonstrates the successful transformation of an existing structure into a high-performance building.

The redevelopment of the former shopping mall integrates advanced solutions in energy efficiency, water conservation, and indoor environmental quality, aligning the asset with international sustainability benchmarks while providing a high-quality workspace for over 1,100 daily users. The building's occupancy by the Independent Authority for Public Revenue (AADE) further underscores its operational reliability and performance. Building on this achievement, Premia is actively expanding the integration of certification frameworks across its portfolio

Looking ahead, the Company is implementing a structured roadmap to increase certified coverage, with a clear prioritization of assets and defined performance targets. Emphasis is placed on the student housing portfolio, where new developments and selected operational assets are being designed and upgraded with certification-readiness in mind. This approach ensures that sustainability considerations, ranging from energy and water performance to occupant well-being, are embedded from early design stages through to operation.

At the same time, Premia is assessing opportunities to extend certification across additional operational assets, further strengthening environmental performance and asset quality at portfolio level.

Through this phased and strategic approach, Premia aims to scale its certification footprint, combining environmental performance with social value creation, while reinforcing its positioning as a forward-looking and responsible real estate investor.



REPORT

This sustainability report presents Premia Properties' environmental, social and governance performance for the reporting period from 1 January 2025 to 31 December 2025. The report has been prepared in accordance with the **GRI Standards**, with reference to the **GRI Universal Standards (2021)**, and aligned with the **EPRA Sustainability Best Practices Recommendations (sBPR)** for listed real estate companies.

Premia publishes a Sustainability Report on an annual basis, with the objective of strengthening transparency, comparability and the reliability of disclosed information. The Sustainability Report has been subject to independent third-party verification by EUROCERT S.A., confirming that it has been prepared in accordance with the GRI Standards. In addition, the assurance process included the verification of selected environmental performance indicators, including energy consumption, greenhouse gas emissions (GHG), water use and waste generation. The assurance was performed at a limited assurance level, in accordance with applicable international assurance standards.

SCOPE OF THE REPORT

The scope of this report covers Premia's core business activities as a real estate investment company, including corporate operations and asset management activities. The report focuses on ESG topics that are relevant to Premia's business model and operational footprint, as further described in the Materiality Assessment section of this report.

Downstream from Premia's activities are primarily the tenants occupying its properties across various sectors, including logistics, retail, education and hospitality. These tenants operate independently within the leased assets and are responsible for their day-to-day operations, including energy and resource use within tenant-controlled spaces.

Premia's role focuses on providing and managing the physical infrastructure, while engaging with tenants to encourage improved environmental performance, including the voluntary provision of utility data and participation in sustainability-related initiatives, where applicable. Downstream activities vary depending on asset use, including logistics operations, retail services, accommodation services and educational activities.

PORTFOLIO COVERAGE

The report includes performance data for 51 leased assets, including Premia's headquarters and a hotel asset acquired during 2025 in the Canary Islands (Spain), representing approximately 90% of the portfolio's total gross building area as of 31 December 2025. Assets not included in asset-level Performance Measures are disclosed transparently and are considered out of scope in accordance with EPRA guidance. These include:

- Seven (7) plots of land or vineyards without buildings, which do not generate environmental consumption and are therefore not applicable for EPRA reporting purposes.
- One (1) non-leasable industrial asset, requiring major renovation, which remained vacant throughout 2025 and did not record energy or water consumption or waste generation.
- Four (4) plots of land or vineyards containing abandoned buildings, with no active utility connections or waste generation.

Portfolio coverage varies by indicator, depending on data availability, operational control and applicability. Any exclusions, estimation approaches or methodological limitations are disclosed per indicator in the relevant sections of this report.

ORGANIZATIONAL BOUNDARIES

The organisational boundaries of this report are defined using the operational control approach, in line with the GHG Protocol and the EPRA Sustainability Best Practices Recommendations.

Environmental performance information relating to energy consumption, water use and waste generation is reported for assets where Premia exercises operational control, including the Company's headquarters and non-leased properties. These assets constitute the basis for landlord-controlled Performance Measures.

For leased assets, where Premia does not have direct operational control over utilities or waste management, relevant environmental data has been collected from tenants where available and is disclosed on a voluntary basis. Such information is clearly identified as tenant-controlled and is included to enhance portfolio-level transparency, without affecting the defined organizational boundaries.

To strengthen transparency in greenhouse gas reporting, electricity and fuel performance data are presented separately for Premia-controlled assets (Scope 1 and 2) and tenant-controlled assets (Scope 3).

Greenhouse gas emissions are calculated in accordance with the GHG Protocol. Scope 2 emissions are reported using both the location-based and market-based approaches. The location-based method reflects the average emissions intensity of the electricity grid where consumption occurs and represents the primary metric for reporting purposes. The market-based method reflects emissions based on the electricity suppliers from which energy is procured, using supplier-specific emission factors where available. Both approaches are disclosed to enhance transparency and comparability.

UTILITY DATA COVERAGE & METHODOLOGICAL APPROACH

Data coverage for asset-level Performance Measures is calculated based on the number of properties for which data was available relative to the total number of properties in Premia's portfolio, excluding properties under construction or vacant. Coverage levels are disclosed for each relevant EPRA Performance Measure. Any changes in data preparation, methodological refinements or corrections of previously reported information are described in the relevant qualifying notes, with the aim of improving data accuracy and addressing identified data gaps.

ENERGY DATA – EXTRAPOLATION & ESTIMATION

For energy consumption indicators (electricity and fuels), where utility data was fully or partially unavailable for certain assets, extrapolation techniques were applied to ensure a consistent and comprehensive view of portfolio-level performance. Extrapolations were based on 2024 consumption data and, where not applicable, on assets with the same use type and available 2025 data, in line with EPRA sBPR guidance.

Estimated values were applied exclusively to energy-related indicators and were calculated using reasonable and conservative assumptions to support year-on-year comparability. The application of extrapolation methodologies and the proportion of estimated data are disclosed per Performance Measure in the Performance Tables.

WATER DATA – NO EXTRAPOLATION APPLIED

For water consumption indicators, no extrapolation or estimation was applied. Water performance is reported solely on the basis of actual data received from available sources. Where water data was not available for specific assets, those assets were excluded from the calculation of water-related indicators, and the resulting coverage levels are transparently disclosed.

This approach ensures that reported water consumption figures reflect provided measured data only, supporting transparency and avoiding the use of assumptions where reliable data was not available.

NORMALIZATION & ANALYSIS

Energy, water and greenhouse gas intensity indicators are calculated using gross floor area (m^2) at building level. Only the gross floor area of the properties with access to utility data has been used for the calculation of intensity metrics. Premia acknowledges that variations in metering practices, tenant occupancy and data availability across the portfolio may result in certain limitations when interpreting intensity-based indicators.

For analytical purposes, environmental Performance Measures are assessed by property type, using asset classifications consistent with Premia's financial reporting. Where relevant, geographic distinctions are also considered. Performance Measures that are not material for specific property types or geographies are clearly identified and explained, in line with EPRA guidance.

Feedback

Premia recognizes the importance of continuous improvement and encourages feedback on the content of this report. Comments or suggestions may be submitted to **info@premia.gr**, where they are reviewed by the Sustainability Team.

SUSTAINABILITY APPROACH

4.1 Performance Monitoring & Priorities

As a listed Real Estate Investment Company (REIC), Premia integrates sustainability considerations at both corporate and asset levels, reflecting its role as an asset owner and long-term investor. Sustainability is embedded in day-to-day interactions with key stakeholders, including employees, tenants, business partners and local communities.
Premia's approach is guided by the following core principles:

- Responsibility towards the environment and society
- Compliance with legal and regulatory requirements
- Transparency and credible disclosure
- Proactive risk identification and mitigation
- Ethical conduct and accountability

Through the integration of ESG (Environmental, Social and Governance) considerations, Premia seeks to protect and enhance asset value while supporting long-term business resilience. Asset-level sustainability performance is monitored on an ongoing basis, and opportunities to improve efficiency are progressively evaluated. The pursuit of recognized sustainability certifications, such as LEED and BREEAM, remains a key priority.

Environmental Performance Monitoring & Tenant Engagement

Monitoring environmental performance is a central element of Premia's sustainability approach. The Company collects data on energy consumption, water use and waste generation, drawing on information from both landlord- and tenant-controlled assets where available. These efforts support the gradual development of more consistent and automated utility data collection processes.

Premia actively encourages tenant engagement on sustainability matters, including the voluntary sharing of environmental data and participation in sustainability-related surveys. This collaborative approach promotes transparency and supports more informed portfolio-level environmental management.

To reinforce data availability and environmental risk management, Premia incorporates targeted sustainability-related provisions in new lease agreements. These focus primarily on utility data provision and soil contamination management, supporting both regulatory compliance and improved environmental oversight.

EPC Level	VALUE ACROSS PORTFOLIO		
	2023	2024	**2025**
A+	0%	2%	**1%**
A	0%	0%	**5%**
B+	11%	45%	**3%**
B	39%	8%	**23%**
C (Γ in greek)	25%	28%	**21%**
D (Δ in greek)	14%	15%	**25%**
E	4%	1%	**1%**
F (Z in greek)	0%	0%	**0%**
G (H in greek)	7%	0%	**1%**
N/A			**21%**

The EPC distribution for 2025 is calculated on an area-weighted basis, covering only assets with available and valid Energy Performance Certificates. Warehouse areas and assets without EPCs are excluded.

Premia aims to minimize investment risk by strategically investing in high-quality assets and seeking investment opportunities that offer strong returns and environmental benefits. Active management of investments to ensure long-term viability and maximize returns is a core principle.

People, Culture & Social Responsibility
Employees are considered a key driver of Premia's long-term success. The Company prioritises employee well-being, development and engagement, fostering an inclusive and respectful working environment that promotes equal opportunities and fair treatment. Strong emphasis is placed on health and safety, continuous professional development, and responsible governance, supporting a corporate culture grounded in integrity, service excellence and positive societal impact.

Sustainability Priorities & Forward-looking Focus Areas
The sustainability priorities presented below reflect Premia's current focus areas and internal management objectives. They are indicative, non-binding and subject to further refinement as the Company's sustainability framework and regulatory requirements continue to evolve.

Milestones & Future Objectives	Description
Double Materiality Assessment (in progress)	Completion of a double materiality assessment in line with CSRD and ESRS requirements, supporting the identification and prioritisation of material sustainability impacts, risks and opportunities.
Decarbonization Strategy (in progress)	Progressive implementation of measures under Premia's decarbonization roadmap, focusing on emissions reduction, portfolio resilience and alignment with relevant regulatory and market frameworks.
Energy & Water Efficiency (in progress)	Reduction of energy and water consumption through enhanced monitoring, targeted asset level interventions and continuous improvement in operational efficiency.
Sustainable Building Certifications (achieved & ongoing)	Expansion of the share of assets certified under recognised sustainability schemes, such as LEED, BREEAM or national equivalents, to support improved environmental performance and asset value.
Employee Engagement & Development (ongoing)	Implementation of initiatives that promote employee well-being, skills development and engagement, fostering a positive and inclusive workplace culture.
Community Support & Social Impact (ongoing)	Strengthening positive social impact through partnerships and initiatives that support local communities connected to Premia's assets and operations.

4.2 Materiality Assessment

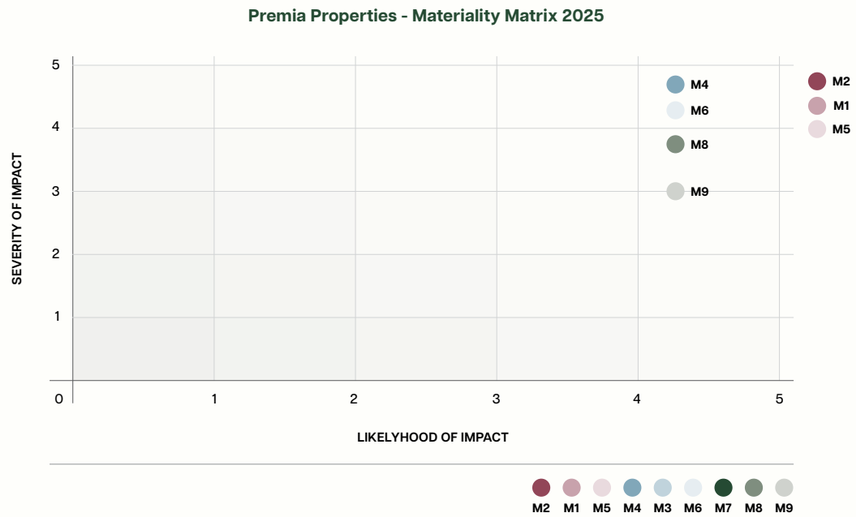
During the reporting period, Premia Properties R.E.I.C. conducted a Materiality Assessment in line with GRI 3: Material Topics (2021), with the support of an external consultant. The assessment followed an impact-based approach, focusing on identifying sustainability topics that reflect Premia's most significant actual and potential impacts on the environment, society and the economy, in the context of its business model and real estate portfolio.

Impacts were identified through a structured internal assessment process that considered Premia's core business activities, including property investment, development and asset management. This process involved the review of operational practices, portfolio characteristics, and sector-specific ESG risks relevant to listed real estate companies. Both direct organizational-level activities and asset-related operations were considered in order to capture actual and potential impacts across the value chain.

Premia engages with key stakeholder groups as part of its sustainability approach and materiality assessment process. Stakeholders are identified based on their relationship with the Company's operations, their potential exposure to its activities and their ability to influence business outcomes. Key stakeholder groups include employees, tenants, shareholders, business partners and local communities.

The purpose of stakeholder engagement is to understand expectations, identify material ESG topics and support informed decision-making. Engagement is carried out through a combination of regular communication, data collection processes and targeted interactions, depending on the stakeholder group. This approach supports meaningful engagement by ensuring that stakeholder input is systematically considered in the identification and assessment of Premia's material sustainability topics and is reflected in its sustainability strategy and disclosures.

Rank	ID	Material Topic	Pilar	Sev	Lik	Score	Level
1	M2	GHG Emissions	Environment	5	5	25	Material
2	M1	Energy & energy efficiency of buildings	Environment	5	5	23.35	Material
3	M5	Human capital & workspace	Social	4	5	20	Material
4	M4	Health & Safety of users	Social	4.67	4	18.68	Significant
5	M3	Climate risks & portfolio resilience	Environment	4.33	4	17.32	Significant
6	M6	Business ethics & governance	Governance	4.33	4	17.32	Significant
7	M7	Tenant relations & user satisfaction	Social	3.67	4	14.68	Significant
8	M8	Water & waste management	Environment	3.67	4	14.68	Significant
9	M9	Local community contribution	Social	3	4	12	Significant



The process considered sector-specific ESG topics relevant to listed real estate companies, internal risk management processes, stakeholder-related inputs and portfolio characteristics. Actual and potential impacts, both positive and negative on the environment, society and the economy were identified across Premia's activities and business relationships.

The significance of identified impacts was assessed and prioritized based on their severity and likelihood, leading to the determination of the most material sustainability topics for reporting purposes.

The process was supported by stakeholder engagement and the involvement of external experts, ensuring that both internal perspectives and external expectations were considered in the identification and prioritization of material topics.

Based on this assessment, a set of material sustainability topics was identified, which form the basis for Premia's sustainability disclosures, performance indicators and management focus areas presented in this report.
The Materiality Assessment outcomes are reflected throughout the Environmental, Social and Governance sections of this Sustainability Report, as well as in the EPRA Performance Measures and KPIs disclosed herein.
No significant changes were identified in the list of material topics compared to the previous reporting period.

Each material topic reflects Premia's potential and actual impacts on the environment, society and the economy. Environmental topics such as energy consumption, emissions, water and waste relate primarily to the management and operational performance of the property portfolio. Social topics, including human capital, health and safety and tenant relations, relate to employee well-being, user safety and satisfaction. Governance topics relate to ethical business conduct and corporate governance practices.

Premia addresses these impacts through the implementation of policies, management practices and targeted actions described in the relevant sections of this report. Actions include measures to improve resource efficiency, monitor environmental performance, support employee development and well-being, ensure health and safety standards and promote responsible governance.

The effectiveness of these actions is monitored through the EPRA Performance Measures and other key indicators disclosed in the Performance Tables, which provide quantitative tracking of progress and support the assessment of sustainability performance over time. Stakeholder engagement has informed both the identification of material topics and the actions undertaken to manage them, ensuring alignment between Premia's sustainability priorities, stakeholder expectations and business strategy.

4.3 Risk Management & Climate Resilience

Premia adopts a proactive approach to risk management, aiming to identify, assess and manage sustainability-related risks in alignment with internationally recognised frameworks, including EPRA and GRI. As part of this approach, a Natural Hazard and Climate Risk Assessment was carried out in 2025, covering key physical climate risks across 26 locations within the portfolio.

The assessment examined exposure to earthquakes, floods, wildfires, windstorms and landslides, and incorporated a forward-looking climate scenario analysis to 2040 (RCP 8.5). This analysis supports a better understanding of potential future impacts related to extreme weather events, such as heatwaves, prolonged droughts and intense precipitation.

The outcomes indicate that the portfolio demonstrates overall resilience to most natural hazards, with generally low exposure to flood, wildfire and hailstorm risks. Seismic risk was identified as a more material factor, reflecting the geographic characteristics of Greece and the location of several assets within medium-to-high seismic zones. These findings are used to support operational preparedness and inform longer-term resilience planning, particularly in relation to asset maintenance and investment decisions.

Premia maintains an internal ESG Risk Register to track both transition and physical climate risks. The results of the climate risk assessment have been integrated into this register, providing location-specific insights that enhance risk prioritisation, support materiality evaluations and contribute to informed strategic planning. This integrated approach also strengthens Premia's alignment with emerging CSRD-related expectations on climate risk understanding and disclosure.

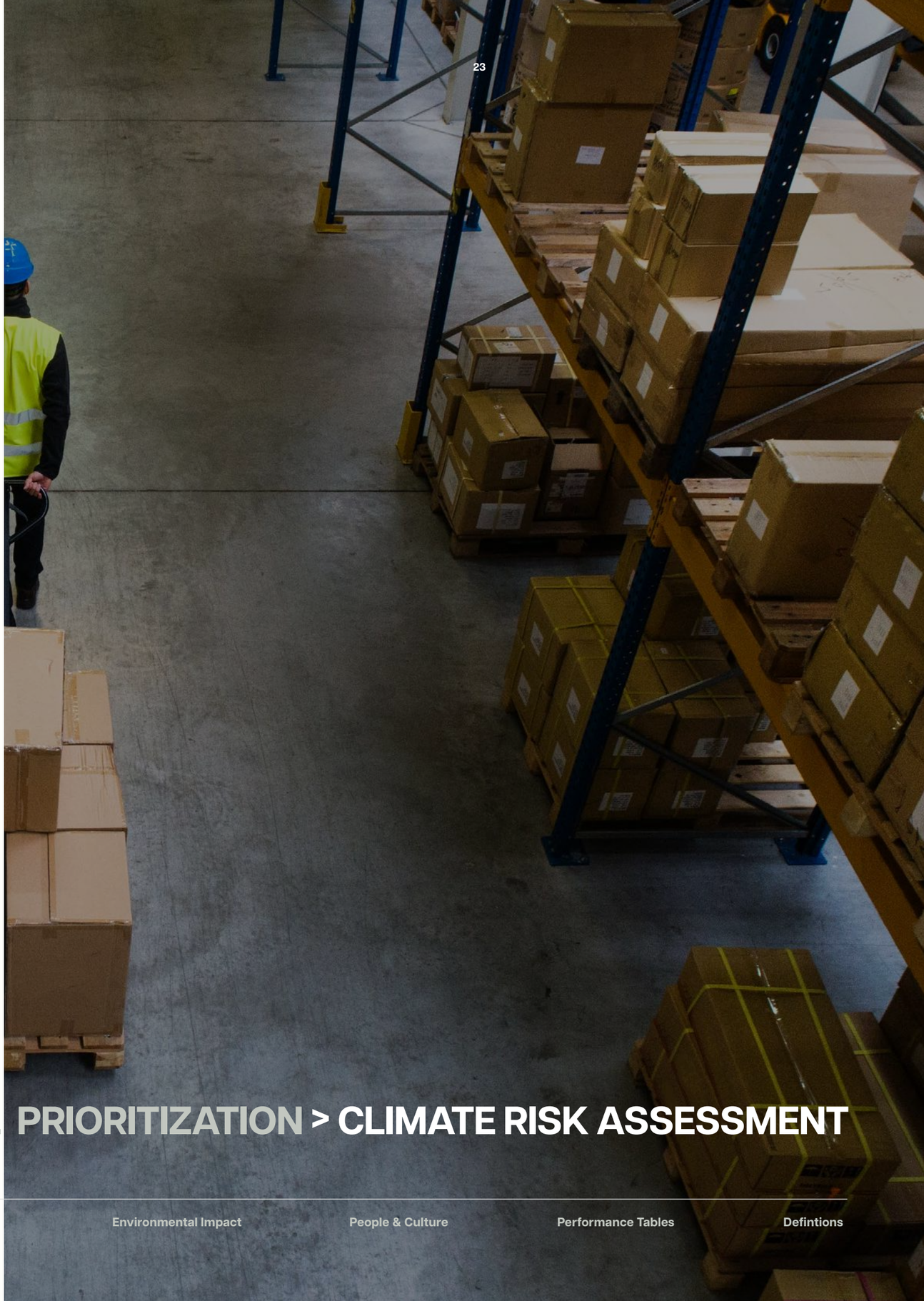
4.4 Strategic Direction Towards Decarbonization

Premia is progressing the development of a structured decarbonization strategy, aligned with applicable regulatory requirements and internationally recognized standards. While the strategy continues to evolve, the overall direction focuses on improving environmental performance across the portfolio and establishing a coherent pathway toward longer-term emissions reduction.

Key areas currently under consideration include:

- the definition of short- and long-term carbon reduction objectives
- assessment of operational and embodied carbon impacts
- increased integration of renewable energy solutions, where feasible
- strengthening green lease practices and tenant engagement
- enhancement of utility data collection processes and external assurance
- continued alignment with EPRA sBPR, GRESB and CSRD requirements

In 2024, Premia achieved LEED Gold certification for the Piraeus 180–186 office complex, the Company's first internationally recognized sustainable asset. This milestone reinforces Premia's commitment to high environmental standards and supports the gradual transition towards improved carbon performance across the portfolio.
The decarbonization strategy is expected to be further formalised through internal assessments and stakeholder engagement, ensuring consistency with Premia's investment objectives and market best practices.



RISK REGISTER > ESG RISK THEMES > INTERNAL PRIORITIZATION > CLIMATE RISK ASSESSMENT

4.5 ESG Progress & Forward Commitments

Premia's sustainability journey is characterized by steady, step-by-step progress, supported by continuous improvements in data quality, governance practices and stakeholder engagement. Over recent years, the Company has focused on building a solid reporting foundation, enhancing transparency and gradually integrating sustainability considerations into asset management and corporate processes.

Key milestones achieved

2023

- Publication of the first Sustainability Report
- Submission of the ESG Databook for inclusion in the ATHEX ESG Index
- Certification as a Great Place to Work
- Recognition as "Most Sustainable Company"
- Strategic energy performance review across selected assets
- Completion of a climate risk assessment
- Initial evaluation of assets for sustainability certification readiness

2024

- Publication of the Sustainability Report
- Updated ESG Databook submission for the ATHEX ESG Index
- Great Place to Work and Best Workplaces for Women in Greece certifications
- LEED Gold certification for the Piraeus 180–186 office complex
- First tenant satisfaction survey
- Introduction of new social initiatives to enhance workplace well-being
- Participation in the GRESB Real Estate Assessment
- Portfolio-level reduction of energy use intensity and greenhouse gas intensity, reflecting improved monitoring and asset performance

Ongoing priorities & planned actions

2025

During 2025, Premia's focus is on strengthening its sustainability framework and preparing for upcoming regulatory and market requirements. Key priorities include:

- Further development and formalization of the decarbonization strategy
- Enhancement of utility data monitoring and management processes
- Initial assessment of net-zero pathways, subject to data maturity and strategic review
- Preparation for CSRD-aligned sustainability reporting
- Improved integration of ESG disclosures into annual corporate reporting

2026 & beyond

Looking ahead, Premia plans to continue enhancing its data coverage, reporting processes and governance structures, supporting a more systematic approach to sustainability management and performance tracking.

Indicative long-term ambitions (2030 horizon)

Over the longer term, and subject to ongoing assessment and portfolio evolution, Premia is exploring indicative sustainability ambitions, including:

- Progressive reductions in carbon and energy intensity across the portfolio
- Gradual phase-out of fossil fuel-based systems, where technically and economically feasible
- Increased construction waste diversion through reuse and recycling practices
- Improved environmental performance standards for new developments and major renovations
- Sustained improvement in tenant and employee satisfaction levels, reflecting a strong focus on service quality and workplace culture

4.6 Certifications & Recognitions

Premia actively participates in recognized sustainability initiatives and certification schemes that support transparency, performance benchmarking and continuous improvement.

Key certifications and recognitions include:

EPRA

Premia is an EPRA member, enjoying advice, resources and information to improve performance, and organize opportunities to grow its businesses. In 2023, Premia achieved the Gold Level compliance with EPRA Sustainability Best Practices & the Most Improved Award, while in 2024, was awarded the Silver Level for its continued efforts to enhance sustainability reporting.

GRESB

Premia is an EPRA member, enjoying advice, resources and information to improve performance, and organize opportunities to grow its businesses. In 2023, Premia achieved the Gold Level compliance with EPRA Sustainability Best Practices & the Most Improved Award, while in 2024, was awarded the Silver Level for its continued efforts to enhance sustainability reporting.

LEED

Premia achieved LEED certification at Gold level for the Piraeus 180-186 asset, the first property in the portfolio to receive an international sustainability benchmark. The asset also represents ~11% of the portfolio's GBA.

ATHEX ESG Index

Premia participates in the newly developed index "ATHEX ESG" of the Athens Stock Exchange. It monitors their stock market performance as they apply to environmental, social and corporate governance "ESG" practices as they refer to the published non-financial information (according to the "ESG Information Disclosure Guide" of ATHEX). Premia achieved a score of 82% on the ESG Transparency Overview for 2024.

ISO 14064

Premia has been certified under ISO 14064 for the quantification and reporting of ghg emissions, specifically covering Premia HQ. This certification verifies that Premia applies a consistent and transparent approach to monitoring its carbon footprint, aligned with internationally recognized standards. It supports Premia's long-term goal of reducing emissions and enhancing climate-related disclosures.

ISO 14001

Premia has obtained ISO 14001 certification for its environmental management system, demonstrating its commitment to structured environmental governance.
This certification ensures that environmental impacts are identified, managed, and continuously improved across Premia's operations and asset portfolio.

Great Place to Work

Premia continuously invests in the creation of an excellent working environment and demonstrates in practice its commitment to establish trust with its employees. Great Place to Work Certification was obtained after the evaluation with the relevant methodology and the successful response to the Trust Index© test. Premia stood out among the 30 best companies of Greece with the award of Best Workplaces for Women.

Diversity Charter Greece

Premia signed the Diversity Charter Greece in 2025, committing to the principles of diversity, equal opportunities, and inclusion in the workplace.

Greek Sustainability Code

The Greek Sustainability Code is developed under a model of 20 Criteria that are based upon international standards such as the GRI, the Global Compact, EFFAS etc. Premia participates in the Greek Sustainability Code and actively contributes with transparency and commitment towards Sustainable Development and Responsible Entrepreneurship.

Sustainable Company

Premia has received a distinction as a member of the Sustainable Companies group through the adoption of processes that demonstrate its impact from its sustainable business operation. In 2023 Premia was awarded as "Most Sustainable Company" among 36 leading companies in Greece that are models of Business Sustainable

GOVERNANCE

Premia recognizes the importance of corporate governance in supporting long-term value creation. The company has established a corporate governance framework in line with applicable Greek legislation and has appointed qualified individuals to ensure effective and responsible management.

The composition of Premia's Board of Directors complies with the requirements of the Corporate Governance Code and Law 4706/2020. Board members collectively bring relevant expertise, experience, and professional competence to the performance of their duties.

The Board of Directors has overall oversight of sustainability-related matters. In line with its responsibilities for overseeing the Company's financial and non-financial reporting, risk management and internal control systems, the Board reviews and approves the Sustainability Report and oversees the identification and assessment of the

Company's material sustainability topics.
Sustainability-related information is prepared by the responsible internal functions and reviewed at management level prior to submission to the Board of Directors. The Board reviews the disclosed information, including material sustainability topics, as part of its governance and oversight responsibilities, and approves the final Sustainability Report. Members of the Board of Directors are elected by the Shareholders' General Meeting and represent the interests of the Company and its shareholders. No formal stakeholder representation mechanism has been established within the Board.

Candidates for the Board of Directors are provided with information on Premia's corporate culture, values, and strategic direction. The Board-approved Suitability Policy sets out criteria related to integrity, diversity, and commitment that candidates are expected to meet prior to appointment. In this context, minimum gender representation requirements of 25% are applied, in line with the applicable regulatory framework.

As defined in article 19 of the Articles of Association, the Board of Directors consists of no fewer than three (3) and no more than fifteen (15) board members, elected by the Shareholders Ordinary General Meeting and serve a three (3) years tenure according to Law 4706/2020 as currently in effect. The current Board of Directors was elected by the Ordinary General Meeting held on 31 May 2024, in accordance with the Company's three-year term of office. The Board remained unchanged during the 2025 reporting period. It is composed of executive, non-executive and independent members, with independent members elected by the Shareholders' Ordinary General Meeting, in line with Article 9 of Law 4706/2020.

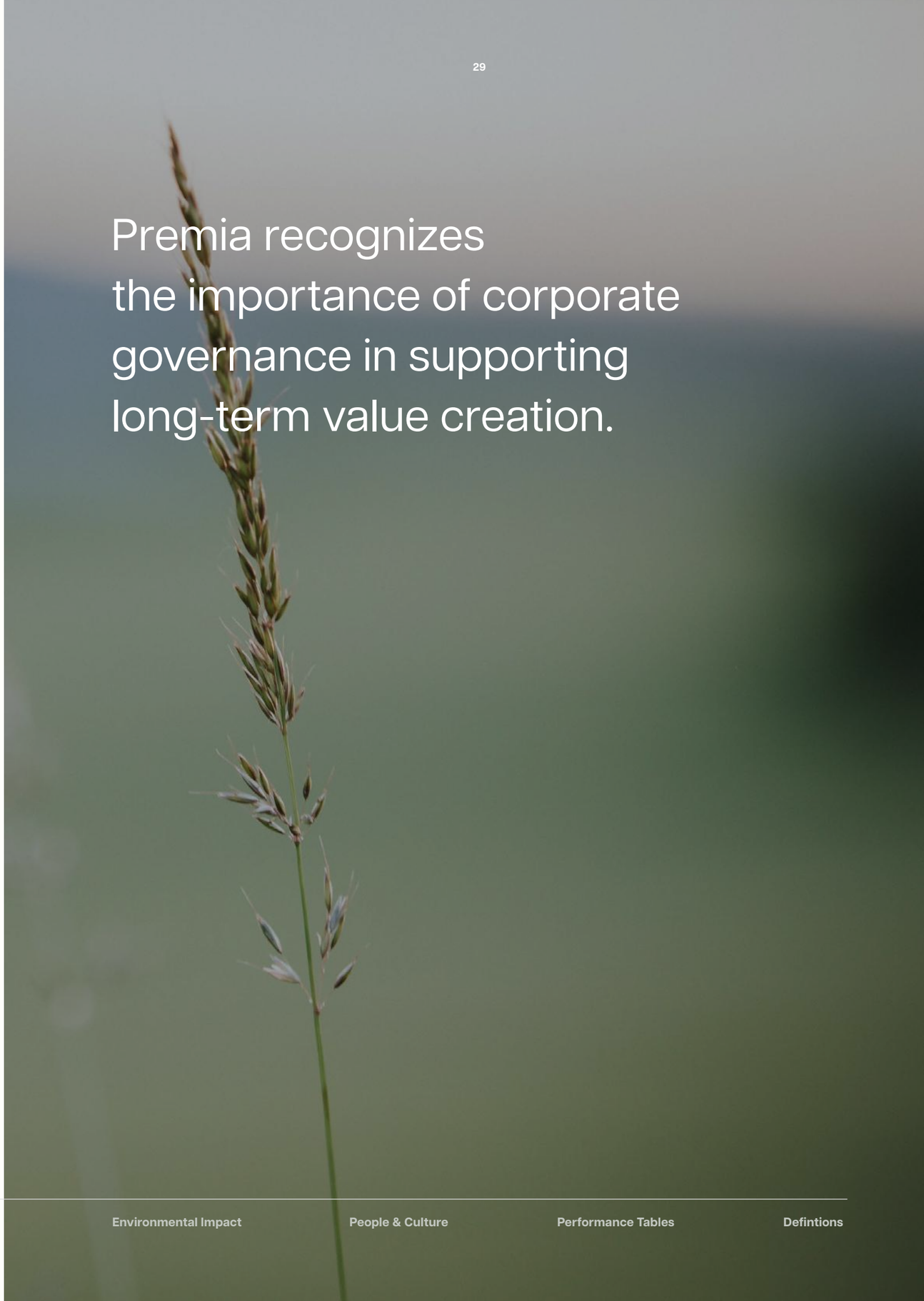
The Board of Directors' composition fulfills all necessary criteria as outlined by Premia's Suitability policy and the Regulation code.

Composition of BoD	No	Women	Men
Board of Directors	8	2 (25%)	6 (75%)
Executive Board Members	3	1 (33%)	2 (67%)
Non-Executive Members	2*	-	2 (100%)
Independent/Non-Executive Members	3	1 (33%)	2 (67%)

**Incl. one independent/non-executive board member related to environmental and social issues.*

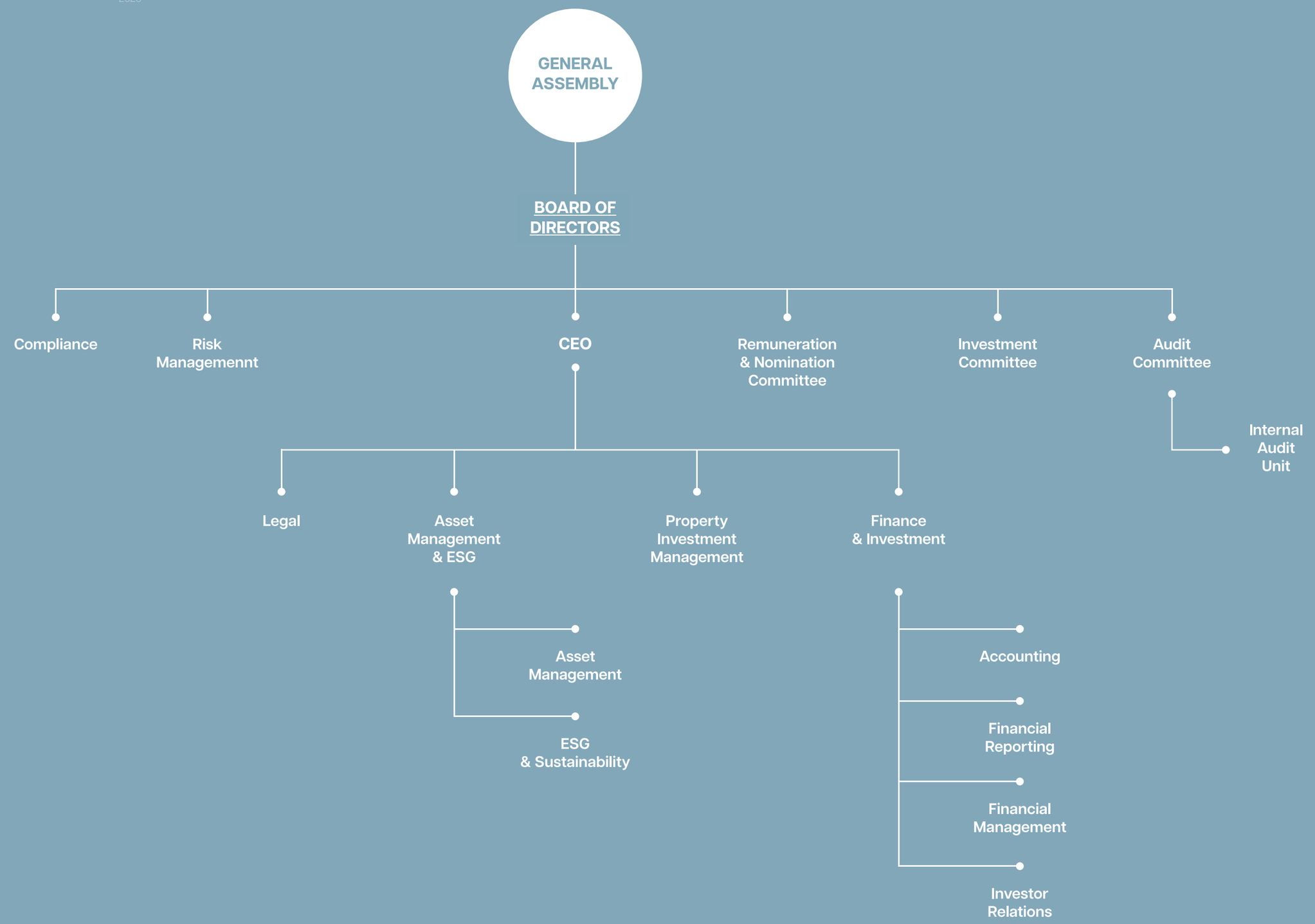
Responsibilities of the Board of Directors:

- Upholding the values and ethical principles outlined in Premia's Code of Conduct.
- Safeguarding its values and defend its corporate interest.
- Complying with the Articles of Association and prevailing legal frameworks.
- Ensuring disclosure of privileged information to the Board of Directors and avoiding any situation that may create conflict of interest with Premia or affiliated companies. Preserving the confidentiality of sensitive information until it is officially disclosed.



Premia recognizes the importance of corporate governance in supporting long-term value creation.

Organizational Chart



5.1 Conflicts of Interest

Premia has a Policy and Procedure to prevent and handle conflicts of interest, in line with legislative provisions:

- Provisions of Law 4548/2018 concerning the duty of loyalty and conflicts of interest,
- Provisions of article 14, of Law 4706/2020 concerning the obligation to adopt a Policy and Procedure for managing conflicts of interests.
- Provisions of article 14 of Law 4209/2013 concerning the obligation to prevent, identify and manage conflicts of interest situations.

This Policy aims to identify, monitor, manage, and prevent conflicts of interest. It ensures that managerial decisions are prudent and objective, benefiting Premia. This Policy outlines how Premia:

- Identifies situations that constitute or may cause conflicts of interest, which may entail a substantial risk to its interests,
- Adopts and implements appropriate procedures, mechanisms, and systems to detect, assess, manage, and prevent such conflicts, and
- Establishes procedures and systems to mitigate any potential damage arising from cases of conflicts of interest.

Premia's Regulation Code outlines part of the conflicts of interest process. However, Premia has not released a policy for managing conflicts of interest, as it is not required by Greek legislation.

Premia's Board of Directors is supported by several committees:

Audit Committee

The Audit Committee is a statutory committee, to assist the Board of Directors to perform its supervisory duties and to fulfil its responsibilities regarding the process of financial reporting, the internal control system, and its implementation, as well as to assist the external audit process. Specifically, the Audit Committee constitutes the independent and unbiased body serving as an essential safety valve for the effectiveness of the internal controls systems, Premia's risk management, the quality of external audit and the integrity of the financial information processes.

The Committee consists of a minimum of three (3) members, that may be comprised of:

- Non-executive Board members, or
- Independent non-executive Board members and third parties, or
- Independent or third parties.

The Shareholders Ordinary General Meeting appoints the members of the Committee and decides their term. Most of the members are independent according to art. 9 of L. 4706/2020 as in force and possess adequate knowledge of the industry in which Premia operates. The Committee's Chair must be independent, have adequate knowledge and expertise in auditing or accounting, and attend the Committee's meetings to propose the approval of the financial statements from the BoD or AGM, as applicable.

Investment Committee

The Investment Committee is established by Premia's Board of Directors. It consists of three (3) members, and the Chairman of the Committee is elected by majority votes. The responsibilities of the Investment Committee include:

- Review new investments or special purpose companies (SPVs), further to the recommendation of the Property Investment Management Department, under the sole criterion of whether these comply with Premia's Investment Policy.
- Review proposals for the divestment of properties or special purpose companies (SPVs), further to the recommendation from the Property Investment Management Department under the sole criterion of whether these comply with Premia's Investment Policy.
- Submit recommendations to Premia's Board of Directors regarding compliance or non-compliance of the considered new investment or divestment proposals.
- Surveying conditions in the real estate market and making recommendations to the Board of Directors and/or the necessity for updating the Investment Policy.

Remuneration & Nomination Committee

The Remuneration & Nomination Committee makes recommendations to the Board of Directors regarding the performance of its duties and ensures the prudent and sound management. The Committee identifies prospective BoD members. The Committee is comprised of at least three non-executive board members, two of whom must be independent. Independent non-executive members form the majority of the Committee's members. The Committee is chaired by an Independent non-executive member.
The Remuneration and Nomination Committee's duties and responsibilities are the following:

Nomination

- Define and evaluate the Board of Directors' composition and performance and make proposals for improvement if necessary.
- Regularly review and assess Board of Directors performance
- Regularly review fulfillment of independence criteria regarding the independence of non-executive members of the Board of Directors and propose changes where necessary.
- Propose new Board of Directors members or replacement of existing, during the process of their nomination, accord ing to the Suitability Policy and request AGM approval.
- Submit a proposal to the Board of Directors related to the Audit Committee members' evaluation.

Remuneration

- Propose to the Board of Directors the Remuneration Policy and submit for approval to the General Assembly as outlined in art. 110 & 111 of L.4548/2018.
- Review and propose to the Board of Directors the renumeration report prior to the General Meeting's approval as outlined in art. 112 of L.4548/2018
- Monitor Remuneration Policy adoption.
- Evaluate annually the existing Remuneration Policy and submit proposals for improvements.
- Limit potential exposure to risk or conflicts of interest regarding the remuneration of senior executives and other executives.

Remuneration practices also take into account termination and retirement-related aspects, in line with applicable legal and regulatory requirements. Any termination payments, where applicable, are determined based on contractual terms and relevant legislation. Retirement benefits are provided in accordance with the applicable employment framework and statutory obligations.

In 2025, the annual total gross remuneration of the highest-paid individual, corresponding to the CEO, amounted to €305,418, as disclosed in Premia's Remuneration Report for 2025.
Based on the available remuneration information, the ratio of the annual total gross remuneration of the highest-paid individual to the average annual gross remuneration of personnel (excluding members of the Board of Directors and senior executives) was approximately 7.2:1.
Premia monitors employee remuneration at an aggregate level. The average annual gross remuneration of personnel amounted to €42.56 thousand in 2025. This disclosure is based on the available remuneration information published by the Company.

Further information:
Remuneration Report for 2025

5.2 Business Ethics

Premia operates and grows honouring values which encompass its corporate culture. Premia operates with integrity, honouring its commitment of reliability towards its associates, its shareholders, and the society. Ethical & business conduct standards have been set, that are reviewed by Premia's management, its employees, and associates.

These standards address the following key issues:

Further information:

Premia Vice President (BoD) and Director of ESG Committee of Aroundtown

Premia Regulation Code

Premia Suitability Policy for the members of the BoD

Premia Website at Corporate Governance section

Premia remuneration policy

Compliance with law and regulations

Premia fully complies with all relevant Greek laws and regulations for listed real estate investment companies, including Law 4706/2020 and Law 4548/2018.

Business Ethics

Business Ethics is not merely compliance with legal, regulatory, professional, and business rules; above all, it is the development of business activity within a framework of fairness, integrity, honesty, and respect. A company's ethos consists of concepts such as integrity, transparency, meritocracy, accountability, and the way these concepts are realized through professional activity. Company employees understand that Business Ethics adds significant value to the Company and contributes to achieving its long-term and sustainable business growth.

Bribery & Corruption

The Company is against and condemns any kind of bribery and any practice of corrupt or illegal business activity. In this light, any form of bribery, namely the acceptance or offer or promise of gifts, facilities, financial rewards or any other benefit to individuals or legal entities, but also to public officials and civil servants, with the aim of achieving an unfair competitive advantage, is prohibited. Premia's management and all employees who are subject to this Code of Conduct, as well as all Company's associates who have accepted to adhere to it, are committed to acting with absolute integrity and honesty inside and outside the Company, conforming to national and international anti-corruption legislation. In addition, the Company absolutely prohibits any kind of activity pertaining to illegal financing or money laundering and strictly observes all relevant laws and regulations.

Fraud prevention

Fraud prevention is central to Premia's controls, protecting assets and ensuring reliable information.

Conflicts of interest

Premia addresses conflicts of interest in line with relevant laws, including duty of loyalty requirements under Laws 4548/2018 and 4706/2020, using governance mechanisms to protect objective decision-making and the Company's interests.

Personal data / corporate information protection

Premia prioritizes safeguarding personal data and confidential corporate information by complying with data protection laws, including GDPR. Organisational and technical controls ensure information remains secure and is processed lawfully.

Information Systems Security

Protecting the security of information stored and transmitted through the Company's information systems is a priority for us. Management defines the security strategy and ensures that best practices are followed, and all necessary measures are taken to prevent security incidents and maintain confidentiality.

All employees are required to contribute to the protection of information security within the Company. Information security ensures compliance with applicable regulations and reduces the Company's operational risk.

Financial & Non-financial information

Premia guarantees transparent and reliable financial and non financial disclosures, complying with relevant standards.
The Audit Committee oversees reporting to ensure consistency.

Premia's policy commitments, including those related to business ethics and responsible conduct, are communicated internally to employees through governance and management processes. Externally, relevant policies and principles are made available through corporate disclosures, contractual arrangements and ongoing engagement with business partners and stakeholders, supporting transparency and alignment with the Company's expectations.

Critical concerns related to business conduct or ESG matters can be escalated to senior management and the Board of Directors. Employees and stakeholders may raise concerns or seek advice through established management and governance channels.

During the reporting period, no critical concerns were communicated to the Board of Directors, and no significant cases of non-compliance with laws and regulations were identified.

ENVIRONMENTAL IMPACT

Premia's environmental impact is primarily associated with the operation of its real estate portfolio. Energy consumption, greenhouse gas (GHG) emissions, water use and waste generation represent the most material environmental impact areas across the reporting period.

This chapter provides a high-level, metric-driven overview of portfolio-level environmental performance, key drivers and observed trends. It is designed to support interpretation of the absolute, intensity-based and like-for-like indicators presented in the Environmental Performance Indicators section of this report, where detailed quantitative disclosures, boundaries and methodologies are provided.

	2021		2022		2023		2024		**2025**	
	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]
Energy	8,645 MWh	-	20,876 MWh	141%	16,914 MWh	-19%	26,868 MWh	59%	**35,161 MWh**	**31%**
	45.3 kWh/m²		63.0 kWh/m²	39%	59.6 kWh/m²	-5%	58.2 kWh/m²	-2%	**67.7 kWh/m²**	**16%**
GHG	3,724 tCO_2e	-	8,667 tCO_2e	133%	6,992 tCO_2e	-19%	9,207 tCO_2e	32%	**12,242tCO_2e**	**33%**
	19.5 $kgCO_2e/m^2$		26.2 $kgCO_2e/m^2$	34%	24.6 $kgCO_2e/m^2$	-6%	19.9 $kgCO_2e/m^2$	-19%	**23.6 $kgCO_2e/m^2$**	**18.6%**
Water	20,048 m³	-	58,563 m³	192%	25,226 m³	-57%	332,006 m³	1,216%	**340,162 m³**	**2%**
	0.10 m³/m²		0.18 m³/m²	69%	0.09 m³/m²	-50%	0.72 m³/m²	709%	**0.65 m³/m²**	**-9%**
Waste	6,426 tn	-	6,951 tn	8%	6,011 tn	-14%	4,996 tn	-17%	**1,930 tn**	**-60%**

6.1 Energy

In 2025, total energy consumption across Premia's portfolio, including Premia's headquarters, amounted to 35,161 MWh, corresponding to a 31% increase on a like-for-like basis compared to 2024. This increase is primarily attributable to portfolio expansion and changes in asset mix, most notably the acquisition and integration of new hotel assets, which are characterised by higher baseline energy demand due to their continuous operation and service-intensive use.

Energy usage intensity reached 68.4 kWh/m² in 2025. The like-for-like change in energy intensity remained marginal, indicating that the increase in absolute energy consumption is largely driven by portfolio growth and asset composition effects, rather than a uniform decline in operational efficiency across the stable asset base. This suggests that energy use at asset level remains broadly controlled, despite the inclusion of more energy-intensive asset categories.

Energy consumption across the portfolio arises from a combination of landlord-controlled building systems and tenant-controlled activities, depending on asset type, lease structure and metering arrangements. As a result, year-on-year energy trends should be interpreted in the context of asset use, occupancy patterns and tenant behaviour, rather than as standalone efficiency outcomes.

Detailed energy consumption figures, intensity metrics, like-for-like indicators, coverage levels, boundaries and methodological notes are disclosed in the Environmental Performance Indicators section of this report.

Energy consumption is calculated based on total reported electricity and fuel use across Premia's portfolio, including the Company's headquarters. The majority of the portfolio consists of tenant-controlled assets, while landlord-controlled energy consumption is limited to a small number of assets, mainly relating to common areas and Premia's headquarters.

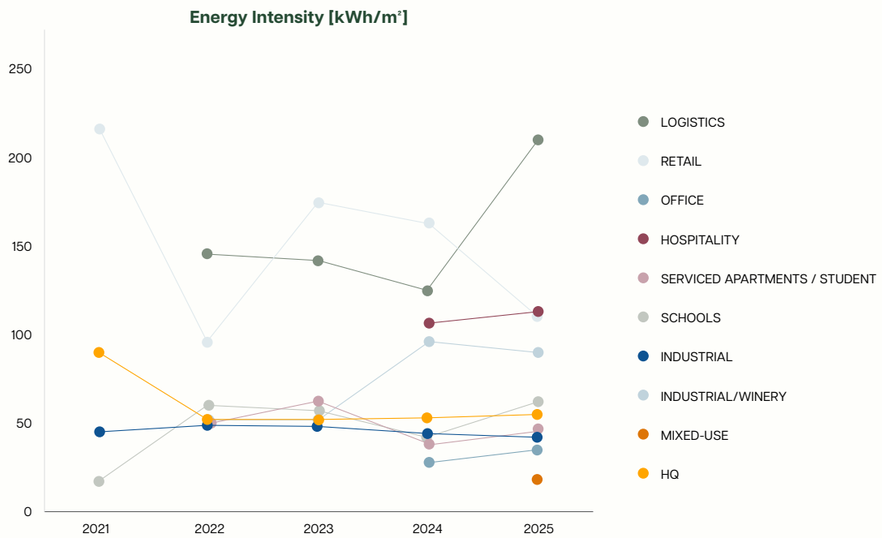
Given the structure of the portfolio, total energy consumption reflects both landlord- and tenant-controlled activities. Premia has access to energy consumption data across the majority of its assets, enabling a portfolio-level view of energy performance. To enhance transparency, the relative contribution of landlord- and tenant-controlled energy consumption is presented separately in the Environmental Performance Indicators section through dedicated analysis.

Energy performance is influenced by portfolio composition, asset use and tenant operations. At the same time, Premia actively integrates energy efficiency considerations into its investment and asset management approach. This includes the implementation of energy-related improvements in the context of major asset renovations and the development of higher-performance buildings. The LEED Gold certification of the Piraeus 180–186 asset is a key example, reflecting the integration of energy efficiency measures at the design and operational level.

While no standalone quantified energy savings from specific initiatives have been calculated for the reporting period, these actions contribute to improving the overall energy performance and long-term efficiency of the portfolio.

	2021		2022		2023		2024		**2025**	
	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]
Electricity	8,329 MWh	-	18,855 MWh	126%	15,200 MWh	-19%	25,027 MWh	65%	**29,674 MWh**	**19%**
Usage Intensity	43.6 kWh/m²	-	56.9 kWh/m²	30%	53.5 kWh/m²	-6%	54.2 kWh/m²	1%	**57.1 kWh/m²**	**5%**
Other fuels	316 MWh	-	2,021 MWh	539%	1,714 MWh	-15%	1,842 MWh	7%	**5,487 MWh**	**198%**
Usage Intensity	1.7 kWh/m²	-	6.1 kWh/m²	268%	6.0 kWh/m²	-1%	4.0 kWh/m²	-34%	**10.6 kWh/m²**	**165%**

Note:
1. Energy consumption is reported in MWh and includes electricity and fuels consumed within the reporting boundary.
2. Fuel consumption may include heating oil, natural gas and diesel, depending on asset characteristics and data availability. Energy data is collected at asset level based on available utility information.
3. Where complete data is not available, estimation techniques may be applied, in line with EPRA guidance. Data coverage is reported per indicator.
4. Emission factors and conversion methodologies are based on internationally recognised sources, such as DEFRA, complemented by country-specific references including the National Inventory Report (NIR 2024), as well as other relevant national or supplier-specific datasets where available..



6.2 GHG Emissions

In 2025, total greenhouse gas (GHG) emissions across Premia's portfolio, including the Company's headquarters, amounted to 12,242 tCO_2e, on a location-based basis, representing an increase of 33% compared to 2024. This increase reflects both portfolio expansion and improvements in data coverage and accuracy. On a like-for-like basis, emissions also increased, indicating changes within the standing portfolio.

GHG emissions are reported using both location-based and market-based approaches. The location-based method, reflecting the average emissions intensity of the electricity grid where consumption occurs, is used as the primary reporting basis, in line with EPRA sBPR guidance, while the market-based method reflects emissions based on the electricity suppliers from which energy is procured.

Emissions intensity reached 23.6 $kgCO_2e/m^2$ in 2025, representing an increase compared to the previous year. This trend is primarily driven by changes in portfolio composition, including the integration of hotel assets, which are more energy-intensive due to their operational characteristics.

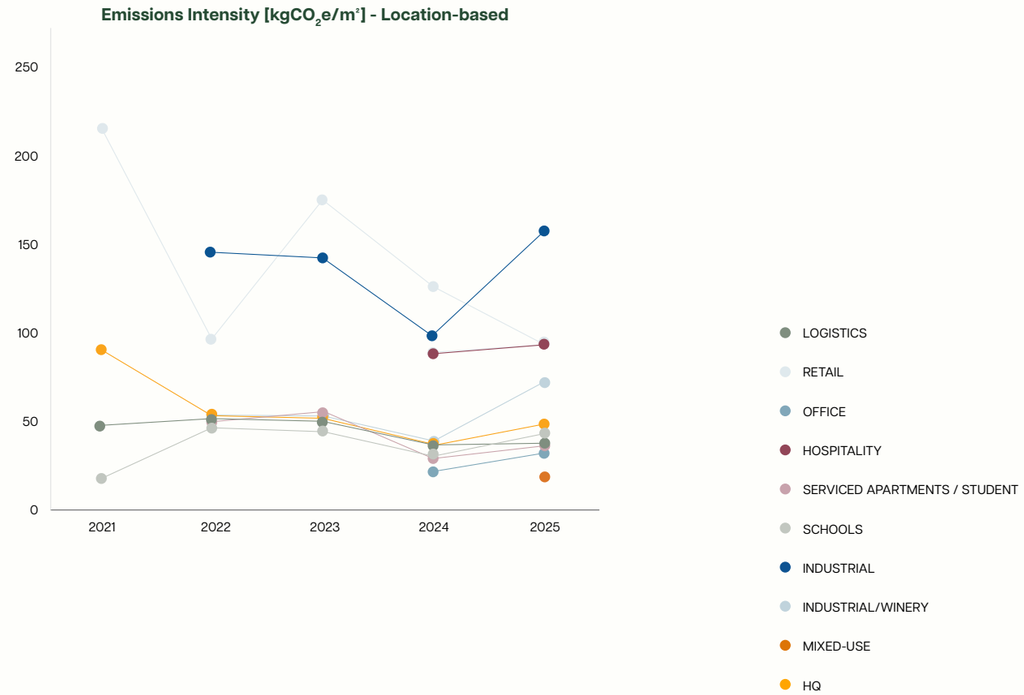
The increase in emissions should be interpreted in the context of:

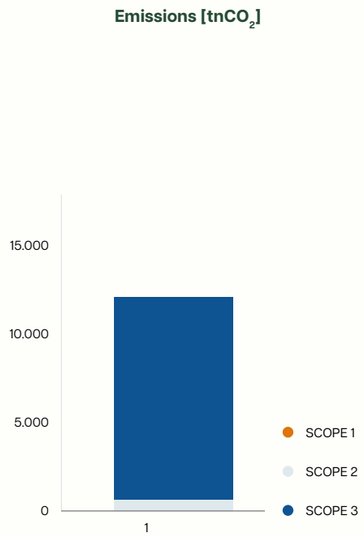
- enhanced data quality and expanded data coverage, resulting in a more complete and accurate representation of emissions; and
- portfolio growth, particularly through the addition of operationally intensive assets.

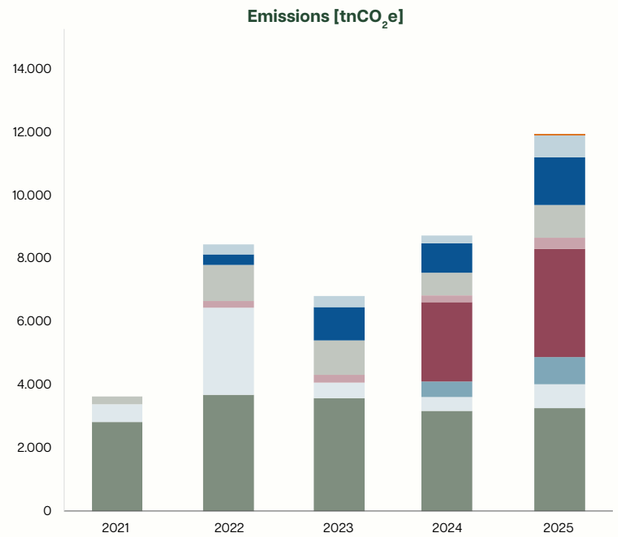
A significant share of total emissions is associated with tenant-controlled energy consumption and is reported as Scope 3, while Scope 2 emissions relate to landlord-controlled assets and Premia's headquarters. Emissions performance is therefore influenced by asset use, occupancy patterns and tenant operational practices. GHG emissions are calculated based on total energy consumption using recognised emission factors in line with the GHG Protocol. Continuous improvements in data availability across the portfolio support a more robust and transparent assessment of Premia's environmental performance.

	2021		2022		2023		2024		**2025**		
									LOCATION BASED		MARKET BASED
	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]	Absolute
GHG	3,724 tCO_2e	-	8,667 tCO_2e	133%	6,992 tCO_2e	-19%	9,207 tCO_2e	32%	**12,242 tCO_2e**	**33%**	**9,386 tCO_2e**
Emissions Intensity	19.5 $kgCO_2e/m^2$		26.2 $kgCO_2e/m^2$	34%	24.6 $kgCO_2e/m^2$	-0.1%	19.9 $kgCO_2e/m^2$	-0.2%	**23.6 $kgCO_2e/m^2$**	**18.6%**	**18.1 $kgCO_2e/m^2$**

Notes:
1. In 2024, Premia separated Scope 3 emissions from tenants' energy use, which were previously included in Scope 2. This change provides a more accurate representation of the company's carbon footprint.
2. Scope 2 emissions reflect landlord-controlled electricity consumption (including HQ). Scope 3 emissions disclosed here relate to tenant-controlled energy in leased assets. These scopes are reported separately to avoid double counting.
3. From 2025 onwards, Scope 2 emissions are reported using both location-based (primary) and market-based (additional) approaches, in line with EPRA sBPR and GHG Protocol guidance.







6.3 Water

In 2025, total water consumption across Premia's portfolio, including Premia's headquarters, amounted to 340,162 m³, corresponding to a 9% increase on a like-for-like basis compared to 2024. Reported water consumption reflects the operational characteristics of a diversified portfolio, including logistics, offices, hospitality assets, serviced residential properties, student housing and wineries, with water demand varying significantly by asset type and use. Reported figures reflect total water consumption across the portfolio based on available data coverage.

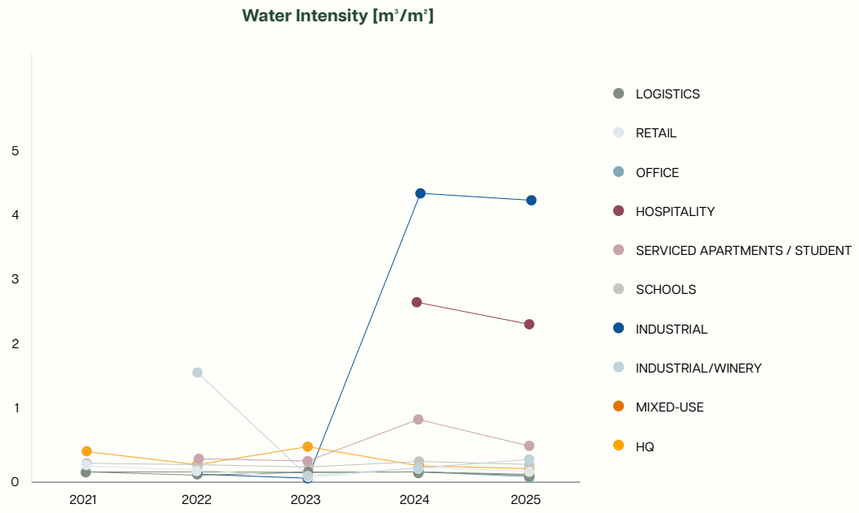
The increase observed in 2025 should be interpreted primarily in the context of portfolio growth and asset mix, particularly the integration of newly acquired hotel assets, which typically exhibit higher baseline water demand due to their operational characteristics. In addition, year-on-year movements are influenced by changes in data coverage and availability, given the predominantly tenant-controlled nature of water consumption across the portfolio.

Water usage intensity remained at approximately 1 m³/m² in 2025, with no material like-for-like change compared to the previous year. This indicates that, across the stable asset base, water consumption per unit of floor area has remained broadly stable, and that changes in absolute consumption are largely driven by portfolio composition rather than uniform changes in asset-level water efficiency.

Water consumption across the portfolio is, in most cases, tenant-controlled and therefore influenced by tenant operations, occupancy levels and metering arrangements. As a result, data availability and coverage vary across asset categories and reporting years. Premia continues to enhance visibility over water consumption through improved data collection processes and ongoing engagement with tenants, with coverage levels, boundaries and any estimation approaches disclosed transparently in the Environmental Performance Indicators section of this report. Premia continues to explore opportunities to improve water efficiency across the portfolio, including enhanced monitoring, targeted asset-level measures and engagement with tenants to promote more efficient water use. While no standalone quantified water reduction initiatives have been measured during the reporting period, these actions support the gradual improvement of water management practices.

	2021		2022		2023		2024		**2025**	
	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]
Water	20,048 m³	-	58,563 m³	192%	25,226 m³	-57%	332,006 m³	1,216%	**340,162 m³**	**2%**
Water Intensity	0.10 m³/m²	-	0.18 m³/m²	0.7	0.09 m³/m²	-0.5	0.72 m³/m²	7.1	**0.65 m³/m²**	**-9%**

Note:
Data for previous reporting years (2021–2023) has been restated, where applicable, to improve accuracy and address prior inconsistencies or data gaps.



6.4 Waste

In 2025, total waste generation across Premia's portfolio amounted to 1,930 tons, representing a 60% decrease on a like-for-like basis compared to 2024.

Reported waste volumes include operational waste from tenant activities across managed assets, as well as waste generated at Premia's headquarters. Construction and demolition waste is excluded unless otherwise stated. Waste is predominantly tenant-controlled, and therefore reflects the nature of asset use, occupancy levels, and tenant operational practices across the portfolio.

Waste data is collected from waste contractors and service providers, based on reported volumes (typically weight-based records such as weighbridge data or invoices). Where direct measurements are not available, reasonable estimates and/or extrapolation methods may be applied, as disclosed in the Environmental Performance Indicators section. The reporting boundary and coverage vary by asset, and coverage levels are disclosed separately.

The significant reduction observed in 2025 should be interpreted primarily in the context of changes in portfolio composition, tenant activity and data coverage, rather than as a uniform reduction in waste generation across all assets. As waste generation is predominantly tenant-controlled, volumes are influenced by asset use, occupancy levels, and tenant operational practices, which may vary significantly between reporting periods.

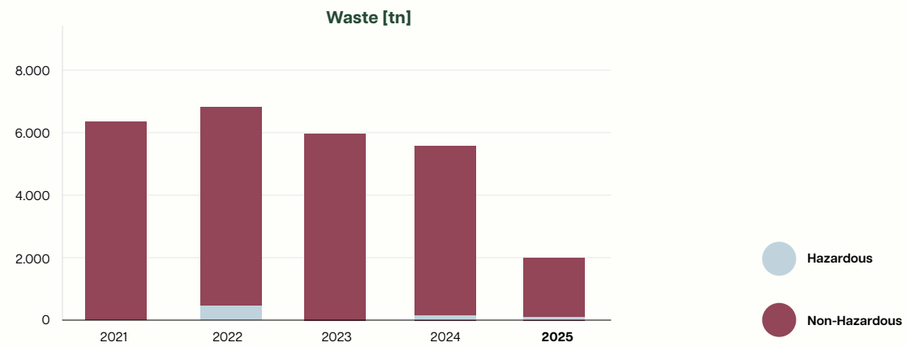
Like-for-like analysis for waste is subject to inherent limitations, given differences in tenant activities, changes in asset mix and the absence of fully standardised waste reporting across all assets. As a result, Premia prioritises transparent disclosure of total waste data and coverage, supported by qualitative explanation of the factors affecting year-on-year comparability.

Recycling represents the principal treatment pathway within the portfolio. Recycling figures are based on waste stream classification reported by waste contractors (e.g. segregated paper, plastics, metals, and other recyclable fractions), reflecting operational sorting practices at asset level. This approach provides insight into diversion from disposal routes, such as landfill, subject to the limitations of contractor-reported data and varying levels of segregation across assets.

Premia continues to explore opportunities to improve waste management practices across the portfolio, including enhanced waste segregation, increased recycling and strengthened engagement with tenants and waste contractors. While no standalone quantified waste reduction initiatives have been measured during the reporting period, these actions support the gradual improvement of waste management performance over time. Methodological assumptions, coverage limitations, and calculation approaches for EPRA waste indicators are disclosed in the Environmental Performance Indicators section of this report. Other disposal routes may include landfill or recovery, depending on asset-specific waste management practices and contractor arrangements.

	2021		2022		2023		2024		**2025**	
	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]	Absolute	LfL [%]
Waste	6,426 tn	-	6,951 tn	8%7	6,011 tn	-14%	4,996 tn	-17%	**1,930 tn**	**-60%**

Note:
Data for previous reporting years (2021–2023) has been restated, where applicable, to improve accuracy and address prior inconsistencies or data gaps.



PEOPLE & CULTURE

Premia recognises that its people are a key enabler of long-term value creation and effective asset management. The Company's approach to people and culture focuses on maintaining a professional, inclusive and safe working environment, supporting employee development and well-being, and fostering a culture of integrity, collaboration and accountability.

This chapter describes Premia's approach and practices relating to people and organisational culture. Key social indicators supporting this narrative are presented in the relevant performance tables.

7.1 Workforce & Organization

Premia operates with a relatively lean organisational structure, reflecting its role as a real estate investment and asset management company. Employees are primarily engaged in investment management, asset management, finance, sustainability and corporate functions.

The Company seeks to attract and retain skilled professionals by offering a stable working environment, clear roles and responsibilities, and opportunities for professional development. Workforce composition and employment-related indicators are disclosed transparently in the performance tables, in line with EPRA sBPR guidance.

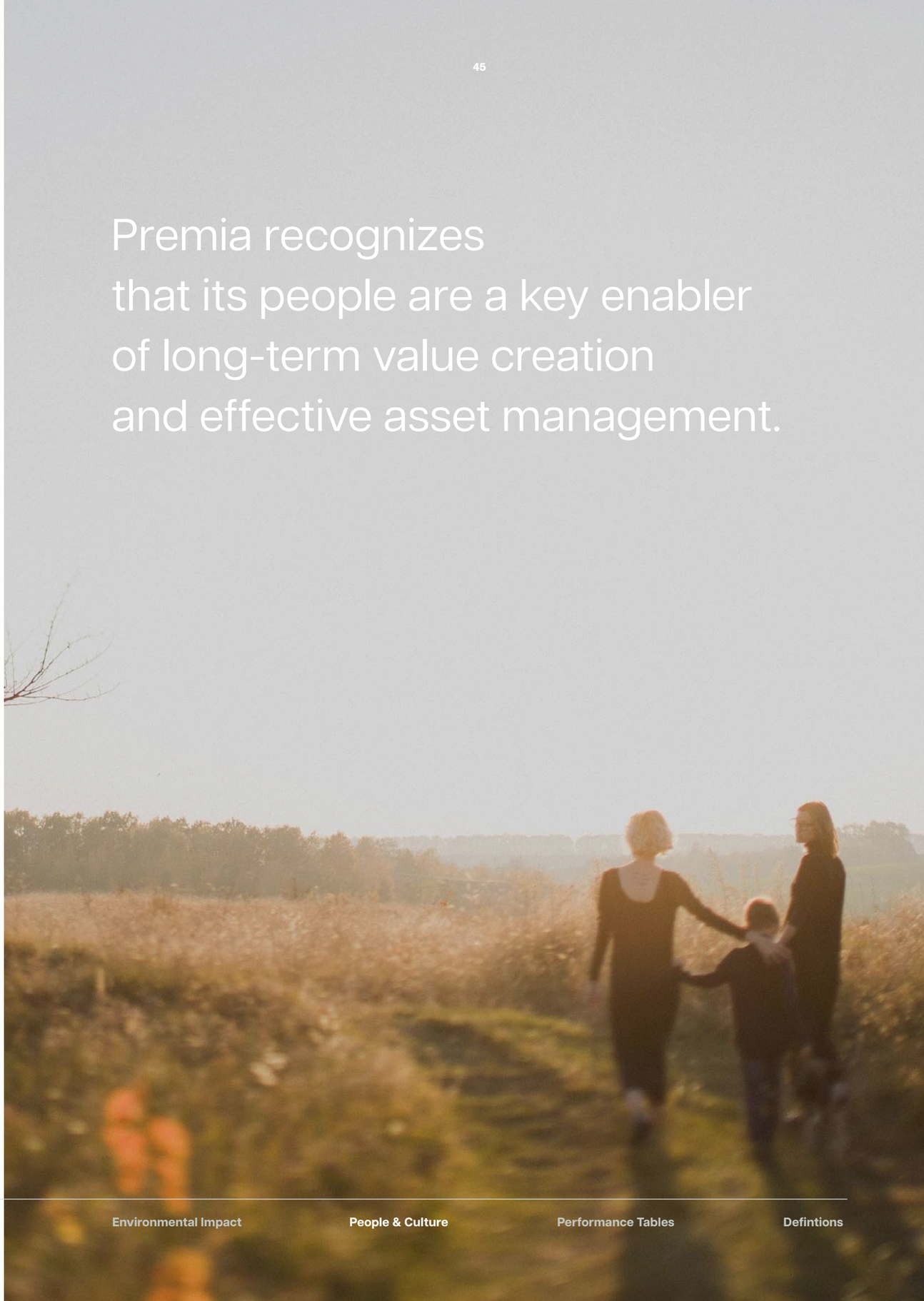
As of 31 December 2025, Premia employed a total of 25 employees, all based in Greece. The workforce consists of 13 female and 12 male employees. All employees are permanent and full-time, and no temporary or part-time employees are engaged by the Company.

Premia does not engage workers who are not employees; all personnel supporting the Company's operations are directly employed.

Premia does not have collective bargaining agreements in place. All employees are engaged under individual employment contracts in accordance with applicable national legislation. Given the Company's size and structure, employment terms are agreed directly between the Company and its employees.

Premia is committed to maintaining fair and consistent employment conditions, ensuring compliance with labor regulations and supporting a respectful and transparent working environment.

Premia recognizes
that its people are a key enabler
of long-term value creation
and effective asset management.



7.2 Employee Empowerment & Well-Being

At Premia, employees are considered a key contributor to the Company's long-term success. The organisation focuses on attracting, developing and retaining talent, supporting career progression and, where appropriate, internal advancement into roles of increased responsibility. A collaborative, respectful and ethical working environment is promoted, with emphasis placed on aligning individual roles with the Company's mission, values and strategic objectives. Employee well-being is an integral part of Premia's people approach. A competitive benefits framework is provided to all employees, reflecting the Company's commitment to supporting employee well-being and quality of life.

Premia provides a range of benefits to its full-time employees, supporting their well-being and overall quality of life. These include life insurance, private medical coverage and disability protection, as well as parental leave provisions. In addition, employees benefit from supplementary offerings such as meal vouchers (ticket restaurant), company mobile phone coverage and support for athletic activities, subject to an annual allowance. A partial stock ownership scheme is also in place. At present, the Company does not offer a dedicated retirement or pension plan.

Premia provides parental leave in accordance with applicable national legislation and internal policies, ensuring equal access for eligible employees. Employees who are parents of children up to 18 years old are entitled to parental leave for the purpose of monitoring their child's educational progress, in line with national requirements.
During the reporting period, 11 employees were eligible for parental leave, of whom 6 made use of leave. All employees returned to work within the legally defined timeframe.
Work–life balance is recognised as an important factor in maintaining a healthy and engaged workforce. Employee turnover remained relatively low in the context of the Company's size, with four departures recorded during the reporting year, reflecting the Company's efforts to sustain a stable and supportive working environment.

In addition to structured benefits, Premia implements initiatives aimed at fostering a positive workplace culture, such as holiday gifts, participation in company-organised activities and access to wellness-related initiatives. Employees also have access to a 24/7 confidential support line offering guidance and counselling on mental health, well-being, physical activity and dietary matters, reinforcing the Company's commitment to holistic employee support.

Indicator	2023	2024	2025
Number of new employees	2	1	**5**
Rate of new hires	10%	5.9%	**20%**
Number of employee turnover	0	1	**1**
Employee turnover	0%	5.9%	**4%**
Females in BoD	25%	25%	**25%**
Males in BoD	75%	75%	**75%**
Females in significant categories (BoD, C-level, Head of Dept)	25%	33%	**38%**
Males in significant categories (BoD, C-level, Head of Dept)	75%	67%	**62%**
Gender pay ratio	-	-	**47.5%**

The gender pay ratio is is presented as Female/Male and is calculated based on average annual gross remuneration of salaried employees (21 employees), excluding non-salaried staff. Total headcount for the reporting year is 25 employees and is used for all workforce-related indicators. In 2025, the workforce included 13 female and 8 male salaried employees. The average annual remuneration amounted to €44,213.71 for female employees and €93,006.64 for male employees, resulting in a gender pay ratio of 0.48. The difference reflects variations in role distribution and seniority levels across the organization.

Open communication and employee engagement are important elements of Premia's organizational culture. The Company encourages collaboration, feedback and constructive dialogue, supporting alignment between employees and corporate objectives.

Employee engagement initiatives aim to:

- Strengthen internal communication
- Support collaboration across functions
- Reinforce a shared understanding of the Company's values and priorities

Engagement-related practices are periodically reviewed to support a positive and productive working environment.

Performance and career development discussions are conducted on an ongoing basis through direct interaction between employees and management. Given the Company's size and organizational structure, these discussions are carried out in an informal and continuous manner rather than through a formalized, structured performance appraisal system.

As such, no formal performance review process is currently in place, and no percentage of employees receiving formal performance and career development reviews is disclosed.

Diversity, Inclusion & Equal Opportunities
Premia is committed to providing equal opportunities and fostering an inclusive workplace, free from discrimination. The Company promotes diversity and fair treatment across recruitment, development and career progression processes.

		SENIOR MANAGEMENT (EXEC. OFFICERS)	PERSONEL	BOD
Gender	Men	67%	25%	75%
	Women	33%	75%	25%
Age	> 50	75%	25%	75%
	30 - 50	25%	75%	25%
	< 30	0%	0%	0%

Diversity considerations form part of broader governance and people management practices, supporting a respectful and professional working culture. Workforce diversity indicators are disclosed transparently in the Social Performance Indicators section.

During the reporting period, no incidents of discrimination were identified or reported within the Company.

Premia is committed to fostering an inclusive and respectful workplace, ensuring equal opportunities and fair treatment for all employees in line with its internal policies and applicable legislation.

Grievance Mechanisms & Responsible Conduct
Premia has established a formal grievance and reporting mechanism through its Policy on the Management of Reports, which is communicated to employees and relevant stakeholders.

The mechanism enables confidential submission of reports related to potential breaches of internal policies, legal or regulatory requirements, or inappropriate conduct. Reports may be submitted through multiple channels, including email (whistleblowing@premia.gr), post, telephone, or direct communication with the Compliance Officer, who is responsible for receiving and managing all reports.

The Policy applies to employees, members of the Board of Directors, external collaborators, tenants, suppliers, and other parties with a contractual relationship with the Company. It ensures that all reports are assessed in a structured manner and, where necessary, escalated to the Board of Directors. Premia is committed to protecting individuals who submit reports in good faith from any form of retaliation.

This framework supports the identification and effective management of potential issues, contributing to transparency, accountability, and responsible business conduct.

7.3 Learning & Professional Growth

Premia supports the continuous development of its employees by encouraging ongoing learning and professional growth. Training activities are designed to enhance technical expertise, regulatory awareness and professional competencies relevant to the Company's business and governance responsibilities.

Learning and development initiatives are aligned with business needs and evolving regulatory and sustainability requirements, supporting the Company's ability to manage assets responsibly and respond to a changing operating environment.

Training-related indicators are disclosed in the Social Performance Indicators section of this report.

Indicator	2022	2023	2024	2025
Average hours of training of employee	2.5	12.3	25.4	**13.9**
Average hours of training - female	15.4	4.64	15	**39.1**
Average hours of training - male	10.6	2.7	7	**5.5**

Training Title	Type
Corporate Governance, Sustainability & Diversity: Moving Forward	Congress
2025 Asset Management for Institutional Investors	Webinar
Training on the GHG Protocol and ISO 14064:2018	Inhouse Training
Athens Exchange Group Workshop on Gender Equality in Global Markets	Webinar
4th ESG Conference	Congress
2nd Hellenic Public Properties Conference	Congress
Inclusion & accessibility in communication	Webinar
18th Red Point Meeting	Congress
Most Powerful Women Summit	Congress
3rd Real Estate Summit	Congress
3rd Real Estate Conference	Congress
Dealmakers Dialogues Athens 2025	Congress
Assurance Mapping and 3 Lines Collaboration	Workshop
Artificial Intelligence & Internal Audit	Webinar
Global Internal Audit Standards	Seminar
31st ERES Annual Conference	Congress
ATHEX Sustainability Summit 2025	Congress
3rd Conference Effective Dialogue @ the Crossroads	Congress
ITC 2025 - 8th Conference on Infrastructure & Transport	Congress
6th Conference on Institutional Management	Congress
Prodexpo 2025	Congress
Adoption of ESG Principles and Strategies in the Corporate Environment	Seminar
Business Software Powered by AI.	Seminar
Corporate Governance Seminar	Seminar
Exclusive Webinar: Why MFA Alone Isn't Enough	Webinar
RICS Built Environment European Summit (BEES) 2025	Summit
Ethics: How can trust survive without integrity?	Seminar
Innovation Leadership Enhanced with AI: Practical Exercise	Seminar
Obligations of Internal Auditors for Listed Companies under the Capital Market Regulatory Framework	Seminar
Annual Conference / Code of Conduct / Corporate Governance	Congress

7.4 Health, Safety & Workplace Conditions

Employee health, safety and well-being are considered fundamental to Premia's people strategy. Although Premia's direct operational activities present limited occupational health and safety risks, the Company maintains appropriate policies and procedures to safeguard employees and promote a healthy working environment.

Given the nature, scale and office-based profile of its operations, Premia applies a proportionate approach to occupational health and safety management. Health and safety considerations are addressed through internal practices, day-to-day management and open communication between employees and management, rather than through a formal, certified occupational health and safety management system or structured worker representation mechanisms. Employees are able to raise concerns and provide feedback through regular internal communication channels, ensuring that health and safety aspects remain integrated into daily operations. The Company is currently assessing the potential development and implementation of a more structured occupational health and safety management framework in the future, aligned with ISO 45001 principles.

Premia's activities do not give rise to significant occupational health and safety risks through its business relationships. The Company's operations are primarily limited to office-based functions, and no material health and safety impacts are identified in relation to contractors, suppliers or other business partners.

As part of its approach to workplace health and safety, Premia has implemented preparedness measures appropriate to its office-based environment. An automated external defibrillator (AED) is available at the Company's premises, and employees have received certified first-aid and AED usage training provided by the Hellenic Red Cross in July 2024, covering the entire workforce at that time (22 employees).

The AED is registered in the national defibrillator registry, and awareness has been extended to other occupants of the building to enable its use in case of emergency. Refresher training is planned for 2026 to maintain readiness and ensure continued employee awareness.

Well-being initiatives focus on:

- Ensuring safe and appropriate working conditions
- Promoting work–life balance
- Supporting physical and mental well-being

Health and safety practices and related indicators are disclosed in the Social Performance Indicators section of this report. Our consistent approach to workplace health and safety is reflected in our performance metrics, which remain exemplary:

Indicator	2023	2024	2025
Injury rate (IR)	0%	0%	**0%**
Lost Day Rate (LDR)	0%	0%	**0%**
Accident Severity Rate (ASR)	0%	0%	**0%**
Absentee Rate (AR)	0%	0%	**0%**
Work-related fatalities	0%	0%	**0%**
Assets for which health and safety impacts are assessed or reviewed for compliance or improvement	100%	100%	**100%**
Incidents of non-compliance concerning the health and safety impacts of products and services.	0%	0%	**0%**

No cases of work-related ill health were recorded during the reporting period.

Due to the office-based nature and low-risk profile of Premia's operations, employees are not exposed to significant occupational health hazards. As such, work-related ill health is not considered a material issue for the Company.

7.5 Tenant Well-Being & Satisfaction

Enhancing Quality Across Our Properties
Premia recognizes that the properties it manages directly influence tenants' daily activities. As part of its asset management approach, the Company seeks to provide spaces that meet appropriate standards in terms of safety, functionality and operational performance, supporting tenants' business operations and day-to-day needs.

A focus is placed on:

- Maintaining a healthy and pleasant indoor climate
- Keeping common areas clean, accessible, and well-maintained
- Facilitating clear and consistent communication with tenants
- Supporting outdoor and shared areas that enhance user experience

This people-centered property management approach strengthens tenant relationships, improves service outcomes, and helps preserve long-term asset value.

Satisfaction & Continuous Improvement
In our most recent tenant satisfaction survey, conducted in 2024, 70% of tenants reported being either "very satisfied" or "satisfied" with Premia's services and building conditions. – a result that reflects our commitment to high service standards. The tenant satisfaction survey was conducted anonymously via SurveyMonkey. You can access a summary of the survey questions here.

Premia will continue to monitor tenant experience and satisfaction, using feedback to guide ongoing improvements, reduce operational disruptions, and ensure properties meet evolving needs.

7.6 Community Engagement & Human Impact

Premia has maintained long-standing collaborations with selected non-profit organizations since 2022, focusing on social inclusion, health, and support for vulnerable communities. In 2025, the company continued these partnerships through targeted actions and contributions, as outlined below.

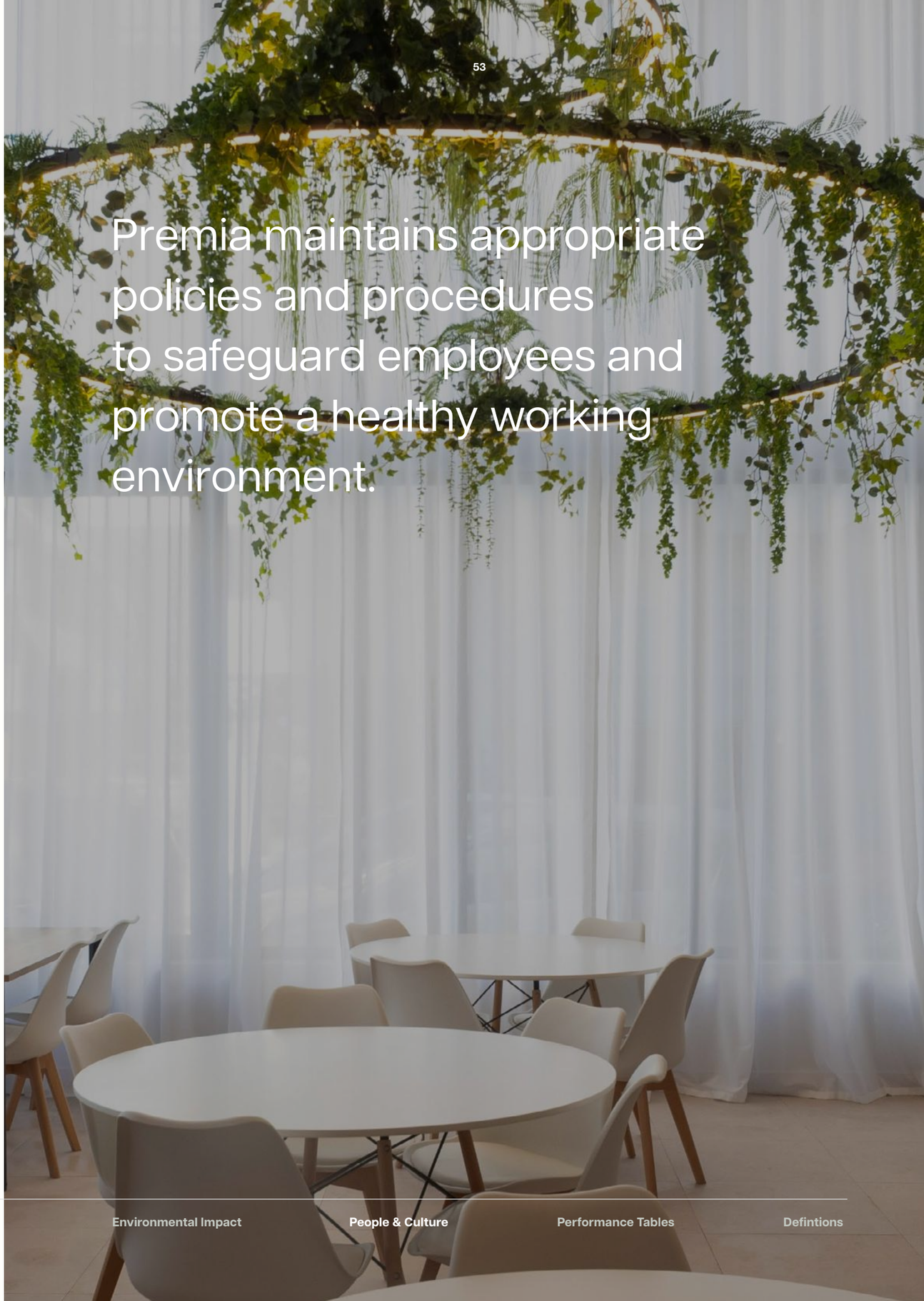
Premia's actions generally include:

Collaboration with Symplefsi
Premia has been collaborating with Symplefsi on an ongoing basis since 2022, supporting initiatives aimed at improving living conditions in remote island communities.
In 2025, this cooperation included the renovation of the Primary School of Donoussa, contributing to improved educational infrastructure for the local community. Additional donations were also made in support of Symplefsi's broader social initiatives.

Support for MDA Hellas
Premia continued its long-standing collaboration with MDA Hellas in 2025, following consistent support provided since 2022. During the year, Premia participated in the Athens Authentic Marathon and Half-Marathon through employee involvement, helping to raise awareness for neuromuscular diseases.
The company also provided further financial contributions to support MDA Hellas' ongoing activities and programs.

Support for Floga
In 2025, Premia supported Floga, the Parents' Association of Children with Neoplastic Diseases, which provides assistance to children undergoing cancer treatment and their families. The company's contribution aimed to support the association's social mission and help address the needs of children and parents facing serious health challenges.

Diversity & Social Inclusion Initiatives
During 2025, Premia signed the Diversity Charter Greece, formalizing its commitment to promoting diversity, equal opportunities, and inclusion in the workplace and society.
In parallel, the company supported additional initiatives and donations aimed at assisting minors and vulnerable groups, reinforcing its focus on social responsibility and inclusion.



Premia maintains appropriate policies and procedures to safeguard employees and promote a healthy working environment.

PERFORMANCE TABLES

All Performance Measures are calculated in accordance with the methodology described in Chapter 3 (Report) and relevant EPRA sBPR guidance.

The Performance Measures presented in the tables below reflect Premia's identified material sustainability topics, as described in Chapter 4.2 (Materiality Assessment). Differences in data coverage, estimation approaches and operational control may affect comparability across indicators.

Table A | Reporting Framework & Material Topics
(GRI Universal Disclosures) (inc. Premia HQ)

CORPORATE-LEVEL PERFORMANCE MEASURE	KPI	UNITS	2021	2022	2023	2024	2025	NOTES
3.1 – Materiality Process - Process to determine material topics / GRI 3-1 Chapter 4	**Description of the process used to identify, assess and prioritize material topics.**	**Narrative**	-	-	-	-	✓	The materiality assessment follows an impact-based approach, considering sector-specific ESG topics, stakeholder-related inputs and internal analysis.
3.2 – Material Topics List List of material topics / GRI 3-2 Chapter 4	**List of material ESG topics identified.**	**Narrative**	-	-	-	-	✓	Material topics include energy, GHG emissions, water, waste, health and safety, tenant relations, human capital, governance and community impact.
3.3 – Management of Material Topics Management of material topics / GRI 3-3 Chapter 4-7	**Approach to managing material topics.**	**Narrative**	-	-	-	-	✓	Each material topic is addressed through relevant policies, management practices and performance indicators presented in the relevant sections of this report.

Table B | Environmental Performance Data for Premia Portfolio
(inc. Premia HQ)

CORPORATE-LEVEL PERFORMANCE MEASURE	KPI	UNITS	2021	2022	2023	2024	2025	NOTES
4.1 - Elec-Abs **Total electricity consumption / GRI 302-1** (Chapter 06)	**Electricity consumption.**	**kWh**	8,296,853 **(8,328,691)**	8,296,853 **(8,328,691)**	8,296,853 **(8,328,691)**	8,296,853 **(8,328,691)**	8,296,853 **(8,328,691)**	The increase in electricity consumption in 2025 compared to 2024 is primarily driven by newly acquired properties and Premia's headquarters. Estimated data account for approximately 12% of total electricity consumption in 2025.
			87.5%	87.5%	87.5%	87.5%	87.5%	
	Proportion of electricity consumption from renewable sources.	**%**	0.91% (n/a)	0.33% (n/a)	0.91% (n/a)	- (n/a)	2.63% (n/a)	Renewable electricity consumption relates exclusively to self-generated energy from one school and the hotel asset in the Canary Islands. No renewable energy purchase agreements were in place during the reporting period.
4.2 - Elec-LfL **Like-for-like total electricity consumption / GRI 302-1** (Chapter 06)	**Like-for-like electricity consumption.**	**%**	-	-	-	64.8% (64.6%)	18.6%	The significantly high LfL value in 2024 reflects improved electricity data availability and access compared to the earlier comparison period, while the lower change in 2025 reflects a more stable and consistent data set, with limited use of estimates.
4.3 DH&C-Abs **Total district heating & cooling consumption / GRI 302-1**	**Indirect energy consumption from district heating and cooling.**	**kWh**	n/a	n/a	n/a	n/a	n/a	No energy consumption from district heating / cooling networks.
	Proportion of energy consumption from district heating and cooling generated on and/or off site from renewable sources.	**%**	n/a	n/a	n/a	n/a	n/a	
4.4 DH&C-LfL **Like-for-like total district heating & cooling consumption / GRI 302-1**	**Like-for-like energy consumption from district heating and cooling.**	**%**	n/a	n/a	n/a	n/a	n/a	No energy consumption from district heating / cooling networks.
4.5 Fuels-Abs **Total fuel consumption / GRI 302-1** (Chapter 06)	**Fuels used from direct sources.**	**kWh**	316,386 **(316,386)**	2,020,862 **(2,020,862)**	1,713,716 **(1,713,716)**	1,841,514 **(1,841,514)**	5,486,700	• The figures represent fuels used from direct sources (e.g., oil, natural gas, LPG etc.). • These are tenant-controlled sources and therefore calculated as Scope 3 emissions, in accordance with the operational control boundary approach. • **Estimations represent 11% of data coverage.** • The increase in fuel consumption in 2025 is primarily attributable to the industrial asset "IOLI", where fuel use relates to the operation of a backup generator (H/Z) for emergency power supply and a fire-protection water pump during the reporting year and the use of LPG in Gran Canaria hotel.
	Proportion of fuel consumption within the organization from renewable sources.	**%**	n/a	n/a	n/a	n/a	n/a	

Table B | Environmental Performance Data for Premia Portfolio
(inc. Premia HQ)

CORPORATE-LEVEL PERFORMANCE MEASURE	KPI	UNITS	2021	2022	2023	2024	2025	NOTES
4.6 Fuels-LfL **Like-for-like total fuel consumption / GRI 302-1** (Chapter 06)	**Like-for-like fuel consumption.**	**%**	-	-	-	7.5% (7.5%)	197,9%	The LfL analysis covers the reporting years 2024 and 2025. The significant increase primarily reflects fuel use associated with the operation of a backup generator at the industrial asset "IOLI" during the reporting period and the use of LPG in Gran Canaria hotel., while fuel consumption across the remaining assets remained broadly stable.
4.7 Energy-Int **Building energy intensity / GRI 302-3** (Chapter 06)	**Direct and indirect energy used (including renewable and non-renewable sources), normalized by an appropriate denominator.**	**kWh/m2**	45.2 (45.3)	63.0 (63.0)	59.6 (59.6)	58.2 (58.2)	67.7 (67.7)	Premia increased the energy intensity compared to the previous reporting year.
4.8 GHG-Dir-Abs **Total direct greenhouse gas (GHG) emissions / GRI 305-1**	**Amount of direct (Scope 1) greenhouse gas emissions.**	**KgCO2e**	-	-	-	-	-	No fuels consumption at landlord-controlled & vacant buildings hence no Scope 1 emissions.
4.9 GHG-Indir-Abs **Total indirect greenhouse gas (GHG) emissions / GRI 302-5 305-2/ 305-3** (Chapter 06)	**Location-based indirect (Scope 2) greenhouse gas emissions emitted by offsite generation.**	**KgCO2e**	- **(13,910)**	154,940 **(175,198)**	139,489 **(159,460)**	155,855 **(169,424)**	474,896 (492,876)	Scope 2 emissions relate to electricity consumption at landlord-controlled assets and Premia's headquarters. The increase compared to 2024 is primarily attributable to the inclusion of one additional landlord-controlled asset during the reporting period.
	Market-based indirect (Scope 2) greenhouse gas emissions emitted by offsite generation.		-	-	-	-	350,699 (363,980)	
	Location-based indirect (Scope 3) greenhouse gas emissions.	**KgCO2e**	3,710,337	8,492,361	6,832,776	9,037,330	11,707,873	Scope 3 calculations in this context refer to the energy consumption (electricity & fuels) of tenant-controlled assets.
	Market-based indirect (Scope 3) greenhouse gas emissions.		-	-	-	-	9,021,868	
4.10 GHG-Int **Greenhouse gas (GHG) emissions intensity from building energy consumption / GRI 305-4** (Chapter 06)	**Location-based GHG intensity: Direct and indirect (Scope 1, 2 & 3)**	**KgCO2e/m2**	19.5 **(19.5)**	26.2 **(26.2)**	24.6 **(24.6)**	19.9 **(19.9)**	23.6 (23.6)	Values apply to Premia's HQ, landlord-controlled assets, and tenant-controlled assets. Vacant properties do not consume energy and are therefore excluded from the calculations.
	Market-based GHG intensity: Direct and indirect (Scope 1, 2 & 3)	**m3**	-	-	-	-	18.1 (18.1)	Location-based & market-based approaches differ only in the calculation of Scope 2 emissions.
4.11 Water-Abs **Total water consumption / GRI 303-3** (Chapter 06)	**Water consumed within the portfolio.**		19,906 **(20,048)** 100.0%	58,385 **(58,563)** 91.7%	24,806 **(25,226)** 64.9%	331,849 **(332,006)** 80.4%	340,054 340,162) 54,4%	No estimations have been carried out with the data representing the consumption data submitted.

Table B | Environmental Performance Data for Premia Portfolio
(inc. Premia HQ)

CORPORATE-LEVEL PERFORMANCE MEASURE	KPI	UNITS	2021	2022	2023	2024	2025	NOTES
4.12 Water-LfL **Like-for-like total water consumption / GRI 303-3** (Chapter 06)	**Like-for-like water consumption.**	**%**	-	-	-	1,216.1% **(1,237.8%)**	2%	The LfL analysis covers the reporting years 2024 and 2025. Please note that the variation compared to the 2023–2024 LfL analysis is primarily attributable to improved water data availability and access in 2024 relative to 2023, together with the application of estimates for missing data.
4.13 Water-Int **Building water intensity / GRI CRESD guidance on CRE2** (Chapter 06)	**Water consumption, normalized by an appropriate denominator**	**m3/m2**	0.10 **(0.10)**	0.18 **(0.18)**	0.09 **(0.09)**	0.72 **(0.72)**	0.65 (0.65)	Values reflect total portfolio water intensity, normalized per m^2. Despite portfolio expansion and the inclusion of water-intensive uses such as hotels, there has been no change in water intensity in 2025.
4.14 Waste-Abs **Total weight of waste by disposal route / GRI 306-3** (Chapter 06)	**Waste produced & disposed of by disposal route.** **i. Total** **ii. Non-Hazardous** **iii. Hazardous**	**tn**	i. 6,426 **(6,426)** ii. 6,405 **(6,405)** iii. 21 **(21)**	i. 6,951 **(6,951)** ii. 6,370 **(6,370)** iii. 581 **(581)**	i. 6,011 **(5,997)** ii. 5,968 **(5,982)** iii. 29 **(29)**	i. 4,996 **(4,996)** ii. 4,779 **(4,779)** iii. 217 **(217)**	i. 1,989 (1,990) ii. 1,929 (1,930) iii. 60 (360)	Waste generated across the portfolio is primarily non-hazardous and is managed by tenants and facility managers. Recycling practices are implemented where feasible at asset level, in accordance with local requirements and operational arrangements; however, comprehensive data on recycling volumes is not systematically collected at portfolio level.
4.15 Waste-LfL **Like-for-like total weight of waste by disposal route / GRI 306-3** (Chapter 06)	**Like-for-like waste produced.**	**tn**	-	-	-	-16.7% (-16,9%)	-60.2% (-60.2)	The Lfl analysis is for the reporting years 2024 & 2025.
4.16 Cert-Tot **Type and number of sustainably certified assets / GRI CRESD CRE8** (Chapter 02 & 04)	**Type and number of sustainability certification, rating or labelling schemes**	**number**				1 asset LEED certified at Gold level (high-rise offices) 33 assets occur EPCs (incl HQ)	The EPC-covered area totals 455,462 m^2, corresponding to 79.1% of total 2025 GBA (575,488 m^2)	Premia's first internationally certified property, the Piraeus 180–186 office (LEED Gold, 2024), covers 59,200 m^2 (~ 11% of total GBA; EPCs cover 79.1% of buildings (incl. HQ), with 30.6% rated above Category B.

Table C | Organizational Social & Governance Indicators
Data reflects Premia's internal operations and workforce
(excluding asset-level information)

CORPORATE-LEVEL PERFORMANCE MEASURE	KPI	UNITS	2021	2022	2023	2024	2025	NOTES
2.7 Emp-Total (Chapter 7)	**Total number of employees and breakdown by gender.**	**number**					25	All employees are permanent and full-time. Data refers to Premia's headquarters and applies to Premia's employees only.
5.1 Diversity-Emp **Employee gender diversity / GRI 405-1** (Chapter 7)	**Percentage of male and female employees in the organization's governance bodies.**	**%**	i. 25% ii. 75%	i. 25% ii. 75%	i. 25% ii. 75%	i. 25% ii. 75%	i. 25% ii. 75%	i. % female in Governance Bodies (BoD) ii. % male in Governance Bodies (BoD) This indicator applies solely to Premia's HQ.
	Percentage of male and female employees in the organization's governance bodies and other significant employee categories.		i. 29% ii. 71%	i. 29% ii. 71%	i. 25% ii. 75%	i. 25% ii. 75%	i. 25% ii. 75%	i. % female in Governance Bodies (BoD) and other managerial positions (C-levels, Head of Dept) ii. % male in Governance Bodies (BoD) and other managerial positions (C-levels, Head of Dept) This indicator applies solely to Premia's HQ.
5.2 Diversity-Pay **Gender pay ratio / GRI 405-2** (Chapter 7)	**Ratio of the basic salary and/or remuneration of male and female employees in the organization's governance bodies and other significant employee categories.**	**%**					47.5%	The gender pay ratio is presented as Female/Male and is calculated based on average annual gross remuneration of salaried employees at the organizational level.
5.3 Emp-Training **Training and development / GRI 404-1** (Chapter 7)	**Average hours of training that the organization's employees have undertaken in the reporting period.**	**hr/person**	i. 0 ii. 0 iii. 0	i. 2.5 ii. 15.4 iii. 10.6	i. 12.3 ii. 4.6 iii. 2.7	i. 25.4 ii. 15 iii. 7	i. 13.9 ii. 39.1 iii. 5.5	i. Average hours per employee ii. Average hours per female iii. Average hours per male Data applies to Premia's employees
5.4 Emp-Dev **Employee performance appraisals / GRI 404-3** (Chapter 7)	**Percentage of total employees who received a regular performance and career development review during the reporting period.**	**%**					0%	No formal performance and career development review process in place during the reporting period.
5.5 Emp-Turnover **Employee turnover and retention / GRI 401-1** (Chapter 7)	**Total number and rate of new employee hires.**	**number / %**		2	2	1	5	Data applies to Premia's employees.
				9.53%	10%	5.9%	20%	
	Total number and rate of employee turnover.	**number / %**	0	0	0	1	1	Data applies to Premia's employees.
			0%	0%	0%	5.9%	4%	
5.6 H&S-Emp **Employee health and safety / GRI 403-9** (Chapter 7)	**Injury Rate (IR), Lost Day Rate (LDR) or Accident Severity Rate (ASR), Absentee Rate (AR), and work-related fatalities for all direct employees (where material).**	**Rate**	0%	0%	0%	0%	0%	Data applies to Premia's employees.

Table C | Organizational Social & Governance Indicators
Data reflects Premia's internal operations and workforce
(excluding asset-level information)

CORPORATE-LEVEL PERFORMANCE MEASURE	KPI	UNITS	2021	2022	2023	2024	2025	NOTES
5.7 H&S-Asset **Asset health and safety assessments / GRI 416-1** (Chapter 7)	**Percentage of assets for which health and safety impacts are assessed or reviewed for compliance or improvement.**	**%**	100%	100%	100%	100%	100%	Premia's HQ are quarterly checked by safety engineers. Technical evaluations for all properties before acquisition.
5.8 H&S-Comp **Asset health and safety compliance / GRI 416-2** (Chapter 7)	**Incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of assets assessed during the reporting period.**	**number**	0	0	0	0	0	There are no reported issues.
2.29 – Stakeholder Engagement **Approach to stakeholder engagement / GRI 2-29**	**Description of stakeholder groups, engagement methods and purpose.**		See Chapter 03 – Materiality and Chapter 04 – Sustainability Approach.					Stakeholders include employees, tenants, investors, and local communities. Engagement conducted through surveys, internal processes and ongoing interactions.
5.9 Comty-Eng **Community engagement, impact assessments and development programms / GRI 413-1**			See Chapter 03 – Materiality and Chapter 04 – Sustainability Approach.					
6.1 Gov-Board **Composition of the highest governance body / GRI 2-9, GRI 2-10** (Chapter 5)	**1. Number of executive board members**	**number**	3 i. 1 ii. 2	3 i. 1 ii. 2	3 i. 1 ii. 2	3 i. 1 ii. 2	3 i. 1 ii. 2	Executive Member in BoD i. Female ii. Male This indicator applies solely to Premia's HQ.
	2. Number of independent/non-executive board members	**number**	5 i. 1 ii. 4	5 i. 1 ii. 4	5 i. 1 ii. 4	5 i. 1 ii. 4	5 i. 1 ii. 4	This indicator applies solely to Premia's HQ.
	3. Average tenure on the governance body	**years**	n/a	n/a	n/a	n/a	n/a	
	4. Number of independent/non-executive board members with competencies relating to environmental and social topics	**number**	1	1	1	1	1	This indicator applies solely to Premia's HQ.

Table C | Organizational Social & Governance Indicators
Data reflects Premia's internal operations and workforce
(excluding asset-level information)

CORPORATE-LEVEL PERFORMANCE MEASURE	KPI	UNITS	2021	2022	2023	2024	2025	NOTES
6.2 Gov-Select Nominating and selecting the highest governance body / GRI 2-10	**Description of nomination and selection process for the highest governance body and its members, and the criteria used to guide the nomination and selection process.**			Please refer to Chapter 05 of this report and to Governance Structure at Premia's official website*.				This indicator applies solely to Premia's HQ.
6.3 Gov-COI Process for managing conflicts of interest / GRI 2-15	**Description of processes to ensure that conflicts of interest are avoided and managed in the highest governance body.**			See Chapter 05 – Governance				Premia has a Policy and Procedure to prevent and handle conflicts of interest, in line with applicable legislative provisions.
2.13 – Delegation of responsibility for managing impacts / GRI 2-13	**Description of governance responsibilities for ESG topics.**			See Chapter 05.				The Board reviews and approves the Sustainability Report and material topics.
2.14 – Role of highest governance body in sustainability reporting / GRI 2-14	**Board responsibility for sustainability reporting and material topics.**			See Chapter 05.				The Board reviews and approves the Sustainability Report and material topics.

DEFINITIONS

BoD (Board of Directors):

The governing body of Premia Properties R.E.I.C., responsible for overseeing the company's operations and strategic direction.

BREEAM (Building Research Establishment Environmental Assessment Method):

A sustainability assessment method used to evaluate the environmental performance of buildings and infrastructure.

Carbon Neutrality:

Achieving a balance between the carbon dioxide emitted into the atmosphere and the carbon dioxide removed from it, resulting in a net-zero carbon footprint.

Corporate Governance:

The system of rules, practices, and processes by which a company is directed and controlled.

CSR (Corporate Social Responsibility):

A business model that helps a company be socially accountable to itself, its stakeholders, and the public.

CSRD (Corporate Sustainability Reporting Directive):

An EU directive that requires large companies to publish regular reports on the social and environmental impacts of their activities.

Decarbonization:

The reduction of carbon dioxide and other greenhouse gas emissions through cleaner energy, improved efficiency, and sustainable practices.

Energy Intensity:

The amount of energy consumed per unit of floor area, typically expressed in kilowatt-hours per square meter per year (kWh/m²/year).

EPC (Energy Performance Certificate):

A certificate that provides an energy efficiency rating for buildings, ranging from A+ (most efficient) to H (least efficient).

ESG (Environmental, Social, and Governance):

Criteria used to evaluate a company's operations and performance in these three areas, guiding sustainable and ethical investments.

EPRA (European Public Real Estate Association):

An organization that represents the interests of publicly listed real estate companies in Europe.

GHG (Greenhouse Gas):

Gases that trap heat in the atmosphere, contributing to global warming and climate change. Common GHGs include carbon dioxide (CO2), methane (CH4), and nitrous oxide (N2O).

GHG Emissions Intensity:

The volume of GHG emissions per unit of floor area, usually measured in kilograms of CO_2 equivalent per square meter per year (kgCO_2e/m²/year).

GRESB (Global Real Estate Sustainability Benchmark):

An organization that assesses the sustainability performance of real estate and infrastructure portfolios and assets worldwide.

GRI (Global Reporting Initiative):

An international independent standards organization that helps businesses, governments, and other organizations understand and communicate their impacts on issues such as climate change, human rights, and corruption.

LEED (Leadership in Energy and Environmental Design):

A globally recognized green building certification system that provides a framework for healthy, highly efficient, and cost-saving green buildings.

REIC (Real Estate Investment Company):

A company that owns, operates, or finances income-producing real estate.

SBPR (Sustainability Best Practices Recommendations):

Guidelines provided by EPRA for sustainability reporting in the real estate sector.

Scope 1 Emissions:

Direct GHG emissions from sources that are owned or controlled by the company.

Scope 2 Emissions:

Indirect GHG emissions from the consumption of purchased electricity, heat, or steam.

Scope 3 Emissions:

Indirect GHG that occur in a company's value chain, such as from purchased goods, business travel, or leased assets.

Sustainability:

The practice of meeting the needs of the present without compromising the ability of future generations to meet their own needs, encompassing environmental, social, and economic dimensions.
UN SDGs (United Nations

Sustainable Development Goals):

A set of 17 global goals established by the United Nations in 2015 to address pressing social, economic, and environmental challenges by 2030.

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