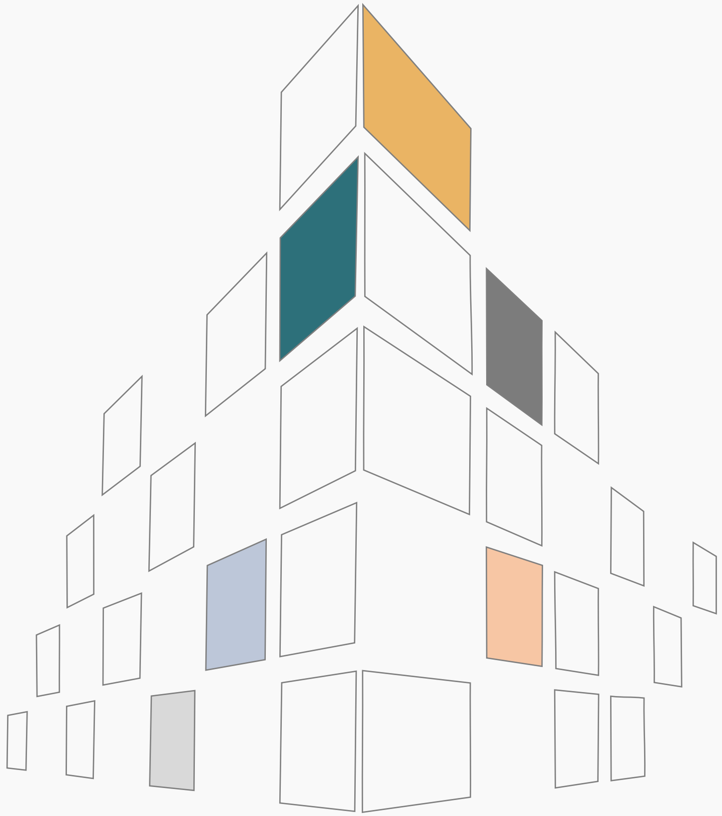
BriQ PROPERTIES

SUSTAINABILITY REPORT 2024

Our journey towards a sustainable future

Contents



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

In 2024, significant developments and prospects unfolded within an international environment that continues to be marked by geopolitical uncertainty, economic pressures, and the growing challenges of climate change. Amid these conditions, BriQ Properties remained committed to its strategy of responsible growth, guided by transparency and a steadfast dedication to creating long-term value for its shareholders and stakeholders.

In 2024, the completion of the merger by absorption of Intercontinental International REIC marked a milestone in BriQ's journey, significantly expanding our portfolio and strengthening our position in the real estate investment sector. At the same time, we continue to invest in green infrastructure and energy upgrades, steadily increasing the share of properties that meet strict environmental standards, addressing both the expectations of our shareholders and society's demand for a more sustainable future.

In 2024, we focused on reinforcing our corporate governance framework by strengthening our policies and promoting sound governance practices. At the same time, we placed particular emphasis on supporting our people, fostering collaboration, equality, and inclusion. Our consistency in fulfilling our commitments is reflected in our strong ESG performance, recognized by the Athens Stock Exchange, further enhancing BriQ's reputation as a reliable and responsible company.

Looking to the future with optimism, BriQ remains committed to the principles of social and environmental responsibility, taking into account the existing regulatory requirements and obligations arising from the climate law. At the same time, we voluntarily adopt best sustainability practices that go beyond minimum requirements, with the aim of creating added value for our shareholders and contributing to a fair and resilient society. We are committed to the continuous improvement of our performance in order to respond to tomorrow's challenges and to help shape a more sustainable future.

Eftychia Koutsoureli
Founding Member, Major Shareholder & Vice-Chairwoman of Quest Holdings
Major Shareholder, Chair of the Board Sustainability Committee of BriQ Properties REIC

Message from the CEO

In 2024, BriQ Properties made significant progress, consistently advancing towards the achievement of its strategic objectives. The completion of the merger by absorption of Intercontinental International REIC strengthened our portfolio and, combined with our firm commitment to sustainable development, reaffirms BriQ's momentum for the future.

In 2024, BriQ Properties achieved strong growth, with the value of its real estate portfolio reaching €285 million, an increase of 91% compared to 2023. This significant expansion reflects both the addition of new properties and the capital investments in renovations and upgrades, while the revaluation of properties highlighted the quality of the portfolio. Through these initiatives, BriQ substantially strengthened its position in the sector, reaffirming its strategic orientation towards growth and sustainability.

Our strategy focuses on creating value by balancing economic growth with sustainability. We prioritize the gradual upgrade of our portfolio through actions that enhance energy efficiency, reduce environmental footprint, and align our investments with modern sustainability standards.

With the completion of the merger and a strong start to 2025, the period 2025–2026 is expected to be one of further growth. We target revenues of over €21 million for 2025, stronger profit margins, and improved returns for our shareholders. At the same time, we remain focused on optimizing the portfolio through new investments, energy upgrades, and selective divestments, reinforcing BriQ's position in the commercial real estate sector.

The positive outlook of the commercial real estate market, combined with our sustainability-driven strategy, creates a solid foundation for further progress in the years ahead. With responsibility towards our shareholders, society, and the environment, we remain dedicated to creating value by investing in green infrastructure and leveraging the potential of our people, who are the driving force of BriQ.

Anna Apostolidou
Chief Executive Officer (CEO), BriQ Properties REIC

ABOUT THE REPORT

[Indicator ESG A-G5, C-G7]

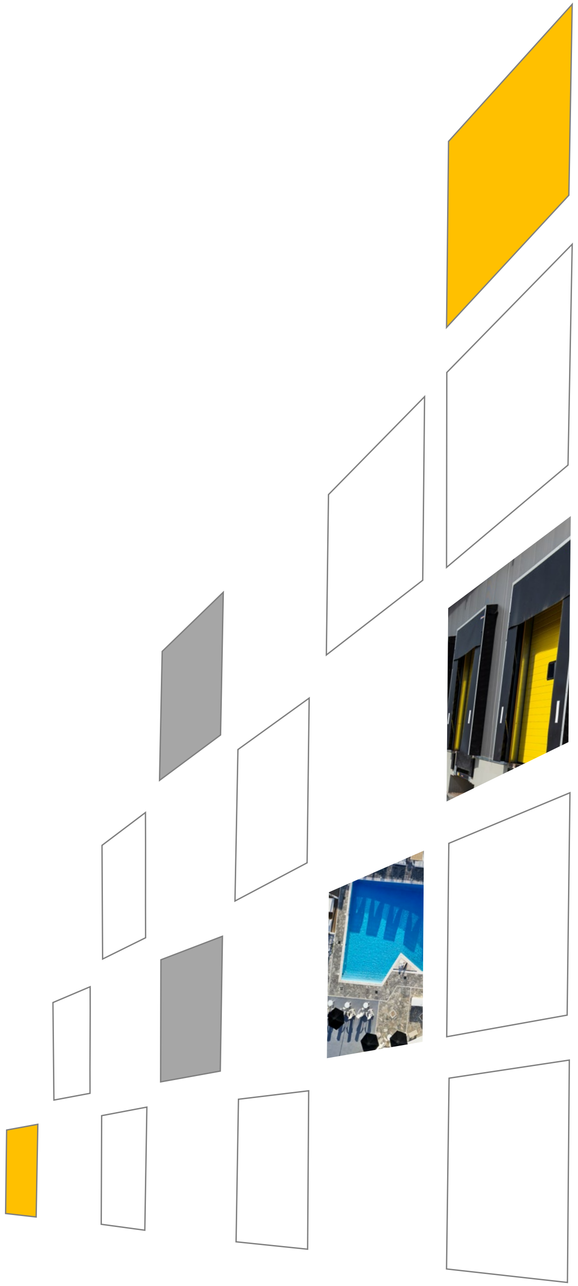
This Report constitutes the **5th annual Sustainability Report** (hereinafter the “Report”) of BriQ Properties REIC and reflects our commitment to continuous transparency and responsible operations. Through its pages, we aim to provide a comprehensive overview to all stakeholders, clearly presenting our strategy, the goals we have set, and our progress on the material sustainability topics for the period **1.1.2024 – 31.12.2024.**

The previous Report was published in October 2024 and covered the period 1.1.2023 – 31.12.2023. The present Report follows the same approach, without material changes in the reporting process; however, it is enriched with updated data and analyses reflecting the Company’s evolution, while also presenting in greater detail the process of identifying and prioritizing material topics through the double materiality approach.

The content of the Report focuses on the most critical (material) issues concerning our stakeholders, taking into account the impacts arising for Society and the Environment.

The Report has been prepared based on selected core, advanced, and sector-specific indicators as defined in the **ESG Reporting Guide 2024 of the Athens Stock Exchange and** follows the guidelines of the **AA1000AP (2018)** standard. At the same time, external assurance of the content and specific ATHEX indicators was conducted by the independent external body TÜV HELLAS (TÜV NORD), confirming the Company’s compliance with the disclosure framework requirements. The assurance process followed the principles and specifications of the **AA1000 Assurance Standard (AA1000AS v3),** ensuring the reliability and accuracy of the disclosed information.

For any clarification, comment, or information related to the Report, stakeholders may contact us at **+30 211 999 4830** or via email at **info@briqproperties.gr**. The Report has been published on the Company’s website, **www.briqproperties.gr**, on 13.10.2025. The Company’s headquarters are located at **3 Mitropoleos Street, Syntagma, 10557 Athens.**



BriQ | at a glance

2024

BriQ Properties REIC

BriQ Properties is a Real Estate Investment Company (REIC), with the exclusive purpose of acquiring and managing real estate assets and carrying out investments, as provided in Article 46 of Law 5193/2025. The Company is supervised and monitored by the Hellenic Capital Market Commission with respect to its obligations as a REIC, as well as regarding compliance with capital market legislation and corporate governance rules. In addition, it is supervised by the competent Region of Attica with regard to the observance of Law 2190/1920, and by the Athens Stock Exchange. The shares of BriQ Properties REIC have been listed on the Athens Stock Exchange since 31 July 2017 (ticker: BRIQ). The Company's registered office is located in the Municipality of Athens, at 3 Mitropoleos Street, Syntagma, 10557 Athens.

Our Vision

Our vision is to establish ourselves in the investment sector as the top choice for every investor seeking to invest in real estate in Greece, with reliability and consistency as our foremost priorities.

Our Mission

Our mission is to deliver stable and satisfactory returns to our shareholders and to create added value through our investments, guided by the principles of sustainable development and driven by our people and our values.

ESG Awards & Recognitions

Since November 2021, BriQ Properties has been the first REIC to be included among the Greek listed companies of the Athens Stock Exchange ATHEX ESG Index, which tracks the stock performance of listed companies on the ASE that adopt and showcase their practices on Environmental, Social and Governance (ESG) issues.

For 2023, following the evaluation of the Sustainability Report in November 2024, BriQ achieved an ESG Transparency Score of 88%, improved compared to 2022 (87%). This progress is also reflected in our overall ranking, where the Company recorded a significant improvement, while also securing the top position among REICs.

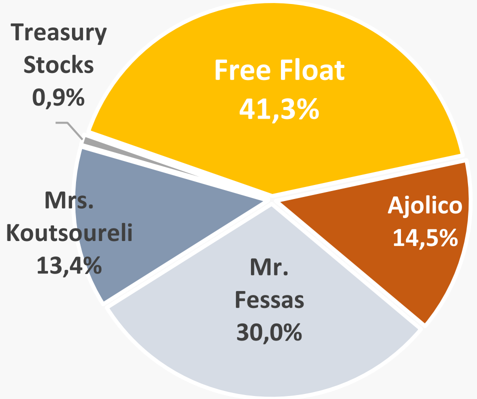
2024 Highlights [as of 31.12.2024]

Properties	Gross Asset Value (GAV)	Gross Building Area (GBA)
57 **31.12.2024**	**€ 285 mil.** **31.12.2024**	**218.000 m^2** **31.12.2024**

Annual Revenues	Adj[(1)] EBITDA	Adj[(1)] Net Profit
€ 21 mil. 31.12.2024	**€ 13,0 mil.** 31.12.2024	**€ 7,4 mil.** 31.12.2024

NAV / Share	Share Price Increase	Dividend Yield
€ 3,43 **31.12.2024**	**+13%** (from 01.01.2024)	**5,3%** (was distributed in 2024)

Shareholders' structure



Notes:[(1)] Excluding gains from property valuations, extraordinary merger expenses, and the valuation of ICI's net equity due to the absorption.

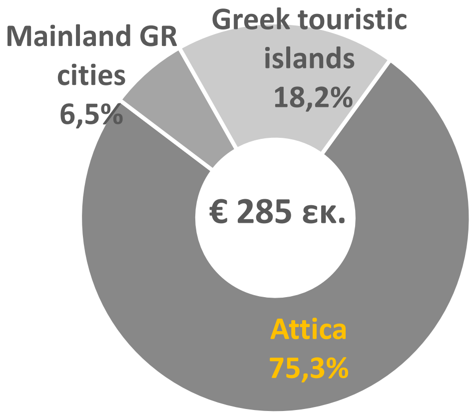
Source: Published, audited financial results 2024

Portfolio Analysis

As of 31.12.2024, the value of the Group's real estate portfolio was allocated as follows: 31% in logistics properties (storage and distribution centers), 29% in office properties and mixed-use buildings (offices with ground-floor retail), 26% in retail properties, 12% in hotels, and 2% in special-use properties.

GAV breakdown by sector
(as at 31.12.2024)

GAV breakdown by geography
(as at 31.12.2024)



Corporate Governance

- In 2024, the Company's Board of Directors was restructured, further strengthening the Corporate Governance framework. A detailed presentation of its composition is provided in a subsequent section of the Report.
- In accordance with its obligations under Article 4, paragraph 1 of Law 4706/2020, the Board of Directors engaged Grant Thornton S.A., Certified Public Accountants & Business Advisors, **to assess the implementation and effectiveness of the Company's Corporate Governance System as of 31.12.2024**. The evaluation was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000, and its findings did not identify any material weaknesses.

Investments

In 2024, **BriQ Properties REIC** successfully completed its merger with **Intercontinental International REIC (ICI)** through absorption. This strategic move significantly strengthened the Company's investment portfolio, reinforced its position in the Greek real estate market, and created strong prospects for further growth. The merger marked a milestone in BriQ's strategic evolution, establishing its profile as one of the most dynamic real estate investment companies in Greece.

More specifically, in 2024 the Group carried out investments of €71.9 million, with key initiatives including:

- **Portfolio enhancement** through the acquisition of 17 ICI properties (€61.2 million).
- **Logistics development** in Aspropyrgos with the purchase of two adjacent plots (€0.9 million) and the construction of the new KAD2 (€6.8 million, 19,217 sq.m.), which was fully leased and delivered in November 2024.
- **Expansion of tourism activity** with a new wing of 12 suites at the Paros hotel (€1.6 million), delivered in June.
- **Green office development** with the commencement of construction of a building in Kallithea (€1.1 million), designed to achieve LEED Gold certification, scheduled for completion in 2026.
- Other interventions for the improvement of investment properties (€0.7 million).

Sustainable Development

- Participation in the **ATHEX ESG Index for the 4th consecutive year**.
- **ESG Transparency Score of 88%,** based on the evaluation of the Athens Stock Exchange.
- **Investments of €10.8 million** related to the acquisition, renovation, and development of existing properties.
- Incorporation of sustainability clauses into lease agreements **(green leases)** with strategic tenants.
- Procurement of electricity with a **Green Certificate**, supporting the transition to a lower environmental footprint.
- Establishment of targets for 2025–2026 regarding the reduction of environmental footprint and the increase of portfolio value through ESG practices.

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

Our Business Model for Sustainable Development

Inputs

Financial Capital
- Equity
- Lending

Productive Capital
- Buildings
- Infrastructure

Intellectual Capital
- Procedures, protocols
- Reputation/Trust

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

Social Capital
- Strategic and long-term Partnerships
- Relations with stakeholders

Natural Capital
- Energy

Business operations and practices

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

Outputs

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

RESULTS

Effects on the Company	Effects created by the Company for its stakeholders	Impacts created by the Company in general on the economy, society and the environment

Effects on the Company

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

Effects created by the Company for its stakeholders

SHAREHOLDERS

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

FINANCIAL INSTITUTIONS/INVESTMENT COMMUNITY

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

TENANTS/CUSTOMERS

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

SUPPLIERS/PARTNERS

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

EMPLOYEES

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

ENTITIES (REGULATORY AND BUSINESS)

- Increase trust and satisfaction

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

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

Communication with stakeholders

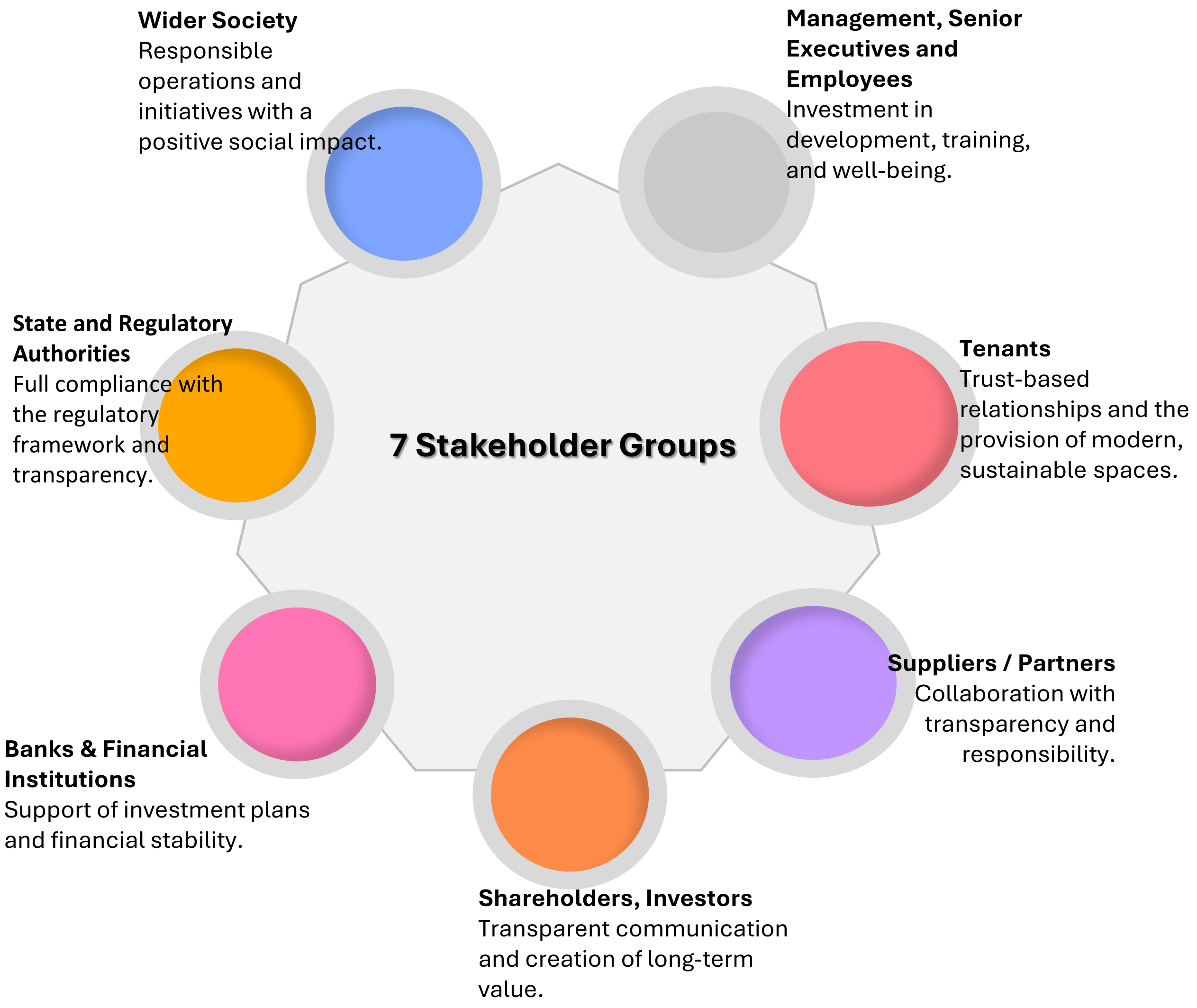
[Indicator ESG C-S1]

For BriQ Properties, systematic, meaningful, and two-way communication with stakeholders constitutes a fundamental principle of its strategy and the foundation for evaluating, designing, and implementing actions that address both business priorities and social and environmental challenges. Through this process, the Company enhances transparency, fosters trust-based relationships, and creates added value for all stakeholders.

BriQ recognizes as stakeholders all groups that influence and/or are influenced, directly or indirectly, by its activities. Specifically, it has mapped seven (7) key categories: members of the Management, senior executives and employees, tenants, suppliers/partners, shareholders–investors and bondholders, banks and financial institutions, the State and regulatory authorities, and society at large.

A key priority for BriQ Properties is to establish mutual trust, respect, and cooperation with all stakeholders. The Company pays particular attention to the different expectations of each group and ensures that their views are incorporated into its business planning and decision-making.

Within this framework, distinct communication channels and dialogue mechanisms have been established for each stakeholder category, which are presented in the table below.



Stakeholders	Key Topics of Interest	Communication
SHAREHOLDERS, INVESTORS and BONDHOLDERS	▪ They are interested in the Company's profitability, business developments in its business sectors, as well as performance on social and environmental issues ▪ They also wish to safeguard the Company's viability and implement strict standards and principles of Corporate Governance.	▪ Continuous updates through ATHEX announcements, the Shareholder Services department, press releases and presentations, through the website and the media, as well as quarterly through the published Financial Statements and the Investment Statement. ▪ Regular analyst meetings ▪ The Company actively participates in Corporate presentations such as the ATHEX Small-Cap of the Athens Exchange on an annual basis in Greece and abroad.
EMPLOYEES	▪ Creation of economic value/financial performance of the Company ▪ Ensuring business ethics and regulatory compliance ▪ Ensuring quality, infrastructure security, data protection and business continuity ▪ Providing timely and competitive remuneration/benefits to employees ▪ Ensuring workers' health, safety and well-being ▪ Providing continuous training, certifications and employee development ▪ Defending human rights at work (e.g. equal opportunities, diversity, elimination of forced labour, etc.)	▪ Continuous and direct communication ▪ Communication with the Company's Human Resources Department (Orion platform) depending on the needs that arise. ▪ Meetings with the CEO and intercompany meetings ▪ Information meetings
TENANTS/CUSTOMERS	▪ The tenants-customers wish to have an excellent cooperation with the Company in all areas and to enjoy qualitatively and according to approved specifications, the respective contractual terms.	▪ Direct communication through the Persons responsible for each project/sector of activity on an ongoing basis and according to the needs of the customer-tenant.
SUPPLIERS/PARTNERS	▪ Suppliers and partners wish to have a consistent, profitable and long-term cooperation with the Company in all areas.	▪ Direct communication through the Managers of each activity, on a case-by-case basis depending on the needs that arise.

Stakeholders	Key Topics of Interest	Communication
STATE & REGULATORY AUTHORITIES	▪ They are interested in the responsible and lawful activity of the Company, the protection of the environment, social actions, respect and protection of the rights and Health and Safety of employees.	▪ Continuous updates through announcements, press releases and presentations, through the website and the media. ▪ Direct communication through the Project Managers of each activity, but also through meetings with the Management, as appropriate depending on the needs that arise
WIDER SOCIETY	▪ Members of society (SMEs, NGOs, civil society actors) wish to be informed about economic, environmental and social data, business developments and activities of the Company as well as sustainable development actions.	▪ Continuous updates through announcements, press releases and presentations, through the website and the media. ▪ Meetings with the CEO, regarding the media, on a case-by-case basis and as needs arise.

Sustainability Management & Material Topics

Materiality Analysis

[Indicator ESG C-G3, C-G7]

Double Materiality Analysis

Materiality analysis is a key tool for identifying, determining, and evaluating the priorities set by BriQ as a Group of Companies (hereinafter the "Group") in relation to sustainable development.

Leveraging its interaction with stakeholders, who hold an important role in decision-making, the Group continuously assesses its impact on people and the environment and incorporates stakeholder expectations regarding its sustainability performance. This regular review contributes to the timely identification of impacts and enables the Group to manage them, even in cases where they may change or new ones may arise, with the aim of mitigating potential risks and identifying opportunities related to people and the environment.

Fully aware of the increasing importance of environmental, social, and governance (ESG) issues in shaping its strategy and long-term value, the Group carried out a double materiality analysis for the fiscal year 2024. This analysis was conducted voluntarily, despite the fact that the Group does not fall within the scope of Directive (EU) 2022/2464 (CSRD) and is therefore not subject to any related regulatory obligation. This initiative reflects Management's commitment to adopting best practices in transparency and sustainability, while at the same time preparing the Organization for future regulatory developments. In this way, the Group ensures that its approach to sustainability is holistic, proactive, and well-documented, addressing both investor needs and society's expectations.

The methodology was based on internationally recognized frameworks, adapted to the specificities of the REIC sector and the Greek real estate market.
The exercise included:

- Mapping ESG topics based on the industry sector and international trends.
- Assessing the impacts of the Group's activities on the environment and society (impact materiality).
- Assessing the financial materiality of ESG topics in relation to the portfolio value, revenues, costs, and risks of the Group (financial materiality).
- Engaging stakeholders to capture their expectations.
- Prioritizing material topics and developing the materiality matrix.

The analysis and evaluation of the topics considered material for sustainable development was based on an extensive review of sources, such as:

- The Athens Stock Exchange ESG Reporting Guide 2024 and international sustainability standards, including the GRI Standards, the GRI sector supplement for the investment sector, SASB Standards, and the EU Corporate Sustainability Reporting Directive (CSRD) (ESRS – European Sustainability Reporting Standards).
- Sustainability Reports of other companies in the sector, for benchmarking and assessment of best practices.
- Recent publications related to the Group, for the identification of emerging needs and challenges.
- Internal documents, such as the Group's policies, procedures, and operating standards.
- The United Nations Sustainable Development Goals (SDGs).
- The United Nations Global Compact Principles.

As part of the stakeholder consultation process:

- The senior executives of BriQ Properties were invited to evaluate and prioritize the material topics in line with the principles of double materiality, taking into account both the assessment of impacts (positive and negative) and the financial materiality, which includes the risks and opportunities associated with each material topic.
- Through engagement with representatives of the Group's stakeholder groups, the issues of greatest importance to them were identified.
- All topics were discussed and approved by the Group's Sustainability Committee, ensuring the integration of all perspectives and the formulation of strategic objectives.

Processes for identifying and assessing significant climate-related impacts, risks, and opportunities

The Group has developed a risk and opportunity management system related to climate change, as part of its commitment to continuously adapt to climate challenges and to create long-term value through a strategic approach to climate-related risk and opportunity management.

The process of identification and assessment is carried out on a regular basis, is integrated into the Group's overall risk management strategy, and includes the following actions.

1. Identification of Significant Impacts, Risks and Opportunities

A multi-step approach is followed for the identification of climate-related risks and opportunities:

- *Regulatory Framework Analysis: Monitoring of relevant European and national regulations (e.g., CSRD Directive, EU Taxonomy, etc.).*
- Stakeholder Consultation: Systematic engagement with internal and external stakeholders, including investors, suppliers, and regulatory authorities.
- Internal Audit and Reporting: Collection of data from business units to capture the main sources of CO_2 emissions and energy consumption, as well as other parameters and related risks.

2. Risk Assessment and Prioritization

Climate-related risks and opportunities are categorized and assessed based on:

- Time Horizon: Short-term (0–1 years), Medium-term (2–5 years), Long-term (>5 years).
- Impact on the Group: Business, financial, and operational risks.
- Likelihood of Occurrence: Qualitative and quantitative risk analysis based on historical data and forecasts.
- Opportunities: Investments in renewable energy and energy efficiency.

The results of the assessment are integrated into strategic decision-making, the sustainability policy, and the Group's long-term planning. The Board of Directors receives annual reports and approves relevant actions for risk mitigation and the leveraging of opportunities.

The identification and assessment process is reviewed on an annual basis, taking into account new scientific and regulatory developments. In addition, the Group has established reporting and internal audit mechanisms to ensure continuous improvement.

Significant Impacts, Risks and Opportunities and their Interaction with Strategy and the Business Model

The Group's core activity is the investment, development, and management of a real estate portfolio, with a focus on high-quality and energy-efficient buildings. Within the framework of its sustainability strategy and risk management, processes have been developed to identify and assess significant impacts, risks, and opportunities that affect its business model. The Group views sustainability as a strategic priority, adapting its business model to new market conditions and regulatory requirements, while seeking to ensure resilience and long-term value creation for its shareholders and stakeholders.

Significant Impacts

The Group's business activities have environmental, social, and economic impacts, which are assessed and integrated into its strategy:

Environmental impacts:

- CO_2 emissions from building operations (heating, cooling, lighting).
- Energy and water consumption across properties.
- Use of sustainable and recycled materials in renovations and new developments.

Social impacts:

- Health, safety, and quality conditions for tenants and building users.
- Impact on local communities through development projects and the supply chain.
- Provision of energy-efficient and innovative properties that contribute to reducing tenants' operating costs.

Economic impacts:

- Changes in property values and yields due to energy performance categories and regulatory changes.
- Fluctuations in operating costs driven by energy prices.
- Compliance costs related to sustainability regulations (e.g., EU Taxonomy, ETS).Market growth driven by increased demand for green and sustainable buildings.

Significant Risks and Opportunities

The Group has identified critical risks and opportunities that affect its strategy and operations.

Key risks include:

- Climate Change & Regulatory Framework: Stricter environmental requirements increase compliance costs and necessitate investments in portfolio upgrades.
- Property Values & Market: Volatility in energy prices and low building energy performance may reduce the attractiveness and valuation of properties.
- Technological Developments: Demand for "smart" and sustainable buildings may render some existing properties less competitive, requiring new investments.
- Circular Economy & Waste: Growing requirements for sustainable renovations and waste management increase the complexity of property management.

Key opportunities include:

- Green Building Development: Increased demand for energy-efficient and certified buildings, driven by policies promoting the energy upgrade of the building stock.
- Recycling & Circular Economy: Potential to create value through energy upgrades and the use of recycled materials, reducing the carbon footprint.
- New Markets & Tenants: The growing emphasis of businesses on ESG criteria is creating demand for sustainable office, logistics, and retail spaces.

Interaction with Strategy and the Business Model

The Group has adapted its business model to address challenges and capture opportunities:

- Sustainable Portfolio Management: Reduction of CO_2 emissions through energy upgrades and the use of renewable energy in buildings.
- Risk & Supply Chain Management: Promotion of collaborations with suppliers that apply sustainable practices and integration of circular economy principles into renovations.
- ESG Integration into Governance: Sustainability criteria are now embedded in strategic decision-making, with Management systematically assessing ESG parameters in portfolio management and investment strategy.

A sustainability topic is considered "material" when it meets the criteria defined – at a high level of materiality – for Impact Materiality or Financial Materiality, or both.

Impact Materiality – "Inside-out" Approach

A sustainability topic is material from an impact perspective when it relates to significant actual or potential, positive or negative impacts of the company on people or the environment in the short, medium, or long term. Impacts are considered from the perspective of impact materiality, regardless of whether they are financially material or not.

For actual negative impacts, materiality is based on the severity of the impact, while for potential negative impacts, it is based on both the severity and the likelihood of occurrence.

Severity is determined by:

- Scale
- Scope
- Irremediable character of the impact

For positive impacts, materiality is based on:

- The scale and scope of the impact for actual impacts.
- The scale, scope, and likelihood of the impact for potential impacts.

To identify both positive and negative (actual and potential) impacts arising from the Group's activities and business relationships that affect people and the environment, the Group engaged with key stakeholder representatives, taking into consideration: a) the Group's business model, b) sustainability standards, c) internal and external sources for understanding the causes of impacts.

Financial Materiality – "Outside-in" Approach

A sustainability topic is considered financially material if it causes, or could reasonably be expected to cause, significant financial effects on the company. This occurs when a sustainability matter creates risks or opportunities that significantly affect, or could reasonably be expected to significantly affect, the company's development, financial position, financial performance, cash flows, access to financing, or cost of capital in the short, medium, or long term. Risks and opportunities may arise from past or future events.

The materiality of risks and opportunities is assessed based on a combination of:

- The likelihood of occurrence, and
- The potential magnitude of the financial effects.

The Group made use of (a) the results of risk assessments and (b) available information on its dependencies on natural, human, and social resources to identify and evaluate the risks and opportunities arising in the course of its operations.

In the assessment, it was taken into account that these dependencies may have effects in two possible ways:

- They may affect the Group's ability to continue using or acquiring the resources necessary for its business processes, as well as the quality and pricing of such resources; and
- They may affect the Group's ability to rely on the relationships required in its business processes under acceptable terms.

Double Materiality Analysis

For the determination of double materiality, the relationship between Impact Materiality and Financial Materiality was taken into account, as well as the interdependencies between these two dimensions. The Group identified twenty-three (23) topics, which were evaluated in terms of their positive and/or negative impact on people or the environment, as well as the risks and opportunities associated with them. The evaluation was based on the nature of activities, business relationships, geographic areas, and other relevant factors (the analysis included critical suppliers, partners, key tenants, and other significant elements of the value chain).

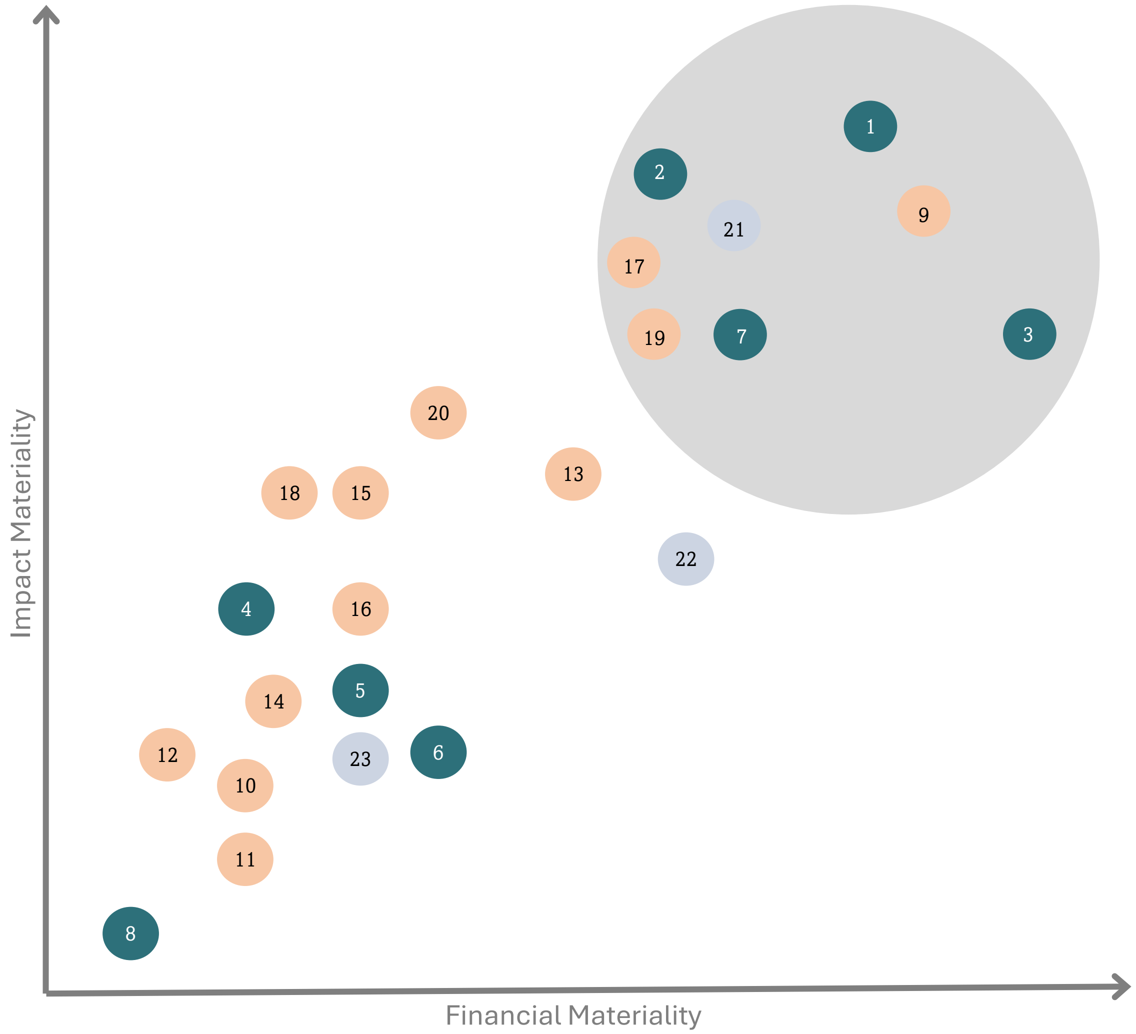
The assessment of impacts, risks, and opportunities was carried out over:

- Short-term horizon: the next financial year 2025 (current actual topics).
- Medium-term horizon: five-year period up to 2029, and long-term horizon: beyond 2029 (potential topics).

During the assessment, appropriate quantitative materiality thresholds were defined for the identification of impacts, risks, and opportunities that are considered material, as well as for the determination of sustainability topics.

The assessment of impacts, risks, and opportunities was validated by the Group's Management and Senior Executives.

In the double materiality matrix presented below, all sustainability topics examined are summarized, together with their prioritization and their level of materiality.



1. **Energy performance of properties and energy consumption**
2. **GHG emissions (Scope 1, 2, 3)**
3. **Climate risks (physical and transition)**
4. Waste management
5. Water consumption
6. Wastewater discharge
7. **Resource management (renovations, materials, circular economy)**
8. Biodiversity and land use
9. **Building user safety, tenant satisfaction**
10. Employee mobility
11. Employee benefits / freedom of association
12. Relations with local communities
13. Creation of economic value / Company’s financial performance
14. Employment growth (job creation)
15. Continuous training, certifications & employee development
16. Provision of timely and competitive remuneration/benefits
17. **Employee development and well-being**
18. Diversity and equal opportunities
19. **Non-discrimination in the workplace**
20. Participation in social contribution initiatives
21. **Transparency, anti-corruption and business ethics**
22. Attracting investors with emphasis on ESG performance
23. Procurement practices & supplier evaluation

In summary, the Group's significant impacts, risks, and opportunities are reflected in the following eight (8) material topics:

Pillar	No	Topic	Impact Materiality	Financial Materiality
Environment	1	Energy performance of properties and energy consumption	✓	✓
	2	GHG emissions (Scope 1, 2, 3)	✓	×
	3	Climate risks (physical and transition)	×	✓
	7	Resource management (renovations, materials, circular economy)	✓	×
Social	9	Building user safety, tenant satisfaction	✓	✓
	17	Employee development and well-being	✓	×
	19	Non-discrimination in the workplace	✓	×
Governance	21	Transparency, anti-corruption and business ethics	✓	×

The following table presents a comparison of the **material topics identified through the double materiality analysis for 2024** with the corresponding topics identified in previous years, highlighting which ones remain material and which represent new issues for the Company.

Pillar	No	Topic	Topic from previous years	Material in 2024	Material in previous years
Environment	3	Climate risks (physical and transition)	Assessment of the climate resilience of our real estate portfolio and development of adaptation strategies to mitigate risks associated with changing climate patterns	YES	YES
	1	Energy performance of properties and energy consumption	Reduction of energy consumption and greenhouse gas emissions	YES	YES
	2	GHG emissions (Scope 1, 2, 3)	Reduction of energy consumption and greenhouse gas emissions	YES	YES
Social	17	Employee development and well-being	Provision of timely and competitive compensation/benefits to employees	YES	YES
	17	Employee development and well-being	Ensuring the health, safety and well-being of employees	YES	YES
	17	Employee development and well-being	Enhancing employment and providing continuous training, certifications, and employee development	YES	YES
	19	Non-discrimination in the workplace	Safeguarding human rights at work (e.g., equal opportunities, diversity, elimination of forced labor, etc.)	YES	YES
	20	Participation in social contribution initiatives	Participation in social contribution initiatives	NO	YES
	13	Creation of economic value / Company's financial performance	Creation of economic value / Company's financial performance	NO	YES
	7	Resource management (renovations, materials, circular economy)	NEW TOPIC	YES	-
	9	Building user safety, tenant satisfaction	NEW TOPIC	YES	-
Governance	21	Transparency, anti-corruption and business ethics	Ensuring business ethics and regulatory compliance	YES	YES
	22	Attracting investors with emphasis on ESG performance	Attracting investors with a focus on the Company's ESG performance	NO	YES

Environmental Issues

- Energy Efficiency: Optimization of energy consumption and property performance.
- GHG Emissions: Reduction of carbon footprint (Scope 1, 2, 3).
- Climate Risks: Management of physical and transitional risks from climate change.
- Resource Management: Responsible use of materials, renovations, and promotion of circular economy.

Environmental Protection [ENVIRONMENT]

BriQ Properties recognizes environmental responsibility as an integral part of its business operations and incorporates practices that promote resource efficiency and environmental protection. With consistency and synergy, it implements actions and policies that reduce its ecological footprint, while investing in long-term sustainability strategies that strengthen its resilience and positive contribution to the climate challenge.

As part of our sustainable development strategy, the following **material environmental issues** are presented, which constitute key priorities for BriQ:

Energy performance of properties and energy consumption

GHG emissions (Scope 1, 2, 3)

Resource management (renovations, materials, circular economy)

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

BriQ Properties recognizes climate change as one of the greatest challenges of our time and treats it as a strategic priority. In this context, it applies practices aimed at reducing energy, natural resource, and plastic consumption, while at the same time promoting the adoption of "green" operating methods in full compliance with the applicable environmental framework and international best practices.

The Company has integrated the principles of sustainable development into all its business activities, acknowledging both the risks and the opportunities arising from climate change. These risks and opportunities have been recorded in its **risk register**, enabling BriQ to adapt promptly to future challenges and to strengthen its resilience and long-term sustainability.

At the same time, BriQ invests in green initiatives and the continuous upgrading of its portfolio with projects that reduce its environmental footprint and create value for both its tenants and shareholders. In this way, the Company actively contributes to the transition towards a more sustainable, low-carbon economy, strengthening its positive role in society and the real estate market.

As part of its **Risk Management System**, BriQ Properties identifies and assesses risks and opportunities related to its activities, including those arising from climate change. Through its Sustainable Development Policy, the Company seeks to create **long-term value** with respect for the environment and society, by integrating responsible property management practices.

At the same time, it takes into account the impacts of potential non-compliance with the environmental framework and highlights the importance of biodiversity protection as a fundamental prerequisite for sustainable development. With this approach, BriQ shields its operations against risks, leverages opportunities associated with the **green transition** and strengthens its resilient and environmentally responsible **business model**.

It should be noted that, at present, BriQ Properties does not operate in areas of sensitive biodiversity. However, the Company remains committed to **continuous monitoring** and full compliance with the regulatory framework, ensuring that every new investment is implemented with a focus on **green development**, the preservation of natural ecosystems, and the minimization of environmental impacts.

With regard to financial and non-financial information, Management has assessed that **there is no material exposure to climate-related risks.** Consequently, as of December 31, 2024, it concluded that **no adjustments are required** to the accounting values or to the assumptions/estimates made under IFRS.

BriQ continuously strengthens its **climate risk monitoring mechanisms** in order to respond to future challenges, enhance its resilience, and contribute to the transition towards a more sustainable and responsible economy.
The definition of the Operational Boundaries of the Inventory includes the identification of GHG emissions from property operations and their categorization into direct and indirect emissions, as well as the selection of the reporting category for indirect emissions.

The following tables have been calculated based on the methodology of the ATHEX ESG Disclosure Guide (2024) and refer to the Company's **self-occupied office space (Mitropoleos 3, Syntagma).**

Scope 1 emissions [Indicator ESG C-E1]

Within the category of direct emissions are included those arising from sources owned by the Company's self-occupied office space.
For the twelve-month period under review, no direct emissions were recorded from stationary combustion, mobile combustion, industrial processes, or fugitive emissions resulting from the release of Greenhouse Gases in anthropogenic systems.

Scope 1 Emissions *Self-occupied office building*	UNIT OF MEASUREMENT (kWh)	EQUIVALENT CO_2 (Tons)	EQUIVALENT CO_2 (Tons)/NET REVENUE
2024	0	0	0
2023	0	0	0

Scope 2 emissions [Indicator ESG C-E2, C-E3]

The emissions arising from the Company's self-occupied office space relate exclusively to Category 2 emissions, specifically indirect emissions from purchased electricity. It should be noted that the property does not consume any other forms of energy; therefore, no emissions from additional sources are recorded

Energy Consumption

The Company systematically implements energy-saving initiatives by upgrading its workplace facilities. The total energy consumption at its headquarters is exclusively covered by electricity supplied by NRG, which is sourced **100% from Renewable Energy Sources (RES) with Certified Guarantees of Origin (GOs).**

Zero emissions from electricity consumption (100% RES)

Market-based

Scope 2 emissions Purchased electricity consumption, total for the entire Company *Self-occupied office building*	UNIT OF MEASUREMENT (kWh)	EQUIVALENT CO_2 (Tons)	EQUIVALENT CO_2 (Tons)/NET REVENUE
2024	15.725	0	0
2023	13.849	5,05	0,55

Note: In the market-based methodology, we use the residual energy mix of each supplier (ENERGY-MIX-2024.pdf (dapeep.gr) – Table 5). In our case, this is NRG, with a factor of 271.033 g CO_2/kWh. However, due to Guarantees of Origin covering 100% of the electricity supplied from RES by DAPEEP, the emission factors are zero. The normalization factor is defined as rental income, which amounted to € 9.1 million for FY 2023 and € 21 million for FY 2024.

Location-based

Scope 2 emissions Purchased electricity consumption, total for the entire Company *Self-occupied office building*	UNIT OF MEASUREMENT (kWh)	EQUIVALENT CO_2 (Tons)	EQUIVALENT CO_2 (Tons)/NET REVENUE
2024	5.793	0,64	0,28
2023	13.849	5,05	0,55

Note: In the location-based methodology, we use the emission factor issued annually by DAPEEP (Guarantees of Origin and Energy Mix – Renewable Energy Sources Operator & Guarantees of Origin S.A. – DAPEEP S.A. (dapeep.gr)), which refers to the residual energy mix of the country (for 2024: ENERGY-MIX-2024.pdf (dapeep.gr) – Graph 2) at 367.51 g CO_2/kWh. The normalization factor is defined as rental income, which amounted to € 9.1 million for FY 2023 and € 21 million for FY 2024.

Green Energy Production

- In November 2023, the Company installed a photovoltaic (PV) station with a capacity of 899.25 kW under a self-production net-metering scheme at the logistics center of its subsidiary, Sarmed Warehouses S.A. (80% participation), located in Mandra, Attica. The station was connected to the grid in January 2024.
- In addition, Sarmed Warehouses S.A. maintains a Power Purchase Agreement (PPA) with ADMIE for the sale of electricity generated by a 100 kW rooftop photovoltaic station installed on a warehouse complex building in Mandra, Attica.

2024	132,52 MWh
2023	133,6 MWh

Scope 3 emissions [Indicator ESG A-E1]

In 2024, BriQ Properties did not yet proceed with the measurement of Scope 3 emissions, which refer to indirect emissions from the supply chain and other activities beyond our direct control. However, we acknowledge their importance for accurately assessing our environmental footprint and are preparing to develop a strategy for their monitoring and recording, through supplier engagement and the enhancement of our internal processes. Our goal is to integrate Scope 3 emissions into the Company's overall ESG strategy, thereby strengthening transparency and sustainable development.

[Indicator ESG A-E7]

BriQ systematically addresses the reduction of greenhouse gas emissions related to its property portfolio by utilizing carbon credits to offset emissions and enhance its environmental responsibility. At the same time, it has carried out a gap analysis across its entire portfolio to identify improvements that will make its properties more energy efficient, while also initiating projects financed through the Recovery and Resilience Facility (RRF).

In addition, the Company implements energy efficiency improvement strategies by investing in modern technologies and infrastructure, such as integrated energy management systems, LED lighting, and efficient HVAC systems, thereby strengthening the long-term sustainability of its portfolio. At the same time, BriQ, in collaboration with its tenants–property managers, supports carbon offset projects, such as CO_2 capture and storage from reliable sources, which contribute to balancing the emissions from the operation of its portfolio.

Through these initiatives, the Company reaffirms its commitment to playing an active role in the sustainable development of the real estate sector and in achieving climate neutrality targets.It should be noted that, for its self-occupied office space, the number of carbon removals and carbon credits in 2024 was zero.

[Indicator ESG A-E8]

In line with its policy, in 2024 BriQ quantified the Greenhouse Gas (GHG) emissions generated from its property portfolio. The analysis covered Category 1 (direct) and Category 2 (indirect from purchased energy) emissions, while the calculation methodology was based on the practices and techniques of the internationally recognized GHG Protocol.

[Indicator ESG SS-E1]

For BriQ Properties, the transition to a sustainable and climate-responsible business model is a strategic priority. The transition plan focuses on the energy upgrading of properties through advanced technologies, such as the installation of solar panels, low-consumption heating and cooling systems, and smart energy management systems.
At the same time, sustainable construction and renovation practices are applied, including the use of recycled materials and the improvement of building insulation capacity. In addition, strategies such as waste reduction and responsible resource management are integrated across all Company operations, enhancing its contribution to sustainable development and the creation of long-term value.

In addition, BriQ makes systematic efforts to reduce air pollutant emissions, investing in certified carbon mitigation projects and strengthening the use of clean energy sources across its property portfolio.

Environment & Sustainability: Shaping the Future

BriQ Properties adopts an environmentally responsible policy aimed at reducing its footprint and implements actions that cover the entirety of its business operations, while simultaneously reinforcing its role as a responsible corporate citizen. Through these initiatives, the Company supports sustainable development and makes a substantial contribution to environmental protection, responding to the needs and expectations of society. Moreover, due to the nature of its activities, BriQ does not generate significant amounts of waste and, consequently, does not materially burden the environment.

In collaboration with its tenants–property managers, BriQ supports carbon offset projects, with a focus on:

- **Obtaining green certifications**, with a notable example being the new property on Poseidonos Avenue, which is being developed in accordance with the international LEED standard.
- **Installing photovoltaic systems**, leveraging renewable energy sources to reduce emissions and energy costs.
- **Improving energy efficiency** through upgrades and investments in energy-saving technologies.
- **Utilizing innovative digital solutions** that enable better monitoring, management, and optimization of property operations.

Through these directions, BriQ strengthens the resilience and long-term value of its portfolio, actively contributing to the transition towards a more sustainable development model.

Already in 2024, the Company proceeded with investments amounting to **€ 10.8 million for the renovation and development of existing properties.**

The Company's direct environmental footprint mainly derives from electricity consumption for office operations (Scope II) and from the use of consumables (Scope III). To mitigate these impacts, circular economy and recycling practices are applied.
Within the same category (Scope III) are also included the energy consumption of the properties owned by the Group and leased to third parties. These emissions are recorded, assessed, and systematically monitored, while, where feasible, reduction initiatives are implemented, such as energy efficiency upgrades in building envelopes and technical equipment.
The Company's actions focus on measuring and improving electricity consumption, utilizing efficient technologies, and collecting consumables and devices for recycling, while also encouraging the active participation of employees.

In April 2024, the Company completed a Gap Analysis on its real estate portfolio with the objective of recording its energy and carbon footprint, aiming to identify measures to reduce its environmental impact. This initiative was carried out with a strong sense of environmental responsibility and in consideration of the new requirements introduced by Climate Law 4936/2022 and the ESG framework.

The analysis highlighted all necessary energy-saving actions and cost assessments, based on energy performance indicators and carbon footprint calculations.

Within the framework of its Corporate Social Responsibility program—focused on environmental protection, carbon footprint reduction, and the promotion of renewable energy sources—the Company is rapidly progressing with the installation of photovoltaic systems across its portfolio and is planning the gradual renovation and energy upgrade of its properties. In addition, the Company is developing a new office building, certified under the LEED standard, located at 42 Poseidonos Avenue, Kallithea, Athens, financed through the Recovery and Resilience Facility (RRF).

At the same time, the Company continued the development of its portfolio with the addition of a second storage and distribution facility (KAD 2), with a total surface area of 19,236 sq.m., located at the Logistics Park in Aspropyrgos, which was completed in November 2024.

BriQ issues Energy Performance Certificates (EPCs) for all properties in its portfolio, ensuring full transparency and compliance with applicable requirements. In 2024, 83% of the Company's properties were classified in EPC category ≥ "C", highlighting its ongoing efforts to improve energy performance and reduce its environmental footprint.

BriQ is committed to the continuous monitoring and improvement of the energy performance of its portfolio, carrying out all necessary interventions on its properties, such as maintenance works, refurbishments, and energy upgrades. Through these actions, the Company aims not only to ensure compliance with the regulatory framework but also to create added value for its tenants and investors, while simultaneously reducing operating costs and enhancing the long-term resilience of its assets.

Portfolio Breakdown by Energy Performance Certificate (EPC) Category:

Energy Category	% of portfolio sqm
A	2%
B	44%
C	37%
D	16%
E	1%
F (Z gr)	1%
G (H gr)	0%

[Indicator A-G1]

BriQ has no involvement in sectors considered incompatible with responsible and sustainable investments, such as the extraction and trading of fossil fuels, the production of high-risk chemical substances, the manufacturing of controversial weapons, as well as the cultivation or production of tobacco. In this way, the Company ensures that its portfolio remains fully aligned with ESG criteria and the principles of responsible entrepreneurship, avoiding activities that are not consistent with its sustainable development strategy.

[Indicator A-E3, A-E4]

Strengthening its circular economy model, BriQ has established paper and battery collection and recycling programs, actively encouraging employee participation through regular awareness and information campaigns. Since 2023, the Company has also implemented a zero-plastic-use program in its offices, further reducing its environmental footprint. In 2024, BriQ systematically continued these initiatives in its offices, recycling a total of 1.5 kg of batteries and reinforcing the consistent use of blue bins for paper recycling. Through these actions, the Company reaffirms its commitment to responsible resource management and fosters a culture of sustainable behavior that extends beyond corporate operations to the broader social fabric.

Waste Management 2024	Tons / Percentage
Total quantity of hazardous waste	0
Percentage of waste by treatment type – Composting	0%
Percentage of waste by treatment type – Incineration	0%
Radioactive waste	0

Wastewater Disposal	Cubic meters (m^3)
Total volume of wastewater disposal containing pollutants	0

Climate risks (physical and transitional)

BriQ recognizes climate risks as a material issue, as they represent one of the most significant factors that will shape the future of the real estate sector. These risks manifest in two forms:

- **Physical risks**, related to extreme weather events and long-term climate changes, such as high temperatures, prolonged heatwaves, floods, wildfires, and also earthquakes, given Greece's geographical location in a zone of high seismicity. These factors can directly affect the resilience and value of our properties, increase operating costs, and impact the experience of our tenants.
- **Transitional risks**, related to changes in the regulatory and institutional framework, the introduction of new energy efficiency standards, the growing demand from tenants and investors for green and energy-efficient buildings, as well as technological advancements in the real estate sector. These factors may increase the Company's investments in upgrades, but at the same time create opportunities for differentiation and strengthening our competitiveness.

For BriQ, climate risks are directly linked to our strategy, as our portfolio includes hotels, offices, logistics facilities, and retail properties, each of which is affected differently by climate-related challenges.

In this context, the Company fully insures its portfolio against natural and other risks, ensuring the protection of assets, the preservation of their value, business continuity, and the uninterrupted service of our tenants and visitors.

Full insurance coverage, apart from being a corporate obligation, also serves as a key defense mechanism against the unpredictable consequences of natural and climate-related risks, as it enables us to manage potential damages promptly and effectively, while mitigating their financial and operational impact.

At the same time, we do not limit ourselves solely to insurance coverage. We systematically invest in prevention and upgrade projects that enhance energy efficiency, reduce the environmental footprint, and increase the resilience of our properties against emerging climate and natural conditions. For example, in 2024 we completed flood protection works at the property located at 119 Kifisou Avenue in Rentis, aiming to mitigate the impacts of extreme weather events and ensure its smooth operation. Through such initiatives, BriQ safeguards the long-term value of its portfolio and contributes to the creation of a sustainable and resilient urban environment for the benefit of its shareholders, tenants, and society at large.

Water Management [Indicator ESG SS-E4]

The water consumption at BriQ Properties' facilities is supplied exclusively by the national water supply network (EYDAP) and mainly concerns usage in building infrastructures for the daily needs of employees. Recognizing the importance of water as a valuable natural resource, the Company encourages its rational use. In this context, the new offices have been equipped with filters for tap water consumption, contributing to the reduction of plastic bottle usage, while special signage in common areas reminds employees of the need for responsible consumption. Given the nature of its business activity, BriQ does not make intensive use of water resources; in 2024, consumption at its owner-occupied offices amounted to 83.28 m^3.

Harmony with the Environment: Designing Sustainable Spaces

Our performance - Our goals [Indicator A-G3]

SUBSTANTIVE ISSUE	OBJECTIVES 2024-2025	PERFORMANCE 2024	OBJECTIVES 2025-2027
Energy performance of properties and energy consumption **GHG emissions (Scope 1, 2, 3)** **Resource management (renovations, materials, circular economy)**	Continuation of the construction of a modern green office building, LEED-certified, located on Poseidonos Avenue in the Municipality of Kallithea. Our ambition is for it to become the first such building in the coastal zone of the Kallithea–Moschato area (Southern Sector of Athens).	In 2024, construction works for the new building commenced. The project is financed through an RRF bond loan of € 4.8 million.	• Completion of the project on Poseidonos Avenue in the first quarter of 2026. • Commencement of works in 2025 and completion by the end of April 2026 for the renovation project at the Mr & Mrs White Tinos hotel. • Achievement of a 25% reduction in energy consumption and CO_2 emissions by 2030 (compared to 2022 levels).
	Expansion of the Mr & Mrs White Paros hotel with the completion of 12 new high-standard suites. A modern room energy optimization and building management system (BMS) was installed, while the new development is classified as Energy Class A. In addition, new window frames were installed in the existing building, improving its overall energy efficiency.	Successful completion of construction works in July 2024.	
	Renovation of the Mrs & Mrs White Tinos hotel complex, with a total cost of €650 thousand, aiming at energy upgrading through the replacement of the oil boiler with heat pumps, installation of solar panels, new high-efficiency air conditioning units, LED lighting, and energy-efficient aluminum window frames.	Approval of the renovation project by the Company's Board of Directors.	
	Renovation of the office space at 1 Alamanas Street, Marousi, with a total area of 767 sq.m., aiming to create a modern office environment that includes the installation of a Building Management System (BMS).	Completion of renovation works in October 2024.	
	Partial replacement of air conditioning units with new-generation systems at the property on Kymis Avenue, in the Municipality of Acharnes.	Agreement with the building's tenants.	

SUBSTANTIVE ISSUE	OBJECTIVES 2024-2025	PERFORMANCE 2024	OBJECTIVES 2025-2027
	Installation of net-metering photovoltaic systems at the property located at 119 Kifisou Avenue, Athens, with a capacity of 213 kW.	Commencement of works for the installation of photovoltaic systems.	• Start of operation of the photovoltaic systems within 2025. • Further enhancement of digitalization to reduce environmental footprint. • Commencement of construction of KAD 3 and installation of PV systems at KAD1 and KAD2 (completion by 06/2027).
	Installation of net-metering photovoltaic systems at the property located at 65 Loutrou Street, in the Municipality of Acharnes, aiming at a significant reduction of the building's energy footprint.	Commencement of operations within 2024.	
	Installation of net-metering photovoltaic stations at the following properties: ▪ 2A Argyroupoleos St. ▪ 19–23 Al. Pantou St. ▪ 25 Al. Pantou St. ▪ Mr & Mrs White Tinos ▪ Mr & Mrs White Corfu (3 connections) ▪ Mr & Mrs White Paros	Receipt of connection terms from HEDNO within 2024.	
	Installation of digital document and e-signature software aiming to minimize paper printing and ink consumption.	Continuation of digital signature use through Docusign (Candisign app) and gov.	
	Construction of a 19,236 sq.m. warehouse in Aspropyrgos with a low energy footprint. The installation of photovoltaic systems and other green design initiatives will be considered for this new building.	The construction of the warehouse was completed in November 2024.	
Climate risks (physical and transitional)	-	Implementation of flood protection works at the property on 119 Kifisou Avenue, Rentis, to enhance resilience against extreme weather events and ensure uninterrupted operation.	• Further enhancement of asset resilience against natural hazards (floods, extreme weather events). • Integration of climate risk assessment (physical & transition) into the strategic planning and portfolio management process.

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

The proper environmental management of properties is one of BriQ's most important strategic objectives, essential both for the sustainability of its operations and for ensuring business continuity.

The Company is committed to reducing its environmental footprint, complying with Law 4936/2022 on achieving climate neutrality by 2050, investing in "green" properties, and upgrading existing ones by utilizing new technologies and smart infrastructure. At the same time, it adopts initiatives to minimize waste through prevention, recycling, and reuse.

In this context, BriQ has already incorporated specific clauses into new lease agreements that provide for the collection of energy consumption data and the monitoring of soil pollution issues, aiming to improve efficiency and ensure sustainable practices for the benefit of both the Company and its tenants.

The **medium- to long-term targets** set by BriQ include:

Green Investments: Strengthening the portfolio with low-carbon properties and developing renewable energy projects, with a focus on photovoltaic installations.

Energy Upgrading: Gradual improvement of the energy performance certificates of properties by 2028, aligned with best practices.

Footprint Reduction: Achieving a 25% reduction in energy consumption and CO_2 emissions by 2030 (compared to 2022 levels).

Responsible Supply Chain: Collaborating with suppliers that integrate environmentally responsible practices, enhancing the sustainability of the value chain.

Employee Awareness: Ongoing education and engagement of employees in sustainability initiatives, fostering a culture of environmental awareness.

Social Issues

- **User Safety:** Ensuring a healthy and safe environment across all facilities.
- **Tenant Satisfaction:** Enhancing tenant experience and building long-term trust relationships.
- **Employee Development & Well-being:** Supporting professional growth and work–life balance.
- **Equal Opportunities:** Preventing discrimination and promoting equality in the workplace.

Social Issues

Creation of Economic Value / Financial Performance

In 2024, both the global and European economies showed signs of recovery, marked by easing inflationary pressures, volatility in financial markets, and ongoing geopolitical uncertainty.

Amid these challenging conditions, the Greek economy demonstrated resilience, which was reflected in the recovery of investment-grade status by three of the most recognized credit rating agencies — DBRS Morningstar, Fitch, and Standard & Poor’s (S&P). This development highlighted the steady improvement of the country’s financial position and the growing confidence in its future prospects.

Key drivers behind these upgrades included the consistent reduction of public debt, the strengthened resilience of the banking system, and the increasingly robust growth outlook of the Greek economy.

On the monetary policy front, the European Central Bank (ECB) proceeded with six interest rate cuts during 2024 and 2025, the most recent being on March 12, 2025, reducing its three key interest rates by a total of 185 basis points compared to 2023.As a result, the Company’s borrowing costs have decreased, along with the applicable tax rate compared to the previous year.

The Company closely monitors geopolitical developments, inflationary trends, and monetary policy decisions, reassessing potential impacts and taking timely measures to mitigate them. The Group has no exposure to Russian or Ukrainian assets, while the impact of inflation remains limited, as rental income is adjusted in line with the consumer price index.

Considering its performance, long-term lease agreements, tenant creditworthiness, portfolio quality, and sufficient liquidity, the Group maintains adequate resources to ensure the uninterrupted continuation of its operations and continues to apply the going concern principle in preparing its financial statements as of December 31, 2024.

Group Financial Results for 2024

[Indicator ESG C-G8]

The Company published its financial statements for the year 2024 on April 2nd, 2025, and on April 3rd, 2025, held its annual conference call with analysts, institutional investors, and other stakeholders to present the financial results for the fiscal year 2024.The most significant event of 2024 was the completion of the merger by absorption of **Intercontinental International REIC (“ICI”).**

The Company recorded a significant increase in profitability in 2024, with improved profit margins.

As of December 31st, 2024, the value of the property portfolio increased by 91%, comprising 57 properties with a fair value of €285 million (December 31st, 2023: €149 million), including owner-occupied properties and assets held for sale.

Rental income amounted to €15.7 million (+72% compared to 2023), mainly due to the integration of ICI's properties, with an occupancy rate of 99.0%.

The Group's Equity (NAV) reached €152.4 million (2023: €108.3 million), while loan liabilities amounted to €128.8 million (2023: €37.0 million).

Adjusted[(1)] Earnings Before Interest, Taxes, Depreciation and Amortization (EBITDA) increased by 89% to €13.0 million (2023: €6.9 million).

(1) Excluding gains from property revaluations, gains from property sales, gains from the valuation of financial instruments, and non-recurring (one-off) advisory expenses related to the merger.

The key financial figures and ratios, on a consolidated basis, are presented in the following tables:

(amounts in € millions)

Group Results	2024	2023	D (%)
Rental Income	15,7	9,1	72%
Gross profit excluding gains from property revaluation	14,6	8,2	79%
Gross Profit Margin	93%	90%	-
Adjust. EBITDA[(1)] (excl. revaluation profit and non-recurring expenses)	13,0	6,9	89%
Adjust. EBITDA margin	83%	76%	-
Adjusted EBT[(1)] (Earnings before taxes)	8,7	5,4	61%
Adjusted Net profit after tax[(1)]	7,5	4,7	58%
Adjusted[(1)] EPS[(2)] (€ per share)	0,168	0,133	26%
Net profit after tax	29,3	14,6	100%
F.F.O. Funds from Operations	5,5	3,9	42%

(amounts in € millions)

Key Ratios	31.12.2024	31.12.2023	D (%)
Cash	7,3	2,8	
Debt Obligations	128,6	37,0	
Loan-to-Value (Debt / Properties)	45,2%	24,9%	
Net Loan-to-Value ((Debt-Cash)/Properties)	42,6%	23,0%	
Net Asset Value corresponding to shareholders of the Company (N.A.V.)	152,5	108,6	40%
Net Asset Value per share (N.A.V. / share)	3,43	3,07	12%

(1)Excluding (i) real estate revaluation gains ('24: €10,5 million vs.'23: €8,1 million), (ii) gains from property disposals ('23: €127 thousand), (iii) merger-related expenses ('24: €63 thousand vs. '23: €51 thousand), (iv) gains from the valuation of financial instruments ('23: €1,7 million), and (v) gains from the fair value measurement of ICI assets contributed through the merger ('24: €11,36 million).
(2)Calculated based on the total number of shares outstanding as of 31.12.2024 (including the new shares issued following the absorption of ICI) and as of 31.12.2023, respectively.

On May 20th, 2024, the Annual General Meeting of the Company's shareholders approved the distribution of a net dividend of €0.1045 per share, totaling €3.7 million, offering a net dividend yield of 5.3% based on the closing share price ("BRIQ") on May 20th, 2024. The dividend was paid to shareholders on June 18th, 2024.

Evaluation and selection of suppliers and partners

[Indicator ESG C-S8]

BriQ Properties recognizes that its economic, social, and environmental performance is directly linked to the practices of its suppliers and partners. For this reason, it applies strict and transparent selection criteria, ensuring that all its partners operate responsibly and in full compliance with the regulatory framework. The Company requires its suppliers to adhere to its Principles and Values, while at the same time promoting the adoption of responsible practices that enhance sustainability and corporate integrity.

In this context, BriQ's partnerships are governed by the following key principles:

- Environmental compliance
- Reduction of carbon footprint & use of sustainable materials
- Respect for human rights
- Transparency and accountability in Corporate Governance
- Adoption of ethical business practices

[Indicator ESG A-S1, A-G6]

In order to achieve the European Union's climate and energy targets for 2030, as well as the ambitious objectives of the European Green Deal, it is essential to enhance investments in activities that actively contribute to sustainable development.

Although BriQ Properties, due to its size, is exempt from the disclosure obligations of Article 8 of Regulation (EU) 2020/852 (EU Taxonomy), the Company proceeded in 2024 with an assessment of the eligibility and alignment of its economic activities with the EU Taxonomy criteria. The objective of this process was to prepare a list of environmentally sustainable activities, which will serve as a guide for the Company's future development strategy and investment decisions.

With regard to the activities of BriQ Properties, as defined by the EU Taxonomy Regulation, the following presents the analysis of the share of turnover, capital expenditures (Capex), and operating expenditures (Opex) for the reporting period of 2024.The relevant revenues and expenses derive from the installation of photovoltaic systems by the subsidiary BriQ Warehouses S.A. (formerly Sarmed Warehouses S.A.), an initiative that falls under eligible and Taxonomy-aligned activities, contributing to the reduction of the Group's energy footprint and the promotion of green growth.

Alignment – Eligibility

Sustainable Economic Activity	2024
Sustainable Turnover (%)	0,19%
Sustainable Capital Expenditures (CapEx) (%)	0,09%
Sustainable Operating Expenditures (OpEx) (%)	0,48%

The Company has not issued any ESG Bond related to its sustainable activities.

Employment Enhancement

Human Capital

Human capital constitutes a fundamental pillar of value creation for BriQ Properties. A strategic objective and an integral part of the company's culture is the cultivation of a modern and supportive working environment that provides employees with the necessary tools, opportunities, and incentives to grow, develop their skills, and actively contribute to the achievement of the Company's goals.

[Indicator ESG C-S4]

As of December 31, 2024, the Company's workforce consisted of 9 employees, remaining stable compared to 2023. During 2024, there were no voluntary or involuntary departures, maintaining staff levels consistent with the previous year.

HUMAN CAPITAL	2024		2023	
	NUM	%	NUM	%
WOMEN	5	56%	5	56%
MEN	4	44%	4	44%
TOTAL	9	100%	9	100%

Training

The Company employs highly qualified personnel and actively encourages continuous education. In 2024, 90% of its workforce held a postgraduate degree, confirming BriQ's commitment to lifelong learning and the development of specialized skills.

Avoidance of Discrimination in the Workplace

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

The Company ensures, through its policies, equal employment and career advancement opportunities for all, without any form of discrimination. Particular emphasis is placed on the empowerment and professional development of women, ensuring full equality in matters of remuneration and promotions. During 2024, there were no violations of labor law or financial losses arising from related legal proceedings, confirming BriQ's commitment to maintaining a fair and responsible working environment.

Women Employees

Year	Women Employees*	Women Employees in Management Positions**
2024	56%	100%
2023	56%	100%

*The index data have been calculated based on the methodology of the Athens Stock Exchange ESG Disclosure Guide (2024).
**Due to the size of the Company, only the CEO of the Company is considered as a Director.

Gender pay gap

Year	Wage Gap (%)
2024	- 41,82
2023	- 40,58

1. Compensation includes all extraordinary payments and profit distribution.
2. The CEO's compensation includes only remuneration from salaried employment.

*A "negative" gender pay gap indicates that women earn more than men.

CEO/employee pay ratio

Year	CEO/employee pay ratio
2024	[10,43:1]
2023	[9,45:1]

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

All employees of the Company are employed under Individual Employment Contracts, which exceed the minimum requirements of Collective Agreements. Therefore, in 2024, the coverage under Collective Agreements was effectively 100%.

[Indicator ESG C-S6]

BriQ Properties has established a **Human Rights and Diversity Policy**, which is aligned with the core principles of the **UN Global Compact**. The Company maintains an ongoing dialogue with its employees, emphasizing the creation of a fair and supportive working environment and encouraging open communication so that every team member feels heard and meaningfully contributes to the Company's progress.

At BriQ, there is **no discrimination** regarding diversity or equality issues, regardless of age, gender, sexual orientation, religion, or other characteristics. Special emphasis is placed on the **professional development and empowerment of women**, providing equal pay opportunities, the ability to assume responsibility, active participation in corporate initiatives, and access to decision-making processes. In this way, the Company fosters an environment where all employees have the opportunity to grow and contribute creatively.

The Company systematically promotes a **culture of inclusion and diversity**, which enhances teamwork and innovation, supporting its overall growth strategy.

With respect to the principles of **equality and transparency**, BriQ aims to be an **employer of choice**, recognizing and leveraging the talents and skills of all its employees.

Further details are provided in the Policy, available on the Company's website here.

Employee Development and Well-being

BriQ Properties continuously monitors market conditions and offers competitive and fair compensation to its employees. All job positions have been evaluated based on their relative weight, ensuring internal equity, while regular benchmarking is conducted to align remuneration levels with market standards, attracting and retaining talented professionals.

The total compensation package is complemented by a set of benefits that enhance the Company's attractiveness as an employer and contribute to maintaining high levels of employee satisfaction. In this way, BriQ aims to be an employer of choice — both for new candidates and its existing workforce.

The Company ensures the consistent fulfillment of all its obligations toward employees, with payroll always processed punctually on the designated dates. Its remuneration policy combines market best practices, aiming to maintain both internal balance and external competitiveness.

[Indicator ESG A-G4]
The benefits provided to permanent employees include the following:

- Medical and Pharmaceutical Insurance Program (covering employees and their dependents)
- Company Car and Fuel Allowance (based on position and level)
- Parking Space (depending on position and building availability)
- Corporate Mobile Connection (depending on job role)
- Meal Vouchers
- Wedding Gift, Childbirth Gift, and University Admission Gift
- Discounts on Products and Services of the Quest Group (related party)

Year	Variable Compensation of the CEO
2024	58%
2023	50%

Work–Life Balance

BriQ Properties actively promotes work–life balance by implementing initiatives and benefits that facilitate employees' daily lives. These include corporate gifts during holidays (Christmas and Easter), flexible working hours, the option for early departure on Fridays during the summer months, and remote work opportunities. These initiatives contribute to improving employees' quality of life while enhancing their satisfaction and commitment to the Company.

BriQ Properties actively promotes work–life balance through initiatives that strengthen corporate culture and foster a sense of community. Indicatively:

- **Free beverages and snacks** are provided daily, creating a welcoming and comfortable environment that enhances well-being and social interaction.
- **Monthly team lunches** offer employees the opportunity to connect in a more informal setting, share experiences, and strengthen collaboration bonds.
- **New Year's cake event** with gifts for employees reinforces team spirit and festive morale.
- **Holiday celebrations and gift exchanges**, such as *Secret Santa*, cultivate a joyful and participatory workplace atmosphere.
- **Children's party** for employees' families, with gifts for the kids, highlights BriQ's care in extending the concept of the "corporate family."
- **Corporate gifts** during Christmas and Easter, as well as **cultural activities** such as theater outings, further promote team cohesion and a sense of appreciation toward employees.

These initiatives contribute to fostering a positive and supportive work environment where professional growth goes hand in hand with personal well-being.

Employee Development and Well-being

[Indicator ESG C-S5, A-S2]

Employee **training and development** constitute a strategic priority for **BriQ Properties** and a core element of its corporate culture. The Company implements training programs that cover all levels of personnel, offering equal opportunities for career advancement and continuous professional growth.

Through **seminars and educational initiatives**, employees are encouraged to enhance their knowledge and skills, improve their professional performance, and actively contribute to the dynamic development of the Company.

The **2024 training program** focused primarily on **ESG topics (Environment, Social, and Governance),** featuring specialized modules tailored to each employee's area of work. In parallel, modules related to **Artificial Intelligence (AI)** and its capabilities were introduced, enhancing employees' familiarity with new tools that are transforming the business landscape.The training sessions focused on improving skills and knowledge, fostering accountability, and promoting a culture of **innovation and sustainable development** within the workplace.

EMPLOYEE TRAINING DATA	2024	2023
Total hours of training	252	118
Average hours of executive training	21	13
Average training hours of other categories	30	13,3
Average training hours for women	17,4	6,2
Average training hours for men	41,25	22
Training expenditure	8.484 €	1.885 €

Health and Safety Performance Indicators in the Workplace

[Indicator ESG SS-S6]

Caring for the health and safety of its people is a fundamental value and an integral part of **BriQ Properties'** business philosophy. The Company provides all employees with a **Medical and Pharmaceutical Insurance Program**, ensuring access to quality healthcare services and promoting their overall well-being.

At the same time, **BriQ** employs a **Health and Safety Officer**, responsible for monitoring and managing workplace health and safety matters, as well as ensuring compliance with regulatory requirements. The Company implements prevention, information, and awareness practices, aiming to enhance employees' knowledge and responsibility regarding safety issues.

In **2024**, there were **no recorded injuries or fatalities**, confirming the effectiveness of the Company's policies and procedures in this area. **BriQ** remains committed to maintaining a **safe and healthy working environment**, continuously investing in the upholding of **high standards of protection and prevention**.

Participation in Social Contribution Initiatives

At **BriQ Properties**, we are committed to creating meaningful value for society through initiatives that strengthen social cohesion and help reduce inequalities. Through actions, investments, and in-kind donations, we support vulnerable groups and local communities, aiming to improve quality of life and promote equal opportunities.

These initiatives are closely aligned with the **United Nations Sustainable Development Goals (SDGs)**, reinforcing our commitment to a sustainable, fair, and inclusive future. Through consistency and continuity in our efforts, we strive to act as a responsible corporate citizen that contributes positively to society.

Volunteering Initiatives

Employee Voluntary Blood Donation

Employees of **BriQ Properties** actively participate each year in the **Annual Voluntary Blood Donation** organized by the **Quest Group**, supporting the Blood Bank maintained to cover emergency needs. Through their participation, they make a meaningful contribution to assisting those in need and highlight the importance of social solidarity and giving. This initiative represents not only an act of humanity but also a tangible expression of **BriQ's corporate culture**, which values volunteerism and encourages its people to contribute positively to society.

Voluntary Participation in a Charity Bazaar

BriQ employees participated in supporting the Christmas Bazaar held in the center of Athens. Through this initiative, they contributed to raising funds for the support of charitable organizations' programs and experienced firsthand the joy of collective contribution and solidarity.

Women's Empowerment & Workplace Equality

As part of its commitment to promoting gender equality, **BriQ Properties** participated in the global initiative **"Ring the Bell for Gender Equality"**, organized by the **Hellenic Exchanges Group (ATHEX Group)** in collaboration with international institutions. The Company was represented by its **Chief Executive Officer**, whose presence underscored **BriQ's dedication to women's empowerment** and the creation of a **fair and inclusive workplace environment**.

Participation in Social Contribution Initiatives

As an **active member of society**, **BriQ Properties**, with a strong sense of responsibility, implements initiatives that support vulnerable social groups and promote social cohesion. The Company collaborates with **NGOs and social organizations**, meaningfully strengthening their work through targeted initiatives, donations, and volunteer actions.
In this way, **BriQ** actively contributes to improving people's everyday lives and demonstrates in practice its commitment to a **fairer and more inclusive future**.

In 2023, **BriQ** signed its support for the **UN Women's Empowerment Principles (UN WEPs)**, expressing its commitment to promoting gender equality in the workplace, the market, and society. This commitment **remained active in 2024**, with the Company continuing to integrate these principles into its policies and practices.

In 2024, as part of its ongoing collaboration from previous years, **BriQ** covered the annual heating oil, electricity consumption, and electrical appliance costs of the **"The Smile of the Child"** Organization's shelter in Moschato.

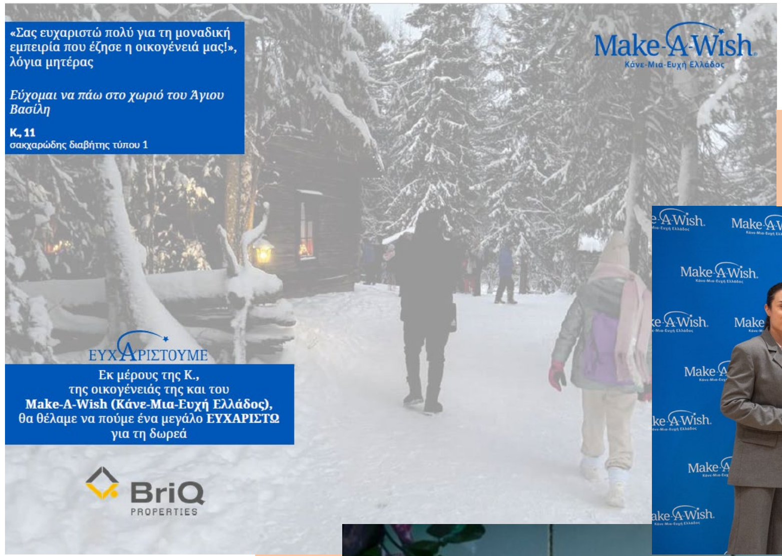
Additionally, contributing to the effort to meet the needs for electrical equipment at the **Cerebral Palsy Greece / Open Door** Foundation, the Company donated electrical appliances.

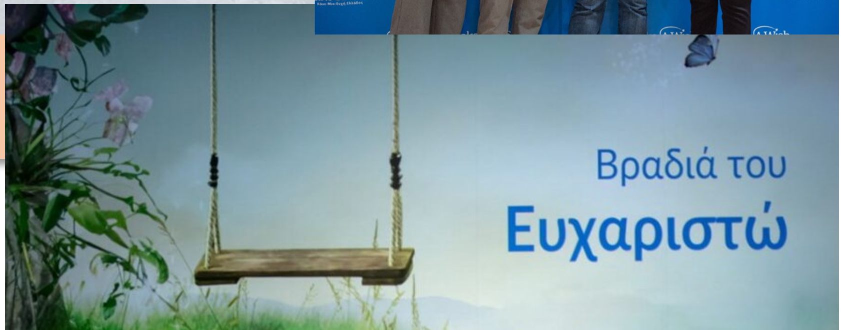
open door
cerebral palsy greece

The smile of the child

As part of its social responsibility, BriQ Properties supported the work of **Make-A-Wish Greece**, contributing to the fulfillment of a wish for a child suffering from a serious illness. Through this support, K., an 11-year-old girl, had the opportunity to experience the magical journey to Santa Claus Village together with her family.

The realization of this wish represents not only a moment of joy for the child and her loved ones but also tangible proof of BriQ's commitment to standing by those in need, spreading smiles and hope in their lives.





Building User Safety & Tenant Satisfaction

BriQ Properties places particular emphasis on the safety of building users and the satisfaction of its tenants, recognizing these as key factors for maintaining the value and attractiveness of its property portfolio.

As a property owner, the Company ensures that its buildings meet high standards of quality, aesthetics, and functionality, enhancing the overall experience of those who use them daily.

During 2024, various projects and upgrades were implemented across multiple properties in the portfolio, as detailed in previous chapters of this Report.

These initiatives focused on maintenance and energy efficiency improvements, as well as enhancements to common areas, aiming to create safe, functional, and modern facilities that fully meet tenants' needs.

Through these investments, BriQ strengthens the long-term value of its assets while improving the everyday experience of property users.

At the same time, the Company maintains open communication channels with its tenants, encouraging their active participation in the maintenance and improvement of the premises. Through regular contact, discussions, and feedback, BriQ seeks to address potential issues promptly and foster a climate of trust and collaboration.

The Company also promotes the adoption of ESG practices by its tenants, emphasizing the importance of integrating such principles into the daily operation of buildings. Relevant provisions are incorporated into lease agreements to formalize and systematize this commitment.

For 2025, BriQ aims to continue investing in the quality of its properties and further enhance tenant satisfaction by offering safe, modern, and sustainable spaces. In doing so, the Company seeks to maintain consistently strong tenant relationships and create long-term value for both its tenants and its investors.

Moreover, BriQ believes that ensuring tenant safety and experience is not merely an operational necessity but a strategic differentiator in the Greek real estate market. The provision of high-quality and safe spaces strengthens tenants' long-term trust and attracts reliable partners, contributing to higher occupancy rates and stable portfolio returns.
Through this approach, the Company invests not only in its properties but also in the relationships built around them, creating a sustainable and resilient ecosystem of value.

Looking ahead, BriQ remains committed to the continuous upgrading of its portfolio and to creating an environment that combines safety, functionality, and sustainability. Through ongoing collaboration with its tenants and the integration of ESG practices into its relationships with them, the Company aims to contribute not only to the improvement of user experience but also to the development of a more responsible and resilient real estate sector in Greece.

Social Issues | Our performance - Our goals

[Indicator A-G3]

SUBSTANTIVE ISSUE	OBJECTIVES 2024	PERFORMANCE 2024	OBJECTIVES 2025
Employee Development and Well-being	Strengthening the team through further training, with specialization tailored to each area of employment	Doubling the number of training hours.	• Strengthening the team through further training and expanding opportunities for education in ESG and new technologies. • Promoting health and well-being with the goal of zero occupational accidents and diseases. • Maintaining a culture of fair and competitive remuneration while integrating additional benefits that enhance job satisfaction.
Avoidance of Discrimination in the Workplace	Zero complaints were reported regarding human rights violations, labor practices, or incidents of discrimination.	Achieved	• Strengthening equality, diversity, and inclusion policies within the corporate culture
Building User Safety & Tenant Satisfaction	• Maintaining high safety standards across all properties. • Enhancing tenant experience through upgrades and the provision of quality services.	• No serious building safety violations/incidents. • Implementation of upgrade projects that improved tenant experience (e.g. energy renovations, system upgrades).	• Maintaining high safety and quality standards across properties • Enhancing tenant experience and satisfaction

Corporate Governance

- **Transparency:** Strengthening trust through open and responsible communication.
- **Business Ethics:** Promoting integrity and responsible practices.
- **Anti-Corruption:** Safeguarding processes and strengthening control mechanisms.

Corporate Governance

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

BriQ Properties maintains a clear strategic focus and commitment to sustainable growth and responsible business conduct—principles that are reflected in its vision, mission, and overall strategy. The Company consistently applies the provisions of the current Corporate Governance framework, having established internal structures and integrated **codes, policies, manuals, and procedures** that ensure effectiveness and transparency.

These practices aim to promote responsible operations, enhance transparency, and foster a culture of collective decision-making, thereby contributing both to the Company's sustainable growth and to safeguarding the interests of shareholders and all stakeholders.

BriQ Properties is fully compliant with the provisions of Articles 1–24 of Law 4706/2020 and the Hellenic Corporate Governance Code issued by the Hellenic Corporate Governance Council, which entered into force in June 2021.For more information, please visit the Company's website at www.briqproperties.gr , under the Corporate Governance section, as well as the Annual Financial Report 2024.

Board of Directors [Indicator ESG C-G1]

The Board of Directors is the highest administrative body of the Company, primarily responsible for shaping its strategy and development policy, while also overseeing and controlling the management of its assets. According to the Company's Articles of Association, the Board consists of a minimum of five (5) and a maximum of nine (9) members, the majority of whom must be non-executive, including at least two independent non-executive members. The Board of Directors of BriQ Properties is supported in its work by Committees that manage key Corporate Governance matters.

Both the Chair and the members of the Board of Directors and its Committees possess the necessary experience, specialization, and qualifications to ensure the implementation and integration of ESG (Environmental, Social, and Governance) criteria across all business activities. Their role is both coordinating and advisory with respect to the decisions of the Board of Directors.

As of 31.12.2024, the Board of Directors accepted the resignation of Mr. Efstratios Papaefstratiou from his positions as Independent Non-Executive Member, Vice-Chairman, and member of the Audit and Remuneration & Nomination Committees. At the same meeting, following a proposal from the Remuneration & Nomination Committee, the Board was reconstituted, electing Mr. Stefanos Karaiskakis as a new Independent Non-Executive Member and Ms. Eleni Linardou as Vice-Chairwoman for the remainder of the term.

As of 31.12.2024, the Board of Directors of BriQ was composed of eight (8) members, of which two (2) were executive and six (6) non-executive (75%). Three (3) members were independent non-executive (37.5%), while three (3) were women (37.5%), exceeding the 25% gender representation requirement set by the Greek Corporate Governance Law. The average age of the Board members was 63 years, and the average tenure was 5 years.

Board of Directors BriQ Properties31/12/2024

- Theodoros Fessas, of Dimitrios, Chairman of the Board, Non-Executive Member
- Anna Apostolidou, of Georgios, CEO, Executive Member
- Apostolos Georgantzis, of Miltiadis, Executive Member
- Eftychia Koutsourelis, of Sophokleous, Non-Executive Member
- Panagiotis-Aristeidis Chalikiaras, of Michail, Non-Executive Member
- Eleni Linardou, of Dimitrios, Vice Chairman of the Board, Independent Non-Executive Member
- Marios Lasanianos, of Konstantinos, Independent Non-Executive Member
- Stefanos Karaiskakis, of Dimitrios, Independent Non-Executive Member

[Indicator ESG A-G7]

The selection, replacement, or renewal (or non-renewal) of the term of office of the members of the Board of Directors is carried out in accordance with the Board Members' Suitability Policy, which has been approved by the General Meeting. This policy ensures the evaluation of the candidates' experience, skills, integrity, and competencies.
Its purpose is to ensure the appropriate and qualitative composition of the Board of Directors, securing diversity and complementarity of skills for the effective fulfillment of its duties, in line with the Company's business model, values, and growth strategy, as well as the integration of best corporate governance practices.

The financial and non-financial results are presented in detail in the 2024 Annual Financial Report.

More information regarding the Remuneration Policy for the members of the Board of Directors can be found here.

The Remuneration and Nomination Committee collectively assesses the Board of Directors' level of knowledge in relation to the areas for which its members share collective responsibility, as well as their understanding and management of issues concerning Environmental, Social, and Governance (ESG) matters. Through this process, the Committee ensures that the Board possesses the necessary skills to effectively manage and oversee the Company, with the ultimate goal of achieving its strategic objectives.

Committees

The work of the Board of Directors of BriQ is supported by Committees, whose role is to provide coordination and advisory guidance to the Board. Detailed information regarding the Committees, their members, and their operating regulations is available on the Company's website.

BriQ Properties has the following Board Committees:

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

[Indicator ESG C-G2, C-G4]

BriQ Properties has established the Sustainability Committee, which supports the Board of Directors and Management in all matters related to sustainable development. The Committee contributes to the design and implementation of the sustainability strategy, coordinates relevant initiatives, defines key performance indicators, and regularly monitors their progress, ensuring the integration of sustainability principles across all Company operations.

In parallel, a Sustainability Officer has been appointed, supported by a dedicated team, who work closely with the Committee to implement actions and strengthen the culture of sustainability in BriQ's daily operations.

Sustainable Development is a key component of the vision, business strategy, and corporate values of BriQ Properties.

To mitigate negative impacts and maximize positive ones, the Company has developed and implemented a Sustainability Policy, to monitor and continuously improve its performance regarding its commitments to employees, shareholders, the market, society, and the environment on sustainability issues.

The Company recognizes its environmental responsibility and is committed to reducing its footprint by adopting sustainable practices across all its operations. BriQ aligns its business activities with modern requirements for environmental protection and resource efficiency, leveraging innovative technologies that enhance the energy and water efficiency of its properties. At the same time, it implements strategies for the rational management of its environmental impact, aiming to reduce carbon emissions and contribute to tackling climate change.

Regulations

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

- Internal Operating Regulation of the Company
- Audit Committee Operating Regulation
- Internal Audit Operating Regulation
- Board of Directors Operating Regulation
- Remuneration and Nominations Committee Operating Regulation
- Code of Conduct and Business Ethics

Policies [Indicator ESG SS-G1]

The foundation of BriQ Properties' Corporate Governance lies in its **Policies and Procedures,** which formally set out the guidelines approved by the Board of Directors. Through these Policies, compliance with the regulatory framework and the integration of best practices into the Company's operations are ensured, while the Standard Procedures specify their practical implementation.

Since 2021, the Company has implemented the **Whistleblowing and Reporting Management Policy**, which was updated in 2023 in accordance with **Law 4990/2022**. The purpose of this Policy is to provide employees, partners, and other stakeholders with a secure channel to report incidents that may constitute violations of EU law, deviations from Company Policies and Procedures, fraud, corruption, coercion, financial irregularities, or other forms of misconduct. At the same time, the Policy ensures the **protection of individuals who submit reports** and the **confidentiality** of the information provided.
In 2024, the Company further **updated and strengthened related procedures**, reinforcing its overall **framework of compliance and transparency**.

Key Policies:

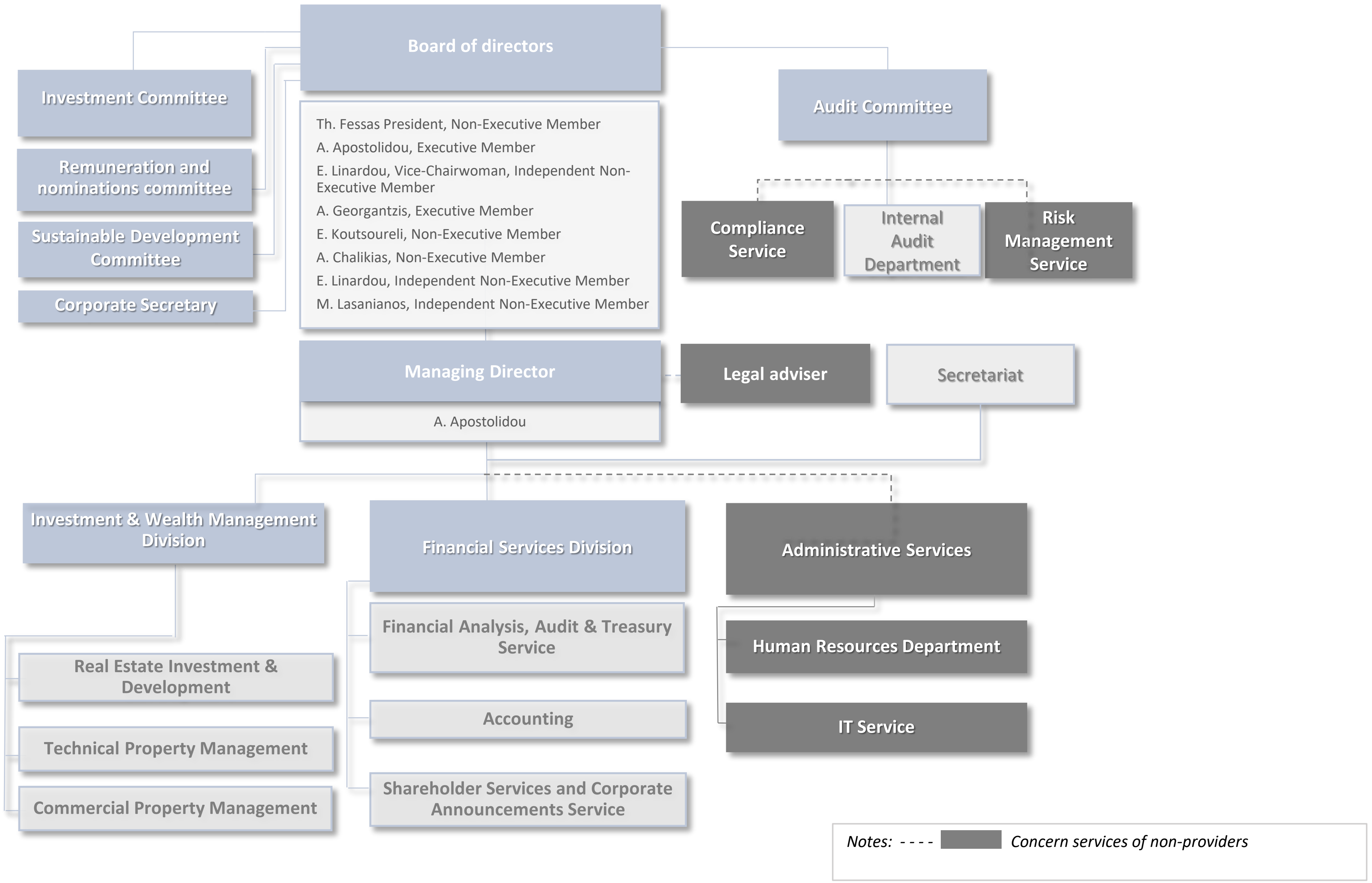
Governance & Transparency
- Board Members' Suitability Policy
- Board Members' Remuneration Policy
- Regulatory Compliance Policy
- Financial & Non-Financial Reporting Policy
- Code of Ethics and Conduct

Risk Management & Internal Audit
- Risk Management Policy
- Internal Control System Assessment Policy
- Outsourcing Policy
- Conflict of Interest Prevention & Management Policy
- Periodic Evaluation of Contracts Policy (Article 99, Law 4548/2018)

Data Protection & Compliance
- Personal Data Protection Policy
- Cookies Policy
- Data Subjects' Request Management Policy
- Personal Data Breach Management Policy
- Portable Devices Management Policy

Sustainability & Employees
- Sustainable Development Policy
- Whistleblowing Policy (Reports & Complaints Management)
- Human Rights & Diversity Policy
- Related ESG Integration Actions

Organizational Chart BriQ Properties



Risk Management [Indicator ESG A-E2]

In March 2024, the Company adopted a specialized digital risk management application, following an agreement with an external partner. This application enables the recording of the Company's objectives and goals, as well as the identification, analysis, and assessment of each risk. At the same time, it documents mitigation actions and their actual outcomes, while highlighting the available control mechanisms for each identified risk.
The Company systematically manages potential risks by following its Risk Management Policy and implementing assessment and management procedures in line with the ISO 31000 Risk Management standard. The Risk Management Department coordinates the implementation methodology, while the Audit Committee oversees the overall process.

Additionally, in accordance with the Risk Management Policy, risks and corresponding mitigation measures are identified and documented, including, among others, potential cases of non-compliance with applicable legislation (such as laws on anti-corruption and unfair competition).

[Indicator ESG A-G2]
In 2024, there were no financial losses resulting from breaches of business ethics, as such incidents were zero.

Ensuring quality, infrastructure safety, data protection, and business continuity

At BriQ, the core values and principles that govern the Company's operations and conduct focus on respect for human dignity, integrity, conscientiousness, diligence, and entrepreneurship. Based on these values, the Company has developed an ethical framework that ensures:

- the protection of shareholders' investment,
- the quality and reliability of the services provided,
- the development of its human capital as its most valuable asset,
- the safeguarding of its reputation and corporate value,
- the promotion of meritocracy and the prevention of discrimination,
- transparency in operations and relationships with third parties,
- the assumption of social and environmental responsibility, and
- the continuous improvement and progress of both employees and the Company.

Personal Data Protection Policy

[Indicator ESG C-G6]

BriQ Properties fully complies with the General Data Protection Regulation (GDPR – EU 2016/679) and the applicable national legislation, continuously reviewing and enhancing the measures implemented to safeguard personal data. Data processing is carried out exclusively for the purposes for which the data is collected and always in compliance with the relevant legal requirements.

The Company applies appropriate technical and organizational security measures to ensure the proper and secure processing of personal data, preventing accidental loss, destruction, unauthorized and/or unlawful access, use, alteration, or disclosure. However, given the nature and open environment of the internet, it is acknowledged that absolute guarantees cannot be provided against the possibility that unauthorized third parties may attempt or succeed in circumventing security measures to gain access to or misuse data for unauthorized purposes.

The Personal Data Protection Policy is described in detail on the Company's website

Transparency, Anti-Corruption, and Business Ethics

For BriQ Properties, full compliance with applicable legislation, as well as with the policies and procedures established by the Company's governing bodies, constitutes a fundamental value and is intrinsically linked to its business model, reputation, and ability to achieve its strategic objectives. Any deviation from the Company's principles and ethical standards is deemed unacceptable, as it may negatively impact its reputation, credibility, and overall performance.

As a company listed on the Athens Stock Exchange, BriQ fully complies with the applicable legal and regulatory framework governing listed entities, its Internal Operating Regulation, the provisions on Corporate Governance, and the Hellenic Corporate Governance Code.

Within the framework of the Company's Risk Management Policy, potential risks are identified and recorded through the Risk Assessment process, along with the measures adopted to address them, in order to prevent any instances of non-compliance with applicable legislation, including those related to corruption and unfair competition.

[Indicator ESG C-G5]

The Code of Ethics and Business Conduct of BriQ Properties, approved by the Board of Directors, constitutes a fundamental component of the Company's Corporate Governance framework. It sets out the core values and behavioral principles that guide the operation and development of all business activities, ensuring integrity, accountability, and transparency. The Code applies to all executives and employees, preventing incidents of corruption, bribery, and any form of unethical behavior. It is actively promoted through regular training and awareness initiatives, forming an integral part of the Company's culture.

Furthermore, as part of its commitment to responsible business conduct, BriQ Properties seeks to align these values and enforce the Code among its partner companies and external collaborators, ensuring their adherence to transparency, responsibility, and integrity in every business transaction.

In doing so, the Company fosters a culture of trust and fairness, strengthening its Corporate Governance system and contributing to its long-term sustainable growth.

Attracting investors who place emphasis on the Company's performance in ESG matters

The volatility of financial conditions and the uncertainty prevailing in global markets have intensified in recent years, as the effects of geopolitical developments, the energy crisis, and shifts in the macroeconomic environment continue to strongly impact the world economy. These new realities make the continuous adaptation of corporate practices and the revision of investment attraction strategies essential. Today, more than ever, attracting investors requires responsibility, resilience, and transparency — especially in times of heightened uncertainty.

In this context, BriQ Properties has integrated Environmental, Social, and Governance (ESG) criteria into its business strategy, implementing practices that promote sustainable growth and demonstrate the Company's commitment to responsible conduct toward investors, society, and the environment. This threefold approach strengthens investor confidence while enhancing the Company's long-term resilience and growth.

The future of sustainable investments, both globally and nationally, is closely linked to the establishment and implementation of corporate policies that prioritize society, the environment, and responsible governance. The adoption of sustainability-oriented practices and robust corporate governance frameworks provides BriQ Properties with a solid competitive advantage in the investment markets, acting as a stabilizing factor in an environment of uncertainty.

Corporate Governance | Our performance - Our goals

[Indicator A-G3]

SUBSTANTIVE ISSUE	OBJECTIVES 2024	PERFORMANCE 2024	OBJECTIVES 2025
Transparency, Anti-Corruption, and Business Ethics	• Zero incidents of non-compliance with applicable legislation on anti-corruption and unfair competition.	Achieved. There were no reports or complaints related to incidents of corruption, bribery, unfair competition, or non-compliance with laws and regulations at the economic and/or social level. Additionally, in 2024, the evaluation of the Company's Corporate Governance System was completed by Grant Thornton, confirming its effectiveness and further enhancing the Company's transparency and credibility.	• Zero incidents of non-compliance with the legislation on anti-corruption and fair competition. • Completion of the external evaluation of the Corporate Governance System and the Internal Control System, confirming their effectiveness and enhancing transparency. • Assessment of the maturity of cybersecurity and data protection mechanisms. • Update of the risk assessment process to include new risk categories (ESG, cybersecurity).
	• Zero incidents of non-compliance with laws and regulations at the economic and/or social level.		
	• Further optimization of processes and risk assessment, along with employee training on the subject.	Achieved. In March 2024, the Company adopted a specialized digital risk management application and conducted employee training, enhancing transparency, monitoring, and the overall effectiveness of the risk management framework.	
	• System availability under any circumstances	Achieved	
	• Further actions to optimize internal procedures to achieve this objective	The Company attracted investors focused on ESG performance and proceeded with the optimization of internal processes for managing Environmental, Social, and Governance matters. It maintained its position in the ATHEX ESG Index with an ESG Transparency Score of 88%.	

Παράρτημα I
ATHEX ESG Index Table
Athens Exchange ESG Disclosure Guide 2024

ESG categorization	ID	Indicator Name	Report page
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	C-E2	Scope 2 emissions	24,25
	C-E3	Energy consumption and production	25
Society	C-S1	Stakeholder engagement	11
	C-S2	Female employees	37
	C-S3	Female employees in management positions	37
	C-S4	Employee turnover	36
	C-S5	Employee training	39
	C-S6	Human rights policy	37
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Annex I

ATHEX ESG Index Table

Athens Exchange ESG Disclosure Guide 2024

ESG categorization	ID	Indicator Name	Report page
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	A-E2	Climate change risks and opportunities	24,49
	A-E3	Waste management	28
	A-E4	Effluent discharge	28
	A-E5	Biodiversity sensitive areas	24
	A-E6	Climate change policy	24
	A-E7	Removals and carbon credits	26
	A-E8	Total GHG emissions	26
Society	A-S1	Sustainable economic activity	36
	A-S2	Employee training expenditure	39
	A-S3	Gender pay gap	37
	A-S4	CEO pay ratio	37
Governance	A-G1	Strategy, business model and value chain	9, 28
	A-G2	Business ethics violations	49
	A-G3	ESG targets	3, 30, 31, 32, 43, 51
	A-G4	Variable pay	38
	A-G5	External assurance	4
	A-G6	ESG bonds	36
	A-G7	Integration of sustainability-related performance in incentive schemes	46

Παράρτημα Ι

Πίνακας ESG Δεικτών ATHEX

Οδηγός Δημοσιοποίησης Πληροφοριών ESG 2024 Χρηματιστηρίου Αθηνών.

Κατηγοριοποίηση ESG	ID	Ονομασία Δείκτη	Σελ. Έκθεσης
SECTOR METRICS			
Environment	SS-E1	Transition plan	26
	SS-E4	Water management	29
Society	SS-S6	Health and safety performance	39
Governance	SS-G1	Whistleblower policy	47

Annex II
Application of AccountAbility AA1000 standard

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

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

AA1000 Principle	Correspondence with ATHEX ESG Indicators
Inclusivity	C-S1 Stakeholder engagement A-G1 Strategy, business model and value chain A-S1 Sustainable economic activity
Materiality	C-G3 Material topics A-E2 Risks and opportunities arising from climate change A-G3 ESG goals
Responsiveness	C-G2 Sustainable development governance A-G4 Variable remuneration C-G7 Sustainability reporting
Impact	C-E1 Direct emissions (Scope 1) C-E2 Indirect emissions (Scope 2) A-E8 Total emissions C-S8 Value chain SS-S6 Performance on health and safety matters

Appendix III
INDEPENDENT EXTERNAL ASSURANCE REPORT

TÜVNORD

To: Management of BriQ Properties REIC

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

BriQ Properties REIC Company (hereinafter referred to as BriQ Properties) has assigned TÜV HELLAS (TÜV NORD) SA (hereinafter referred to as TÜV NORD Hellas) the limited external assurance of the Sustainable Development Report, which covers the period 1/1/2024-31/12/2024.

BriQ Properties is headquartered in Greece, at 3 Mitropoleos Street, 105 57, Athens and has been listed on the Athens Stock Exchange since 2017.

The scope of the project consists of the following:

A. The control of the accuracy of the claims regarding the coverage of specific core, advanced and sector-specific metrics of the ESG 2024 Reporting Guide of the ATHEX (Athens Exchange), as follows: C-E1, C-E2, C-E3, C-S1, C-S2, C-S3, C-S4, C-S5, C-S6, C-S7, C-S8, C-G1, C-G2, C-G3, C-G4, C-G5, C-G6, C-G7, C-G8, A-E2, A-E3, A-E4, A-E5, A-E6, A-E7, A-S1, A-S2, A-S3, A-S4, A-G1, A-G2, A-G3, A-G4, A-G5, A-G6, A-G7, SS-E1, SS-E4, SS-S6, SS-G1.

B. The conduction of the coverage level check of the guide AA1000AP (2018), referring to the Accountability Principles as they are stated and analyzed within (Inclusivity, Materiality, Responsiveness & Impact). The level check was conducted based on the contents of the guide AA1000AS v3 (Type 2 Assurance-Moderate level).

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

2. Project Criteria

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

ESG 2024 Reporting Guide of the ATHEX

AA1000AP (2018)

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

3. Project methodology

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

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

TÜVNORD

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

4. Review limitations

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

5. Responsibilities of the Reporting Organization and Assurance Provider

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

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

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

6. Conclusions-Recommendations

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

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

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

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

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Inclusivity: Dialogue on Sustainability Issues with the Stakeholders

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

Materiality: Focus on the material issues related to sustainability

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

Responsiveness: Addressing the needs and expectations of stakeholders

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

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

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

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

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

7. Impartiality and independence of the external assurance team

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

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

Athens, October 10, 2025

For TÜV NORD Hellas

Nestor Paparoupas
Product Manager

AA1000
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