

**SUSTAINABLE
DEVELOPMENT REPORT
2022**



CONTENTS

<u>BriQ at a glance</u>	5
<u>Sustainable Development Management & Substantive Issues</u>	10
<u>Corporate Governance</u>	16
<u>Social</u>	23
<u>Environment</u>	31
<u>Appendices</u>	37





Message from the President of the Sustainable Development Committee [ESG INDEX A-G3]

We are going through an era of successive crises at a global level - climatic, health, geopolitical, economic - which inevitably cause an exacerbation of social problems. In the new socio-economic environment, businesses in order to remain viable need to follow the principles of Responsibility, Corporate Governance, Innovation and Cooperation.

At the same time, companies are required to integrate all the important aspects of sustainability into their strategy, examining business risks at multiple levels, but also recognizing new business opportunities.

As far as real estate in Greece is concerned, the question of the efficiency and durability of real estate is becoming more and more important.

BriQ Properties through its investments and portfolio transforms and keeps pace with the developments in all the sectors that determine its sustainability, taking into account the ever-increasing economic, social and environmental needs that arise.

The objectives of the Green European Agreement (European Green Deal) in combination with the new National Climate Law that supports the European objective for Climate Neutrality until 2050 have brought to the fore, as an imperative, the adaptation and evolution of our Company based on the demands of the new era.

With this belief, we are designing the roadmap for sustainable development for the period 2023-2027 with the following short- and long-term goals:

- Formulation of ESG strategy that will enhance the transformation of our portfolio for the growth and sustainability of the business model.
- Further exploration of the risks and opportunities arising from the climate change/energy crisis.
- Faithful implementation of the Corporate Governance model based on the "New legislative framework for the Corporate Governance of Companies listed on the AX and their significant subsidiaries".

Efi Koutsourelis

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



Message from the CEO

With a vision to be a top choice for every real estate investor in Greece, BriQ Properties aims for high dividend yields, while at the same time it has achieved a total capital gain of €18 million on the properties it has invested in over the last five years and has distributed a total dividend amounting to €11 million (including the 2022 financial year).

BriQ Properties is a pioneer in the Real Estate Investment Corporation (Real Estate Investment Corporation) sector in investments in logistics and hotels - sectors that show growth and high returns.

BriQ Properties aims to provide shareholders with stable and satisfactory returns and capital gains while planning for the future through sustainable development.

In February 2023 BriQ signed an acquisition and merger by absorption agreement with Intercontinental International REIC (ICI) and its major shareholder. The result of the agreement will be the creation of a company with a portfolio value of over 260 million euros and an annualized revenue of 18 million euros. BriQ's portfolio after the merger will have a strong dispersion of 30% in logistics, 30% in offices, 30% in shops and 10% in hotels thus covering all the main real estate sectors in Greece.

BriQ Properties, operating with an awareness of its environmental responsibility, systematically adapts its business practice to the needs of environmental protection and resource saving. At the same time, it plans and implements practices aimed at the short-term and long-term proper management of the environmental footprint of its portfolio.

The mission of BriQ Properties is reliability and consistency, offering stable and satisfactory returns to its shareholders and creating goodwill through its investments based on the principles of sustainable development and driven by its employees and values. The mission of BriQ Properties is achieved through:

- Continuous search for suitable investment opportunities.
- Effective management, sound corporate governance and responsibility.
- Attracting, developing and exploiting people with talent and ethics.
- Implementation of technocratic and meritocratic practices.
- Adherence to the principles and values of the company

Anna Apostolidou
CEO, BriQ Properties REIC

About the Report

[ESG INDEX A-G5]

This Report constitutes the 3rd annual Sustainable Development Report (hereinafter "the Report") of BriQ Properties REIC. By publishing it, we aim to transparently inform our stakeholders about our strategy, goals and performance in the essential issues of sustainable development of the Company, for the period 1.1.2022 - 31.12.2022.

The previous report was issued in October 2022 and covered the period 1.1.2021 - 31.12.2021. In this Report there is no basic reformulation or change in the issuance process compared to the previous period.

The Report includes selected, basic, advanced and sectoral indicators of the ESG Information Disclosure Guide 2022 issued by the Athens Stock Exchange, while at the same time it was compiled according to the AA1000AP (2018) standard. The calculations are based on the Company's owner-occupied offices. In addition, an external verification check of the contents, selected ATEX indicators of the Report has been carried out by an independent external body [TÜV HELLAS (TÜV NORD)], regarding compliance with the above disclosure information. Specifically, to verify compliance with the requirements of AA1000AP (2018), the AA1000 Assurance Standard (AA1000AS v3) guide was followed.

For any clarifications, comments or information regarding the Exhibition, you can contact 211 999 4833 or email info@brigproperties.gr. The Report was posted on the Company's website, www.brigproperties.gr on 29.09.2023.





BriQ at a glance

BriQ Properties REIC

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

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

The shares of BriQ Properties AEEAP have been traded on the Athens Stock Exchange since July 31, 2017 (ticket: BRIQ).

The headquarters of the Company is in the Municipality of Kallithea, Prefecture of Attica, on Alexandrou Pantou street no. 25, 176 71. The Company also has offices from October 2022 in the center of Athens, specifically at 3 Mitropoleos Street, Syntagma.

BriQ Properties Awards

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



Our Vision



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



Our mission

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

Our values



- ▶ Respect for the human personality
- ▶ Ethics, conscientiousness, meritocracy and non-discrimination
- ▶ Labor and entrepreneurship
- ▶ Knowledge and continuous development
- ▶ Protection of shareholders' investment
- ▶ Social and environmental responsibility

HIGHLIGHTS of 2022 [31.12.2022]

Portfolio



26
Properties

148.205 m²
GBA (Gross Building Area)

€ 136 m
GAV (31.12.21)

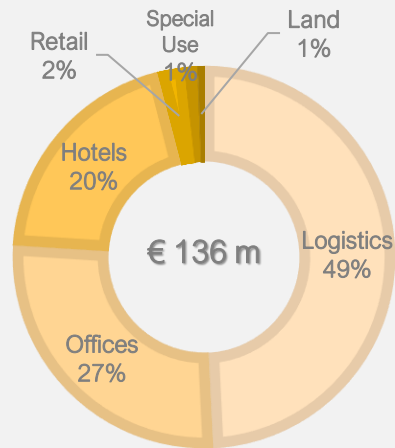
€ 9,0 m
Annualized Revenues

6,6%
Gross Yield (annual.)
(1)

99,8%
Occupancy Rate
(31.12.21)⁽¹⁾

7,3 yrs
WAULT (31.12.22)
Weighted average unexpired lease term

Diversification by sector



Type	Value (€ m)	%
Logistics	66	49%
Offices	38	27%
Hotels	27	20%
Retail	3	2%
Special Use	1	1%
Land	1	1%
Total	136	100%

Financials - snapshot



€ 8,0 m / € 6,1 m (+32%)
Revenues 2022 / 2021

€ 6,0 m / € 4,3 m (+40%)
Adj.⁽¹⁾ EBITDA 2022 / 2021

€ 4,8 m / € 4,0 m (+20%)
Adj.⁽¹⁾ EBT 2022 / 2021

€ 4,6 m / € 3,9 m (+19%)
Adj.⁽¹⁾ Earnings 2022/ 2021

23,2% / 21,4%
Net LTV (31.12.22/31.12.21)

€ 2,78 / € 2,52
NAV/Share (excl. minority interests)
31.12.22/ 31.12.21

Excluding gains from the revaluation and impairment of real estate to fair value, gains from the sale of real estate (2022: €149 thousand, 2021: €75 thousand) and expenses (2022: €126 thousand) for consultant services regarding the agreement with Intercontinental International REIC which was announced on February 23, 2023

Corporate Events

- **Dividend Distribution** in 2022 of a total amount of € 2,657 thousand, i.e. € 0.075 per share (net) from the profits of the fiscal year 2021.

Corporate Governance

- Full alignment with the provisions of the new law 4706 on corporate governance, by carrying out the 1st measurement and assessment of compliance by PKF HELLAS S.A. without any significant finding.
- Reorganization of the **Board of Directors** and its formation in a body.

Investments

- The properties portfolio amounted to € **136 million**, showing an increase of 12%. The increase was the result of investments amounting to € 7,9 million and a real estate value adjustment of € 7,5 million.
- The value of the property portfolio on 31.12.2022 is distributed among: **49%** logistics buildings, **27%** office buildings, **20%** hotels and **4%** other property categories.
- The Company is in the process of demolishing the office building at 42 Posidonos St., Kallithea and building a new one, with **LEED** certification.
- In 2022, a negotiation was held for the merger by absorption of Intercontinental International REIC in accordance with what is detailed in the contractual texts between the companies from 23.02.2023 (see Economic Situations 31.12.2022 p. 11).

Sustainable development

- Participation in **FTSE-ATHEX** High Dividend Yield index
- Participation in the **ATHEX ESG Index**

In the Annual Financial Report 2022, which is posted on the Company's website (www.briqproperties.gr), there is detailed information on the financial figures.



Inputs	Business Activities and Practices	Outputs
<p>Financial Capital</p> <ul style="list-style-type: none"> ◆ Equity ◆ Borrowing <p>Productive Capital</p> <ul style="list-style-type: none"> ◆ Properties ◆ Infrastructure <p>Intellectual Capital</p> <ul style="list-style-type: none"> ◆ Procedures, protocols ◆ Reputation/Reliability <p>Human Capital</p> <ul style="list-style-type: none"> ◆ Total human resources ◆ Knowledge, skills and abilities ◆ Ethical Values ◆ Trust/loyalty <p>Social Capital</p> <ul style="list-style-type: none"> ◆ Strategic and long-term collaborations ◆ Stakeholder Relations <p>Natural Capital</p> <ul style="list-style-type: none"> ◆ Energy 	<ul style="list-style-type: none"> ◆ Definition of strategic direction and development of subsidiaries ◆ Investments ◆ Fund management ◆ Corporate Governance: Principles, Values, Manuals, Codes, Policies and Procedures ◆ Regulatory compliance ◆ HR Policy/Management ◆ Stakeholder relationship management ◆ Public benefit actions and volunteering ◆ Environmental policy 	<ul style="list-style-type: none"> ◆ Creation of economic value/ financial performance of the Company ◆ Ensuring quality, infrastructure security, data protection and business continuity ◆ Enhancing employment ◆ Provide timely and competitive pay/benefits to employees ◆ Διασφάλιση της υγείας, ασφάλειας και ευεξίας των εργαζομένων ◆ Ensuring the health, safety and well-being of employees ◆ Defense of human rights at work ◆ Ensuring business ethics and regulatory compliance ◆ Reduction of energy consumption and greenhouse gas emissions



Our Business Model for Sustainable Development

OUTCOMES

Effects on the Company

- ◆ Portfolio development
- ◆ Real estate capitalization
- ◆ Risk spread
- ◆ Improving competitive advantage
- ◆ Reputation/leadership boost
- ◆ Human capital development
- ◆ Achieving business excellence

OUTCOMES

Impacts that the Company creates for its stakeholders

- SHAREHOLDERS**
- ◆ Maintain and improve sound financial position
 - ◆ Increased confidence and satisfaction
- FINANCIAL AGENCIES/INVESTMENT COMMUNITY**
- ◆ Maintain and improve sound financial position
 - ◆ Increased confidence and satisfaction
- TENANTS/CLIENTS**
- ◆ Maintain and improve sound financial position
 - ◆ Creating a competitive advantage
 - ◆ Improving the services provided, internal operations and processes
 - ◆ Increased confidence and satisfaction
- SUPPLIERS/PARTNERS**
- ◆ Maintain and improve sound financial position
 - ◆ Creation of indirect jobs
 - ◆ Creating competitive advantage and enhancing innovation
 - ◆ Improving the services provided
 - ◆ Increased confidence and satisfaction
- EMPLOYEES**
- ◆ Improving knowledge and upgrading skills and abilities
 - ◆ Strengthening the feeling of security and retribution
 - ◆ Increased confidence and satisfaction
- BODIES (REGULATORY AND BUSINESS)**
- Increased confidence and satisfaction

OUTCOMES

Effects created by the Company more broadly in the economy, society and the environment



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





Sustainable Development Management & Substantive Subjects

Communication with interested parties

[ESG INDEX C-S1]

For BriQ Properties, systematic and meaningful two-way communication with its stakeholders is the basis for evaluating and planning its actions and practices, as well as for dealing with daily challenges.

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

At BriQ Properties, the main concern is the establishment of mutual trust and perfect cooperation with the interested parties, while the Company treats with particular attention the different expectations and requirements of each group. In this context, it has established distinct communication channels with each group of interested parties, as presented in the table below.



Stakeholders	Key Topics of Interest	Contact
SHAREHOLDERS, INVESTORS and BONDHOLDERS	<ul style="list-style-type: none"> ◆ They are interested in the Company's profitability, business developments in its sectors of activity, as well as performance in relation to social and environmental issues ◆ They also wish to safeguard the Company's viability and implement strict Corporate Governance standards and principles. 	<ul style="list-style-type: none"> ◆ Continuous information through AX announcements, the Shareholder service department, press releases and presentations, through the website and the media, as well as quarterly through the published Financial Statements and the Investment Statement. ◆ Annual analyst meetings ◆ The Company actively participates in Corporate presentations such as the ATHEX Small-Cap of the Athens Stock Exchange on an annual basis inside and outside Greece.
EMPLOYEES	<ul style="list-style-type: none"> ◆ Creating economic value/financial performance of the Company ◆ Ensuring business ethics and regulatory compliance ◆ Ensuring quality, infrastructure security, data protection and business continuity ◆ Provide timely and competitive pay/benefits to employees ◆ Ensuring the health, safety and well-being of employees ◆ Providing continuous training, certifications and employee development ◆ Defense of human rights at work (e.g. equal opportunities, diversity, elimination of forced labor, etc.) 	<ul style="list-style-type: none"> ◆ Continuous and immediate communication ◆ Communication with the Company's Human Resources Department (Orion platform) depending on the needs that arise. ◆ Meetings with the CEO and Intercompany Meetings ◆ Informational meetings
TENANTS/CLIENTS	<ul style="list-style-type: none"> ◆ The tenants-clients wish to have a perfect cooperation with the Company in all sectors and to enjoy quality and in accordance, with approved specifications, the respective contractual conditions. 	<ul style="list-style-type: none"> ◆ Direct communication through the Managers for each project/field of activity on a continuous basis and according to the needs of the client-tenant.
SUPPLIERS/PARTNERS	<ul style="list-style-type: none"> ◆ Suppliers and partners wish to have a consistent, profitable and long-term cooperation with the Company in all sectors. 	<ul style="list-style-type: none"> ◆ Direct communication through the Managers of each activity, on a case-by-case basis depending on the needs that arise.

Stakeholders	Key Topics of Interest	Contact
STATE & REGULATORY AUTHORITIES	<ul style="list-style-type: none"> ◆ They are interested in the responsible and legal activity of the Company, the protection of the environment, the social actions, the respect and protection of the rights and the Health and Safety of the employees. 	<ul style="list-style-type: none"> ◆ Continuous information through announcements, press releases and presentations, through the website and the media. ◆ Direct communication through the Responsible Projects of each activity, but also through meetings with the Administration depending on the needs that arise
WIDER SOCIETY	<ul style="list-style-type: none"> ◆ Members of society (SMEs, NGOs, civil society organizations) wish to be informed about the financial, environmental and social elements, business developments and activities of the Company as well as sustainable development actions. 	<ul style="list-style-type: none"> ◆ Continuous information through announcements, press releases and presentations, through the website and the media. ◆ Meetings with the Managing Director, regarding the media, on a case-by-case basis and depending on the needs that arise.

Analysis of Material Issues

[ESG INDEX C-G3]

The Materiality process, i.e. the way of identifying, understanding and prioritizing Sustainable Development issues, is one of the key components of the responsible operation of BriQ Properties. In the context of this process, the "Essential" issues of Sustainable Development are highlighted, i.e. those that reflect the significant impacts of our Company on an environmental, social and economic level.

Identification of Material Issues

Identification of substantive issues – Dialogue with interested parties – Determining boundaries of substantive issues

During the decision-making process, both the needs of the Company and the expectations of the interested parties are taken into account.

The identification and evaluation of the essential issues was implemented through an overview of the following:

- the ESG Information Disclosure Guide of the Athens Stock Exchange, the International and sectoral sustainable development standards, such as the GRI standards and the GRI investment sector edition, the SASB standards
- Reports on Sustainable Development of similar Companies
- Publications of recent years related to the Company
- Internal documents (eg policies, procedures, operating standards, etc.)
- Global Sustainable Development Goals (SDGs) of the UN
- Principles of the Universal Covenant of the United Nations
- Consultation with the Company's Sustainable Development Committee



Evaluation and Prioritization

BriQ Properties senior management was asked to evaluate and prioritize material issues based on the following criteria:

- Importance of the impact (positive or negative) of these issues more broadly on the economy, society and the environment and consequently on the achievement of the UN's Global Sustainable Development Goals.
- Significance of the consequences (positive or negative) of these issues on the Company's ability to implement its business objectives or on its reputation.
- Major priorities and future challenges of the industry.

Through communication with representatives of the Company's stakeholder groups with the aim of better approaching the essential issues of the Company, the issues of greatest importance to them were identified.

At the same time, the essential issues recognized by similar Companies were taken into account and through a benchmarking study, the essential issues were recognized by Companies that belong to the real estate investment industry and use the principle of materiality to determine the essential matters.

Upon completion of the above exercise, the following 10 topics were identified as essential topics for BriQ Properties and are included in the 2022 Sustainable Development Report.

Material Issues BriQ Properties

[ENVIRONMENT]

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

[SOCIAL]

- Creation of economic value/financial performance of the Company
- Strengthening employment (e.g. through the creation of new jobs) and stopping the brain drain
- Provide timely and competitive pay/benefits to employees
- Ensuring the health, safety and well-being of employees
- Providing continuous training, certifications and employee development
- Defense of human rights at work (e.g. equal opportunities, diversity, elimination of forced labor, etc.)

[CORPORATE GOVERNANCE]

- Ensuring business ethics and regulatory compliance
- Attracting investors who emphasize the Company's performance in ESG
(Environment, Society, Corporate Governance) issues

The prioritization of essential issues and the drawing up of a Sustainable Development strategy are perpetual goals of the Company, reflecting the Company's commitment to the creation of long-term value.





Corporate Governance

Corporate Governance

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

Sustainable development and the continuous pursuit of "good business" are BriQ's strategic orientation and commitment and are eloquently reflected in its vision, mission and strategy.

The Company implements the Corporate Governance legislation, having created internal structures and integrating manuals, codes, policies and procedures into its operation, which aim to enhance transparency, responsible operation and decision-making in a collective manner, in all areas aimed at in the sustainable development of the Company and in safeguarding the interests of Shareholders and Stakeholders.

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

For more information, you can refer to the Company's website www.briqproperties.gr in the Corporate Governance section, as well as the Annual Financial Report 2022.

Board of Directors

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

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

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

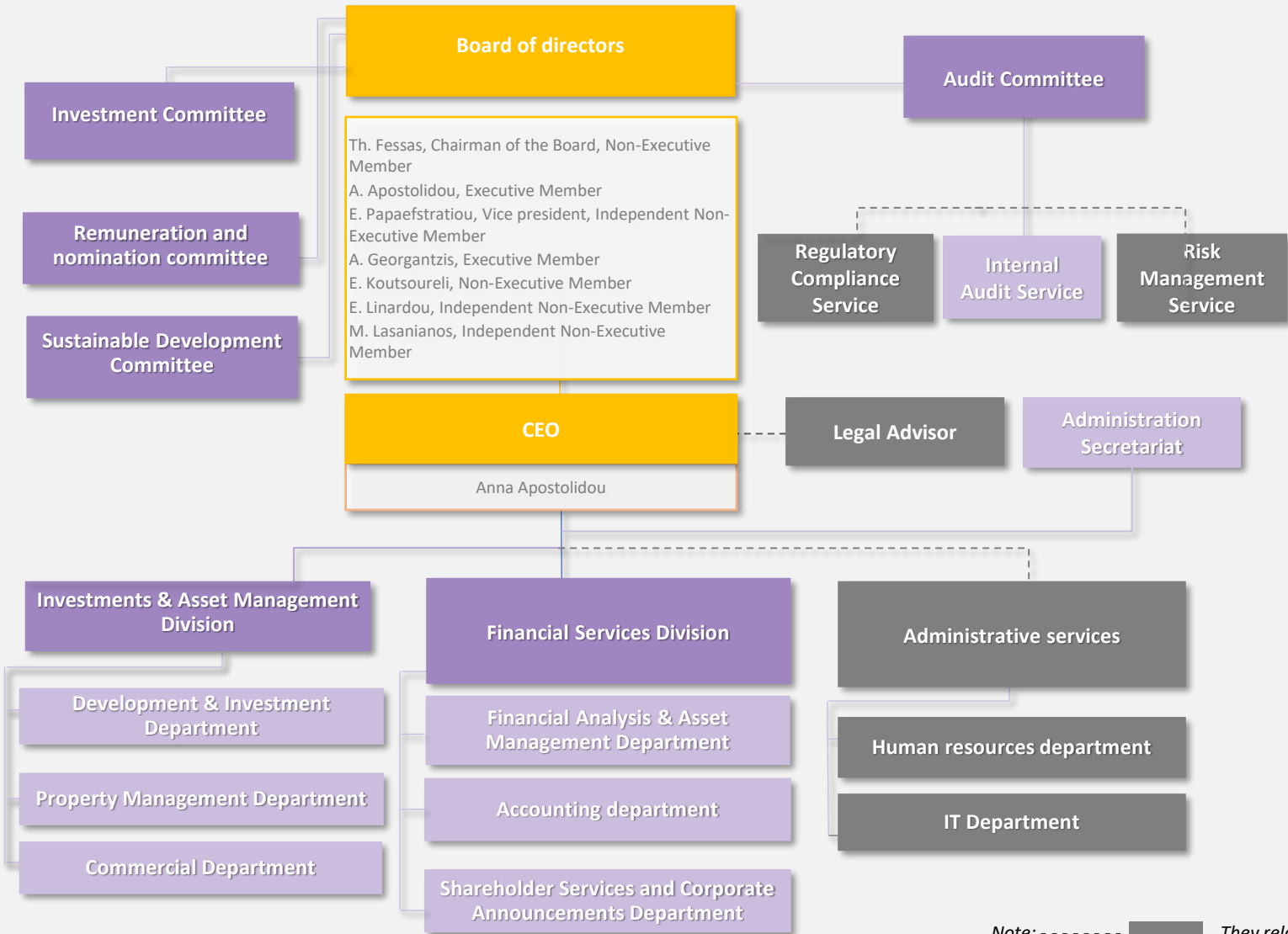
On 31.12.2022 the BriQ Board of Directors consisted of seven (7) members of which two (2) are executive and five (5) are non-executive (71%). At the same time, the three (3) members are independent non-executives (43%). Three (3) members are women (43%) participation of women in the Board of Directors – which is above the 25% set by the Corporate Governance Law.

In 2022, 43% of Board members were women

Board of Directors BriQ Properties 31/12/2022	
Theodoros Fessas	Chairman of the Board, Non-Executive Member
Efstratios Papaefstratiou	Vice president, Independent Non-Executive Member
Anna Apostolidou	CEO, Executive Member
Apostolos Georgantzis	Executive Member
Eftychia Koutsourelis	Non-Executive Member
Eleni Linardou	Independent Non-Executive Member
Marios Lasanianos	Independent Non-Executive Member

Three of the members of the Board of Directors are members of the Sustainable Development committee and have significant experience in the planning and implementation of sustainable Development and ESG objectives by offering support to the Board of Directors on these issues.

Organization chart



Note: - - - - - They relate to the services of external providers

Committees

[ESG INDEX C-G2, C-G4]

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

BriQ Properties has the following Board Committees:

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

In more detail, BriQ Properties has established the Sustainability Committee, which provides support to the Board of Directors and Management on Sustainable Development issues, in particular with regard to strategy planning, coordination, defining the necessary performance indicators and monitoring it.

Sustainable Development is intertwined with the vision, business strategy and corporate values of BriQ Properties SA. The Company's priority, which is reflected in its Sustainable Development Policy, is the active management and development of its real estate portfolio, creating benefits and value for its shareholders, based on respect for employees and all stakeholders, with an awareness of its environmental responsibility, and systematically adapting business practice to the needs of environmental protection and resource conservation.

At the same time, the Company plans and implements practices aimed at the short-term and long-term proper management of its environmental footprint and, by extension, the mitigation of emissions from its operation.

Regulations

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

- Internal Regulation of Company Operation
- Regulation of the Operation of the Audit Committee
- Regulation of Internal Control Operation
- Regulations on the Functioning of the Remuneration and Nominations Committee
- Code of Ethics and Ethical Behavior

Policies

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

Important Policies:



Risk management

The Company systematically manages the risks that may occur, following the Risk Management Policy and applying valuation and management procedures, in accordance with the guidelines of the ISO 31000 Risk Management standard. The Risk Management implementation methodology is coordinated by the Risk Management Service, while supervised by the Audit Committee.

Material Issue

Ensuring quality, infrastructure security, data protection and business continuity

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

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

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

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

Additionally, on the basis of the Risk Management Policy, risks are identified and recorded, as well as the measures to deal with them, including, among others, any cases of non-compliance with the applicable legislation (such as with the legislation on protection against corruption and unfair competition).

[ESG INDEX A-G2]

During 2022, there were no monetary losses that were caused as a result of violations of business ethics.

Privacy Policy

[ESG INDEX C-G6]

BriQ Properties complies with the EU General Data Protection Regulation. 2016/679, and the national Legislation and continuously reviews and improves the necessary measures, so that the personal data it manages are fully protected, processed only for the purpose for which they are collected and meet the specifications of the relevant legislation.

The Company implements appropriate technical and organizational measures aimed at the safe processing of personal data and the prevention of accidental loss or destruction and unauthorized and/or illegal access, use, modification or disclosure thereof. In any case, the way the internet works and the fact that it is free to anyone does not allow guarantees to be provided that unauthorized third parties will never be able to violate the technical and organizational measures in place by accessing and possibly using personal data for unauthorized and/or illegal purposes.

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

Ensuring business ethics and regulatory compliance

For BriQ Properties, absolute compliance with the law, as well as the applicable, based on relevant decisions of the relevant Corporate bodies, Policies and Procedures, are absolute values, inextricably intertwined with its business model, reputation and ability to achieve its goals. Any deviation from the principles and ethical practices of the Company is unacceptable, as it endangers its good reputation, credibility and, by extension, its results.

As listed on the Athens Stock Exchange, it applies the current legislation governing listed companies and its Internal Operating Regulations, as well as the current legislation on Corporate Governance and the Greek Corporate Governance Code.

Also, as part of the Risk Management Policy, in the Risk Assessment process, risks are identified and recorded, as well as the measures to deal with them, for any cases of non-compliance with the existing legislation regarding corruption and unfair competition.

[ESG INDEX C-G5]

The Code of Ethical Behavior and Ethics is approved by the Company's Board of Directors. It refers to the rules of conduct, based on which all the Company's activities are planned and operated and followed by its executives and staff, in order to avoid corruption and bribery. The Code is promoted to all staff and integrated into the daily work and culture of the employees. Furthermore, it is sought to be implemented by all cooperating Companies and cooperating professionals.

Attracting investors who emphasize the Company's performance on ESG issues

The volatility of financial conditions and the regime of uncertainty experienced by the relevant markets are intensifying in the modern era, with the effects of the coronavirus pandemic and geopolitical events being particularly felt in the global economy. The new economic data make it necessary to optimize corporate practices and review the applied investment attraction methods. Inevitably, attracting investors presupposes, now more than ever, the adoption of a different approach on the part of the companies concerned, focused on proving the responsibility but also the resilience of businesses, itself in unpredictable periods of economic instability.

In this direction, BriQ Properties applies a series of valuation criteria for its basic environmental and ethical options, which are Environmental, Social and Corporate Governance.

This three-level approach to the valuation of companies proves to be beneficial both for potential investors and for the Company itself.

The future of sustainable investments, at an international as well as a national level, is inextricably linked to the establishment and implementation of corporate policies oriented towards society and the environment. The implementation of sustainable development practices and corporate governance systems, can progressively act as a capable counterweight to the insecurity of financial systems, giving the Company a significant advantage in the investment markets.

Corporate Governance | Our performance - Our goals

[ESG INDEX A-G3]

MATERIAL ISSUE	TARGETS 2022	PERFORMANCE 2022	TARGETS 2023*
Ensuring business ethics and regulatory compliance	<ul style="list-style-type: none"> Zero incidents of non-compliance with existing anti-corruption and unfair competition legislation. 	It was achieved. There was no information or complaint regarding incidents of corruption or bribery, unfair competition, non-compliance with legislation and regulations and/or social level.	<ul style="list-style-type: none"> Zero incidents of non-compliance with existing anti-corruption and unfair competition legislation.
	<ul style="list-style-type: none"> Zero incidents of non-compliance with legislation and regulations on a financial and/or social level. 		<ul style="list-style-type: none"> Zero incidents of non-compliance with legislation and regulations on a financial and/or social level.
Ensuring quality, infrastructure security, data protection and business continuity	<ul style="list-style-type: none"> Further optimization of processes and training of employees on this matter 	It was achieved	<ul style="list-style-type: none"> Further optimization of procedures, risk assessment and training of employees on this matter
	<ul style="list-style-type: none"> Availability of systems under any conditions 	It was achieved	<ul style="list-style-type: none"> Availability of systems under any conditions
Attracting investors who emphasize the Company's performance in ESG (Environment, Society, Corporate Governance) issues	<ul style="list-style-type: none"> Attracting investors who emphasize the Company's performance on ESG issues 	The actions have not been completed within 2022	<ul style="list-style-type: none"> Further actions to optimize internal processes to achieve this

* The goals of 2023 have been made with the assumption of a positive course of the Greek Economy.





Social

Social issues [SOCIAL]

Economic value creation / financial performance

- Continuous development based on the principles of sustainable development has significant effects on BriQ's business model, reputation and ability to achieve its goals, being an essential issue for its stakeholders as well.

The gradual de-escalation of the COVID 19 pandemic resulted in the positive performance of tourism in Greece for 2022, with the result that tourism revenues will rise approximately to the level of 2019 revenues.

This positive trend was interrupted by the war in Ukraine and subsequent economic sanctions, as the economy entered a period of high inflation with increases in energy costs, raw materials and a significant rise in lending rates. These developments prevailed in the 2nd half of 2022 and affected the Group mainly due to the increase in borrowing rates, while at the same time the construction costs in the projects undertaken by the Company increased.

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

In this context, the rents of the Group's companies are adjusted based on inflation, limiting the Company's and the Group's exposure to inflationary pressures, as increases in expenses due to inflation are offset by increases in rental income.

In particular, 2022 was particularly successful as the Group managed to increase its rental income, its organic profitability and achieve increases in the values of certain real estate sectors in its portfolio.

Group Financial Results for 2022

During the financial year 2022 BriQ Properties (the "Company" and the "Group") recorded an increase in its revenues and profits, in particular:

Rental income amounted to € 8,0 million compared to € 6,1 million last year, marking an increase of 32%, while net profit after taxes for 2022 amounted to € 12.1 million (2021: € 8,3 million) marking an increase of 45%.

On December 31, 2022, the Group's real estate portfolio included 26 properties, of which two belong to **subsidiary** companies, with a total value of €136 million compared to 27 properties worth €122 million on December 31, 2021 (12% increase in value). The increase was the result of investments amounting to € 7,9 million and a real estate value adjustment of € 7,5 million.

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

Results (amounts in € million)	2022	2021	Δ %
Rental income	8,0	6,1	32%
EBITDA	13,3	8,7	53%
Adj. EBITDA ⁽¹⁾	5,9	4,2	39%
EBT	12,3	8,4	46%
Adj.EBT	4,8	4,0	20%
Net Profits after Taxes	12,1	8,3	45%
Net Profits after Taxes, not including real estate revaluation	4,6	3,9	19%
Net Earnings after Taxes per share (EPS in €/share)	0,315	0,220	43%

(1) Not including gains from revaluation of real estate to fair value, gains from sale of real estate and non-recurring expenses.

Key Indicators	31.12.2022	31.12.2021
Loan Obligations for Real Estate Investments (L.T.V.)	25,6%	25,0%
Debt Obligations less cash for Investments in real estate (Net L.T.V)	23,2%	21,4%
Total equity attributable to the Company's shareholders (N.A.V.) (€ mil.)	98,2	89,3
Intrinsic Book Value of Share (N.A.V./share)	€ 2,78	€ 2,52

On April 19, 2022, the Ordinary General Meeting of the Company's shareholders decided to distribute a dividend of a total amount of € 2,657 thousand, i.e. € 0.075 per share (net), from the profits of the fiscal year 2021 and previous years, which was paid to the beneficiaries on April 29, 2022. On April 21, 2021, a dividend of a total amount of € 2,124 thousand was paid to the shareholders, i.e. € 0.06 per share (net), from the profits of the 2020 financial year and previous years.

[ESG INDEX A-S1]

Regarding BriQ's activities, as defined by the Taxonomy (EU Taxonomy), below is presented the percentage of the Group's turnover, capital expenditure (Capex) and operating expenditure (Opex) for the reporting period 2022. The specific revenue comes from from the installation of photovoltaic systems in the subsidiary company Sarmed Warehouses A.E.

Sustainable Economic Activity	2022
Sustainable turnover (%)	0,40%
Sustainable capital expenditure (%)	0,00%
Sustainable operating costs (%)	1,11%

Material Issue

Enhancing employment

Human resources

Human Resources has been recognized as a key value creation asset for BriQ Properties. Part of the Company's strategy and culture is the creation of a modern work environment, which gives resources to every employee to create and develop.

[ESG INDEX C-S4]

The total Human Resources of the Company amounted to 9 employees on 31.12.2022, showing an increase of 1 employee compared to 2021. during 2022 there was 1 voluntary departure and no involuntary ones (11%).

HUMAN RESOURCES	2022		2021	
	Number	Rate	Number	Rate
WOMEN	5	56%	4	50%
MEN	4	56%	4	50%
TOTAL	9	100%	8	100%

Training

The Company employs highly trained Human Resources, giving opportunities to young scientists. In particular, 90% of the staff in 2022 will have a master's degree.



Defense of human rights at work

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

- The Company, based on its Policies, provides equal opportunities to all, employees and prospective employees. There is no discrimination in any matter. The professional development of women is encouraged, providing equal opportunities in terms of pay and promotion. During the year there were no monetary losses incurred as a result of legal proceedings related to labor law violations.

In the Company, Individual Employment Contracts are signed, which exceed the minimum requirements of the collective contracts. In 2022 the percentage of collective labor agreements was 100%.

[ESG INDEX C-S6]

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

The Company systematically investigates the needs of Human Resources, through daily communication, management and development systems, which ensure equality and justice at work.

In no case at BriQ Properties is there any discrimination in any matter, including issues of diversity, or non-equal treatment in employment and work, including age, gender, sexual orientation, religion, etc., the principle of respect is fully supported, the professional development of women is encouraged, equal opportunities in terms of pay and career advancement are provided. In addition, full and effective participation and equal opportunities for women to assume a leadership role at all levels of decision-making processes are ensured. Further details are set out in the text of the Policy, which is posted on the Company's website, [BriQ Properties REIC](#).

Female employees

BriQ Properties	Female employees*	Female employees in Management**
2022	56%	100%
2021	50%	100%

*The index data has been calculated based on the methodology of the ESG Information Disclosure Guide of the Athens Stock Exchange (2022).

**Due to the size of the Company, only the Managing Director of the Company is considered as Executive Officer.

Gender pay gap

BriQ Properties	Gender pay gap(%)*
2022	27,49
2021	26,29

* 1. Remuneration includes all fringe benefits and profit sharing

2. In the CEO's remuneration, only remuneration from dependent work is included

CEO/Employee Compensation Ratio

BriQ Properties	CEO/Employee Compensation Ratio
2022	[7,90:1]
2021	[6,52:1]

Provide timely and competitive pay/benefits to employees

The Company constantly evaluates market conditions and offers its employees competitive wages. All jobs have been evaluated and graded based on the relative weight derived from their evaluation factors to ensure internal equality.

At the same time, they are benchmarked against the market so that their salary range is competitive and enables them to attract capable and talented candidates. A wide range of benefits accompanies each position and frames its overall remuneration package, so that the Company is an employer of choice for candidates, as well as the employees themselves.

The Company makes sure to be consistent in its obligations towards employees and payroll payments are made on specific dates without delays.

Remuneration systems are implemented which are linked to the practices applied in the market, so as to achieve internal balance in relation to remuneration on the one hand and competitiveness in relation to the market on the other.

[ESG INDEX A-G4]

The benefits that permanent employees receive are the following:

- Medical Plan (personal and protected Members),
- Provision of Company Car & fuel (based on level and location),
- Parking (based on level and availability of building facilities),
- Company Mobile Connection (depending on the workplace),
- Supermarket vouchers,
- Wedding gift, Child birth gift and Child admission gift to HEI, TEI,
- Discounts on Quest Group Products and Services (affiliate party)

BriQ Properties	Variable Fees
2022	45%
2021	42%

Balance between Professional and Personal Life- BriQ Life

The Company systematically urges employees to maintain a balance between their professional and personal lives and in order to actively assist in this direction, organizes various actions, corporate gifts (Christmas, Easter) as well as offers the possibility of flexible hours, the possibility of early departure on Friday at in the summer months, the possibility of telecommuting, etc.



Providing continuous training, certifications and employee development

[ESG INDEX C-S5, A-S2]

Employee training and development is a top priority for BriQ Properties and part of its culture. The goal is to implement a broad training program for all levels of employees. Employees are encouraged to participate in these programs, improving their knowledge, skills and work behavior.

EMPLOYEES TRAINING DETAILS	2022	2021
Total training hours	97	72
Average hours of training per employee*	10,8**	9,0**
Education expense	1.795 €	2.118 €

*Due to the size of the Company, the index has been calculated for all employees (100%). Average hours of training (10% highest paid employees: 8 hours, 90% lowest paid employees: 11,1 hours)

Our goal is to optimize the performance of our employees and foster a culture of continuous professional development.



Health and Safety Performance Indicators

[ESG INDEX SS-S6]

Taking care of the health and safety of all human resources employed by the Company is a key part of its wider business policy and philosophy. The Company provides a Medical and Pharmaceutical Program to the staff. There is also a Security Technician who is responsible for the relevant issues. In 2022, it is noted that no injury or death occurred in human resources.

Evaluation and selection of suppliers and partners

[ESG INDEX C-S8]

Recognizing that our financial, environmental and social performance is affected by the practices of our suppliers and partners, respect and compliance with our Principles and Values is a requirement for our cooperation. For this reason, we ensure that suppliers are selected with strict and fair criteria, respecting the applicable legislative and regulatory provisions and requirements and ensuring their compliance with the Code of Ethical Conduct and Ethics. Issues related to sustainable development are monitored when evaluating suppliers.

The most important criteria are:

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



Support in society

At BriQ, we are committed to adding value to society. This means that we support vulnerable communities with initiatives, investments and donations always in kind with the aim of combating social inequalities. The initiatives we implement contribute to the achievement of the UN Sustainable Development Goals.

Volunteering Actions



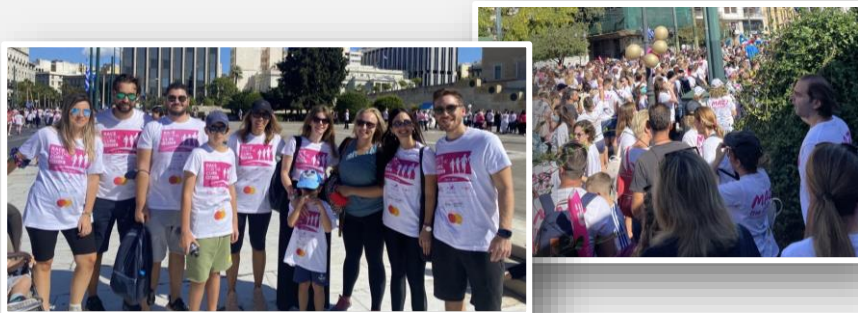
Voluntary Blood Donation of employees

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



Leap of Life Greece Race for the Cure® 2022

The BriQ team participated in the Road Race and symbolic walk against breast cancer organized by the Panhellenic Association of Women with Breast Cancer "Alma Zois" on October 02, 2022.



Social contribution actions

In 2022, taking into account the special conditions created by the winter due to the energy crisis, BriQ Properties undertook the full coverage of the annual heating oil needs of the Home of the "Smile of the Child" Organization in Moschato. At the same time it fully covered the cost of the electricity bills. Remaining steadfast in our belief that energy efficiency is the key to the sustainability of all building infrastructure, BriQ Properties also undertook the cost of supplying a modern heat pump, which will permanently reduce the energy costs of the Moschato House by 40% while at the same time all the lamps of the House were replaced with new generation and low consumption lamps in order to reduce the needs for electricity consumption and the environmental footprint of the building.

The most important part of the cooperation concerns the people: All the employees at BriQ Properties voluntarily become part of the daily life of the children who grow up at the House of Moschatos. Thus, the 21 children between the ages of 21 months and 17 years, can have - each of us and all of us together - next to them during their walk, reading or Sunday table, but also during the Christmas and Easter holidays, strengthening the institution of the family.



Social Issues | Our performance - Our goals

[ESG INDEX A-G3]

MATERIAL ISSUE	TARGETS 2022	PERFORMANCE 2022	TARGETS 2023*
Creation of economic value/financial performance of the Company	Increased revenue from ESG investments	65% increase in revenue	-Evaluation of development investments for the expansion of activities with the assistance of state grants -Completion of ICI absorption
Strengthening employment (e.g. through the creation of new jobs) and stopping the brain drain	Creating new jobs	Create 1 new position	Strengthening the team with further training
Provide timely and competitive pay/benefits to employees	Maintaining and improving culture	100% achievement	Maintaining and improving culture
Ensuring the health, safety and well-being of employees	Zero number of occupational accidents/occupational diseases.	100% achievement	Zero number of occupational accidents/occupational diseases.
Providing continuous training, certifications and employee development	Maintenance or even a small further increase in the rate.	35% increase in training hours	Maintenance or even a small further increase in the percentage of training hours
Defense of human rights at work (e.g. equal opportunities, diversity, elimination of forced labor, etc.)	Zero complaints of human rights violations or employment practices or incidents of discrimination.	100% achievement	Zero complaints of human rights violations or employment practices or incidents of discrimination.

* The goals of 2023 have been made with the assumption of a positive course of the Greek Economy.





Environment

Environmental Protection [ENVIRONMENT]

BriQ Properties operates with an awareness of its environmental responsibility and systematically adapts business practice to the needs of environmental protection and resource saving. At the same time, it plans and implements practices aimed at the short-term and long-term proper management of its environmental footprint and, by extension, the mitigation of emissions from its operation.

Reduction of energy consumption and greenhouse gas emissions

[Δείκτες ESG C-E1, C-E2, C-E3, A-E2, A-E5]

At BriQ Properties we recognize climate change as a high priority issue and in this context, we make every effort to reduce energy, resource and plastic consumption by adopting greener operating methods and always in accordance with current environmental legislation.

As part of the Company's Risk Management System, we identify risks and opportunities, including those related to climate change, that may affect our operations. Therefore, we recognize the effects of insufficient knowledge of the legislative framework regarding the protection of the environment but also the problematic supervision of the application of environmental rules that leads to faulty implementation of protection measures. We are aware of the alarming rate of biodiversity loss that has occurred over the past two decades due to unsustainable human activity, and we recognize that our lives are largely dependent on the diversity of species and ecosystems found on our planet. We note that we do not currently operate in or adjacent to biodiversity sensitive areas.

However, we are committed to full compliance with the regulations while every new investment will be implemented with green development in mind.

The following tables have been calculated based on the methodology of ATHEX ESG Information Disclosure Guide (2022).

Energy consumption

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

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

Indirect emissions Consumption of purchased electricity, in total for the entire Company (Owner-occupied office property)	MEASUREMENT UNIT kWh	EQUIVALENT CO ₂ (Tons)
2022	22.129	9,54
2021	25.764	11,10

Note: 1) For the calculation, the NRG factor has been taken into account, which is based on the residual energy mix from RES (in the DAPEEP report) and is smaller (23,7%) compared to 2021, where the factor was based on the total production RES. 2) The consumption until the 9th of 2022 concerns the self-occupied office building in Al. Pantou 25 and from the 10th 2022 the self-occupied office building at Mitropoleos 3, Syntagma. 3) The Intensity of indirect greenhouse gas emissions for 2022 amounts to 1,19 defining as a normalization factor the income from rents where for the year 2022 they amounted to €8 million.

Water management [ESG INDEX SS-E4]

The water consumed in our facilities comes from the national water supply network (EYDAP) and is consumed directly in our building facilities. The consumption of water concerns the daily needs of the Company's employees. Based on the protection of the environment and the precious value of the good "water", the Company urges its employees to use the amount of water rationally. The Company in its new offices has installed a water filter with the aim of drinking tap water and eliminating plastic bottles with bottled water. The Company has also arranged for special markings in the common areas informing about the rational consumption of water with the main concern being the protection of the environment. It is noted that due to the nature of BriQ's activities, water resources are not intensively used.

Co-Living with NATURE | Our performance - Our goals

Material Issue

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

BriQ Properties adopting an environmentally friendly policy, which aims to reduce its environmental footprint, is in the process of implementing actions that cover both the wider range of its business activity and its role as a responsible corporate citizen.

With the aim of managing more environmentally friendly buildings/facilities BriQ will focus on the following directions in the coming years:

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

Owner-occupied office property

In October 2022 we inaugurated our new offices, 260 sq.m. approximately, on the 3rd floor of 3 Mitropoleos Street, Syntagma Square.

The company completely renovated the property and used environmentally friendly materials, double energy windows and low consumption lighting. The company also decided to eliminate all single-use plastics in its new offices.

The design was undertaken by the architectural firm mtarchitects (Massouridis-Theodoraki), which has also undertaken, following an architectural competition, the study of the construction of an office building on the company's property at 42 Poseidonos Avenue, in Kallithea.



Co-Living with NATURE | Our performance - Our goals

[ESG INDEX A-G3]

Radisson Resort Plaza Skiathos

In July 2022, the operation of the Radisson Resort Plaza Skiathos, located in the Kanapitsa area of Skiathos, began. The hotel has 84 rooms that offer all modern comforts, restaurant, bar, swimming pool and is located just 100 meters from the sea, in one of the most privileged spots of the Sporades.

BriQ Properties acquired the hotel in March 2020 and proceeded with its radical renovation, which it completed in June 2022, turning it into a 4-star hotel. The cost of the renovation reached €4,7 million, significantly upgrading the energy profile of the building with works such as the installation of double glazing and heat-insulating external frames, external thermal facade of the shell, upgrade of the cooling-heating system, installation of LED technology lamps, etc.

For the operation of the hotel, the Company entered into an agreement with the RADISSON Hotel Group for the utilization of a modern hotel unit, which operates under the auspices of Hotel Brain, giving the island of Skiathos the first international brand of a hotel chain.



© Copyright – Yerolymbos

MATERIAL ISSUE	TARGETS 2022-2024	PERFORMANCE 2022	TARGETS 2023-2025
Reduction of energy consumption and greenhouse gas emissions	Demolition of the 1,900 sq.m. office building at 42 Posidonos St., Kallithea. and an initial budget of 2.5 million, with the aim of creating a green modern office building certified according to LEED. We aspire to be the first similar building in the coastal zone of Posidonos Avenue in Kallithea - Moschato (Southern Sector of Attica).	In 2022, the demolition permit was issued. Receipt of €4.8 million RRF Bond	Completion of demolition in 2023 and start of construction work
	Construction of a warehouse in Aspropyrgos with an area of 19,236 sq.m. with a low energy footprint. The installation of photovoltaic systems and other green design actions will be considered in this new warehouse building.	Warehouse construction is underway	Completion of construction by the end of 2024
	Installation and operation of a photovoltaic net-metering system on the property of Sarmed Warehouses AE (BriQ Subsidiary), power 899.25kW	Start of installation of photovoltaics	Start of operation by the end of 2023
	Installation of photovoltaic net-metering systems in the building at 119 Kifissou and 65 Loutrou avenues with the aim of significantly reducing the energy footprint of the buildings	At the end of 2022, the proposals for the installation of the photovoltaics were received	For the Loutrou 65 property, the connection conditions were received in 2023
	Energy efficiency recording of all the buildings in the portfolio with the aim of reducing the environmental footprint and improving the EPC (Energy Performance Certificates) by 15% by carrying out all the necessary actions.	The Company at the end of 2022 proceeded to look for an engineering consulting company to carry out gap analysis work on its real estate portfolio	Completion of the project by the end of 2023
	Installation of digital document and digital signature software to minimize paper printing and ink consumption.	Achieved by adopting Docusign (Candisign app)	Maintaining and improving culture
	Full lighting using low energy consumption lamps in the Company's offices.	It was achieved	Examining the replacement of light bulbs in the rest of the properties in the portfolio
	Elimination of single-use plastics in the Company's offices by the end of 2022.	It was achieved	Maintaining and improving culture

* The goals of 2023 have been made with the assumption of a positive course of the Greek Economy.

Co-Living with NATURE | Medium-long term goals

Medium-long term goals [ESG INDEX A-G3]

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

We commit to:

- we take steps to reduce the environmental footprint of our operations and business activities.
- we follow the provisions of no. 4936/2022 of the New Climate Law in order to achieve the long-term goal of climate neutrality by 2050.
- we seek investments in "green" properties and upgrade existing ones taking into account new technologies and the parameter of "smart infrastructures".
- we ensure the prevention and control of pollution by taking measures in existing and new properties within the framework of circular economy principles.
- we minimize the impact of our properties on the natural environment, including reducing the volume of waste, through prevention, reduction, recycling and reuse.



Appendix I

ATHEX Index ESG Table

Athens Stock Exchange ESG Information Disclosure Guide 2022

Categorization ESG	ID	Index Name	page
CORE METRICS			
Environmental	C-E2	Total amount of indirect emissions (Scope 2)	page 32
	C-E3	Energy consumption and production	page 32
Social	C-S1	Stakeholder engagement	page 11
	C-S2	Percentage of female employees	page 26
	C-S3	Percentage of women in managerial positions	page 26
	C-S4	Employee turnover	page 25
	C-S5	Employee training	page 28
	C-S6	Human rights policy	page 26
	C-S7	Collective bargaining agreements	page 26
	C-S8	Supplier assessment	page 28
Governance	C-G1	Board composition	page 17
	C-G2	Sustainability oversight	page 17,19
	C-G3	Material Issues	page 14
	C-G4	Sustainability policy	page 19
	C-G5	Business ethics policy	page 21
	C-G6	Data security policy	page 20

Categorization ESG	ID	Index Name	page
ADVANCED METRICS			
Environmental	A-E2	Climate change risks and opportunities	page 32
	A-E5	Biodiversity sensitive areas	page 32
Social	A-S1	Sustainable economic activity	page 25
	A-S2	Monetary expenditure on employee training	page 28
	A-S3	Difference between male and female earnings	page 26
	A-S4	CEO pay ratio	page 26
Governance	A-G1	Business model	page 8
	A-G2	Monetary losses as a result of business ethics violations	page 20
	A-G3	ESG targets	page 3,22,30,34,35,36
	A-G4	Executive's variable pay	page 27
	A-G5	External assurance	page 4
SECTOR METRICS			
Environmental	SS-E4	Water management	page 32
Social	SS-S6	Health and safety performance	page 28



Appendix II

Application of AccountAbility AA1000 standard

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

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



Appendix III

External Assurance Statement

To: Management of BriQ Properties REIC

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

BriQ Properties REIC Company (hereinafter referred to as **BriQ Properties**) has assigned TÜV HELLAS (TÜV NORD) SA (hereinafter referred to as TÜV HELLAS) the limited external assurance of the Sustainable Development Report, which covers the period 1/1/2022-31/12/2022.

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

The scope of the project consists of the following:

A. The control of the accuracy of the claims regarding the coverage of specific core, advanced and sector-specific metrics of the **ESG 2022 Reporting Guide of the ATHEX (Athens Exchange)**, as follows: 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, A-E2, A-E5, A-S1, A-S2, A-S3, A-S4, A-G1, A-G2, A-G3, A-G4, A-G5, SS-E4, SS-S6.

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 2022 and it was conducted based on the corresponding correlation table of ESG Indicators stated by **BriQ Properties** in its Sustainability Report, in order to confirm the report's compliance to the requirements of the **ESG 2022 Reporting Guide of the ATHEX** as well as the requirements of **AA1000AP (2018)**.

2. Project Criteria

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

A. ESG 2022 Reporting Guide of the ATHEX

B. AA1000AP (2018)

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

3. Project methodology

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

- Reviewed the procedures followed by **BriQ Properties** to identify and determine the material issues to include them within the Sustainability Report.
- Interviews were conducted with selected executives of **BriQ Properties** having operational role in Sustainability issues to understand the current state of sustainability development activities and progress achieved during the period under reference.
- Reviewed the BriQ Properties consultation approach with its stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.

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

4. Review limitations

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

5. Responsibilities of the Reporting Organization and Assurance Provider

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

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

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

6. Conclusions-Recommendations

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

A. Accuracy and completeness of data (qualitative and quantitative) related to the control of the accuracy of the claims regarding the coverage of specific core, advanced and sector-specific metrics of the ESG 2022 Reporting Guide of the ATHEX (Athens Exchange).

Nothing has come to the attention of TÜV HELLAS that would lead to the conclusion of the incorrect gathering or transferring of data concerning the claims mentioned to the metrics of the ESG 2022 Reporting Guide of the ATHEX, which are referred in the paragraph 1, (point A) of this report.

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

Inclusivity: Dialogue on Sustainability Issues with the Stakeholders

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

Materiality: Focus on the material issues related to sustainability

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

Responsiveness: Addressing the needs and expectations of stakeholders

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

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

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

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

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

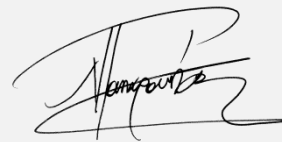
7. Impartiality and independence of the external assurance team

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

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

Athens, September 26, 2023

For TÜV HELLAS (TÜV NORD) SA



Nestor Paparoupas
Product Manager



AA1000
Licensed Report
000-209/V3-3XKLL

