



CREATING THE CITIES WE WANT TO LIVE IN

Environmental, Social & Governance
(ESG) Report

2022

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MESSAGE FROM OUR CEO

My fellow shareholders and partners,

It is my honour to introduce the present ESG report which I truly believe reflects our continuing effort to lead the transformation of the Greek real estate environment for the benefit of the communities we live and work in.

In Dimand we consider ourselves regenerators, bringing back social and economic life to existing buildings and underdeveloped neighborhoods. We strive to create balanced development projects, in terms of mix of uses, sustainability, social impact and financial performance, to address the needs of our stakeholders, and to maintain healthy growth.

We believe in the short- and long-term prospects of our business and we will continue investing in promising endeavours under the same principles that governed our evolution.

I want to thank our team and all of you for your continuing trust and support, without which our achievements would be very hard, if not impossible, to realise.

Looking forward to continuing our journey.

Dimitris Andriopoulos

ABOUT THIS REPORT

Our corporate vision centers around sustainable development and encompasses the company's strong commitment to addressing environmental, social, and governance (ESG) issues.

Dimand S.A. is proud to publish, in autumn 2023, for the second consecutive year the integrated ESG report including all qualitative and quantitative data of the year. In our 2022 ESG report, we outline our key performance indicators to demonstrate the progress we made towards meeting our goals around environmental, social and governance issues.

The timeframe of this report covers the financial year from January 1st to December 31st of 2022 and all information and data demonstrate actions taken within that period.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and in alignment with Athens Stock Exchange (ATHEX) ESG Reporting Guide 2022 and Global Real Estate Sustainability Benchmark (GRESB) Reference Guide.

Management has decided to receive external assurance as an added value to our annual ESG report to increase our accountability, transparency and commitment to our stakeholders. The specific report has been externally assured by PwC.



Global Reporting
Initiative (GRI)
Standards



Athens Stock Exchange
(ATHEX) ESG Reporting
Guide 2022

ATHEX
Athens Stock Exchange



Global Real Estate
Sustainability Benchmark
(GRESB) Reference Guide



DIMAND AT A GLANCE*

* Data as of June 2023.

>16

Years of presence in the real estate sector

>830k m² sqm

Extent of our projects – existing and upcoming
(GBA of own and third parties' projects)

96¹

Employees

44%

of LEED BD+C
certified buildings
in Greece, were
developed by Dimand

1

Sites (sustainable
landscape) project

14

LEED certified or
registered projects in 2022

2

WELL registered projects

29

projects in 2022:

20

projects in our company portfolio:

4

Preliminary Purchase agreement

5

third party projects (PM services)

21

Active projects in 2022.

4

Completed projects in 2022.

8

New and upcoming projects in 2022.

¹ The number is calculated including 56 employees of Dimand and 40 individuals who provide services to the company on a regular basis.

2022 ESG HIGHLIGHTS²

² Comparisons concern the years 2022 and 2021.



ENVIRONMENTAL PROTECTION

33%

Total budget on recycled content materials

> 95%

Waste generated in our projects that was diverted from landfill

ZERO

Fines and non-monetary sanctions for non-compliance with environmental laws

87.13

Scope 1 & 2 emissions in 2022 (tn CO₂)

14

LEED certified or registered projects

8

New and Upcoming projects

SOCIAL RESPONSIBILITY

32%

Increase in the representation of women in BoD positions from 2021 to 2022

45%

Increase in percentage of women representation in our total workforce from 2021 to 2022

63%

Increase in training programs from 2021 to 2022

x 4.3 times

Increase in employee training expenditure for 2021 and 2022

SOUND GOVERNANCE

ZERO

Violations of our Code of Business Conduct and Ethics

ZERO

Incidents of corruption

ZERO

Complaints regarding breaches of customer privacy

ZERO

Incidents of non-compliance with laws and regulations



In 2022, Dimand adopted the Global Real Estate Sustainability Benchmark (GRESB) standard receiving 70% (for 2021 actions and initiatives) to overall assessment with 17/30 and 53/70 in management and development assessment. Additionally, our company is GRESB 1 Star entity.



ATHEX

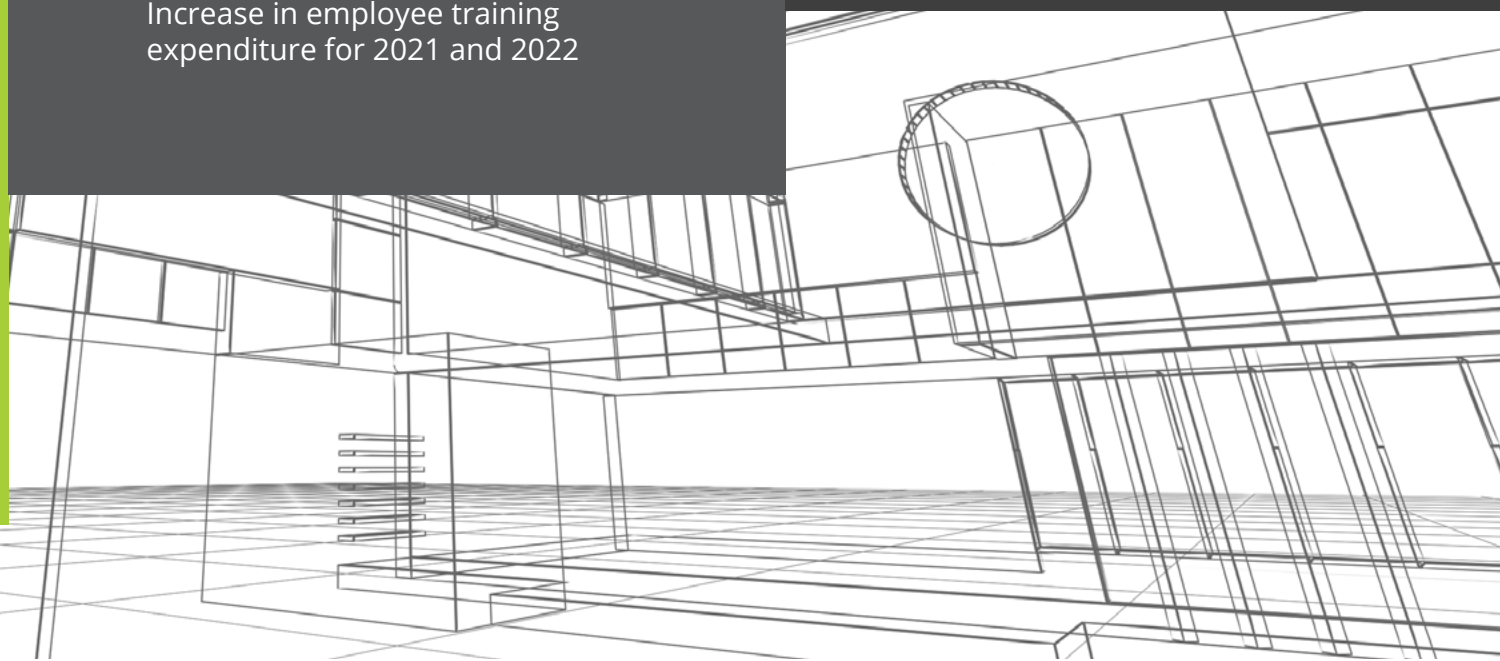
Athens Stock Exchange

On 24/11/2022 the Stock Exchange announced the results of the revision of ATHEX ESG Index, in which Dimand participated from 19 December 2022.

The Index includes 60 companies of the Organized Market of the Athens Exchange companies that transparently disclose their ESG performance, based on the relevant guide of ATHEX.



Focusing on the critical issue of Health & Safety in the post-covid era, in 2022 our headquarter office was registered for certification with the Well Health & Safety rating system.



1. ABOUT DIMAND

COMPANY OVERVIEW

Dimand S.A. (hereinafter “Dimand” or the “Company”) is a leading real estate developer with a long-term experience in the Greek market, listed on the Athens Stock Exchange. Since 2005, Dimand has been shaping the ethos of sustainable living by integrating the philosophy of “green” sustainable buildings into the very heart of operations. Our commitment to sustainable development has transformed the national landscape of real estate and propelled us to the forefront of the global stage, where we proudly stand as an esteemed exemplar and a global model.

Dimand engages in the realization of real estate investments and real estate development. It also operates in project and construction management, retail expansion management, technical advisory, and facility management for properties owned either by the Company, its subsidiaries, joint ventures or third parties.

Our business activity is composed of a diverse portfolio of visionary projects. We specialize in cutting

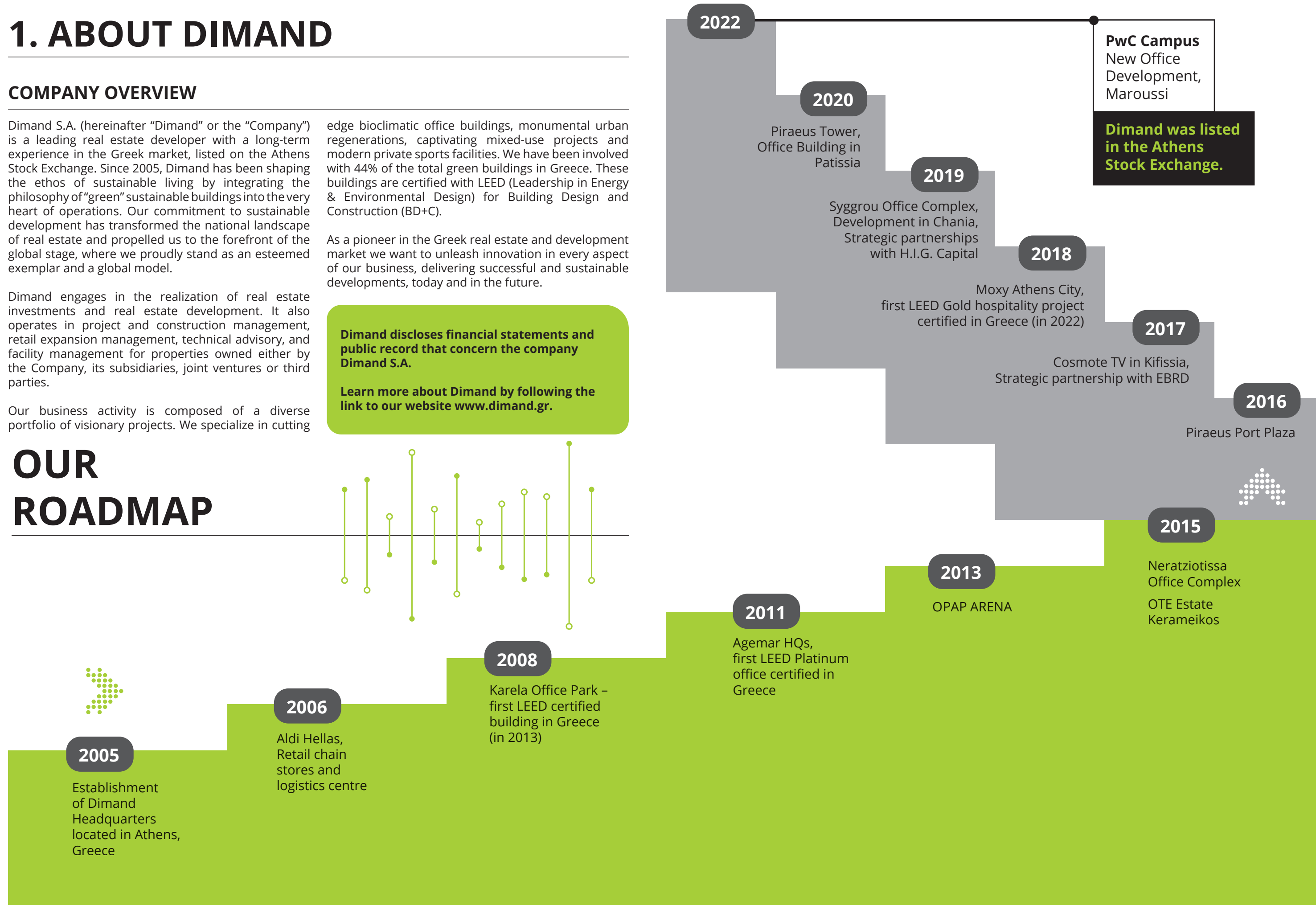
edge bioclimatic office buildings, monumental urban regenerations, captivating mixed-use projects and modern private sports facilities. We have been involved with 44% of the total green buildings in Greece. These buildings are certified with LEED (Leadership in Energy & Environmental Design) for Building Design and Construction (BD+C).

As a pioneer in the Greek real estate and development market we want to unleash innovation in every aspect of our business, delivering successful and sustainable developments, today and in the future.

Dimand discloses financial statements and public record that concern the company Dimand S.A.

Learn more about Dimand by following the link to our website www.dimand.gr.

OUR ROADMAP



OUR CORE VALUES

As a leading company in the real estate development industry, Dimand is committed to upholding a strong set of core values that guide our business practices and help us achieve our goals. Our core values are an integral part of our culture and business operations; and reflect our belief that a responsible business is the key to long-term success.



Excellence: Dimand sets the highest standards of quality and believes in continuous learning and development. We advance our services by establishing, maintaining, and developing partnerships with industry leaders.

Innovation: Dimand follows industry trends to identify innovative ideas. We support new developments in our sector, and we adopt initiatives to position our company as a real estate leader.

Quality: Dimand works with passion, discipline and endurance to deliver projects that create shared value for our customer and the community. We set the highest goals and we utilize our full potential to thrive in challenging situations in the projects we undertake.

Health and safety: Dimand is committed to ensure safe working conditions for all employees, subcontractors and partners while guarantying regulatory compliance. We set strict policies and detailed procedures, and we provide our staff with ongoing training to maintain our zero-accident culture.

Environmental protection and responsibility: Dimand builds a sustainable future by integrating environmental criteria and focusing on responsible procurement practices, using eco-friendly construction materials and accomplishing smart building strategies.

Information Security: Dimand protects information and data processing systems, to ensure data privacy of customers, suppliers and employees.

At Dimand, our unwavering commitment lies in conducting business guided by a set of core values:

OUR FOCUS AREAS

OFFICES

Development of sustainable and amusing workplaces in the most contemporary Greek buildings, including the Karela Office Park located at Paiania, the first LEED certified building in Greece.

URBAN REGENERATION

Development of modern and sustainable spaces based on the creation of green communities, where the essence of green communities intertwines with the pursuit of fulfilling living environments for both residents and visitors. We have proudly delivered the most demanding renovation projects in the Agios Dionysios area in Piraeus and Omonoia square, through the opening of the Moxxy Athens City and the acquisition of the former MINION building. In the same direction, we have contributed to the urban regeneration of two other major developments: the former Athinaiki Chartopoiia project in Iera Odos reshaping the whole Votanikos area and the HUB 26 in Thessaloniki that brings life to the west entrance of the city.

MIXED-USE

Provision of project management and technical consulting efficient services to add value to multi-purpose properties. Our key projects include the Piraeus Tower in Piraeus, the Syggrou Office Complex on Leoforos Syngrou and the Piraeus Port Plaza in Piraeus.

HOSPITALITY

Completion of top-tier projects in two captivating Aegean Sea tourist destinations, Patmos and Mykonos. In Attica, we have delivered the first green hotel in Athens and currently working on another tourist development at a key seaside location.

SPORTS

Development of inspiring sports facilities that provide enriching experiences for teams, visitors, and the wider sports community. Our key projects include the OPAP Arena is the home stadium of AEK FC and the Athlitiki Enosi Larissas Football Club (AEL FC) Arena.

LOGISTICS

Provision of project management services to key clients, meeting demanding challenges within strict deadlines and providing our supply chain with appropriate to their need's spaces.



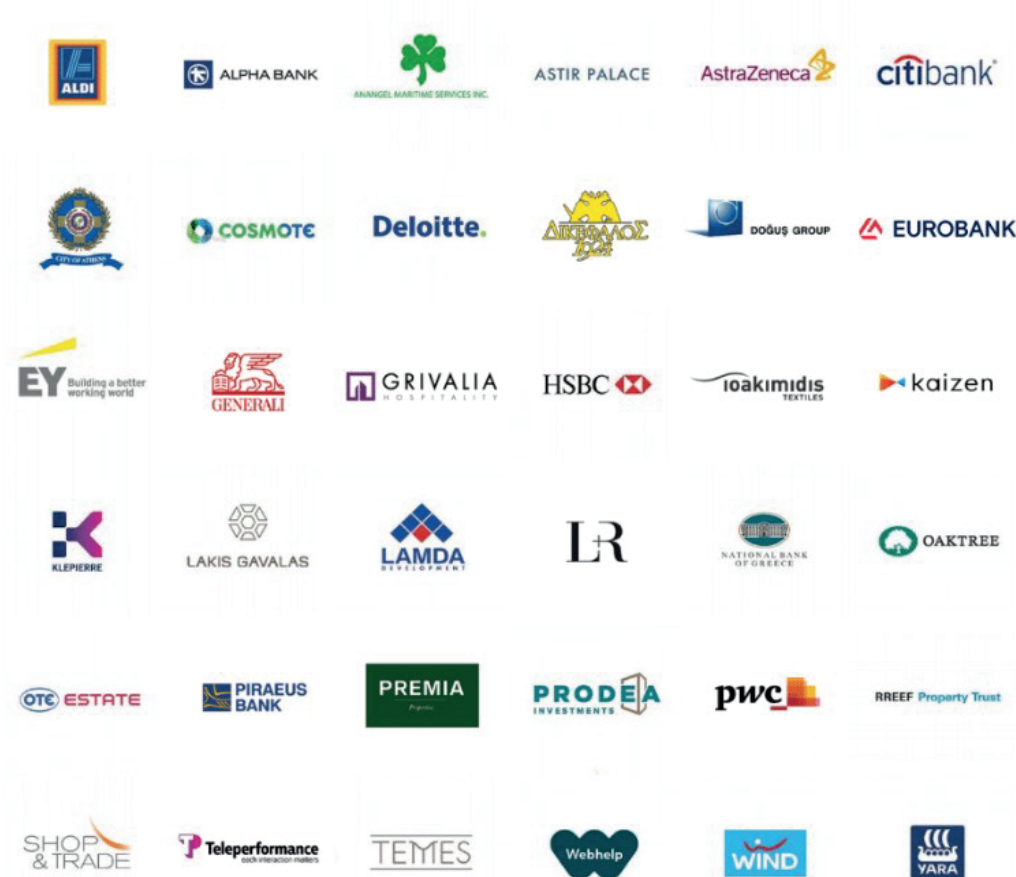
OUR CLIENTS AND PARTNERS

At Dimand, we forge enduring partnerships, woven together by the threads of trust and surpassing expectations year after year. Our exceptional track record of success can be attributed to our firm commitment to open communication, fostering transparency that forms the bedrock of our achievements.

Our values will remain our priority and are derived from the expectations of our clients and partners.



OUR CLIENTS



OUR PARTNERS

BUSINESS PARTNERS



FINANCIAL PARTNERS



OUR MEMBERSHIPS

As an organization committed to fostering collaboration and continuous learning, we actively engage in various memberships and affiliations to enhance our industry knowledge and expand our network.

SEV - Hellenic Federation of Enterprises

EENE - Hellenic Association of Entrepreneurs

American- Hellenic Chamber of Commerce

British - Hellenic Chamber of Commerce

EASE - Association of Chief Executive Offices

ULI: Urban Land Institute

RIBA - Royal Institute of British Architects

GRESB - Global Real Estate Sustainability Benchmarks

Hellenic Chamber of Commerce

USGBC - U.S. Green Building Council

ELIPYKA - Hellenic Institute for the Fire Protection of Structures

Economic Chamber of Greece

Hellenic Institute of Internal Auditors (HIIA) & The Institute of Internal Auditors (IIA)

Association of Certified Fraud Examiners (ACFE)

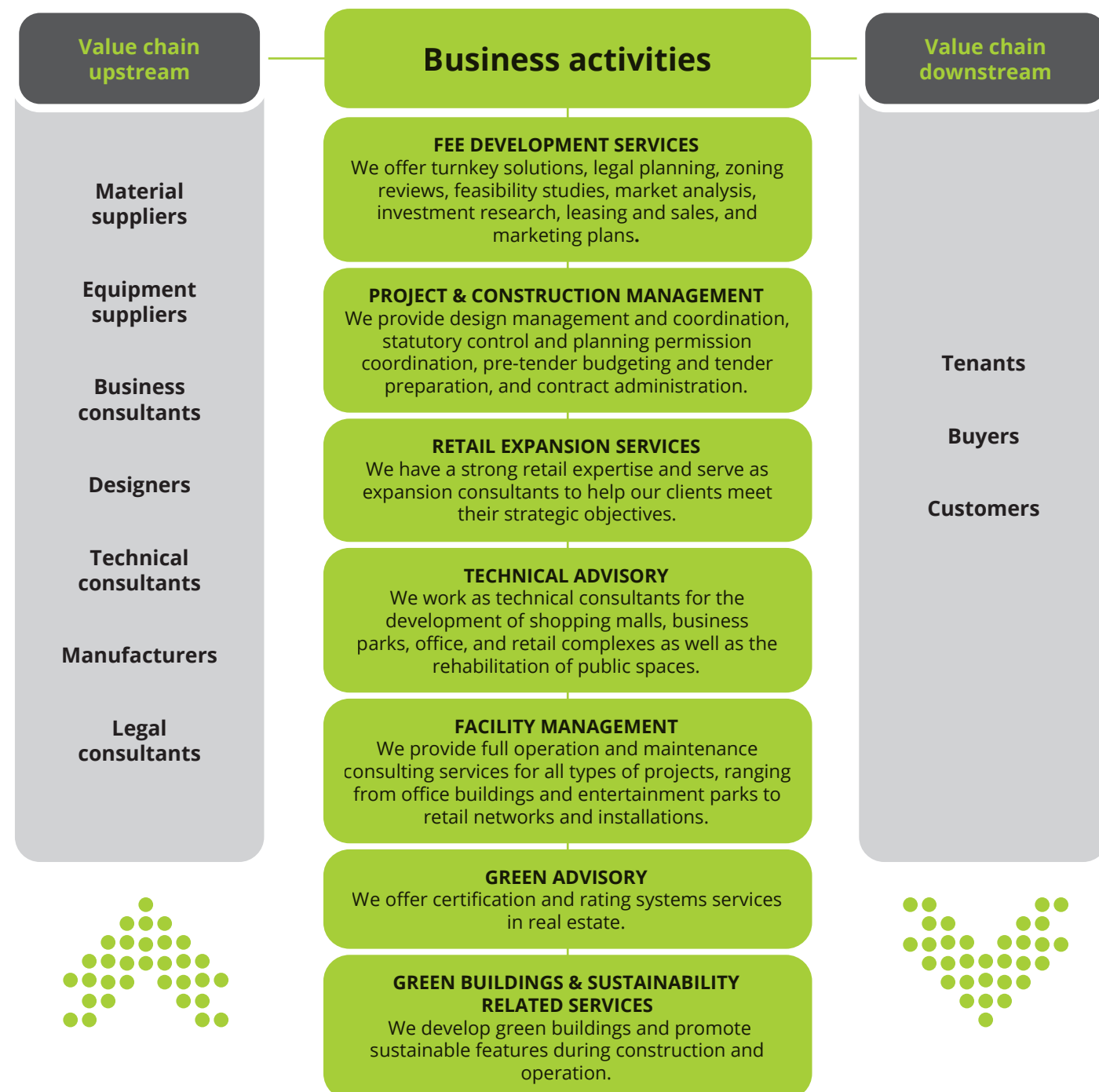
International Association of Privacy Professionals (IAPP)

Institute for Internal Controls (IIC)

VALUE CHAIN

The company value chain serves as a vital framework that outlines the interconnected processes within our organization, encompassing both the upstream and downstream stages. By focusing on the entire value chain, we ensure the efficient management and optimization of resources, fostering excellence in our services and delivering value to our customers. Our unwavering commitment to excellence ensures that our customers can trust in the integrity and reliability of our brand.

Our upstream supply chain includes suppliers that provide the necessary materials, equipment or services to execute our activities. We focus our supplier selection based on their ESG criteria of their business activities and operation. In addition, our downstream supply chain includes the final consumers of our services comprising our tenants, buyers and customers. The following graph illustrates both upstream and downstream supply chain and our business activities.



LANDMARK PROJECTS



Kaizen Campus

Kaizen Campus is a modern office building of high standards designed based on the latest environmental and technological standards. The building is constructed on a rectangular-shaped plot with 360-degree views.

SCOPE	Direct Property Development
GROSS BUILT AREA	14,310 m²
LOCATION	Maroussi, Athens
STATUS	Completed in 2022
CERTIFICATIONS	LEED Gold (2022) LEED Zero (in progress)

LANDMARK PROJECTS



Syggrou Office Complex-Building A

The Generali Hellas SA new headquarters are developed within the SYGGROU OFFICE COMPLEX. The development consists of office space with four basement levels and is one of the few LEED Platinum offices certified in Greece.

SCOPE	Direct Property Development
GROSS BUILT AREA	16,800 m²
LOCATION	Syggrou Avenue, Athens
STATUS	Completed in 2022
CERTIFICATIONS	LEED Platinum (2022)

LANDMARK PROJECTS



Moxy Athens City

In this project we followed a holistic approach for the redesign of the building, to meet the requirements of Marriott's International standards and to satisfy the principles of bioclimatic design, to reduce the energy footprint. Moxy Athens City is the first hotel in Greece certified with the international LEED sustainable development at Gold level.

SCOPE	Project Management-Site Supervision
GROSS BUILT AREA	10,081 m²
LOCATION	Omonia Sq., Athens
STATUS	Completed in 2022
CERTIFICATIONS	LEED Gold (2022)

LANDMARK PROJECTS



OPAP Arena

Agia Sophia Stadium (also known by its commercial name OPAP Arena) in Athens is an impressive and advanced building that addresses both the fans of the team and the public. The home stadium of AEK FC and constitutes a landmark for the area of Nea Filadelfia and for the entire basin for the combination of modern design and traditional elements.

SCOPE	Development management
GROSS BUILT AREA	43,820 m²
LOCATION	Nea Filadelfeia, Athens
STATUS	Completed in 2022

LANDMARK PROJECTS



Syggrou Office Complex – Building B

Development of a new-built, multitenant office building facing the prominent Syggrou Avenue, connecting the Athens city center with the Attica seafront.

SCOPE	Direct Property Development
GROSS BUILT AREA	14,420 m²
LOCATION	Syggrou Avenue, Athens
STATUS	In progress
CERTIFICATIONS	Registered with the certification goal of LEED Gold

LANDMARK PROJECTS



Votanikos Business Park

The brownfield site of former Athinaiki Chartopoiia will be developed into a mixed-use project at the area of Votanikos.

The property lies within the Votanikos regeneration area.

SCOPE	Direct Property Development
GROSS BUILT AREA	79,446 m²
LOCATION	Votanikos, Athens
STATUS	In progress
CERTIFICATIONS	Registered with the certification goal of LEED Gold

LANDMARK PROJECTS



Albatros

A new-built, multitenant office building with focus on sustainability and RES. The building is located in Maroussi business district.

SCOPE	Development management
GROSS BUILT AREA	9,779 m²
LOCATION	Maroussi, Athens
STATUS	In progress
CERTIFICATIONS	Registered with the certification goal of LEED Gold

LANDMARK PROJECTS



One & Only Aesthesis

The iconic Asteria Complex in Glyfada is at the heart of the Athenian Riviera. In this unique seaside location, the preserved bungalows and villas of the initial complex are united with more recent buildings, to be developed and redesigned into a 5-star high-end One & Only Aesthesis. The resort will provide 127 keys with additional facilities, such as branded restaurants, exclusive spa, idyllic beach bars and more.

SCOPE	Development management
GROSS BUILT AREA	27,790 m²
LOCATION	Glyfada, Attica
STATUS	In progress
CERTIFICATIONS	Registered with the certification goal of LEED Silver Pursuing SITES Certification

LANDMARK PROJECTS



Piraeus Tower

A full turnkey fit out of a 22 stories office tower, originally erected in 1972. It will include two basements, retail, restaurants, cafe and auxiliary spaces, with a green roof, using high technology materials. The tower is highly visible, and it is one of the city's landmarks.

SCOPE	Direct Property Development
GROSS BUILT AREA	34,637 m²
LOCATION	Piraeus, Attica
STATUS	In progress
CERTIFICATIONS	Registered with the certification goal of LEED Platinum and WELL Core

LANDMARK PROJECTS



HUB 26

The office complex is situated at the western gate of Thessaloniki and is adjacent to the former Fix Brewery. It consists of four blocks with a two-level joint underground parking and auxiliary spaces.

SCOPE	Direct Property Development
GROSS BUILT AREA	30,560 m²
LOCATION	Thessaloniki
STATUS	In progress
CERTIFICATIONS	Registered with the certification goal of LEED Gold

LANDMARK PROJECTS



PwC Campus

The new office complex consists of two four-storey, mirroring, elliptical-shaped buildings. The buildings are situated at the heart of the Maroussi business district and offer high visibility and easy access.

SCOPE	Direct Property Development
GROSS BUILT AREA	25,001 m²
LOCATION	Maroussi, Attica
STATUS	In progress
CERTIFICATIONS	Registered with the certification goal of LEED Gold and WELL Bronze

LANDMARK PROJECTS



Former Minion Building

The legendary Minion department store will be redeveloped to a retail, office and hospitality complex. The building in Patisision Avenue is near Omonia Square and remained unexploited for nearly three decades.

SCOPE	Direct Property Development
GROSS BUILT AREA	18,747 m²
LOCATION	Athens
STATUS	In planning
CERTIFICATIONS	Registered with the certification goal of LEED Gold

RECOGNITION AND CERTIFICATIONS

The following tables showcase the remarkable recognitions bestowed upon us and our extraordinary projects throughout the years.

The following table presents our certifications.



INTERNATIONAL ORGANIZATION FOR STANDARDIZATION

- 9001:** Quality Management
- 14001:** Environmental Management
- 45001:** Occupational Health and Safety Management
- 27001:** Information Security Management System
- 41001:** Facility management



BUILDING RESEARCH ESTABLISHMENT ENVIRONMENTAL ASSESSMENT METHOD

BREEAM in use international award



LEADERSHIP IN ENERGY AND ENVIRONMENTAL DESIGN

3 platinum and 12 gold awards



PARKSMART: ADVANCING SUSTAINABLE PARKING STRUCTURES

Bronze award

The following tables illustrate our awards and accreditations.

Our awards:

The Most Sustainable Companies in Greece - QualityNet Foundation 2022.

Developer of the Year – Commercial Property Awards 2020.

Gold Award in the category “Best Regeneration Project” for the redevelopment of the area of Agios Dionysios in Piraeus, Greece – Commercial Property Awards 2020.

Special mention in the category “Repurposing” for the redevelopment of the area of Agios Dionysios - ULI Europe Awards for Excellence 2021.

Our accreditations:

U.S. Green Building Council (USGBC) silver member.

Global Real Estate Sustainability Benchmark GRESB member.

LEED Proven Provider by USGBC.

Credentialed Project Developer and Credentialed Quality Assurance Provider from the Investor Confidence Project (ICP) Europe.

The following table presents the awards of our projects.

ADDITIONAL RECOGNITIONS

AEK	<ul style="list-style-type: none"> Stadium of the Year 2022 "Agia Sofia - OPAP ARENA".
KAIZEN CAMPUS	<ul style="list-style-type: none"> Gold Award for Offices - Aluminium in Architecture Awards 2022, ASPA KST.
PIRAEUS TOWER	<ul style="list-style-type: none"> Platinum Award for Architectural – Architecture Awards by Boussias 2022. Gold Award for Healthy Safe Workplace - Health & Safety Awards by Boussias 2022. Gold Award for Mixed Use in Pila Studio - Design & Construction. Gold Award for Sustainable Design in Pila Studio - Design & Construction. Best Study Award in Pila Studio – Greek Architecture Awards 2022. Gold Award in the category “Lighting Design for the Christmas Illumination of the Tower of Piraeus” at Yard Athens – Event Awards by Boussias 2021. Bronze Award in the category “Exhibition for the Digital Installation & Walk, See the light” at Yard Athens – Events Awards by Boussias 2021.
PIRAEUS PORT PLAZA 3	<ul style="list-style-type: none"> Silver Award in the category “Vertical Garden – Horticultural & Planting Design” to Agropolis & Dimand – Landscape Awards 2021.
PIRAEUS PORT PLAZA 2	<ul style="list-style-type: none"> Gold Award in the category “Landscape Restoration” to Agropolis & Dimand – Landscape Awards 2021. Bronze Award in the category “Best Renovation (Office)” – Commercial Property Awards 2020. Big See Architecture Awards by Boussias.
PIRAEUS PORT PLAZA 1	<ul style="list-style-type: none"> Silver Award in the category “Commercial Landscape” to Agropolis & Dimand – Landscape Awards 2021. Silver Award in the category “Best Renovation (Office)” – Commercial Property Awards 2020.
SYGGROU OFFICE COMPLEX	<ul style="list-style-type: none"> Gold Award in the category “Best New Project in Progress” – Commercial Property Awards 2020.
YARA TERMINAL VOLOS	<ul style="list-style-type: none"> Silver Award in the category “Best New Development (Industrial Building)” – Commercial Property Awards 2020.
NERATZIOTISSA OFFICE COMPLEX	<ul style="list-style-type: none"> Silver Award in the category “Best New Development (Office)” – Commercial Property Awards 2020.

2. SUSTAINABILITY AT DIMAND

OUR APPROACH

Committed to sustainable development, we are taking sturdy actions to transform our business activities and spearhead positive change. We continuously enhance best practices throughout our business and motivate our industry to improve sustainable aspects of all activities. Wherever we work, we empower and encourage each other to grow together – colleagues, clients, suppliers, and communities.

Dimand is committed to sustainable development, innovation and responsible entrepreneurship.

At our core, we are dedicated to upholding industry-leading standards. Through meticulous policy implementation, a robust governance approach, rigorous compliance measures, and thorough audits, we consistently strive to maintain best practices that not only meet but exceed sustainability expectations.

WE ARE FOCUSED ON THREE (3) FOLLOWING PILLARS:



ENVIRONMENTAL PROTECTION

Assessment of our performance in a wide range of environmental issues and reduction of our potential negative externalities through actions in our operations and projects.

Focus on important categories that includes the greenhouse gas emissions, circular economy, energy, waste and water management, climate change, biodiversity, and development of green buildings.



SOCIAL RESPONSIBILITY

Prioritize the health, safety, and wellbeing of our employees. We perform ongoing assessment of health and safety risks, actively involving our personnel in the process to mitigate potential hazards.

Creation of a diverse and inclusive environment, where our people thrive. We take deliberate actions to cultivate and sustain a diverse and inclusive environment that fosters the growth of our people.

Development of a strong relationships with our tenants based on trust and exchange of ideas. We actively seek their feedback, opinions, and suggestions, valuing their insights as valuable contributions.

Increase of significant economic opportunities through the revitalization of neighbourhoods and communities. We focus on the sustainability of our supply chain.



SOUND GOVERNANCE

Increase of moral responsibility towards our employees, partners, customers and society and operations to the highest standards of honesty and ethics. Our actions are based on transparency, integrity and accountability.

UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

At Dimand, our core values serve as the guiding principles that underpin our commitment to sustainable business operations, aligning us with the United Nations Sustainable Development Goals (UN SDGs). These goals act as our compass, driving our efforts to make meaningful contributions towards the global pursuit of sustainable development. By integrating these values into our everyday practices and decision-making, we strive to create a positive impact on the

environment, society, and economy, and play our part in building a better future for all.

Throughout our activities, we touch upon and positively influence with environmental and social dimensions. Overall, we aspire to effectively integrate the UN SDGs into our operating model and decision-making processes as a means of offering solutions that create shared value.

There are 9 SDGs that are closely related with our operations and our approach.



SDG	Approach
3: Good health and wellbeing	Design and development of buildings that promote human health and wellbeing.
7: Affordable and clean energy	Energy-efficient buildings through smart technological solutions aiming to minimize greenhouse gas emissions.
8: Decent work and economic growth	Contribution to the local economy by providing direct and indirect employment opportunities.
9: Industry, innovation and infrastructure	Application of innovative technologies maximizing the sustainability and resilience of buildings.
11: Sustainable cities and communities	<ul style="list-style-type: none"> Development of green and sustainable buildings. Revitalization of neighbourhoods and public spaces / urban regeneration.
12: Responsible consumption and production	<ul style="list-style-type: none"> Construction of environmentally friendly materials. Responsible waste management practices.
13: Climate action	<ul style="list-style-type: none"> Increase of resilience of buildings to the impacts of climate change. Low carbon building materials and operational systems.
15: Life on land	Enhancement of urban biodiversity through the development of buildings with green roofs and pollinator gardens.
17: Partnerships for the goals	Participation in industry initiatives to promote the sustainable development agenda.

STAKEHOLDER ENGAGEMENT



Stakeholder input is an important part of our business decision making process. We analyzed our business model and professional relationships and we conducted a benchmarking analysis for the identification of best practices of stakeholder engagement in order to create a holistic list of our company's stakeholder groups.

Principal information about stakeholder expectations and priorities is obtained through regular and structured communication. This helps us to structure our sustainability plan to meet stakeholder needs and directs our goal setting and decision-making toward ESG concerns.

Engaging our stakeholders is the key to our company's success and we are responsible to their needs as well as their insights enable us to comprehend the effects of our activities, new opportunities arising, and risks related to each stakeholder group.

Dimand's stakeholder engagement activities ensure that relationships are built with respect, integrity, transparency, and honesty. We aim to establish relationships with all our stakeholders and create shared value through our business activities.

We use communication channels to facilitate continuous and bi-directional dialogue with our stakeholders. Our communication channels include letters, emails, in-person meetings, corporate events, our company website, and reports.

KEY STAKEHOLDER GROUPS IN OUR ROADMAP:



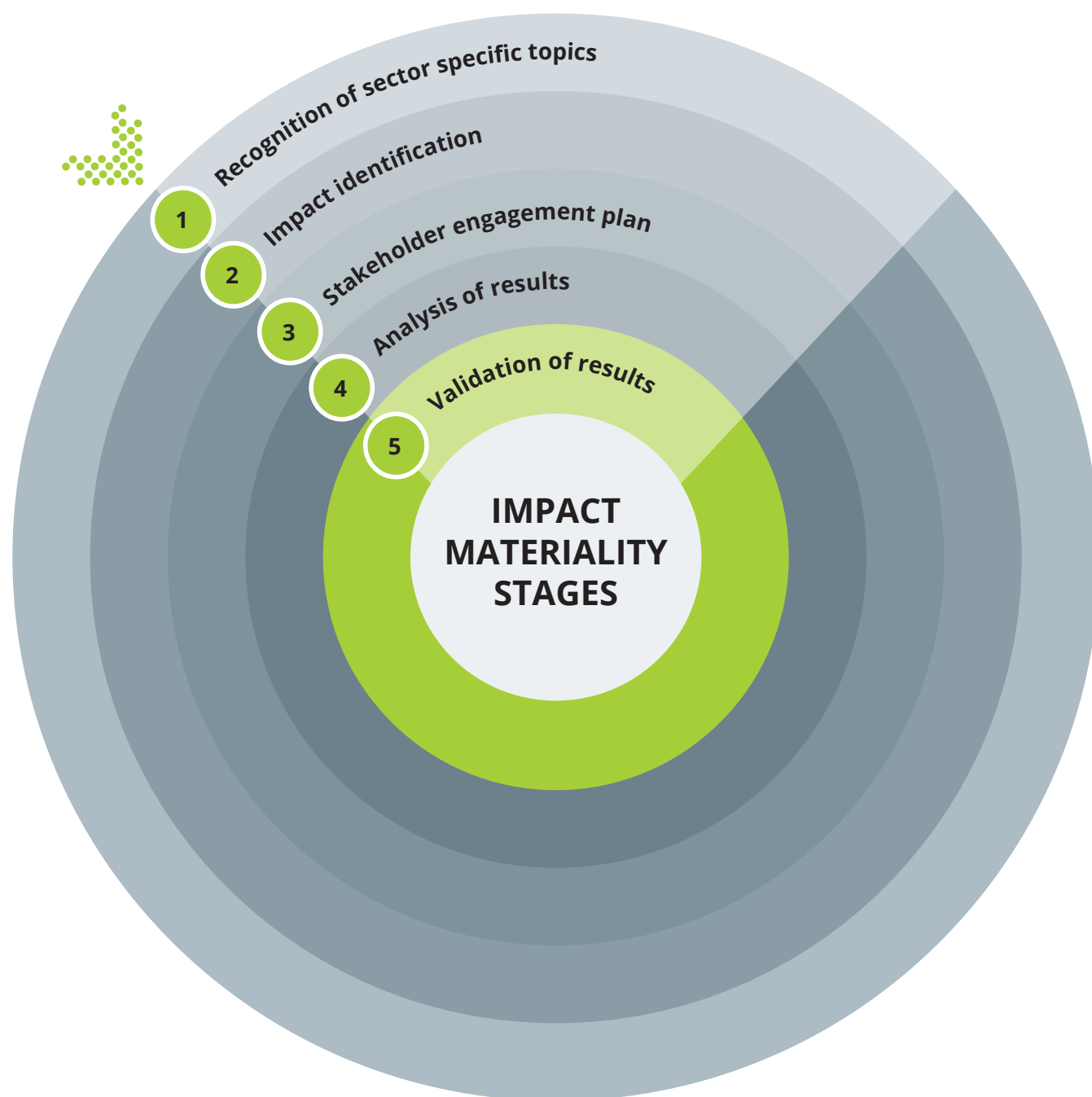
IMPACT MATERIALITY

We closely follow any updates in the wider sustainability field, aiming to maintain responsible operations and our alignment with best practices. In 2022, we refined our materiality approach in line with the new requirements of the Global Reporting Initiative (GRI) Standards and specifically the GRI 3: Material Topics 2021 Standards.

Therefore, we set out to assess the actual and potential impacts that our company has on people, the environment, and the economy in the short, medium, or long term. These may derive from our own operations or through our business relationships and wider value chain.

The concept of impact materiality has been integrated into our business planning and strategy, enabling us to effectively address the environmental, social, and governance factors that have the most significant influence on our stakeholders and wider communities as well as the overall sustainability profile of our operations.

THE FOLLOWING GRAPH ILLUSTRATES THE FIVE (5) MAIN STAGES OF THE IMPACT MATERIALITY PROCESS WE UNDERTOOK:



MAIN STAGES OF IMPACT MATERIALITY ANALYSIS:

1

RECOGNITION OF SECTOR SPECIFIC TOPICS

Over the past two years, we have been applying robust sustainability reporting practices that includes the examination of the following standards and frameworks for the identification of potentially material topics. The sources we examined include the following:

- Global Reporting Initiative (GRI) Standards
- United Nations Sustainable Development Goals (UN SDGs)
- Global Real Estate Sustainability Benchmark (GRESB) reference guide
- Material ESG issues of peer companies in the wider real estate sector.

Our 2022 list included 12 material issues: 6 environmental, 4 social and 2 governance related.

2

IMPACT IDENTIFICATION

Our team identified positive and negative impacts on the economy, environment, and people arising from the organization's activities and business relationships and categorised them as actual or potential. Actual impacts are those that have already occurred, and potential impacts are those that may occur. Moreover, we reviewed our business model and searched the sector-relevant sources across the industry to understand our strengths and weaknesses.

3

STAKEHOLDER ENGAGEMENT PLAN

We identified the internal and external stakeholders, whose methods of involvement and frequency are defined based on their individual relevance, as required by the reference standards. Our annual engagement with the identified stakeholders included the conduction of the impact materiality survey, where we asked them to score the identified positive and negative impacts on the severity and likelihood of appearance on the environment, society and economy. Specifically, we evaluated the impacts with key internal stakeholders, including ESG experts and the top management team, through workshops and we sent questionnaires to external stakeholders to rank the impacts of sustainability topics.

The evaluation of the significance of Dimand's impacts includes the following considerations:

For all impacts:

- **Scale:** How beneficial or harm is the impact.
- **Scope:** How widespread is the impact on populations, economies and ecosystems affected.

Only for negative impacts:

- **Irremediability:** How hard is it to counteract or make good of the resulting harm.

Only for potential impacts:

- **Likelihood:** What is the chance of the impact occurring.

Our impacts were evaluated using a three-point scale from 1 (low significance) to 3 (high significance).

4

ANALYSIS OF RESULTS

5

VALIDATION OF RESULTS

Following internal stakeholder's approval and external stakeholder's input, our team analysed the results and formed the list of 12 material topics setting significance thresholds.

TABLE OF SUSTAINABILITY TOPICS ALIGNED WITH SDGS.

ESG Pillar	Topics	Alignment with SDGs
E	Biodiversity and habitat	   
	Water management	  
	Waste management	 
	Climate change and greenhouse gases	   
	Energy management	  
	Green building certifications	 
	Sustainable materials and circularity	   
S	Health and safety	 
	Human rights	  
	Diversity, inclusion and equal opportunity	 
	Employment practices	 
	Community relations	
	Supply chain responsibility	
	Tenant satisfaction and engagement	  
G	Ethics, transparency and compliance	 
	Cybersecurity and data protection	 
	Economic impact and performance	 

We analyzed the results of impact materiality analysis we use a weighted average incorporating a balanced consideration of both internal and external stakeholder perspectives, assigning equal significance of 50% to each group's opinions.



TABLE OF THE SIGNIFICANCE OF SUSTAINABILITY TOPICS.

SUSTAINABILITY TOPICS	SIGNIFICANCE
1. ENERGY MANAGEMENT	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
2. HEALTH AND SAFETY	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
3. GREEN BUILDING CERTIFICATIONS	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
4. ETHICS, TRANSPARENCY AND COMPLIANCE	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
5. WASTE MANAGEMENT	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
6. HUMAN RIGHTS	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
7. TENANT SATISFACTION AND ENGAGEMENT	<input type="radio"/> <input type="radio"/> <input checked="" type="radio"/>
8. CLIMATE CHANGE AND GREENHOUSE GASES	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>
9. WATER MANAGEMENT	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>
10. EMPLOYMENT PRACTICES	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>
11. SUSTAINABLE MATERIALS AND CIRCULARITY	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>
12. ECONOMIC IMPACT AND PERFORMANCE	<input type="radio"/> <input checked="" type="radio"/> <input type="radio"/>
13. COMMUNITY RELATIONS	<input checked="" type="radio"/> <input type="radio"/> <input type="radio"/>
14. DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY	<input checked="" type="radio"/> <input type="radio"/> <input type="radio"/>
15. CYBERSECURITY AND DATA PROTECTION	<input checked="" type="radio"/> <input type="radio"/> <input type="radio"/>
16. SUPPLY CHAIN RESPONSIBILITY	<input checked="" type="radio"/> <input type="radio"/> <input type="radio"/>
17. BIODIVERCITY AND HABITAT	<input checked="" type="radio"/> <input type="radio"/> <input type="radio"/>

Our 12 material issues

MATERIAL SUSTAINABILITY TOPICS

In 2021 the list of material issues was formulated including 18 material issues. Specifically, in 2022 the Biodiversity and habitat, Diversity, Inclusion and Equal opportunities, Community relations, Supply chain responsibility and Cybersecurity and data protection are not identified as material issues. Moreover, The Greenhouse gas and other air emissions and climate change were merged in Climate change and greenhouse gases in 2022.



For each material issue we have identified actual and potential impacts on the economy, environment, and people, including impacts on human rights. Indicative positive environmental impacts include actions that improve water efficiency, measures and policies that contribute to high diversion of construction and demolition waste from landfill and installation of MEP systems that result in the reduction of carbon emissions and energy efficiency. For the social pillar, we have

identified impacts related to the implementation of health and safety systems and the provision of trainings and performance evaluations as part of employee practices. We have also identified impacts related to ethical standards, breaches of customer privacy and economic performance. Through our risk management approach, we are taking actions to prevent and mitigate potential negative impacts and we also monitor the effectiveness of the proposed actions.

3. ENVIRONMENT

At Dimand, we create a sustainable path towards a brighter tomorrow. We diligently concentrate on propelling green building development, optimizing energy management, championing climate change mitigation and carbon emissions adaptation, driving the transformative principles of the circular economy, and safeguarding the invaluable realms of biodiversity and habitat protection.

Our mission is to contribute to environmental stewardship and sustainability in all aspects of our projects. Dimand's Environmental Policy encompasses key areas as elaborated upon in the subsequent.

In addition, Dimand contributes to the promotion of a sustainable society through environmentally friendly business activities based on the following directions:



Minimization of the impacts deriving from our operations

Delivery of tangible solutions for scaling up the global efforts towards environmental sustainability



We are certified with **ISO 14001** on Environmental Management.

GREEN BUILDINGS

Dimand is a pioneer in the domestic market and has a proven track record of developing green buildings. Our aim is to incorporate green and sustainable features during development as a means of eliminating resource use, enhancing human health and wellbeing, and ensuring the resilience of our assets against the threats of climate change. Additionally, we ensure all our developments are accredited with environmental standards, implementing high energy efficiency properties adapted to the needs and sustainability strategy of modern businesses.

More specifically, there are 32 certified buildings in Greece in the LEED Building Design and Construction category, of which eleven have been developed by our company, two have been constructed by Dimand, while in one we provided project management services. It is evident that we have played a significant role in the advancement of 44% of domestically certified projects.

All our projects have achieved as a minimum LEED Gold certification. In addition, our portfolio includes three Platinum LEED projects; two for development services and one through project management services.

OUR ACHIEVEMENTS TO DATE

We have developed **the first LEED-certified building** in Greece.

We are a **U.S. Green Building Council (USGBC)** silver member.

We are a **Global Real Estate Sustainability Benchmark (GRESB)** member.

We have been designated as a **LEED Proven Provider** by the **Green Business Certification, Inc. (GBCI)** for **Building Design & Construction**.

We are the **first Greek company** to receive the designation of **Credentialed Project Developer and Credentialed Quality Assurance Provider** from the Investor Confidence Project (ICP) Europe.

Our **LEED** certifications

The following graph illustrates the timeline of our LEED certifications.

2013

PAEANIA OFFICE PARK
Gold LEED Certification

2015

TAVROS OFFICE COMPLEX
Gold LEED Certification

2017

OTE ESTATE KERAMEIKOS
Gold LEED Certification

2018

PIRAEUS PORT PLAZA 1
Gold LEED Certification

NERATZIOTISSA OFFICE COMPLEX
Gold LEED Certification

AGEMAR HQS
Platinum LEED Certification

2019

COSMOTE TV
Gold LEED Certification

PIRAEUS PORT PLAZA 3 – BUILDING A & C
Platinum LEED Certification & Parksmart

2020

PIRAEUS PORT PLAZA 3 – BUILDING B
Gold LEED Certification

PIRAEUS PORT PLAZA 3 – BUILDING D
Gold LEED Certification

PIRAEUS PORT PLAZA 2 – BUILDING E
Gold LEED Certification

PIRAEUS PORT PLAZA 2 – BUILDING Z
(2020-2021) Gold LEED Certification

2021

VALUE S.A. - OFFICE BUILDING
Gold LEED Certification

2022

KAIZEN CAMPUS
Gold LEED Certification

MOXY ATHENS CITY
Gold LEED Certification

SYGGROU OFFICE COMPLEX (BUILDING A)
Platinum LEED Certification

Dimand incorporates climate and energy factors into the design and construction phases of all developments.

INDICATIVE EXAMPLES OF OUR MEASURES:

- Restriction of solar gains through the design of the buildings' facades and choice of materials.
- Use of energy models to project future increases in heat, leading to accurate estimates on the insulation necessary for the maintenance of the desired temperature.
- Conduction of flood risk studies.
- Use of rainwater for irrigation to prevent overload of rainwater drainage and reduce water consumption.
- Bioclimatic design to reduce the urban heat island effect and the impacts of heat waves.

KAIZEN CAMPUS

Kaizen Campus, a modern office building that adheres to the latest environmental and technological standards, has been designed to meet high-quality specifications, providing a contemporary and sustainable workspace. The building is constructed on a rectangular-shaped plot with unobstructed 360-degree views. It consists of three floors, with a total surface area of 7,500 m², while the basement of 7,000 m² includes parking spaces and other ancillary areas.

The architectural form of the building emerged through a series of iterative design variations, primarily focused on achieving a centralized and open spatial configuration. The ellipsoidal form allows the privacy of the individual office sections-units and at the same time creates views on both sides towards the surrounding area and the central courtyard. The external cover acts as a visual and acoustic buffer while the sheltered interior creates a core for social, recreational activities and rest areas for employees.

The courtyard is enclosed by balconies that allow internal communication and through pathways. This function, apart from aesthetics, gives the exterior space a playful character where form and function interact, enabling multiple communication between the spaces. The design of the building is based on the incorporation of the main principles of bioclimatic design and the requirements of LEED certification at GOLD level. A sustainable building is a building of high standards that goes beyond the concept of energy saving. The construction of such building embraces a holistic approach that encompasses all phases, including the study, construction, and operation.

With a **strong focus on energy and water conservation**, the design incorporates **environmentally friendly materials** and prioritizes user well-being. **Natural lighting is optimized, rainwater is collected and reused**, and green spaces are maximized, all contributing to a sustainable and harmonious environment. All technical specifications are constantly improved, and the aim is to achieve optimal conditions both internally and externally, with respect on the environment and the surrounding area.

Kaizen Campus, in Maroussi, is one of Dimand's green flagship projects. Notably, as part of the project, two substantial **underground tanks** have been constructed on the plot, boasting an **impressive total capacity exceeding 1,000 cubic meters**.



The rainwater will be collected and reused for irrigation of the surrounding area that of a total area of 10 acres. These tanks will contribute to rainwater management, since when it falls on the land, instead of being a burden on the rainwater network of the area, it will be collected in the tanks, thus avoiding potential flooding.

NATURAL LIGHTING PLAYS AN IMPORTANT ROLE IN OUR LIVES

Thus, extensive attention has been **dedicated to a comprehensive study on natural lighting** for Kaizen Campus, ensuring a harmonious balance between architectural design and the ample glazed surfaces as glazing, external blinds, coloring, interior materials, and many other details make the difference.

Through this study and testing combinations, the team identified the optimal configuration to provide employees with abundant natural lighting year-round. This careful consideration not only promotes their health and productivity but also ensures protection against overheating during the summer months.

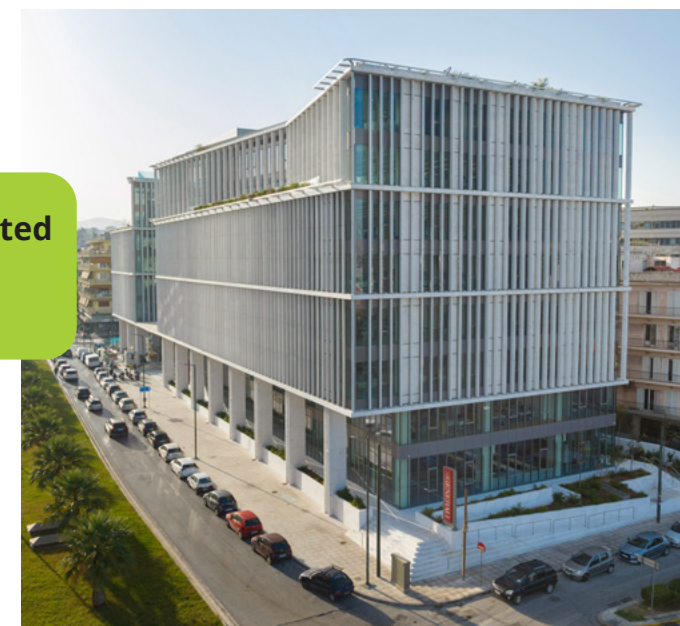
The completion of this magnitude inherently transforms both the physical landscape and the individuals who will interact with it. The footprint has a long-time horizon, as the life cycle of a building is around 100 years. The building should be a landmark for the area both from an architectural and sustainability point of view. At the same time, the stories of the users of this building should inspire the creation of other buildings of such high standards.

SYGGROU OFFICE COMPLEX – BUILDING A

Syggrou Office Complex-Building A, completed in 2022, is the first Platinum LEED v4 new construction building in Greece.

The development, a multi-storey office building in Athens, has total gross building area of 16,800 m² and is situated within the vicinity of a prominent high-speed avenue, providing convenient access and connectivity. The building's rooftop accommodates a green roof and various mechanical, electrical, and plumbing (MEP) equipment.

Dimand employed the Life Cycle Assessment methodology to mitigate the project's embodied carbon emissions. For the entire lifecycle of the project we ensured the efficient use energy, water, and other resources. We reduced waste generation, and chose materials with sustainable criteria and high recycled content. Moreover, great emphasis was placed on



enhancing the indoor environmental quality during the design and construction of the building.

As a result, more than 30% additional fresh air is circulated into the regularly occupied areas. To ensure clean air, the building draws in air from the roof, which undergoes further filtration using G4 and F7 filters.

MAIN FEATURES

The green roof contributes to balances high temperatures in the summer period, saving energy balance and mitigating the urban heat island effect.

The irrigation system uses rainwater and air-conditioning condensate to replace potable water. A rainwater cistern with a capacity of 368 m³ collects the rainwater from the roof and surrounding areas of the plot and the air conditioning condensate. It has been designed to cover 100% of the irrigation needs of the building, as any additional amounts of water not needed by the plants is returned to the rainwater cistern.

Mediterranean plants known for their low water requirements, have been carefully selected for landscaping purposes.

The green areas within the plot have been designed to foster biodiversity and serve as habitats for local fauna. Special attention has been given to incorporating plants that attract bees, promoting their presence and supporting pollination.

Multiple design actions were taken to increase energy efficiency including high vegetation cover, providing thermal comfort and minimizing the energy used for air conditioning, use of high efficient HVAC systems with fan coil and evaporative cooling, use of LED light bulbs, with dimming daylight and motion sensors.

The building features an innovative air conditioning system, with fan coils, thereby reducing the environmental impact of the refrigerants. This system, applied for the first time in Europe, incorporates a specialized equipment that utilizes evaporative cooling through water sprayed on the heat exchanger. This innovative approach maximizes energy efficiency, especially during high summer temperatures. To minimize the use of potable water, the system relies on the collection of air conditioning condensate from the building's interior. Ample water storage is ensured with a 7 m³ tank, guaranteeing an adequate supply for the process.

The building features a unique system of openable façade panels, which covers the fresh air requirements of operable windows whereas at the same time it has the insulation of a wall panel. When open, these features allow for additional views to the outside, whereas when closed they are part of the opaque façade.

An envelope commissioning process was conducted consisting of a thermographic survey and hose test to ensure that the optimum thermal performance and the avoidance of water leakage.

The development incorporates a demand-response feature, programmed within the Building Energy Management System (BEMS), allowing the client to effectively reduce peak-load energy consumption and potentially capitalize on future energy price savings.

The estimated energy use for the first five years of building operation and relevant carbon emissions has been 100% offset with renewable energy certificates. In addition, the project currently uses green power, leading to a 200% offset of operational emissions.

WATER CONSUMPTION

Compared to the LEED baseline consumption is reduced by 47.5 %.

COMPARISON PERCENTAGE REDUCTION TO EU TAXONOMY

Fixture	Baseline Flush Rate (lpf/lpm)	Design Flush Rate (lpf/lpm)	Percent reduction
Toilet	6	3.3 liters (4 liters and 2.6 liters)	45%
Urinal	2	0	100%
Showerhead	8	5.7	28%
Kitchen faucet	6	3.8	36%
Public lavatory (restroom) faucet	6	1.9	68%

OUTDOOR WATER USE REDUCTION

LEED reduction calculations from the plant and irrigation system add to a reduction of 72% compared to the month with the highest water consumption.

REDUCTION IN ENERGY CONSUMPTION

Compared to the LEED baseline (ASHRAE 90.1-2010) the project achieves 20.19 % energy cost savings.

Actual energy consumption from the first year of operation and associated GHG emissions (ARC platform) have been offset by green power.

Actual water consumption from the first year of operation (ARC platform)

SUSTAINABLE MATERIALS

Use of materials with recycled content with a focus on local sourcing (over 30%).

WASTE REDUCTION

Diversion of over 99% of all construction waste from landfill.

Regeneration of Omonia Square

Dimand has undertaken the challenging task of revitalizing Omonia Square, breathing new life into the heart of Athens. This redevelopment includes the transformation of Saroglio Megaron into an eco-friendly hotel that sets new standards in sustainable hospitality and the metamorphosis of the former MINION building into a cutting-edge, bioclimatic masterpiece, offering a harmonious blend of commercial and residential spaces.



MOXY ATHENS CITY

The Saroglio Megaro was a building that remained unused in the center of Athens and its development marks a new era for the area of Omonia.

Moxy Athens City is the first hotel of the Marriott Group's Moxy Hotels chain in Athens and the first hotel in Greece certified with the international LEED standard at GOLD level. The project was completed in 2022.

It is a modern hotel with 200+1 rooms, offering a unique accommodation experience to guests, combining the ancient history of the city, the vibrancy of modern Athens and the vibrant social life. Located on Stadiou Street, it is the ideal starting point for visitors to explore the sights of our city.

The use of innovative materials and solutions delivers the required aesthetic effect that is an "identity" for Moxy hotels, while at the same time the materials have a low environmental footprint.

In addition, an important element of the building is the planted roof which creates pleasant visual conditions while contributing to the upgrading of the microclimate of the area.

Regeneration of Omonia Square



FORMER MINION BUILDING

Minion is an iconic building at Omonia Square, that was unexploited for almost three decades. Dimand plans to convert Minion into a green, mixed-use bioclimatic building.

Minion redevelopment will include offices, retail shops, restaurants, and apartments to bring back permanent housing to the center of the city. The reconstruction of the iconic building revitalizes the center of Athens and contributes to the regeneration of the city. The development of the mixed-use building creates a multi-dimensional environment that promotes social interaction. The residences will be located at Satovriandou and Dorou pedestrian streets. At the same time, the revival of this building contributes to the preservation and promotion of the historical and cultural heritage of the area. Through the reconstruction of the building, elements from the past are preserved and a coherent architectural landscape is created, enabling residents and visitors to discover the rich history of the area.

The regeneration of the center of Athens brings with it an important symbolic and practical value for the city and creates a new horizon, enhancing its image extending from the first to the top floor, and exclusively for permanent residents.

Additionally, the regeneration of the city creates a new aesthetic environment, with modern architecture and upgraded public spaces that harmonize with the needs of residents and visitors. Green spaces, pedestrian walkways, parks, and public meeting places, provide a safe and citizen-friendly environment and promote social cohesion. Moreover, the regeneration strengthens the economy of the region, creating new jobs and business development opportunities, paving the way for a new era where Athens is transformed and regenerated while following the international trend of sustainable development within urban centers.

Development of The OPAP ARENA



**Making the dream come true.
Reviving the team spirit.**

OPAP ARENA

Dimand undertook the development of the new football stadium of AEK Athens club. The construction of the arena was completed in October 2022, establishing it the newest stadium built in Greece.

AEK football club was founded in 1924 at the Municipality of Nea Philadelphia. The club's first stadium was built in 1930 and was demolished in 2003. The design for the new stadium with the aim to revive the team spirit begun in 2013 and the construction commenced in 2018. The new stadium, which is near the New Philadelphia Grove, consists of three sections: the main stadium, the northern building that includes offices and administration areas and the southern building, that includes the Museum of Greek Refugees, the AEK Museum, a restaurant, shops and a gaming area on the ground floor.

The development has a capacity of 32,500 spectators and is constructed under the standards of FIFA/UEFA ELITE category 4 stadiums.

"Agia Sophia," the symbolic name given to AEK club's new stadium, is a remarkable and cutting-edge structure that caters to both the avid supporters of the team and the general public. With a combination of modern design and traditional elements, the stadium is a landmark for the area of Nea Filadelfia and for the entire basin. The stadium embodies the rejuvenation of AEK's team spirit, fostering a vibrant environment that brings together the community members. The project was implemented in conjunction with a comprehensive program aimed at revitalizing the surrounding neighborhoods and parks.

CLIMATE CHANGE ADAPTATION AND CARBON EMISSIONS

Our ambition is to pave the way towards a radiant low-carbon future. By vigilantly monitoring our performance, setting audacious goals, and implementing decisive actions, we have embarked towards a transformative journey to aiming to curtail greenhouse gas emissions and tackle climate crisis.

The growing presence of climate change risk in the industry is becoming increasingly evident. We improve our activities to tackle the effects arising from climate change.

The impacts of climate change constitute a significant threat both to the environment and human health. Our business is focused on minimizing the carbon footprint by optimizing the lifecycle of all projects, from planning to construction and operation.

We monitor our carbon emissions and track our progress towards our climate-related goals according to National Climate Law. Specifically, our Scope 1 GHG emissions were 48.99 tn CO₂ and Scope 2 GHG emissions were 38.14 tn CO₂ in 2022³.

GHG EMISSIONS (tn CO₂) IN 2022.

Scope 1

48.99

Scope 2

38.14

**GHG emissions intensity
(kg CO₂e/m²) in 2022.**

106.9

³ Calculation of GHG emissions for 2022 was based on ISO 14064. The calculation methodology is different from the previous year and includes the following parameters: net calorific value (Tj/kt), carbon content (tCO₂/Tj) and oxidation factor (%).

Emission factors values have been acquired from 2022 National Inventory Report (NIR) and the following gases have been included in the calculations: CO₂, N₂O and CH₄.

GHG emissions intensity refers to total amount of scope 1 and scope 2 emissions.

Energy management

Wishing to maintain sound environmental practices, we focus on the efficient use of energy to decrease our consumption levels. The efficient use of energy is achieved through the optimization of processes, the uptake of innovative technologies and the awareness raising of our buildings' users.

OFFICES

At our headquarters, we implement certain initiatives to further enhance our energy efficiency.



LIGHTING

- Avoiding unnecessary use of lighting during the day and while offices are not in use.
- Replacement of existing light bulbs with new and energy-efficient bulbs.



AIR CONDITIONING UNITS

- Avoidance of unnecessary or excessive use.
- Proper periodic maintenance.
- Doors and windows remain closed for optimization of performance when cooling or heating systems are used.



ELECTRONIC DEVICES

- Replacement of energy-intensive appliances after the end of their lifecycle with modern and low consumption appliances.
- Computers are set to enter 'sleep' mode when employees are away from their workplace for a prolonged period.

The following table presents the energy consumption within our company for 2022.⁴

ENERGY CONSUMPTION FOR 2022.

Source	TJ	kWh
Petrol	1,169	324.647,8
Diesel Oil	0,904	251.015,2
Electricity	0,293	81.460
Total	2,366	657.123

⁴ The total energy consumption includes the electricity, petrol and diesel oil consumptions. Petrol and diesel oil amounts have been calculated using the density and net calorific value factor of each fuel as presented below:

- **Density (petrol):** 0.0007473 tn/litre and density (diesel oil): 0.0008328 tn/litre
- **Net calorific value (petrol):** 32.33 Tj/ktn and net calorific value (diesel oil): 42.8 Tj/ktn
- **NIR 2022** values have been used for petrol and diesel oil densities.

**Electricity
intensity
(kWh/m²)
for 2022.**

100

PROJECTS

Working in partnership with design teams, we unlock the full potential of low-carbon materials and cutting-edge building systems. Our collaborative efforts lead to the development of energy efficient structures that radiate carbon consciousness, and cost-effectiveness. Together, we redefine the paradigm of sustainable architecture, where innovation and environmental stewardship converge in perfect harmony.

To incorporate all necessary infrastructure in our buildings early on, we use best practices starting from the design phase and leading up to the operation of the properties.

Examples of our best practices:

- Building Management Systems (BMS)
- Efficient Heating, Ventilation & Air Conditioning (HVAC) systems
- Light control systems and sensors

According to LEED energy models, our projects execute 20% better than the baseline building of global major energy standard ASHRAE⁵ 90.1-2010. Moreover, the commissioning process verifies that all systems consuming energy have an optimal installation and operation.



>90% of our projects under construction during 2022 are registered for LEED Certification

⁵ ASHRAE: American Society of Heating, Refrigerating and Air-Conditioning Engineers

Circular economy

MATERIALS

We recognize the profound impact the extraction and use of raw materials have on the environment. With an unwavering commitment, we are steadfast in our mission to eliminate the undesirable environmental effects that arise from the utilization of a significant number of materials. As such, we use environmentally friendly materials and collaborate with responsible partners by establishing relevant standards to directly sourced materials and requirements to our suppliers.

Our procurement criteria include the following:

- 1 Checking of sound and vibration emission levels (i.e., European Conformity certification).
- 2 Maintenance and auxiliary raw material requirements for the proper functioning of products in relation to their life cycle cost assessment.
- 3 Compliance with environmental regulations.
- 4 Review of the existence of a certified Environmental Management System.

Our general provisions include the following:

- 1 Preference is given to the supply of biodegradable products, made of recyclable material and / or derived from recycled raw material.
- 2 Use of minimum packaging for the transportation of materials and products.
- 3 Restriction of use for materials containing heavy metals, chlorine, asbestos, polychlorinated biphenyls (PCBs) or other hazardous substances.
- 4 Application of criteria related to energy efficiency certifications for all types of equipment.
- 5 Review of certified eco-labels and environmental declarations of the products.

MONITORING OF MATERIALS USED:

To ensure the sustainable use of resources:

- We monitor the quantities of materials used in our projects to continuously improve our performance.
- We maximize the use of recycled materials to minimize embodied carbon.
- We reduce the use of raw materials to promote the principles of the circular economy.

The following table provides the quantities of key materials used in the recently completed projects for 2022.

Project	Concrete (m³)	Steel (tn)	Glazing (m²)
Moxy Athens City	2,590	185	2,000
Kaizen Campus	17,643	2,942	2,505
Syggrou Office Complex – Building A	8,352	1,266	2,713

Total concrete (m³):

28,585

Total steel (tn):

4,393

Total glazing (m²):

7,218

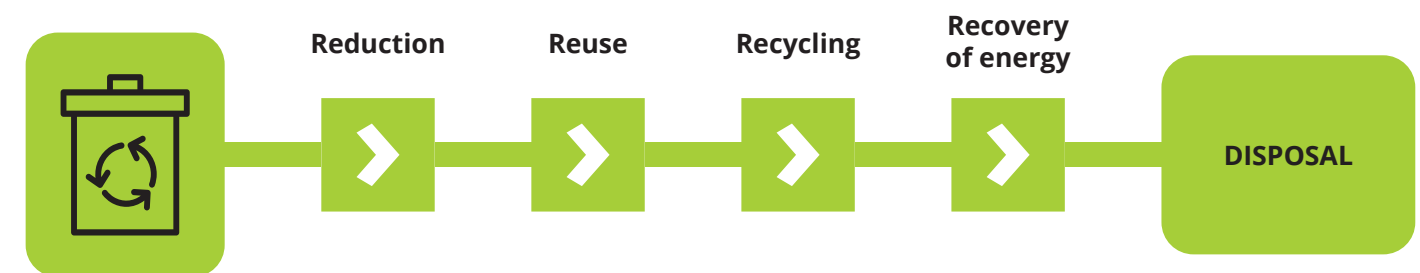
RECYCLED MATERIALS USE

We are focused on maximizing the procurement of recycled materials to limit the embodied carbon and minimize the use of raw sources. Dimand embraces the transformative principles of the circular economy, championing responsible resource utilization at every step. We fervently believe in the power of sustainable practices, where resources are revered, repurposed, and regenerated, heralding a new era of conscientious business conduct. Our aim is to better understand our waste streams, monitor and gradually increase our recycling rates. In 2022, 33% of total budget on materials was recycled content materials⁶.

⁶ The percentage of the spending on recycled content materials refers to the completed projects Moxy Athens City and Syggrou Office Complex-Building A.

WASTE MANAGEMENT IN OUR DEVELOPMENTS

At Dimand, we prioritize the effective management of waste, ensuring proper handling, reduction, and responsible disposal. The circular economy model is important for us to promote sustainable production. We have established procedures to minimize waste at our developments in accordance with the waste hierarchy:



The following graph provides information on the amount of waste diverted and waste generation for 2022. During both years, we managed to maintain the rate of construction waste diverted from landfill to over 96%, as a direct result of our effective and responsible practices.

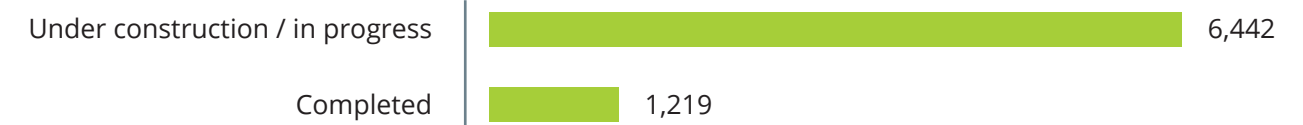
Total waste generated (tn):

7,661

Total waste diverted (tn):

7,327

WASTE GENERATED (tn) PER PROJECT STATUS IN 2022



WASTE MANAGEMENT IN OUR OFFICES

We continuously work to reduce waste generation in our offices and ensure that recycling methods are used: paper, electrical devices, plastic, batteries, and other consumables are extensively recycled across our offices.

OUR MEASURES AND INITIATIVES:

Establishment of designated areas for recycling within our building.

Recycling of old electrical appliances, batteries, used or empty inks toners and coffee capsules.

Minimization of the volume of hard copies of documents, drawing and tenders.

Recording of all recycled materials and proper maintenance of all related documents.

Segregation of waste at source into recycling bins and normal bins.

Return of expired medicines to pharmacies for destruction.

Participation in alternative management systems for the management of waste originating from vehicle maintenance.

WATER

Water has an immense significance, not only as a necessity but also as a critical resource for various aspects of our industry. We recognize the importance of clean water sources for both residential and commercial properties. Additionally, we prioritize effective water management to enhance our company's success and resilience.

We apply innovative technologies to manage water consumption and minimize any associated impact. Additionally, we monitor water usage in our company as data further enable us to reduce consumption and increase efficiency.

Jointly with our key stakeholders, we are seeking ways to minimize our impact on the management of resources, and we set targets to reduce water consumption.

Dimand promotes sustainable actions to reduce the water consumption in projects and prevent water pollution from its activities.

OUR PROJECTS - INDICATIVE ACTIONS AND ASSOCIATED RESULTS

40% less indoor potable water consumption on average across all our projects, compared to the baseline set by the LEED rating system.

Outdoor water use reductions resulting in a **100%** decrease of water needs for irrigation purposes, through rainwater collection and smart irrigation systems.

Wastewater treatment and use for irrigation. As an example, this has led to an estimated saving of 120 million liters of potable water consumption in the Karela Office Park, the first LEED certified building in Greece.

OUR OFFICES - WATER CONSUMPTION (m³)

On a permanent basis we calculate and monitor our water consumption in our offices to reduce our environmental impact. Our water consumption for 2022 was 290.5 m³* including water consumption in the headquarters, our site offices adjacent to the Piraeus Tower and the water for irrigation purposes in our headquarters.

* 290.5 m³ = 0.2905 MI



Biodiversity and habitat protection

At Dimand we acknowledge that the well-being of both humankind and our future developments hinges upon the intricate web of nature's offerings. We have designed a path towards sustainability, cherishing and nurturing the precious ecosystem services that sustain our collective prosperity. Therefore, we incorporate biodiversity features within our planning

and decision-making procedures during the development phase of our assets. We recognize the scope, dangers, and effects operational activities, products, and services have on biodiversity, and we integrate corporate goals and targets related to biodiversity and ecosystem services into corporate policies.

WE INTEGRATE GREEN FEATURES IN OUR DEVELOPMENTS TO ACHIEVE NET BIODIVERSITY GAIN AND CREATE LIVING AND WORKING ENVIRONMENTS THAT BENEFIT THE WIDER COMMUNITY.



Building characteristics

We include features in our developments such as green roofs and vertical gardens to endangered species to provide them a habitat.



Open space

We support insects and bird species by attracting them via the creation of open spaces, inclusion of pollinator gardens and a variety of native plants.



Urban regeneration

We contribute to the expansion of urban green network by conserving the existing natural areas and reinstituting damaged ones through our participation in regeneration projects.

OUR AIM IS IN LINE WITH LEADING GREEN BUILDING PLAYERS WHICH HAVE STRESSED OUT THE IMPORTANCE OF EMBEDDING BIODIVERSITY CONSIDERATIONS ACROSS ALL ASPECTS OF REAL ESTATE.

**THE Sustainable
SITES
Initiative**

LEED
LEADERSHIP IN ENERGY AND
ENVIRONMENTAL DESIGN

Case Studies



Moxy Athens City

Moxy Athens City Hotel is the first LEED Gold certified hotel in Greece. In 2022, Dimand developed greenfield areas in the existing building using native and adapted vegetation and species that are suitable for the project's EPA⁷ Level III⁸ ecoregion and the site conditions, climate, and design intent to restore disturbed areas. Specifically, we restored a total area of 449 m², including 119 m² of level 1 and 320 m² of roof level. Additionally, the previously disturbed area restored by 39.4%.



Kaizen Campus

Dimand has designed and developed the office building of Kaizen Campus, registered with the certification of LEED. In 2022, we restored a total area of 2,563 m² using a wide variety of specified plants that are adapted or native. Moreover, these plants required low amount of water while they have been selected to protect and restore the local habitat.



Syggrou Office Complex - Building A

The landscape of Syggrou Office Complex consists of a variety of green areas on ground level, a green roof on level 6 and a green roof on level 7. These areas include a mix of native and adapted vegetation. The selection of species is based on the micro climatical conditions of each area. Additionally, the planting substrate for the green roof, consists of a mixture of high-quality compost and a component that is retrieved from 100% recycled material, which makes it not only resistant to frost but also to sparks and at the same time it is a very ecological choice. The complete construction is complying with the strict German FLL guidelines for green roofs⁹.

⁷ United States Environmental Protection Agency (EPA).

⁸ Ecoregions are areas where ecosystems (i.e., type, quality, and quantity of environmental resources) are generally similar. There are four levels (Level I, II, III, IV) of ecoregions. Level III subdivides the continent into 182 smaller ecoregions; of these, 104 lie partly or wholly with the United States.

⁹ FLL – Landscape Development and Landscaping Research Society.

4. OUR PEOPLE AND WORK ENVIRONMENT



At Dimand, we understand that our success is based on our workforce. Our ambition is to attract and retain best talent and we strive to maintain a work environment where our employees thrive. We have created a healthy and safe workplace with fair and equal opportunities for growth and development.

Our workforce

We aim to prioritize the needs of our employees and foster a positive culture that promotes teamwork and open communication. Our Code of Business and Ethics is applicable to all our employment procedures since we strive to be a fair employer through the hiring, retaining, offering growth, training opportunities, and recognizing performance.

In 2022, our total number of employees was 56¹⁰. All of our employees were employed on permanent positions (100%). In addition, 55 of the total employees were employed under full-time and 1 under part-time contract.

FULL TIME AND PART TIME EMPLOYEES IN 2022:

	<30 years old	30-50 years old	>50 years old	Total
Full time	10,7%	64,2%	23,2%	98,2%
Men	1,8%	37,5%	14,3%	53,6%
Women	8,9%	26,8%	8,9%	44,6%
Part time	1,8%	-	-	1,8%
Men	1,8%	-	-	1,8%
Total	12,5%	64,2%	23,2%	100%

Moreover, at Dimand, we monitor employee turnover to identify areas for improvement and ensure a high employee retention rate.

In 2022 we empowered our workforce by hiring new people and offering a competitive working environment focused on people's loyalty. In 2022, we had 8 new hires.

NEW HIRES DATA IN 2022:

	% of women hired	Number of women hired	% of men hired	Number of men hired
<30 years old	12,5%	1	0%	0
30-50 years old	50%	4	12,5%	1
>50 years old	12,5%	1	12,5%	1

¹⁰ Contractors are not included in the number of total employees and the numbers are calculated for the period 01/01/2022 to 31/12/2022.

Employees

56

Permanent employees

56

Temporary employees

0

Full-time employees

55

Part-time employees

1



New hires 8

Women

6



Men

2



Occupational health and safety

Our priority is the health and safety of our personnel and everyone working at our construction sites. Our company fully complies with all applicable national and international laws, safety regulations and has adopted best practices. We are certified with ISO 45001 on Occupational Health and Safety Management Systems and 100% of our employees are covered by such system. Additionally, we collaborate with contractors that are certified with the specific ISO.

Dimand's strong performance in health and safety derives from our systematic and holistic management system that is certified with ISO 45001. We have established a bidirectional communication system with participatory and inclusive practices: our management team provides significant information regarding health and safety-related issues to employees and our staff provide suggestions to improve health and safety aspects. The continuous communication between Management and staff creates a strong and safe environment for all, in our effort to maintain zero incidents.

Our key health and safety-related measures and actions include:

- All our projects are monitored by a Health and Safety coordinator and technician.
- All our employees have access to an occupational doctor.
- Our staff can be vaccinated for "flu".
- Our staff is trained about emergency situations (i.e., earthquake, fire).

We focus on the following best practices to enhance our overall performance:

- We monitor our working conditions and the way we operate.
- We examine our reports, complaints and emergencies related to health and safety management issues.
- We analyze legislative and other requirements applicable to our activities.
- We examine technical reports and international bibliography.
- We report internal inspections or inspections performed by third parties.
- We undertake occupational risk assessment studies.
- We record recommendations of the Safety Technician.

WE ARE CERTIFIED WITH ISO 45001 ON OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT



Dimand maintains a **"Risk and Opportunities Manual"** that helps us effectively manage the health and safety risks identified, recognize the sources of hazards in our workplace and find ways to minimize them.

In our organization, there are three main sources of hazards:

Source	Hazards
Infrastructure	Building structures, machines, electrical installations, hazardous substances, fire and explosions.
Environment	Chemical, physical, and biological factors.
Organization and operation	Organization of work, psychological and ergonomic factors, adverse working conditions, lack of access to occupational health and safety.

Dimand recognizes the importance of a workplace that is free from health and safety incidents and has developed a comprehensive training program that includes fundamental health and safety-related topics. The integration of theoretical and practical training provides a well-rounded educational experience, combining foundational knowledge with hands-on application. This combination enhances our employees understanding and professional readiness on health and safety issues.

THE MAIN TOPICS ARE PRESENTED BELOW:

Our company provides benefits to employees in order to promote and support workers health. Specifically, we provide a private life insurance and healthcare plan to our employees to improve their health and support them when needed. Moreover, we respect workers' right to data privacy and we do not share any private information of our people.



OUR EMERGENCY MANAGEMENT PLAN

Dimand's "Emergency Management Plan" includes all necessary requirements along with the responsibilities of our people to timely identify and react in potential emergency situations.

Our plan is composed of the following four (4) steps:



Additionally, we provide the knowledge to our employees to respond to emergency situations. We achieve this by informing them about the content of the Emergency Management Plan and training on how to act in an emergency. Finally, we conduct drills to ensure a high level of preparedness.

Protection of human rights

The protection of human rights constitutes one of our major priorities. Dimand firmly stands against all forms of child, forced and compulsory labor and promotes the right of people to freedom and dignity. We strictly adhere to international labor standards and guidelines, ensuring that our supply chains are free from any involvement with forced labour. We advocate for the protection of human rights, treating all employees and stakeholders with fairness, dignity, and respect. Our policies and practices reflect our commitment to fostering a safe and ethical work environment that upholds the fundamental rights of every individual.

At Dimand, we prioritize the implementation of three key frameworks and conventions to ensure that our workforce remains compliant, aligned, and fully respects the principles of human rights. These frameworks serve as guiding principles that enable us to uphold ethical practices and create an environment where the rights of all individuals are valued and protected.



PROTECTION OF HUMAN RIGHTS



LABOR LAW



UNITED NATIONS UNIVERSAL DECLARATION OF HUMAN RIGHTS



CONVENTIONS OF INTERNATIONAL LABOR ORGANIZATION (ILO)



IN ADDITION, OUR EMPLOYEES PARTICIPATE IN A TAILOR MADE AND MANDATORY TRAINING PROGRAM FOCUSING ON THE PROTECTION OF HUMAN RIGHTS. IN 2022, 100% OF OUR EMPLOYEES TRAINED ON HUMAN RIGHTS FOR 1 HOUR.



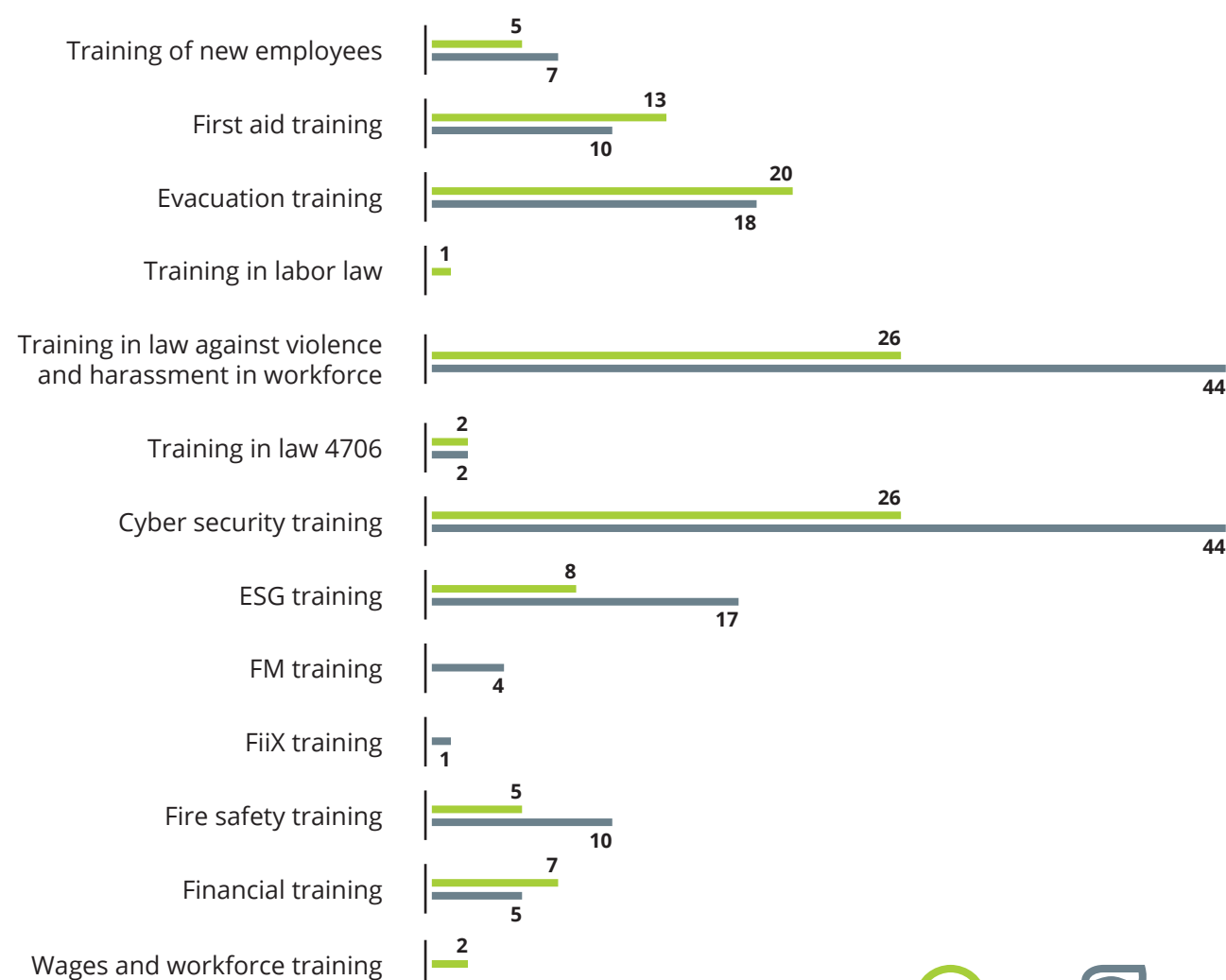
Employee wellbeing and development

Employees learning and development

ANNUAL TRAINING PROGRAM

Dimand aspires to create a workplace tailored to our employees' needs and provide the necessary support to ensure a productive, happy and healthy life - both in and out of office. We support our staff to enhance their skills and create a mindset of continuous learning and improvement. To this end, we have established an annual training program that includes courses on technical and operational topics that are conducted by the executives of our firm or with the assistance of academic institutions. Employees from all levels, including the BoD, participate in trainings. We annually monitor our training hours per gender and in 2022, we have recorded 277 hours for men and 246 for women.

Main topics of our Annual Training Program¹¹:



¹¹ General Data Protection Regulation (GDPR)
International Organization for Standardization (ISO)
Leadership in Energy and Environmental Design (LEED)
In 2022 per gender

Key figures in 2022:



€ 17,630

spent for employee training and development



13

training programs implemented



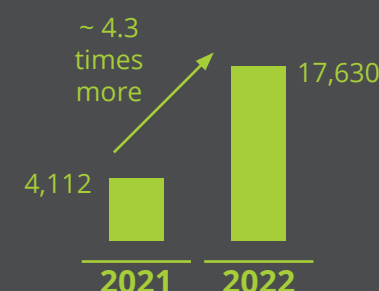
63%

increase in training programs from 2021 to 2022.



100%

of employees received regular performance and career development reviews in 2022.

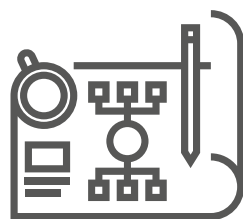


Employee training expenditure (€) for 2021 and 2022.



8.2

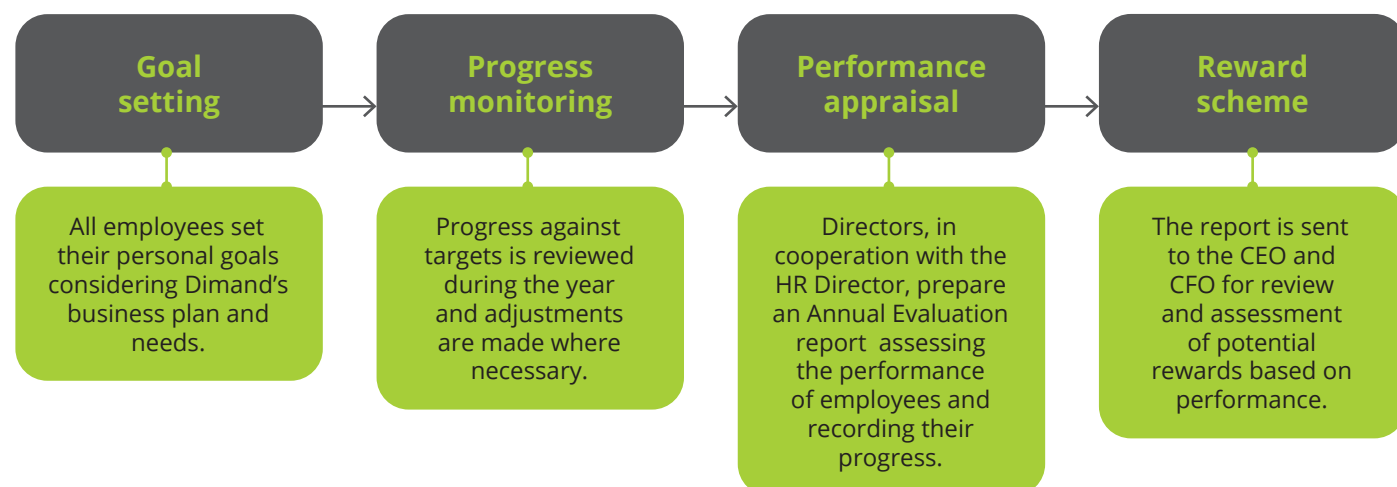
average training hours per employee



PERFORMANCE EVALUATION PROCESS

Our performance evaluation process has been established to strengthen our people's development by receiving guidance to continuously improve and integrate Dimand's culture in their day-to-day activities.

This process applies to all employees and contains four (4) main steps that are presented below:



Well-being of our workforce

We maintain a working environment where our people feel physically and mentally healthy and continuously implement initiatives to boost their wellbeing. Our employees are encouraged to stay healthy and accomplish work-life balance.

OUR BENEFITS:

We offer our employees several benefits to achieve work-life balance and improve their well-being.

Our employees received the following benefits:

- Private life insurance**
- Company car, fuel, parking and e-pass**
- Healthcare plan**
- Parental leave¹²**

¹² One employee took parental leave within 2022.

* The benefits concerns full-time and part-time employees.

Diversity, inclusion and equal opportunities

OUR WORKFORCE DIVERSITY

Employee diversity holds immense importance in fostering a thriving and inclusive workplace environment. At Dimand we firmly believe that different backgrounds and viewpoints challenge conventional thinking, driving more effective problem-solving and decision-making processes. By valuing and celebrating diversity, we have created a dynamic and collaborative environment that maximizes individual potential and contributes to long-term success.

We commit to create a workplace where diversity is celebrated, equity is promoted, and inclusion is practiced at all levels by implementing and upholding the Diversity, Equity and Inclusion Policy.

In 2022, the total number of employees was 56, with women representing 45% and men 55% of our total workforce. In 2022, the representation of females in our Board of Directors (BoD) stood at 33%. From 2021 to 2022, there was a remarkable growth of 32% in the representation of women in BoD positions.



45%

Women representation in total workforce

The following table presents the representation of each gender in BoD positions, demonstrating that both women and men have equal access to career and advancement opportunities within our organization.

	2022		2021	
	Women	Men	Women	Men
BoD	33%	67%	25%	75%

We ensure an inclusive environment for our employees, where equity can thrive. At Dimand we provide equal pay opportunities, and we offer an environment where our people feel respected. In 2022, the wages -in all employee categories- of men were 0.85% higher than women's wages. Additionally, in 2022 we noticed 2.88:1 ratio of the CEO's annual total compensation to the company's median employee annual total compensation.



From 2021 to 2022, we witnessed a significant increase in the percentage of women representation in our total workforce, rising by 25%.

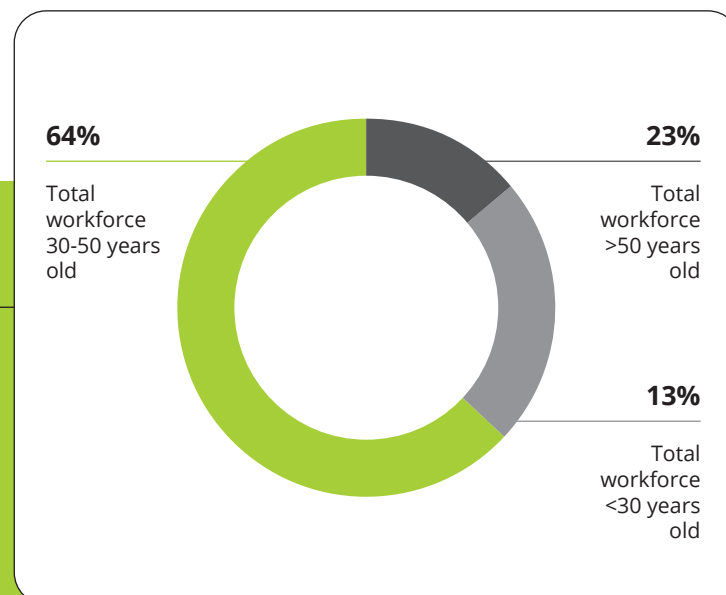
AGE DISTRIBUTION OF OUR WORKFORCE

Our aim is to build a workforce that includes young talents who provide fresh ideas to our company. In 2022, 13% of our total workforce was under 30 years old and 64% between 30 to 50 years old. In 2022, we hired a total of 8 new employees, with 1 of them being under 30 years old.

As far as our Board of Directors (BoD) is concerned, the age distribution is as follows: 67% are over 50 years old, and 33% fall within the 30-50 age range.

Key figures for 2022 are presented in the following graphs.

AGE DISTRIBUTION OF TOTAL WORKFORCE.



AGE DISTRIBUTION OF NEW HIRES IN 2022.

		New hires
Age	< 30	1
	30 – 50	5
	> 50	2

OUR WORKFORCE DISTRIBUTION PER GENDER

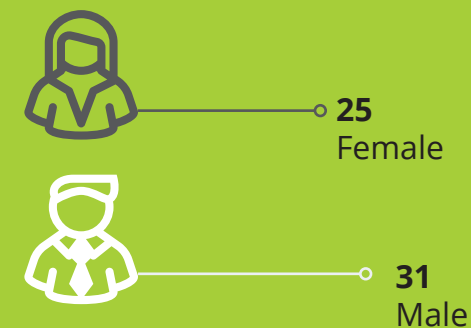
We provide a variety of employment options to our employees including full-time positions, as well as permanent and temporary positions. Permanent employees are crucial members in the success of our company.

As dedicated members of our company, they are hired for an indefinite period, and they grow professionally through their roles over time. In 2022, Dimand had 31 permanent male and 25 permanent female employees. In 2022, 55% of our full-time employees were men and 45% were women.

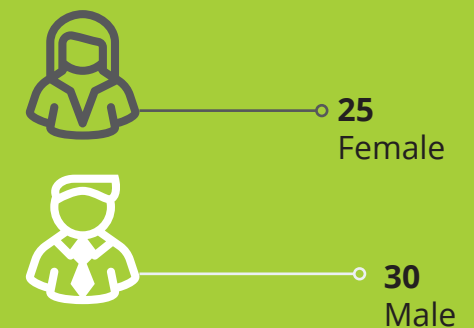
In 2022, 98.2% of our permanent employees were Greek. Moreover, 55 full-time employees were Greek and 1 was Albanian.

Finally, all our part-time employees were Greek men in 2022. Moreover, in 2022, 100% of employee hired in senior management* positions took place in Greece.

OUR PERMANENT EMPLOYEES' DISTRIBUTION PER GENDER FOR 2022.



OUR FULL-TIME EMPLOYEES' DISTRIBUTION PER GENDER FOR 2022.



Employee turnover includes voluntary or involuntary departures of employees. In 2022, we have the following turnover rates:

	% of women turnover	Number of women turnover	% of men turnover	Number of men turnover
<30 years old	0%	0	16%	9
30-50 years old	3.5%	2	7.1	4
>50 years old	0%	0	0%	0

* Employees in senior management positions refer to individuals at the highest level of management of our company.

5. OUR SOCIAL RESPONSIBILITY AND IMPACT

At Dimand, we aim to empower communities through our business activities.

We believe that our core values act as a significant driver for the delivery of meaningful effects on our clients, business partners, stakeholders, and local communities. To this end, we focus on revitalization of neighborhoods, tangible community support, satisfaction and engagement of our tenants, and the implementation of responsible procurement practices.

Revitalization of neighborhoods

We view ourselves as responsible for creating a positive impact in the communities where our projects are located, and thus, urban regeneration is a crucial part of Dimand's growth plans and business strategy.

In our attempt to maximize the creation of shared value for those around us, we focus on three main sustainability considerations when selecting our development opportunities:

TYPE OF PROPERTY

The renovation of existing buildings is more environmentally friendly than the construction of a new one. Specifically, renovation is associated with the use of a lower volume of materials and associated embodied carbon through the avoidance of demolition.

LOCATION

The location is an important element of our selection of projects. We focus on environmental (i.e., less emissions deriving from the transportation of tenants and visitors) and social issues (i.e., convenient and more affordable transportation to and from the property), and we select projects that are located in areas that are close to public transit.

MICROECONOMY

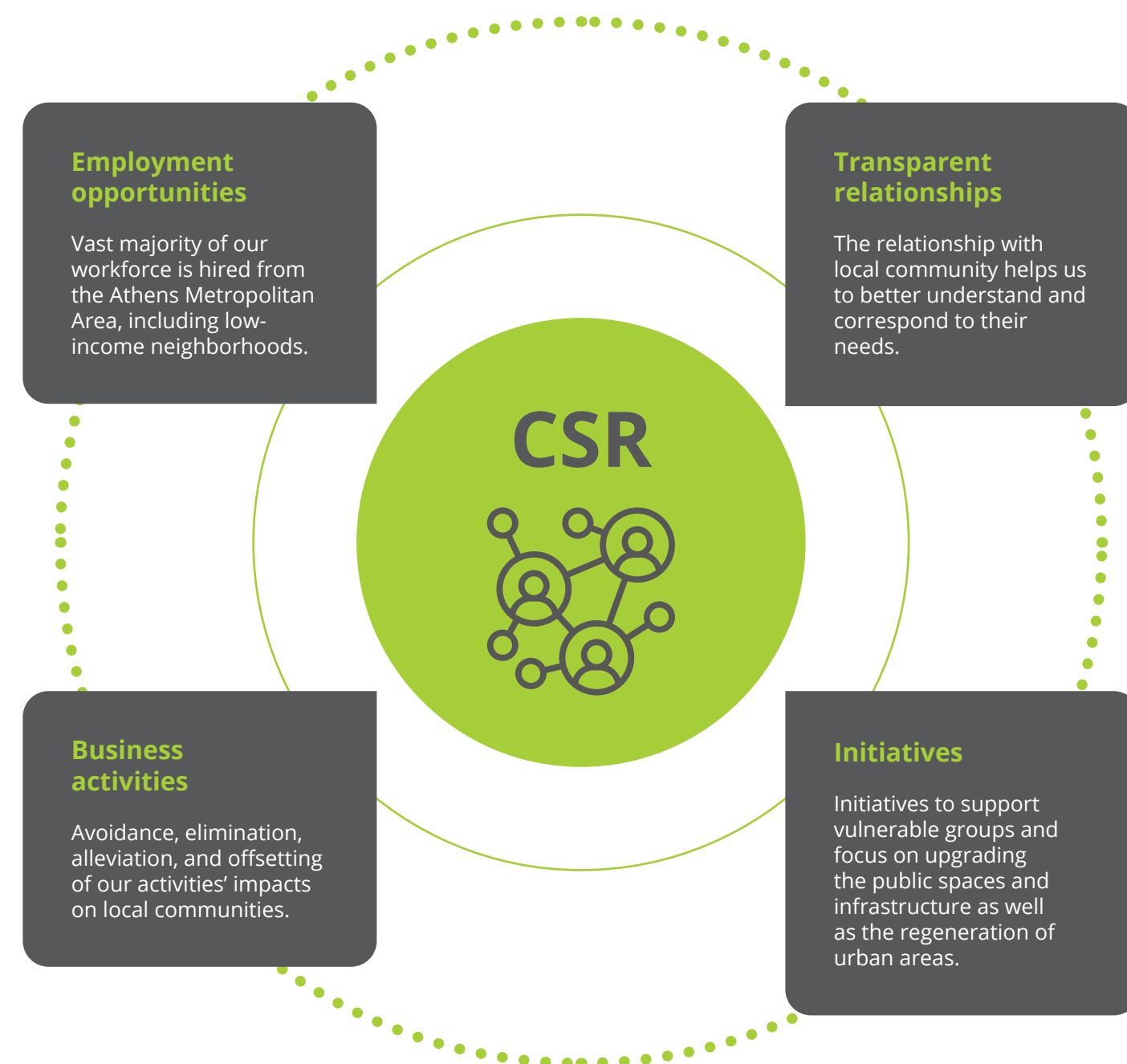
The microeconomy plays a core role in the selection of our projects. We aim to deliver a positive impact to local economy and society and to achieve this we work in relatively abandoned areas or areas with low economic activity (i.e. development of open green spaces, the creation of employment opportunities and the attraction of economic activity).



Community support

At Dimand we build strong relationships with the communities and clients, we focus on improving our social responsibility and create of a positive and lasting impact. Moreover, we acknowledge that our actions within the community can serve as a social value multiplier and support innovative community partnerships to make a difference beyond our own reach.

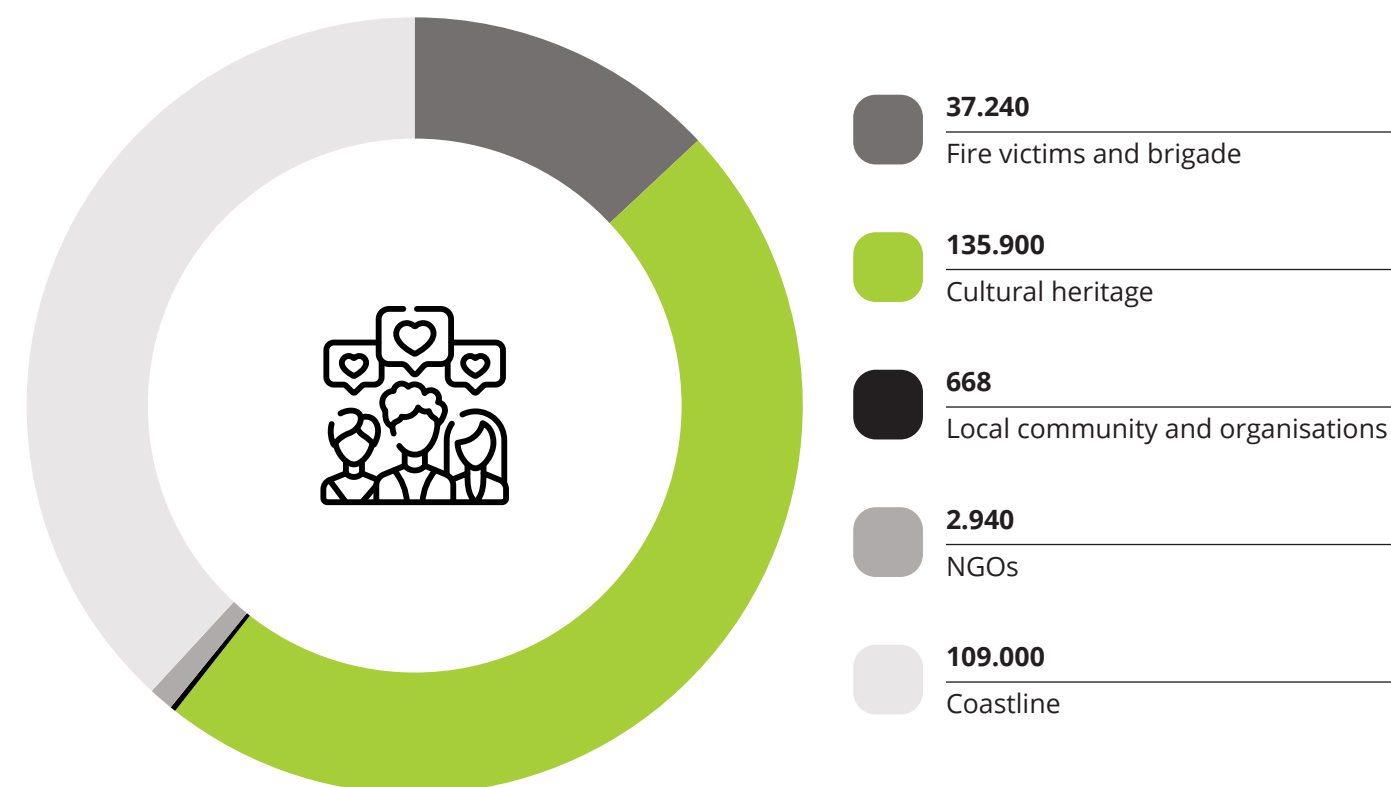
Our **key actions** to support our community are presented below:



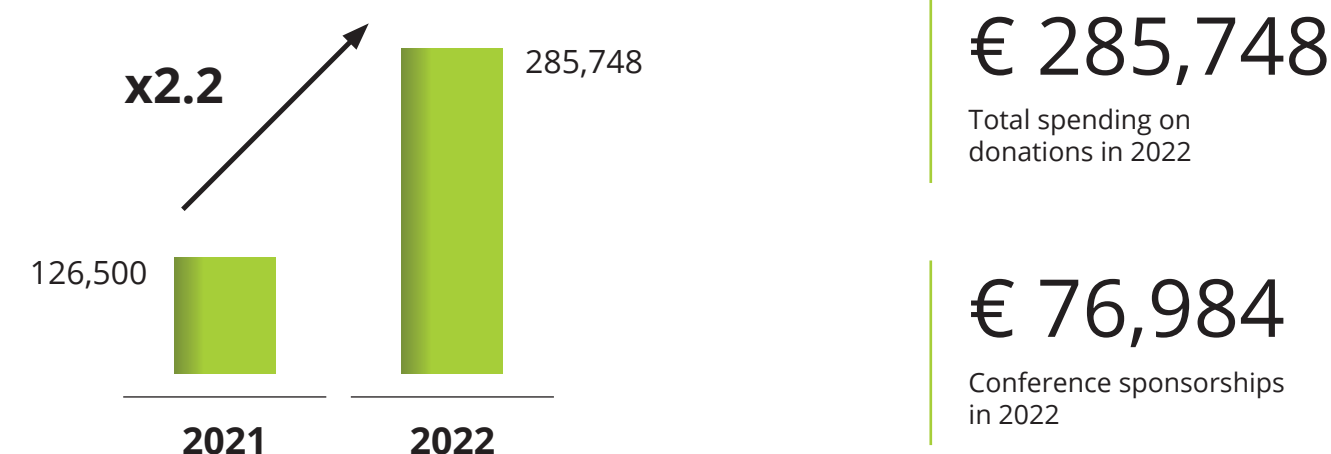
Dimand actively empowers communities through impactful donations and strategic sponsorships. We firmly believe in giving back and making a positive difference in the areas we serve. By investing in community initiatives and organizations, we aim to uplift and strengthen the fabric of society. Through our philanthropic efforts, we strive to inspire change, foster growth, and cultivate a brighter future for all.

The table below presents key donations and sponsorships for 2022.

OUR DONATIONS (€) IN 2022



OUR TOTAL SPENDING ON DONATIONS FROM 2021 TO 2022



Tenant relations and satisfaction

At our company, we prioritize the satisfaction of our valued tenants. Through continuous monitoring and feedback analysis, we are committed to enhancing their experience and exceeding their expectations. With our proactive approach and commitment to tenant satisfaction, we ensure that their comfort and happiness remain at the heart of everything we do.

At the early stages of our projects, we perform workshops with future tenants to share perspectives to create relevant properties. Dimand follows LEED and WELL certifications guidelines to design contemporary buildings that meet tenants needs.

Across all our projects, we include the following aspects:



Our building characteristics help us incorporate sustainability principles in our projects throughout their lifecycle: design, construction, operation, and management.

STANDARD CHARACTERISTICS INCLUDE:

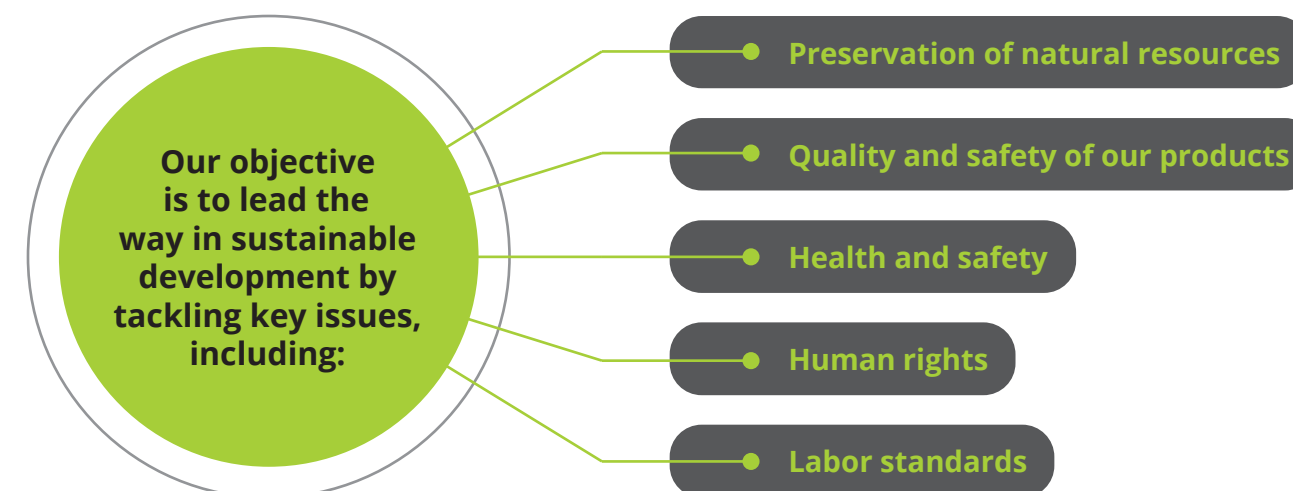
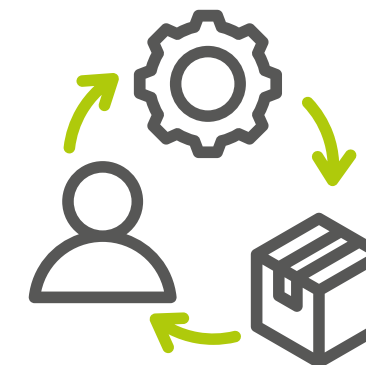
- **Bicycle facilities**
- **Building management systems (BMS)**
- **Efficient water consumption systems**
- **Electric vehicle chargers**
- **Heating, Ventilation, and Air Conditioning (HVAC) systems**
- **Waste management infrastructure**
- **KNX lighting control systems¹³**

Following project delivery and completion, we provide our residents with comprehensive guidance on best practices regarding how to use the facilities in an eco-friendly manner. In order to guarantee that facilities can be effectively managed, we additionally offer on-site training and analytical operation and maintenance plan files to facility managers. Ten months after the buildings are completed, we conduct walk-through inspections to identify problems and develop an approach to further enhance operational performance for the benefit of our tenants.

¹³ KNX lighting control systems are systems for room and building automation that includes actuators and sensors.

Supply chain responsibility

Dimand collaborates with honorable partners, and we source >95% of our products from local suppliers to support our local economy and communities. Our business activities influence the environment via the acquisition of resources and the society through the development of jobs.



Our goal is to forge partnerships with suppliers who share our core values and embrace a vision for a sustainable future. We seek out suppliers who are deeply committed to promoting these values and are dedicated to actively advancing them throughout our collaborative engagements. By aligning ourselves with like-minded suppliers, we can collectively drive positive change and make a meaningful impact on sustainability. Together, we strive to create a better world, ensuring that our shared values are upheld and promoted at every stage of our supplier relationships.



6. OUR CORPORATE GOVERNANCE

A robust governance structure and a strong sustainable and ethical culture are an indispensable part of our business model.



Governance structure and Board engagement

Building a strong corporate governance structure is the cornerstone of our company's sturdy performance. The Company has a defined Corporate Governance framework in place, harmonized with Greek legislation and the decisions of the Hellenic Capital Market Commission and into which recognized practices have been incorporated, aiming to transparency and sound operation of the Company and its Group in all its

business sectors. Through its corporate structure and governance, the Company aims to the enhancement of dialogue with its investors for the purpose of achieving the maximisation of its long-term value for its shareholders. We are committed to upholding the highest standards of corporate governance, fostering integrity, transparency, and responsible decision-making at every level of our organization.

OUR BOARD OF DIRECTORS

The Board of Directors (BoD) includes executive or non-executive members distinguished for their ethics, reputation, honesty and integrity. All members of our BoD have multiple skills and substantial experience required and tailored to their positions.

The BoD consists of executive members of the management team and is informed of all critical issues through the meetings on a regular basis. There is transparency among the BoD members and issues are analyzed through discussions.

Dimand has established a procedure, commencing by the Remuneration and Nomination committee for recruiting senior executives and evaluating their performance. During this process, the company selects the qualified candidates for BoD with transparency, based on their academic and professional qualifications, skills, and abilities, as well as evaluation of their performance. The BoD is informed through the audit committee for the results of the internal and external audit.

The current BoD was reconstituted in 2022 and consists of nine (9) members, namely three (3) independent non-executive members (33%), five (5) executive members and one (1) non-executive member. The Board of Directors of Dimand is composed of three (3) women.

The following table presents our BoD members as of 31.12.2022 and their title.

BoD member	Title	Type of member
Constantine Gonticas	Chairman of the BoD	Independent non-executive member
Dimitrios Andriopoulos	Vice chairman & CEO	Executive member
Nikolaos Ioannis Dimtsas		Executive member
Despoina Dagtzi		Executive member
Michalis Anastasopoulos		Executive member
Olga Itsiou	Members of the Board	Executive member
Nikolaos Haritos		Independent non-executive member
Emmanuel (Manos) Pelidis		Non-executive member
Panagiota (Peggy) Antonakou		Independent non-executive member

Our BoD set the tone for the whole company by (i) setting the goals, objectives, and indicators for measuring our performance, (ii) charting the strategies required to help us meet our objectives, (iii) deciding on actions to continuously improve the company's effectiveness, and (iv) evaluating our progress.

The chairman of the BoD is not a senior executive in the company, manages the operation of the Board and the company and informs the members on the company's progress. Additionally, the Vice-Chairman replaces the Chairman- if necessary, following the decision of the BoD.

The members of the BoD are elected from among the shareholders or third parties by the General Assembly of the company's shareholders for a three-year term of tenure, which is automatically extended until the first Ordinary General Assembly after the expiry of their term of tenure.

The BoD oversees and regularly reviews the effectiveness of the processes that identify and manage the organization's impacts on the economy, environment, and people.

In 2022, Dimand reported zero critical concerns that were communicated to the highest governance body during the reporting period.

OUR CEO'S RESPONSIBILITIES INCLUDE THE FOLLOWING:

Implementation of the company's business plan

Effective use of available resources

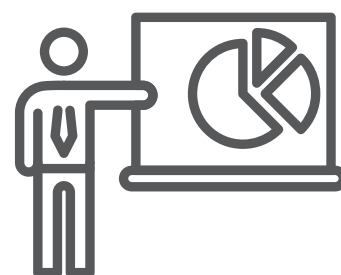
Identification and proposal of opportunities for improvement

Collection, analysis, and utilization of data to inform decision-making

Design of preventive actions to eliminate the occurrence of undesirable outcomes.

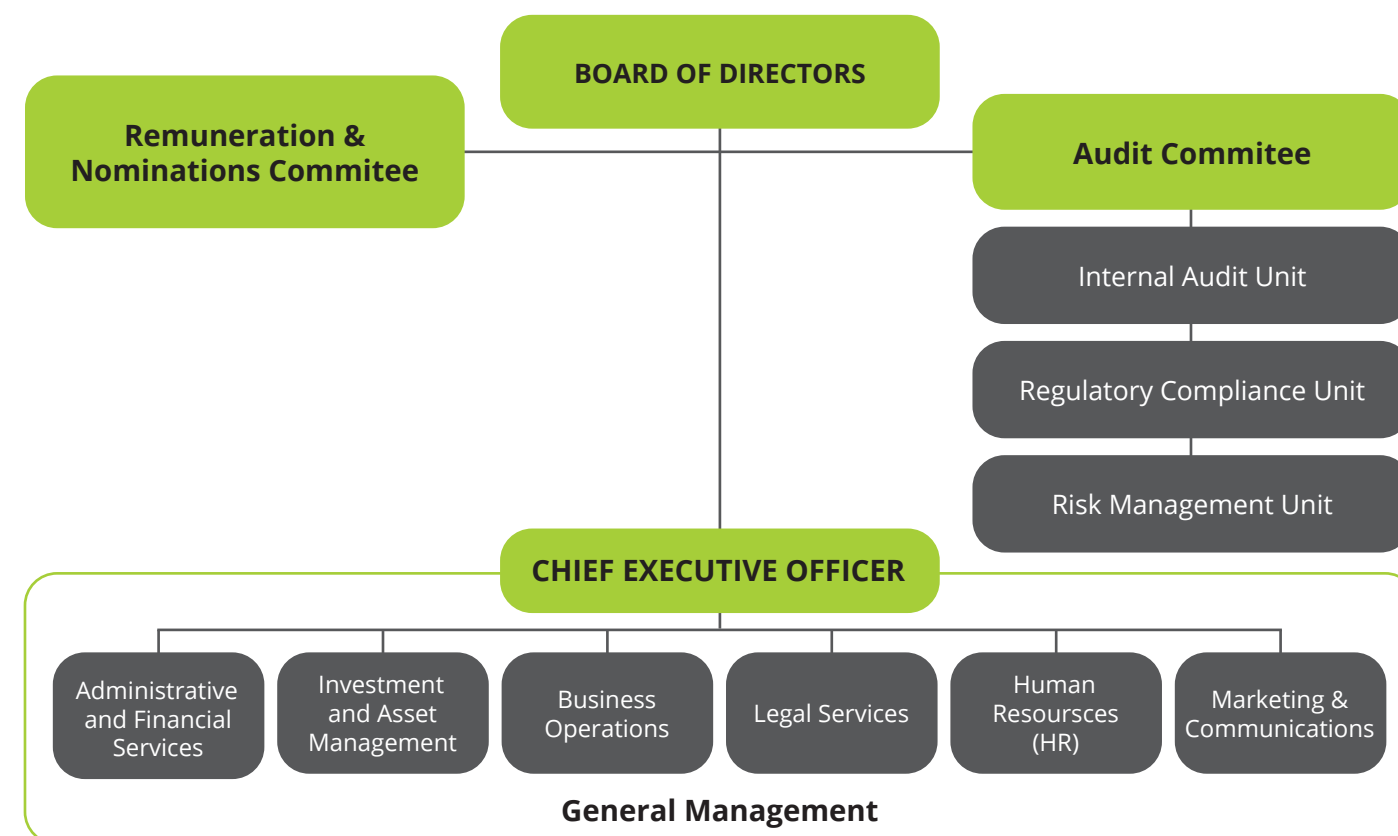


SUSTAINABILITY IS DISCUSSED WITH MANAGEMENT DURING BOD MEETINGS.



100% OF BOD MEMBERS, EMPLOYEES AND BUSINESS PARTNERS HAVE RECEIVED TRAINING ON ANTI-CORRUPTION.

THE FOLLOWING GRAPH ILLUSTRATES OUR COMPANY'S ORGANIZATIONAL STRUCTURE



Our Audit Committee aids the BoD to financial reporting, internal audit and the supervision of statutory audit. This committee has the oversight of three units: Internal Audit Unit, Regulatory Compliance Unit and Risk Management Unit. The tenure of the members of this committee is three years. Additionally, we have established a Remuneration & Nominations Committee that manages company's remuneration affairs and leads the process for nominee identification and selection. Moreover, the committee submits the proposed policy to BoD for finalization and approval.

Remuneration policy* is approved by the general assembly. Fixed salaries, variable salaries and benefits as decided by the Remuneration & Nominations Committee, Board of Directors and General Assembly. The tenure of the members of this committee is three years.

The afore mentioned committees, along with the BoD are responsible for decision-making and oversee the management of the organization's impacts on the economy, environment, and people.

ESG AND SUSTAINABILITY GOVERNANCE

Dimand has established a sustainability department, an ESG team and a Sustainable Development Policy that promotes the long-term sustainability and aims to improve our operations along with our customers trust and loyalty.

RISK MANAGEMENT

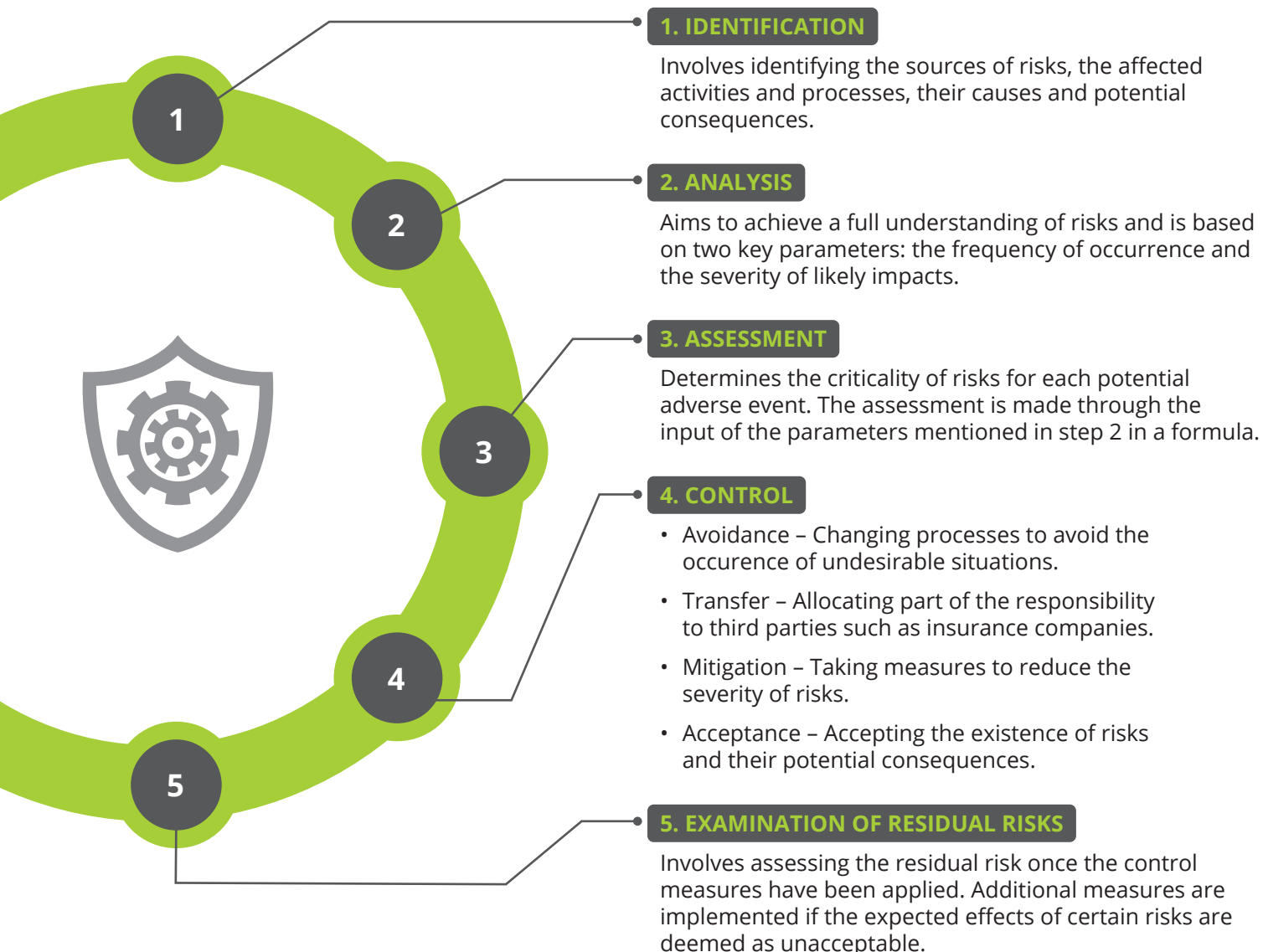
We incorporate an annual risk assessment exercise into our business to detect the most important risks and potential impacts, including economic, social, environmental, health and safety, and governance issues. By proactively identifying, assessing, and mitigating potential risks associated with our operations, we not only safeguard our organization's financial stability but also ensure our commitment to sustainability and

ethical conduct. Through comprehensive risk analysis and periodic reporting to the Board of Directors, our Risk Management Unit, supported by our ESG Team, helps us navigate the intricate landscape of ESG challenges, enabling us to make informed decisions that align with our environmental and social responsibilities and uphold high governance standards.

100% OF OUR OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION.

* More details for the Remuneration policy [here](#) >

OUR RISK ASSESSMENT EXERCISE INCLUDES FIVE (5) MAIN STEPS:



REGULATORY COMPLIANCE

At Dimand, our operations are rooted in strict adherence to laws and regulations. It is imperative that all employees adhere to these standards across our organization.

The Regulatory Compliance Unit consistently monitors the “Code of Business Conduct and Ethics” along with other legislative requirements, safeguarding our reputation, mitigate risks, and build trust among our stakeholders. Thorough audits and reviews are conducted to verify that our business practices align with our ethical standards and regulatory requirements.

Additionally, the Regulatory Compliance Unit maintains open lines of communication with employees, providing guidance and support to promote a culture of ethical behavior and regulatory compliance.

KEY FIGURES IN 2021 AND 2022:

Zero

Non-compliance incidents with environmental laws

Zero

Non-compliance incidents with laws, economic and social areas

Zero

Fines and non-monetary sanctions for non-compliance with environmental laws

Zero

incidents of discrimination

Ethical business values

To prevent and address conflict of interest situations, which affect or may affect the interests of the company, but also customers, suppliers and partners, Dimand has developed the following documents:

Prevention and Response of Conflicts of Interest Policy

Code of Business Conduct and Ethics

Dimand maintains the “Code of Business Conduct and Ethics”, a framework promoting honesty, transparency, integrity, and impartiality that contains our fundamental principles and values.

The Code applies to all Dimand’s employees, members of the BoD, subcontractors, suppliers, affiliated companies, consultants, intermediaries, and any other party acting on our behalf. The Code of Business Conduct and Ethics is approved from BoD members and signed by all employees.

Our main ethical business topics include:

- Business practices (anti-trust, trade restrictions, relations with competitors, and integrity of financial data and reporting)
- Ethics and compliance
- Conflicts of interest and use of confidential information
- Corruption, bribes, gifts and gratuities
- Social responsibility
- Sponsorships, donations and charities
- Use and protection of assets and electronic systems
- Workplace practices (health and safety, non-discrimination and diversity, child and forced labor, harassment, open communication, and lobbying)

An integral part of the “Code of Business Conduct and Ethics” is the principle of honesty and professional conduct in our operations, constituting a valuable tool in making key business decisions. We recognize the importance of combating financial crimes and preventing our operations from being exploited for illicit purposes. We aim to protect our company’s reputation and prestige and to prevent the imposition of sanctions against our company from actions related to money laundering and terrorism financing. Our robust Anti-Money Laundering (AML) and Countering the Financing of Terrorism (CFT) framework is designed to ensure strict compliance with applicable laws and regulations, as well as international standards. We maintain comprehensive policies and procedures to identify and assess potential money laundering and terrorist financing risks, conducting due diligence (“Know Your Counterpart” principle) on our customers, partners, and suppliers.

DIMAND IS COMMITTED TO PROVIDE A WORKPLACE FREE FROM HARASSMENT. WE STRONGLY DO NOT TOLERATE HARASSMENT OF EMPLOYEES, AND WE PROVIDE A WORKING ENVIRONMENT THAT PROTECTS EMPLOYEES FROM HARASSMENT BY EXTERNAL PARTNERS IN THE WORKPLACE. DIMAND HAS ESTABLISHED THE FOLLOWING POLICIES:

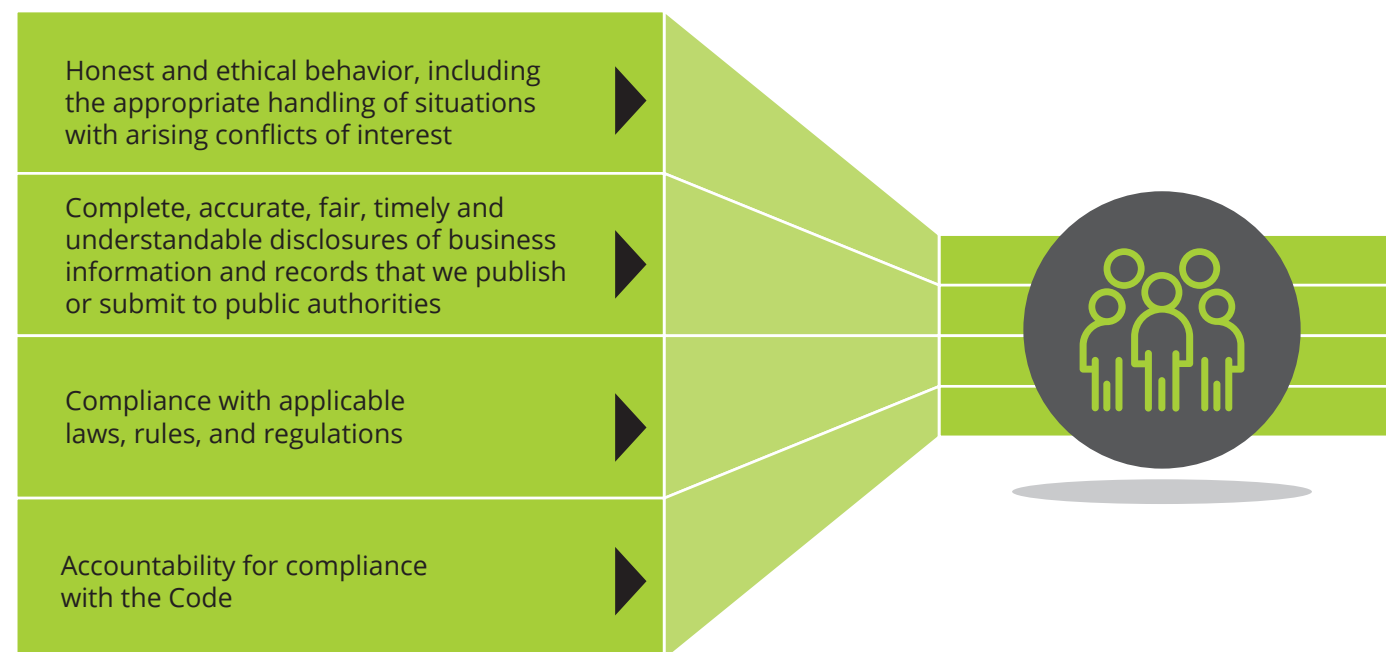
AT DIMAND A FOUR-WEEK PERIOD OF NOTICE IS PROVIDED TO EMPLOYEES AND THEIR REPRESENTATIVES PRIOR TO THE IMPLEMENTATION OF SIGNIFICANT OPERATIONAL CHANGES THAT COULD SUBSTANTIALLY AFFECT THEM.

Non discrimination policy

Anti-harassment policy

Violence prevention policy

OUR CODE OF BUSINESS CONDUCT AND ETHICS PROMOTES THE FOLLOWING DIRECTIONS:



Our **“Code of Business Conduct and Ethics”** prohibits any incident of corruption in order to maintain our business secure, with zero incidents of corruption. The following indicators present our effectiveness in maintaining ethical and responsible business practices:

Zero Incidents of corruption	Zero Violations of Code of Business Conduct and Ethics
Zero Legal actions for anti-competitive behavior and anti-trust and monopoly legislation	Zero Substantiated complaints concerning breaches of customer privacy.
Zero Political contributions	Zero Monetary value of financial and in-kind political contributions
	Zero Monetary losses because of business ethics violations

Moreover, Dimand has established a **“Whistleblowing Policy”** to encourage our people to report any violation of the Code of Business Conduct and Ethics. Additionally, the policy provides guidance on the actions that should be taken by everyone involved, including the whistleblower and the involved person(s), the Legal Department, the Regulatory Compliance and Internal Audit Units. Violations of this Code will be investigated, and disciplinary sanctions will be imposed in accordance with applicable laws and corporate policies and procedures.



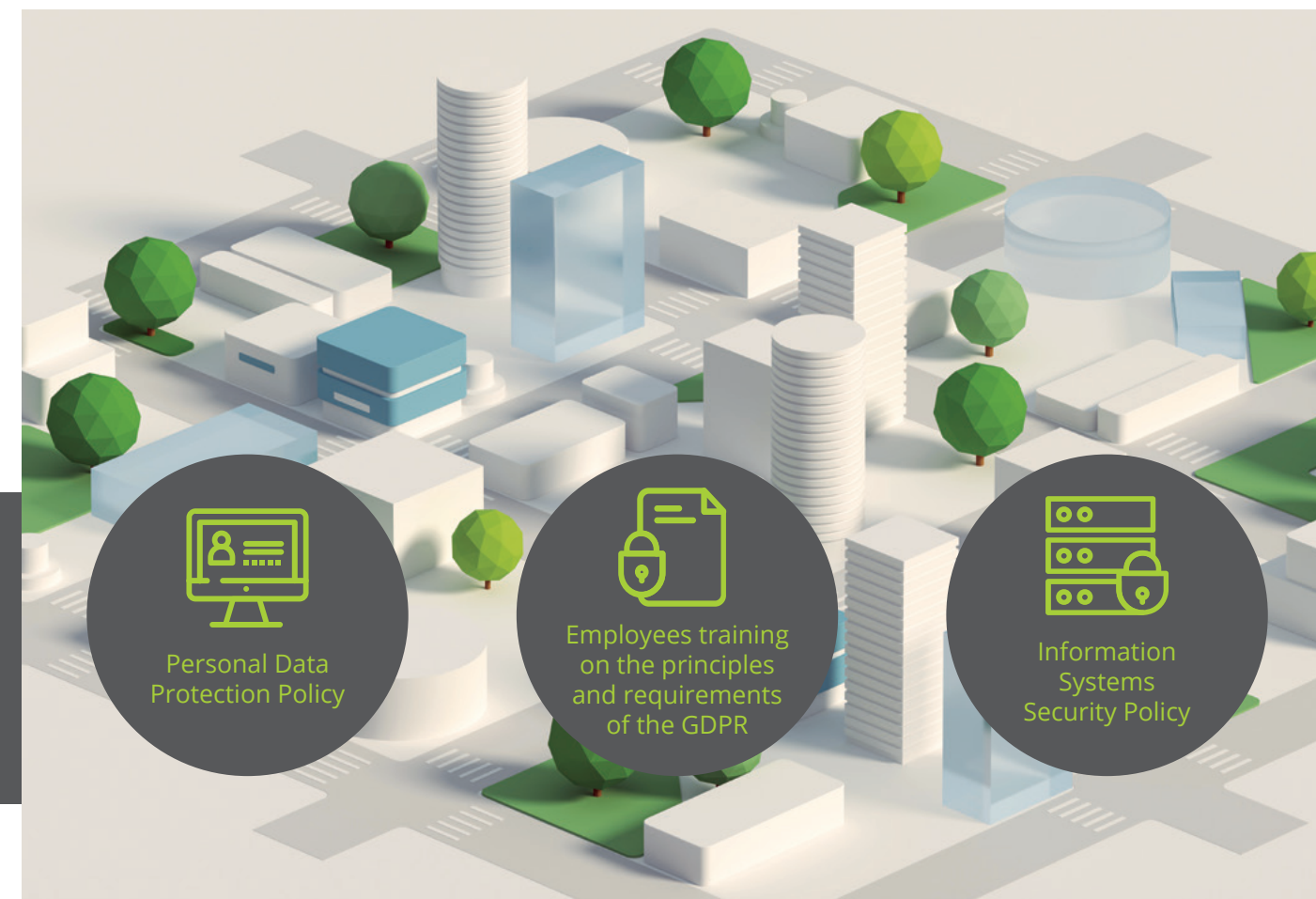
Data protection and cybersecurity

Dimand respects the privacy, safety and security of our employees, clients and business partners. We are compliant with the EU General Data Protection Regulation (GDPR) and ensure security of both personal information and information systems throughout our business operations.

Our company's actions to prevent any complaint concerning breaches of customer privacy and leaks or loses of clients' data are presented below:

Dimand has developed a formal process, publicly available in our site, so that stakeholders can communicate grievances

[Click here to visite our site](#)



Our employees need to follow a series of guidelines and measures that have been adopted to secure personal data of our clients and staff. All our clients and partners must be compliant with “Personal Data Protection Policy” and “Information Systems Security Policy” to prevent any occurrence of data loss, abuse, improper alteration and theft of data.

In 2022, we recorded zero incidents of thefts, leaks, and loses of customer data. In addition, we had zero complaint regarding breaches of clients' privacy.

WE ARE CERTIFIED WITH ISO 27001 - INFORMATION SECURITY MANAGEMENT SYSTEMS.

Strong financial performance



OUR FINANCIAL RESULTS AND FUTURE POTENTIAL*

At Dimand, we strive to retain financial growth while seizing new development opportunities and achieving our financial goals. In 2022, we did not receive any financial assistance (i.e. tax relief and tax credits, subsidies) from government. The following table summarizes our financial results for 2022.

in €**	2022	2021	2020
	Economic value generated		
Revenues	21,919,272	19,559,984	24,844,219
	Economic value distributed		
Operating costs	10,063,602	6,772,610	6,144,929
Employee wages and benefits	3,462,711	2,461,227	2,317,900
Payments to providers of capital¹⁴	4,371,581	4,334,805	2,352,278
Taxes - Levies	1,247,695	284,684	50,853
Community investments	285,748	126,500	344,610
	Economic value retained		
Total	2,487,935	5,580,157	13,633,648

* Refers to Dimand Group.

** Data for 2020 and 2021 have been revised in order to be consistent with the results of our financial statements. Financial results for 2022 do not include HIG one off repayment of €7.6 million.

¹⁴ A Profit & Loss (P&L) Statement was used to derive these numbers.

Our business model

Our thriving and flexible business model has been designed to create value for Dimand and our stakeholders. We follow a process including five (5) steps to succeed and advance our model:

BUY

Clear investment criteria:

Sourcing plots or assets - Urban planning control
- Bankability check - Legal and Technical Due Diligence - Sale negotiations and agreement.

PLAN

Licensing and commercial use preparation:

- Master plan and concept design.
- Detailed business plan.
- Secure long-term financing on project level.

DEVELOP

Duration of 24-48 months:

- Building permit.
- Commercial negotiations with potential buyers of the end product - Construction agreement in place.

LEASE

Optimization of product offering:

Securing lease agreements with prime tenants
- Maximizing intrinsic product value by offering income-producing completed assets.

EXIT

Divestment to unlock added value:

Maximizing project development SPV value - Selling development SPV shares.



OUR KEY HIGHLIGHTS OF OUR INVESTMENT STRATEGY INCLUDE:

- Solid and market-leading track record of delivered projects.
- Clear-eyed investment strategy backed up by secure pipeline.
- Institutional partnerships and strong banking relationships.
- Well-positioned to exploit increasing demand for sustainable assets.

EXTERNAL ASSURANCE STATEMENT



THIS REPORT IS A TRANSLATION OF THE GREEK INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT WHICH IS THE ONLY LEGAL BINDING REPORT. IN CASE OF MISSTATEMENTS THE GREEK REPORT PREVAILS.

INDEPENDENT AUDITOR'S LIMITED ASSURANCE REPORT

To
Dimand S.A.
Neratziotissis 115, Marousi

Dear Sirs,

We hereby submit our report regarding the results of the work performed, as described in the engagement letter dated 28 March 2023, regarding the limited assurance of the ESG Report 2022 – (hereinafter “Report”), which was prepared by Dimand S.A. (hereinafter “Dimand”), for the year ended 31 December 2022.

Management Responsibilities

The Management of Dimand is responsible for the completeness and accuracy of information included in the ESG Report 2022 and its preparation in accordance with the GRI Standards (2021 update).

Our Responsibility

Our responsibility is to conduct our work, as this is described in the section “Scope of work”, report our findings and express a limited assurance conclusion. The work performed and the potential findings relate to specific performance indicators, included in the ESG Report 2022 (as these are described in the section “Scope of work”) and the requirements for reporting in accordance with the GRI Standards (2021 update). The work performed relates to the ESG Report 2022.

Scope of work

Dimand engaged us to provide independent limited assurance on a specific scope of the ESG Report 2022 and selected disclosures, as specified below, in accordance with International Standard on Assurance Engagements ISAE 3000 “Assurance Engagements Other Than Audits or Reviews of Historical Financial Information”, issued by the International Auditing and Assurance Standards Board (“IAASB”) and our agreed terms of engagement:

- The preparation of the ESG Report 2022 and all General Disclosures (GRI 2: General Disclosures 2021) as required for the “Reporting in accordance with the GRI Standards” option (GRI 1: Foundation 2021).
- The accuracy and completeness of the following quantitative indicators, the fair statement of the following qualitative information and their corresponding Management Approach disclosures (GRI 3-3) as described by the GRI Standards, linked to Dimand’s material issues and presented in the Report:

PricewaterhouseCoopers SA, GEMI: 001520401000, T: +30 210 6874400, www.pwc.gr

Athens: 260 Kifissias Avenue & 270 Kifissias Avenue, 15232 Halandri | T: +30 210 6874400
Thessaloniki: Agias Anastasias & Laertou, 55535 Pylaia | T: +30 2310 488880
Ioannina: 2 Plateia Pargis, 1st floor, 45332 | T: +30 2651 313376
Patra: 2A 28is Oktovriou & Othonos Amalias 11, 26223 | T: +30 2616 009208



1. Direct economic value generated and distributed
2. Diversity of governance bodies and employees
3. New employee hires and employee turnover by age group, gender and location
4. Confirmed incidents of corruption and actions taken
5. Legal actions for anti-competitive behavior, anti-trust, and monopoly practices
6. Energy consumption within the organization
7. Electricity Intensity
8. Interactions with water as a shared resource
9. Occupational health and safety management system
10. Promotion of worker health
11. Work-related injuries
12. Substantiated complaints concerning breaches of customer privacy and losses of customer data

In order to form our conclusions, we performed the following:

- i. Interviewed and met with Departmental Managers and information owners in order to understand key governance structures, systems, processes, controls and their level of understanding of the information included in the ESG Report 2022.
- ii. Obtain an understanding in relation to the existing internal processes related to application of financial, environmental and social policies.
- iii. Applied audit procedures, on a sample basis, in order to collect and review audit evidence.

Inherent Limitations

The work performed does not provide absolute assurance that all material weaknesses related to the accuracy and completeness of data and relevant disclosures, as these are included in the Report, will be identified. A material weakness exists when the design of the internal controls is not adequate and thus, does not mitigate the risk of material deficiencies occurring without being detected in a timely manner. All issues brought to our attention during the audit work performed were accordingly communicated to Dimand's Management. Relevant points resulting from our work were discussed with Management and subsequently their written responses were obtained.

Our Independence

During our work we remained independent of Dimand, in accordance with the International Ethics Standards Board for Accountants (IESBA Code) that has been transposed into Greek Law, as well as the ethical requirements of L.4449/2017 and EU Regulation 537/2014, and more specifically we complied with the provisions of article 5 of the Regulation regarding non audit services.

Limited Assurance Conclusion

Based on the procedures we performed, nothing has come to our attention that causes us to believe that the indicators included in the ESG Report 2022, as these are described in the section "Scope of work" are materially misstated.

Moreover, nothing has come to our attention that causes us to believe that the ESG Report 2022 does not meet the requirements for reporting in accordance with the GRI Standards (2021 update).



Restrictions in Use

This Limited Assurance report, prepared as part of our work performed, is intended for the use of the Board of Directors and Management of Dimand and covers only the indicated reporting period as well as the abovementioned scope of work.



PricewaterhouseCoopers S.A.
Certified Auditors – Accountants
260, Kifissias Avenue
152 32 Halandri
SOEL Reg. No 113

Athens, 5 September 2023

The Certified Auditor

Fotis Smirnis
SOEL Reg. No 52861

GRI CONTENT INDEX

Statement of use	Dimand has reported in accordance with the GRI Standards from 1 January 2022 to 31 December 2022.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	Not Applicable

		Location		Omissions			External Assurance
GRI Standard	Disclosure	Section	Page	Requirement(s) omitted	Reason	Explanation	
GENERAL DISCLOSURES							
GRI 2 General Disclosures 2021	2-1 Organizational details	Company overview	8-9				
	2-2 Entities included in the organization's sustainability reporting	Company overview	8-9				
	2-3 Reporting period, frequency and contact point	About this report	4, 96				
	2-4 Restatements of information	No restatements of previous years' information					
	2-5 External assurance	[To be completed]	[Pending]				
	2-6 Activities, value chain and other business relationships	Value chain Landmark projects	14-26				
	2-7 Employees	Our workforce	56, 64-65	Yes	Not applicable	The organization does not describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	
	2-8 Workers who are not employees	-	-	Yes	Not applicable	The organization does not directly control the work performed by its contractors.	
	2-9 Governance structure and composition	Governance structure and Board engagement	73	Yes	GRI 2-9(c): Not applicable	The organization does not describe the composition of the highest governance body and its committees by all categories.	
	2-10 Nomination and selection of the highest governance body	Governance structure and Board engagement	73	Yes	GRI 2-10(b): Not applicable	The organization does not describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: views of stakeholders, diversity, independence and competencies relevant to the impacts of the organization.	
	2-11 Chair of the highest governance body	Governance structure and Board engagement	73				
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance structure and Board engagement	74				
	2-13 Delegation of responsibility for managing impacts	Governance structure and Board engagement	74				
	2-14 Role of the highest governance body in sustainability reporting*	Governance structure and Board engagement	33, 74				
	2-15 Conflicts of interest	Ethical business values	77	Yes	Not applicable	The organization does not report whether conflicts of interest are disclosed to stakeholders.	
	2-16 Communication of critical concerns	Governance structure and Board engagement	73				
	2-17 Collective knowledge of the highest governance body	Governance structure and Board engagement	60, 75				
	2-18 Evaluation of the performance of the highest governance body	-	-	Yes	Information unavailable/ incomplete	The organization does not currently possess a systematic process for the evaluation of its BoD in association with sustainability-related aspects, and will decide on next steps in due course.	
	2-19 Remuneration policies	Governance structure and Board engagement	75				
	2-20 Process to determine remuneration	Governance structure and Board engagement	75				

* The CEO is responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.

GRI Standard	Disclosure	Location		Omissions			External Assurance
		Section	Page	Requirement(s) omitted	Reason	Explanation	
	2-21 Annual total compensation ratio	-	-	Yes	Confidentiality constraints	The organization aims to maintain the confidentiality of sensitive information and data as a means of ensuring its compliance with applicable laws, including on aspects related to data privacy and protection.	
	2-22 Statement on sustainable development Strategy	Message from our CEO	3				
	2-23 Policy commitments	Ethical business values	77				
	2-24 Embedding policy commitments	Ethical business values	77	Yes	GRI 2-24(i & ii): Not applicable	The organization does not describe i) how it allocates responsibility to implement the commitments across different levels within the organization; ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures.	
	2-25 Processes to remediate negative Impacts	Governance structure and Board engagement	78	Yes	GRI 2-25(a,b,c,d,e): Information unavailable / incomplete	The organization does not: a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to; b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in; c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to; d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms; e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	
	2-26 Mechanisms for seeking advice and raising concerns	Ethical business values	77				
	2-27 Compliance with laws and regulations	Ethical business values	76	Yes	GRI 2-27(bii): Information unavailable:	The organisation does not refers the instances for which non-monetary sanctions were incurred.	
	2-28 Membership associations	Company overview	13				
	2-29 Approach to stakeholder engagement	Stakeholder engagement	31	Yes	GRI 2-29 (ai): Information unavailable	The organisation does not describe its approach to engaging with stakeholders, including: i. the categories of stakeholders it engages with, and how they are identified;	
	2-30 Collective bargaining agreements	Subject to the National General Collective Agreement (EGSSE)					
MATERIAL TOPICS							
GRI 3 Material Topics 2021	3-1 Process to determine material topics	Impact materiality	32				
	3-2 List of material topics	Impact materiality	36				
CLIMATE CHANGE AND GREENHOUSE GASES							
GRI 3 Material Topics 2021	3-3 Management of material topics	Climate change adaptation and carbon emissions	46				
GRI 305 Emissions 2016	305-1 Direct (Scope 1) GHG emissions		47				
	305-2 Energy indirect (Scope 2) GHG emissions		47				
	305-3 Other indirect (Scope 3) GHG emissions		47	Yes	Information unavailable / incomplete	The organization does not currently monitor its Scope 3 GHG emissions and will decide on next steps in due course.	

		Location		Omissions			External Assurance
GRI Standard	Disclosure	Section	Page	Requirement(s) omitted	Reason	Explanation	
	305-4 GHG emissions intensity	Climate change adaptation and carbon emissions	47				
	305-5 Reduction of GHG emissions		47	Yes	Information unavailable / incomplete	The organization does not currently monitor the reduction of GHG emissions as a direct result of reduction initiatives and will decide on next steps in due course.	
	305-6 Emissions of ozone-depleting substances (ODS)		47	Yes	Information unavailable / incomplete	The organization does not currently monitor the emissions deriving from ozone-depleting substances (ODS) and will decide on next steps in due course.	
	305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions		47	Yes	Information unavailable / incomplete	The organization does not currently monitor these emissions categories and will decide on next steps in due course.	
GREEN BUILDING CERTIFICATIONS							
GRI 3 Material Topics 2021	3-3 Management of material topics	2022 ESG Highlights	6				
-	Internal KPI: Percentage of green certified buildings across the portfolio						
ENERGY MANAGEMENT							
GRI 3 Material Topics 2021	3-3 Management of material topics	Energy management	47				
GRI 302 Energy 2016	302-1 Energy consumption within the organisation						✓
	302-2 Energy consumption outside of the organization			Yes	Information unavailable	The organization does not currently monitor the energy consumption outside of its scope and will decide on next steps in due course.	
	302-4 Reduction of energy consumption			Yes	Information unavailable	The organization does not currently monitor the reduction of energy consumption as a direct result of conservation and efficiency initiatives and will decide on next steps in due course.	
	302-5 Reductions in energy requirements of products and services						
	Internal indicator: Electricity Intensity			Yes	Information unavailable	The organization does not currently monitor the reduction in energy requirements of products and services.	
WASTE MANAGEMENT							
GRI 3 Material Topics 2021	3-3 Management of material topics	Circular economy	51				
	306-1 Waste generation and significant waste-related impacts						
GRI 306 Waste 2020	306-2 Management of significant waste-related impacts			Yes	GRI 306-2 (b, c): Information unavailable	The organization does not describe the following information: b) If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations. c) The processes used to collect and monitor waste-related data.	
	306-3 Waste generated			Yes	Information unavailable	The organization does not currently use a breakdown of the total waste by composition of the waste.	
	306-4 Waste diverted from disposal			Yes	GRI 306-4 (a, b, c): Information unavailable	The organization does not currently use the breakdown of total composition of the waste diverted from/in disposal and non-hazardous waste.	

		Location		Omissions			External Assurance
GRI Standard	Disclosure	Section	Page	Requirement(s) omitted	Reason	Explanation	
WATER MANAGEMENT							
GRI 3 Material Topics 2021	3-3 Management of material topics	Circular economy	52				
GRI 303 Water and Effluents 2018	303-1 Interactions with water as a shared resource						
	303-3 Water withdrawal			Yes	Information unavailable	The organization does not currently monitor its water withdrawal levels and will decide on next steps in due course.	
	303-4 Water discharge			Yes	Information unavailable	The organization does not currently monitor its water discharge levels and will decide on next steps in due course.	
	303-5 Water consumption			Yes	GRI 303-5 (b, d): Not applicable	The organization does not monitor the water consumption from all areas with water stress and does not provide any contextual information necessary to understand how the data have been compiled.	
SUSTAINABLE MATERIALS AND CIRCULARITY							
GRI 3 Material Topics 2021	3-3 Management of material topics	Circular economy	50				
GRI 301 Materials 2016	301-1 Materials used by weight or volume						
	301-2 Recycled input materials used			Yes			
	301-3 Reclaimed products and their packaging materials			Yes	Information unavailable	The organization uses reclaimed products in each operations but does not currently monitor their percentage, with next steps to be decided in due course.	
HEALTH AND SAFETY							
GRI 3 Material Topics 2021	3-3 Management of material topics	Occupational health and safety	57				
GRI 403 Occupational Health and Safety 2018	403-1 Occupational health and safety management system		57				√
	403-2 Hazard identification, risk assessment, and incident investigation		57	Yes	GRI 403-2 (ai,ii & b): Information unavailable	The organization does not refer i.how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii.how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. Moreover, the organization does not describe the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.	
	403-3 Occupational health services		57				
	403-4 Worker participation, consultation, and communication on occupational health and safety		58	Yes	GRI 403-4(b): Not applicable	The organization doe not describe where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	
	403-5 Worker training on occupational health and safety		58				
	403-6 Promotion of worker health		58				√
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		58				
	403-8 Workers covered by an occupational health and safety management system		58	Yes	Information unavailable	The organization does not currently monitor the percentage of workers who are not employees but whose work and/or workplace is controlled by the organization.	
	403-9 Work-related injuries		58				√
	403-10 Work-related ill health		58				

		Location		Omissions			External Assurance
GRI Standard	Disclosure	Section	Page	Requirement(s) omitted	Reason	Explanation	
HUMAN RIGHTS							
GRI 3 Material Topics 2021	3-3 Management of material topics	Protection of human rights	59				
GRI 406 Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken		77				
GRI 411 Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples		78		Not applicable	The organization does not maintain operations in areas that are considered to be in or near indigenous peoples’ land.	
EMPLOYMENT PRACTICES							
GRI 3 Material Topics 2021	3-3 Management of material topics	Diversity, inclusion and equal opportunities	56, 64, 65				
GRI 202 Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage			Yes	Information unavailable/ incomplete	The organization provides higher wages and benefits than the minimum requirements set by applicable laws, but does not currently monitor the ratio, with next steps to be decided in due course.	
	202-2 Proportion of senior management hired from the local community						
GRI 401 Employment 2016	401-1 New employee hires and employee turnover		56, 64-65				√
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		62				
	401-3 Parental leave		62	Yes	Information unavailable	The organisation does not specify the employee gender who took parental leave and the following: a) total number of employees that returned to work in the reporting period after parental leave ended, by gender. d) Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e) Return to work and retention rates of employees that took parental leave, by gender	
GRI 402 Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes		81	Yes	GRI 402-1(b): Not applicable	The organization does not report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	
GRI 404 Training and Education 2016	404-1 Average hours of training per year per employee		60	Yes	GRI 404-1(i, ii): Information unavailable	The organization does not report the average hours of training that the organization’s employees have undertaken during the reporting period, by: i. gender; ii. employee category	
	404-2 Programs for upgrading employee skills and transition assistance programs		61	Yes	GRI 404-2 (b): Information unavailable	The organization does not report the transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	
	404-3 Percentage of employees receiving regular performance and career development reviews		61				
TENANT SATISFACTION AND ENGAGEMENT							
GRI 3 Material Topics 2021	3-3 Management of material topics	Tenant relations and satisfaction	68				
-	Internal KPI: Measures taken to ensure tenant satisfaction and engagement						

		Location		Omissions			External Assurance
GRI Standard	Disclosure	Section	Page	Requirement(s) omitted	Reason	Explanation	
ECONOMIC IMPACT AND PERFORMANCE							
GRI 3 Material Topics 2021	3-3 Management of material topics	Employee wellbeing and development Strong financial performance	80				
GRI 201 Economic performance 2016	201-1 Direct economic value generated and distributed		80				√
	201-2 Financial implications and other risks and opportunities due to climate change		80	Yes	Information unavailable/incomplete	The organization has included climate-related risks and opportunities within its risk management framework but has not yet established a systematic process to manage such risks and opportunities, with next steps to be decided in due course.	
	201-4 Financial assistance received from government		80				
GRI 203 Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported		80	Yes	Information unavailable/incomplete	The organisation has not yet established a procedure on whether these investments and services are commercial, in-kind or pro bono engagements.	
	203-2 Significant indirect economic impacts		80	Yes	Information unavailable	The organisation does not fully describe the following information: a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	
ETHICS, TRANSPARENCY AND COMPLIANCE							
GRI 3 Material Topics 2021	3-3 Management of material topics	Ethical business values	78				
GRI 205 Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken						√
GRI 206 Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices						√
GRI 415 Public Policy 2016	415-1 Political contributions						
DIVERSITY, INCLUSION AND EQUAL OPPORTUNITY							
GRI 405 Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity, inclusion and equal opportunities	63-65				√
	405-2 Ratio of basic salary and remuneration of women to men						
SUPPLY CHAIN RESPONSIBILITY							
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Supply chain responsibility	71				
CYBERSECURITY AND DATA PROTECTION							
GRI 418 Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data						√

ATHEX ESG

REPORTING INDEX

ESG Category	ID	Metric Title	Section	Page
Core Metrics				
Environmental	C-E1	Scope 1 emissions	Climate change adaptation and carbon emissions	46
	C-E2	Scope 2 emissions	Climate change adaptation and carbon emissions	46
	C-E3	Energy consumption	Energy management	47
Social	C-S2	Female employees	Diversity, inclusion and equal opportunities	63-65
	C-S4	Employee turnover	Diversity, inclusion and equal opportunities	65
	C-S5	Employee training	Employee wellbeing and development	60
	C-S6	Human rights policy	Protection of human rights	59
	C-S8	Supplier assessment	Supply chain responsibility	71
Governance	C-G1	Board composition	Governance structure and Board engagement	73
	C-G2	Sustainability oversight	Governance structure and Board engagement	74
	C-G4	Sustainability policy	Governance structure and Board engagement	75
	C-G5	Business ethics policy	Ethical business values	77-78
	C-G6	Data security policy	Data protection and cybersecurity	79
Advanced Metrics				
Environmental	A-E2	Climate change risks and opportunities	Climate change adaptation and carbon emissions	46
	A-E3	Waste management	Circular economy	51
	A-E4	Effluent discharge	Circular economy	52
	A-E5	Biodiversity sensitive areas	Biodiversity and habitat protection	53
	A-S2	Employee training expenditure	Employee wellbeing and development	61
	A-S4	CEO pay ratio	Diversity, inclusion and equal opportunities	6
Governance	A-G1	Business model	Our business model	81
	A-G2	Business ethics violations	Ethical business values	77
Sector-specific Metrics				
Environmental	SS-E3	Water management	Circular economy	52
Social	SS-S6	Health & safety performance	Occupational health and safety	57

Creating the Cities
we Want to Live in

Environmental, Social & Governance
(ESG) Report

2022

**For more information on our
2022 ESG Report, please contact:**

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