



o.properties

Business driven. People oriented

Sustainability Report 2021

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WHAT'S NEW?

This year we rethought our sustainability report to present the information in an easy and convenient way. For the first time we publish the list of our next year commitments to increase the transparency of our priorities and reporting. We split the report into three main parts describing our environmental, social and governance projects. We placed special marks the projects that contribute to achieving our priority SDG (#11- **Sustainable cities and communities** and #12 - **Responsible production and consumption**).

2021 was a year of uncertainty. Periods of COVID-recovery followed the new pandemic restrictions thus limiting ability for strategic planning. Maintaining

the COVID-measures and providing the safe working environment for our tenants and visitors remained to be our top priority. To support our employees we provided the convenient options for testing and vaccination at the office. As result, by the middle of the year, we achieved nearly 100% immunization against COVID among the employees working in the office (both vaccinated and recovered).

We enhanced our projects for raising awareness about sustainability issues precisely environmental efficiency of commercial real estate. To improve the motivation of our employees we created a series of ESG and environmental trainings. For our customers we offered participation in Green One Club – the

brand new discussion platform uniting environmentally focused tenants and providing the opportunities for education, communication and exchange of best practices for green and healthy office.

We took a strategic decision to broaden our environmentally agenda and took a voluntary commitment to certify the company by ISO 14001 standard (environmental management). By the end of the year, we completed the revision of the Environmental Policy and made the comprehensive research of the company's context, expectations of stakeholders and environmental risks. We plan to complete the certification procedure at 2022.

MARKET TRENDS

In 2021, the Russian office market was booming. The total amount of lease contracts exceeded 1.4 mln sq.m. representing one of the best results for the last 10 years. The positive net absorption resulted in slight decrease of average vacancy rate (from 11.9 to 11.4% according to JLL data). However, tenants looking for the large blocks in CBD (over 5,000 sq.m.) had already faced the shortage of space.

The main demand for the new office space was coming from Russian companies. Facing the increased competition for the best talent, companies started to rethink the motivation packages including office experience. Companies were looking for the better-located properties with a variety of amenities proving comfortable and healthy working conditions.

With the growth of sustainability agenda throughout all industries, tenants continued to increase demand for healthier properties featuring green standards.

Key Figures for the Moscow Office Market 2021

19.6 mln sq.m. - total office stock

589,000 sq.m. – new construction

1.428 mln sq.m. – take up

720,000 – new absorption

11.4% - vacancy rate

Data - JLL



62% tenants agree that green certification increases the investment and commercial attractiveness of property*

*Source – O1 Tenants Survey 2021.



OUR 2022 COMMITMENTS

Environment

Properties:

- Maintain the level of landscaping at a level not lower than the previous year.
- By 5% increase the amount of recyclable waste in the total amount of generated waste among all properties*.
- By 3% decrease the energy consumption at all properties as compared to the year 2019*.
- By 3% decrease the water consumption of all properties as compared to 2019*.

- Research the business opportunity to switch for sustainable cleaning materials for all properties.

- Install the four EV-charging stations at our properties.

O1 Properties office

- Switch to sustainable expendable materials for O1 Properties office.
- Implement the separate water consumption monitoring for O1 Properties office.
- By 3% decrease energy consumption of O1 Properties office as compared to 2019*.



Promotion of sustainability agenda

- By 20% increase the amount of companies participating in Green One Club initiative.
- Achieve the average 75% level of awareness about BREEAM certifications among tenants.
- By 10% increase the O1 green office website traffic.

Improvement of sustainable management practices

- Certify the O1 Properties management system under ISO 14001.
- Recertify the 8 properties under BREEAM standard.
- Introduce the GHS emission report for 50% of properties.

*We assume that the attendance level at our properties will increase in 2022 as compared to 2021 and 2020.

Social programs

Employees

- Ensure all employees are given the equal opportunities, are protected from discrimination and receive the required attention and support.
- Sustain the gender and age diversity at all management levels.
- Maintain the employee engagement level at a level not lower than 2021.
- Maintain the sport and wellbeing programs; increase the effectiveness of the healthcare projects.
- Increase the effectiveness of internal communication programs to keep our team focused and motivated.

Tenants

- Ensure our buildings are managed to maximize the wellbeing and productivity of our tenants.

Society

- Maintain the level of social value we

create through investments for charity, cultural entities, public education programs.

Corporate governance

- Maintain the responsible and transparent business practices at all levels.
- Ensure all our employees are aware and follow the responsible business practices.
- Prevent the corruption and bribery incidents.

Subsequent events

At the end of February, Russian economy faced the unprecedented pressure after the number of sanctions were imposed. While O1 Properties is not the direct subject of any kind of sanctions, the unstable situation in economy might negatively influence the ability of the company to execute the full list of our sustainability commitments for 2022.

COVID-19 UPDATE

The safety and wellbeing of our employees, tenants and contractors has always been, and remains, our top priority. We maintained the safety measures that we introduced at the beginning of pandemic throughout 2020, and allocated RUB 6.7 mln to implement additional measures.

The key COVID measures in our properties in 2021:

- Distribution of medical-grade facemasks and gloves to all visitors, management and reception staff.
- Regular temperature checks of all visitors to our business centers.
- Encouraging visitors to maintain social distancing.
- Rigorous disinfection of all surfaces that may harbor the virus (door handles, elevator buttons,

turnstiles) every 30 minutes.

- Maintain off hand sanitizers at all entrances to business centers.
- Regular disinfection of utilities systems (especially air ventilation systems).
- Require the mandatory COVID-19 immunization (vaccinated or recovered) for management company staff.

Providing the COVID support to our employees:

- Providing regular PCR and antibodies tests in the office.
- Increase the testing frequency during the new waves of the pandemic.
- Organizing the free vaccination at the office.

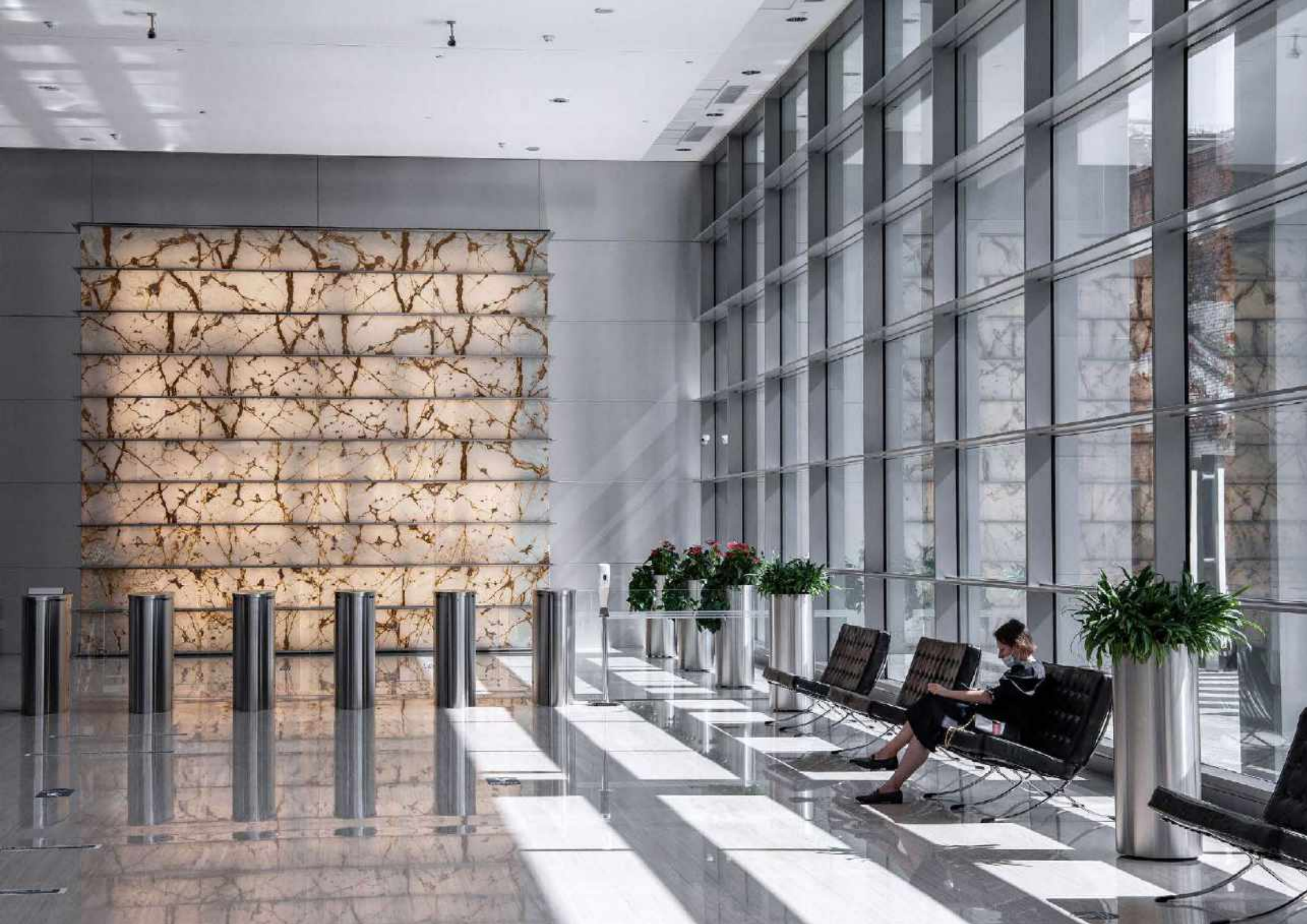


RUB 6.7 mln

allocated for maintain the COVID measures in our properties.

RUB 1.2 mln

allocated for organizing tests and vaccination of our employees.



ABOUT THE COMPANY

O1 Properties Limited (hereinafter, O1 Properties, the Company) is the largest owner of class A office buildings in Moscow and one of the leading investors on the Russian commercial real estate market with a portfolio currently valued at RUB 186.5 billion.

As an investment company, we specialize in the acquisition, development and management of premium class commercial office space in key business districts of Moscow. Today we own and manage 11* operational office centers, 10 of which are BREEAM-certified buildings. Our portfolio features over 250 tenants, most












of them leading Russian companies and multinational corporations, who recognize the value of sustainable properties and help drive our sustainability agenda. O1 Properties has also been a member of the UN Global Compact since 2019. The primary sustainable development goals for our Company are Goal #11 **Sustainable Cities and Communities** and Goal #12 **Responsible Consumption and Production**. We are also office partner of the UN Global Compact and provide office space for the headquarters of the Russian National Network at Silver City business center.

* In December 2021 Nevis was disposed of due to bankruptcy of Semela Limited, the company owned business center.

For more information about the Company and our tenant portfolio, please visit our [official website](#).



Our portfolio

	White Square: BREEAM-in-Use	Building A Part 1 58.3% Very Good Part 2 55.6% Very Good Building B Part 1 56.1% Very Good Part 2 54.5% Very Good Building C Part 1 60.3% Very Good Part 2 56.1% Very Good
	Ducat Place III BREEAM New Construction	56.48% Very Good
	Vivaldi Plaza BREEAM-in-Use	Building A Part 1 59.3% Very Good Part 2 65.6% Very Good Building C Part 1 55.6% Very Good Part 2 63.9% Very Good
	Stanislavsky Factory BREEAM-in-Use	Building 1 Part 1 48.7% Good Part 2 61.9% Very Good Building 2 Part 1 52.8% Good Part 2 61.9% Very Good Building 3 Part 1 52.8% Good Part 2 62.4% Very Good
	Lighthouse BREEAM-in-Use	Part 1 56.4% Very Good Part 2 45.5% Good
	Silver City BREEAM-in-Use	Part 1 57% Very Good Part 2 45.5% Very Good
	White Stone BREEAM-in-Use	Part 1 48.8% Good Part 2 67.2% Very Good
	iCUBE BREEAM-in-Use	Part 1 58.4% very Good Part 2 70.9% Excellent
	LeFORT BREEAM-in-Use	Part 1 56.8% Very Good Part 2 69.1% Very Good
	Krugozor BREEAM-in-Use	Building 1 Part 1 50.7% Good Part 2 71.6% Excellent Building 2 Part 1 51.5% Good Part 2 71.6% Excellent
	Legend	Certification in progress

Key Statistics

1	NRA (total)	m2	486,000*
2	NRA (yielding)	m2	466,680
3	NRA (development)	m2	19,320*
4	Market Value (total) mln RUB	mln RUB	186,521
5	Market Value (yielding)	mln RUB	185,553
6	Market Value (development)	mln RUB	968
7	Occupancy Rate	%	96%
8	Average Net Rental Rate	\$ for m2 in a year	381
9	WAULT to Expiry	years	3.1
10	Market Share	%	9%
11	Corporate Credit Rating		Moody's Caa3
12	Tenants Base	units	250
13	Net Rental Revenue	mln RUB	17,942
14	Net Rental Income	mln RUB	14,567
15	Ratings and Awards		Forbes Best Employer: Silver

* In 2021, the Greendale project was sold out.



Our sustainability approach

In 2020, we started to rethink our brand strategy to stay in line with the raising demand for people- and planet-centric approach in creation and management of office properties.

In the middle of 2021, we presented the revised brand strategy based on our new understanding of the value we should bring to our stakeholders and our purpose.

We see our mission as:

- Improving our customers' day-to-day business by providing them with an outstanding office experience.
- Creating comfortable, eco-friendly office spaces that meet international environmental standards.
- Improving the urban environment by creating sustainable public spaces and contributing to local communities by offering diversified infrastructure that is open to the public.

We understand that sustainable business should identify and balance the interests of its stakeholders. We use various communication channels to regularly collect and analyze the feedback from our stakeholders, engage them in a wide range of sustainability initiatives and keep them informed about the agenda and our projects.

Our sustainability agenda encompasses three main areas — environmental responsibility, where we strive to reduce the environmental impact of our buildings; social responsibility to employees, tenants, partners and local communities, and corporate governance, where we seek to maintain strong governance mechanisms and uphold open and transparent business practices.

Our sustainability strategy is based on the following principles:

- Informational transparency - information openness, transparent business mechanisms, reporting to international standards.

- Ecological efficiency - caring for the environment and reducing negative impact of the urban environment on the natural world by applying environmental standards in the design, construction and management of our business centres.

- Partnership - building partnerships with our team, enabling professional development and fulfilment of creative potential by all staff of O1 Properties.

- Sport & healthy lifestyles - promotion of healthy lifestyles, support for sports associations, provision of sports facilities.
- Social investments - promoting the development of public institutions to help socially vulnerable groups, improving the lives of those who need it most.

- Heritage - preserving cultural and historic heritage, promoting cultural projects, making art more accessible.



Our Stakeholders Map

		Employees	Tenants and tenant's employees	Investors, lenders, partners, suppliers	Shareholders	Local Communities
Governance	<p>Complying with UN Global Compact principles, Sustainability policy, Environmental policy, Anti-corruption and Bribery policy, Human rights policy, Code of ethics.</p> <p>Providing trainings and keeping our employees informed about the ethical principle of doing business.</p>	+	+	+	+	+
Environment	<p>Managing our properties according to environmental principles, maintaining green office practices, and setting limits for resource consumption and resource the environmental footprint of our buildings.</p> <p>Maintaining public green recreation areas, developing public infrastructure facilities.</p> <p>Verifying our green management practices according to global certification schemes (BREEAM, ISO)</p>	+	+	+	+	+
Social	Promote sport and healthy life-style, developing corporate sport.	+	+			
Social	Supporting cultural heritage.					+
Social	Supporting charitable projects.					+
Social	Developing talent management system inside the company, providing trainings and education for professional development of our team.	+				
Social	Taking additional commitments for creating safe environment during the pandemic period. Provide additional medical assistance for the employees during the new waves of COVID-19.	+	+			+

Our commitment to sustainable development is reflected in O1 Properties' Sustainability Policy and complemented by a range of other policies, which together provide the foundation for our sustainability agenda (namely, our Environmental, Human Rights, Occupational Health and Safety and Anti-Corruption and Bribery policies).



Sustainability Governance System

Responsible Function	Role
Strategy and Development Committee	Sustainability-related matters, ESG risks management and realization of the sustainability strategy
Chief Financial Officer	Implementation of the Sustainability Policy and integration of sustainability aspects into investment and financial decision-making processes
Marketing and Communications Director	Corporate social responsibility matters
Administrative Director	Management of environmental initiatives
Tender Committee	Compliance matters
Chief Human Resources Officer	HR matters

ENVIRONMENT

At a glance

22.3

mIn RUB
allocated for environmental
programs

+300%

Increased our ecology website
traffic in 2021

4,904.1_{kg}

Of clothes collected for charity
and recycling (Vtoroe Dykhanie
foundation)

10

BREEAM certificates validated

+36%

Increased the amount of
recyclable materials as
compared to 2020

ICUBE

won Green Property Awards
competition as the most
environmentally friendly
business center.

5.8

tonnes of used electronic
equipment collected and send for
recycling

1

new BREEAM certification project
started (Legend business center)

The real estate sector consumes natural resources, generates large amounts of waste and is a large source of climate-changing CO2 emissions. O1 Properties addresses these problems by strict compliance with environmental legislation and by minimizing resource

consumption and environmental impact of its buildings. O1 Properties has an Environment Policy, which sets out its commitment to environment-friendly management of real estate. We commit to adapt our business to the needs of the environment and the challenges of climate change.

Overall, we allocated RUB 22.3 mln for our environmental programs including improvements of environmental performance of the buildings and projects to promote environmental agenda.



Our Environmental Commitments

O1 Properties:

- complies with all requirements of Russian environmental legislation;
- implements Russian and international standards for environmentally efficient property management, including BREEAM and ISO 14001;
- does all it can to prevent negative impact on the environment and uses all available means (organization, equipment, financing) to put a stop to negative impacts as soon as possible;
- works to improve the company's environmental management system, ensuring its relevance and efficiency;
- takes a proactive approach to environmental issues and risks;
- informs Company stakeholders about its

environment projects, in order to raise their awareness and involvement in such projects.

In 2021 we focused our environmental activities at:

- systematization of the environmental management practices and preparation for ISO 14001 certification;
- promoting environmental awareness among our tenants, employees and business community;
- validating BREEAM certifications;
- reducing resource consumption; and
- exploring opportunities to increase the number of EV charging stations at our properties.

Independent assessment and benchmarking

We successfully validated our

BREEAM certificates for 9 properties* which are certified under BREEAM in-use scheme and assessed according to Part 1 (Asset performance) and part 2 (Building management). All our properties confirmed the scores.

In 2021 our assets took part in **Green Property Awards** – the first awards to evaluate projects that implement environmental measures and are certified for environmental performance. iCUBE business center won the nomination “Business center of the year up to 30,000 sq.m.” and was named the BREEAM project of the year.

In 2021, we took commitment to certify the company's management system under **ISO 14001** standard. As part of this project, we completed the number of research procedures including study of organization's context and expectations of stakeholders that become the basis for revision of our Environmental Policy. We developed the set of strategic

goals for environmental management, created the documentation and descriptions of procedures for proactive management of environmental risks. We aim to secure the environmental management principles across our value chain and offered O1 Standard, our strategic partner for facility management, to enter the ISO 14001 certification process in parallel with us.

* One more building (Ducat Place III) is certified under BREEAM New Construction scheme which does not require the annual validation).

Biodiversity

Maximize the landscaping and biodiversity potential of the buildings is our constant propriety. All our properties have free access for landscaped areas and amenities thus creating the better environment for local communities.

In 2021 we allocated RUB 13 mln for landscaping and increasing the biodiversity potential of our properties.



Increasing Awareness among Tenants and Employees

Regularly we organize Knowledge days when our employees and employees of our partner management company O1 Standard can get the overview of our sustainability projects. In 2021 we focused on the following topics:

- What does sustainable development mean?
- What are our sustainable development priorities?
- How to organize the separate waste storage?
- How to engage tenants in environmental projects?

Green One Club

In September 2021, we launched the Green One Club for our tenants. The Green One Club is a community of companies interested in how office life can

be more environmentally friendly. The Club invites discussion and exchange of experience among tenants of O1 Properties, spreading knowledge of green office technologies, practices and initiatives to improve the environmental performance and management of buildings. Joint actions will be held to involve more companies in the environmental agenda and transform the daily work habits of tenant staff. The participants of the club benefit from the set of privileges offered by the management company to improve the environmental performance of their office.

- 25 companies became the participants of the club.
- 2 off-line meeting held.
- 2 on-line lectures held.

We also organized the excursion to the waste separation facility managed by our separate waste storage contractor.

Environmental website

In 2020, we launched the website dedicated to environmental

performance of office buildings. It provides information about our green buildings concept, the latest BREEAM certifications for our buildings and other environmental projects, and features news and blog about sustainability in real estate.

In 2021 we focused on promotion of the website among our tenants and partners. As result the website traffic increased + 300% (1,182 unique visits).

We partnered ruGBC and Green Office Laboratory to film the educational video about environmentally friendly technologies that can be used in office real estate. The video is published at the website and helps our tenants to get information about the improvements that can be done in the office to increase it environmentally efficiency.

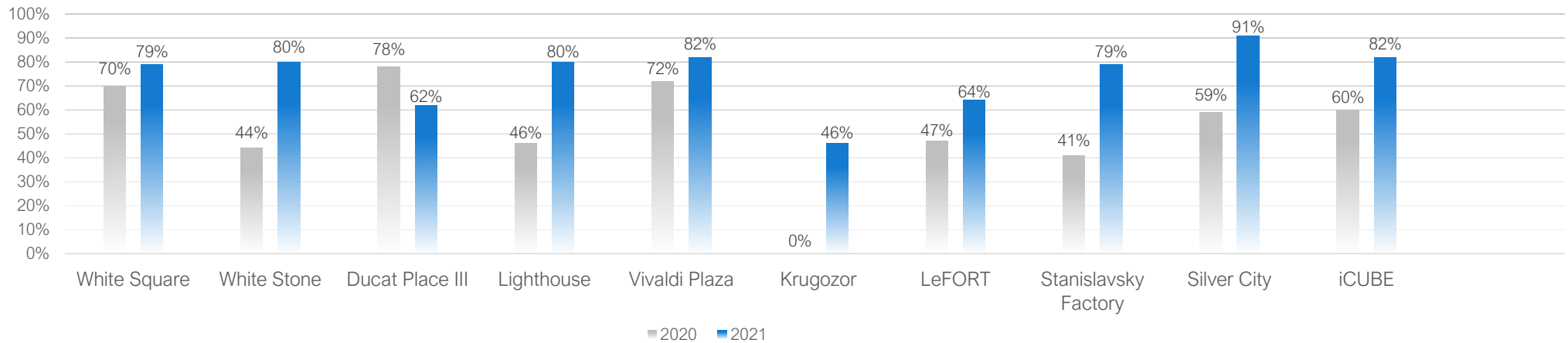
Earth Hour

For the tenth consecutive year, we supported Earth Hour, the World Wildlife Fund's initiative that calls on people to switch off the lights and other vital electronics

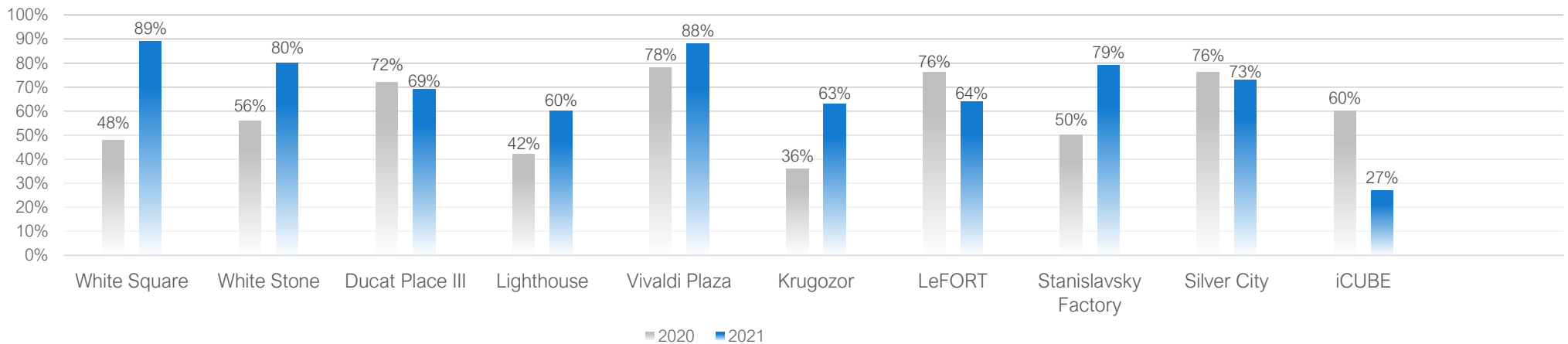
for an hour. This symbolic act aims to raise public awareness about environmental issues.



TENANTS WHO ARE AWARE ABOUT BREEAM CERTIFICATION OF THE BUILDING



TENANTS WHO AGREE THAT ECOLOGICAL CERTIFICATION INCREASES THE ATTRACTIVENESS OF THE BUILDING



To measure the impact of our efforts to promote the sustainability in real estate we

include the relevant questions in annual tenant survey. The 2021 result showed the significant

increase of the awareness about BREEAM certifications by 9 – 46%

Other environmental initiatives

In 2020, we opened the public EV charging station at iCUBE. In 2021 we registered in average 100 charging session per month. Following the project, we explored the opportunities for further expansion at other sites and completed the preparation and construction work for future installation of charging stations at **4 our properties**.



Resource consumption

In 2021, the attendance rate in our buildings increased as compared to 2020 with more tenants coming back to the office from remote work. At the same time, the vacancy rate

dropped to 4%, which is one of the lowest results of the company. These factors cause the increase in resource consumption when we compare results of the last two years.

Although the attendance rate in 2021 was still lower than in 2019, comparison of these years is more informative and shows the result of our saving resource projects we launched in 2019 – 2020 as part of BREEAM certification. These projects included: replacement of luminiscent lighting, installation of motion sensors as areas with limited usage (parkings, stores, etc), change of regimes for HVAC core systems and architectural lights, installation of variable speed drives for ventilation plants, installation of faucets in public areas, etc.



Energy

	2018	2019	2020	2021	Change 2021 / 2020	Change 2021 / 2019
Total Electricity consumption (kWh)	122,044,578	120,388,021	101,098,283	109,254,923	+8%	-9.25%

For the detailed information, please refer to the Appendix Table 1.

Heating

	2018	2019	2020	2021	Change 2021 / 2020	Change 2021 / 2019
Total Heating consumption, Gkal	84,447	73,455	63,886	80,322	+26%	+9.35%

In increase of consumption as compared to 2019 is due to weather conditions.

For the detailed information, please refer to the Appendix Table 2.

Gas

	2018	2019	2020	2021	Change 2021 / 2020	Change 2021 / 2019
Total Gas Consumption, m3	2,872	2,463	1,997	2,772	+39%	+12%

In increase of consumption as compared to 2019 is due to weather conditions.

For the detailed information, please refer to the Appendix Table 3.

Water

	2018	2019	2020	2021	Change 2021 / 2020	Change 2021 / 2019
Total water consumption, m3	514,811	532,739	322,621	377,702	+17%	-29%

For the detailed information, please refer to the Appendix Table 4.

Waste

	2018	2019	2020	2021	Change 2021 / 2020	Change 2021 / 2019
Total waste generated, kg	1,758,000	1,821,000	1,044,000	1,156,290	+11%	-37%
Recyclable materials collected, kg	5,603	97,069	72,635	99,064	+36%	+2%
% of recyclable material in total waste generated	0.32%	5.33%	6.96%	8.57%		



The amount of recyclable materials increased +36% as compared to 2020. The amount of recyclable materials in total waste generated increased + 1.6% as compared to 2020 data and + 3.5% as compared to 2019, when we introduced the separate waste storage in all our properties.



For the detailed information, please refer to the Appendix Tables 5 & 6.

Redundant equipment

We teamed with the Russian environment charity Sobirator to collect and recycle redundant office equipment from tenants at the Company's business centres. Total 5,808.5 kg of waste was collected and has been sent for recycling to partner companies of the Sobirator project. Calculation of environmental effect from the action showed that use of the secondary raw materials obtained from recycling of the collected equipment and materials (taking account of the energy and

water used for recycling) could provide energy sufficient to light 8,131 houses and a volume of water equal to 4.5 Olympic pools.

For the detailed information, please refer to the Appendix Table 7.

Clothes

We continue partnership with The Vtoroe Dyhanie Foundation which is a non-profit organization that collects, donates and recycles used clothes. In 2021 we increased the number of business centers participating in the initiative by adding iCUBE. However due to the late addition of the new box we expect to see the effect in 2022.

In 2021, we collected 4,904.1 kg of clothes. 3,341 kg was sent to charity. 1,267 was recycled.

For the detailed information, please refer to the Appendix Table 8.

Environmental Compliance

We strictly comply with all environmental regulations. We were

not found to be in violation of any environmental laws in 2021.

For the historical data on fines paid out due to non-compliance with the environmental regulations, please refer to the Appendix Table 9.



SOCIETY

At a glance

+0.11 points Increased the employee satisfaction level

37% male and **63%** female Gender diversity

+165% Increased spending on educational programs per 1 employee

Silver Forbes Best Employer rating achieved

19,7 mln RUB social value created with donations for charity, culture, sport and educational programs

The basis of outstanding performance and service is motivated team. We focus on wellbeing of our employees and create the inclusive, diversified working environment to open the potential of every member of the team. When dealing with our customers we strive to offer the best level of service and find the win-win solution for every question. We stand for transparent relationships with our contractors and suppliers. Charity, patronage of art, public sport and education are the ways we create the social value and contribute to development of the better society.

Our social commitments:

- Create and maintain the inclusive and opened working environment with equal opportunities for professional development and zero tolerance to any kind of discrimination.
- Offer our employees safe and healthy working conditions.
- Maintain the safe and healthy

environment at our buildings.

- Encourage the opened communication and cooperation.
- Strive to support charity and projects aiming to improve the life quality.

In 2021, we focused our social activities at:

- Implementation of **Development – Wellbeing – Balance** program aiming to improve the satisfaction level among our employees with the focus at healthcare, education, work-life balance, internal communication, transparency of career opportunities.
- Maintaining safe working environment at our buildings with the focus at COVID-19 measures.
- Supporting charity, art, culture, sport and educational projects.

Employees

To retain our leadership positions and resist the market uncertainty we strive to attract and retain the best talent and take care of our employees' wellbeing and professional development opportunities.

In 2021, we focused our activity at improving the efficiency of business processes through both automatization and reducing the duplicate and non-core activities in the departments (namely administrative, document management, and archive). As result the total number of employees decreased by 4% from 186 to 179 people.* The turnover totaled 29.6% while active turnover increased up to 15%. We supported our ex-employees in job-search and offered employment opportunities in our partner companies where applicable.

We pay special attention to diversity and inclusion among our team and have zero tolerance to any kind of discrimination. 63% of our employees are female (53% in 2020).

The number of young employees increased as compared to the year 2020 up to 25% (19% in 2020).

179 people

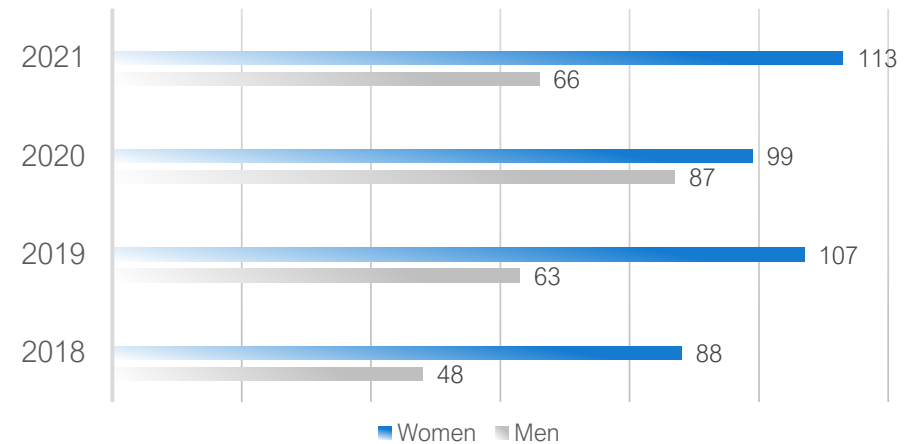
63% female employees

25% at the age under 30

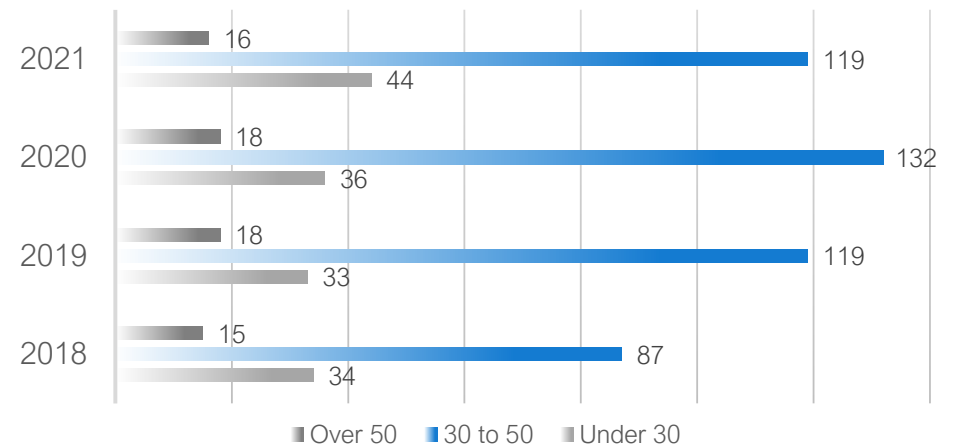


*While the previous year's report contained joined data for O1 Properties and City Developer, starting from year 2021 we present data for O1 Properties only.

EMPLOYEES BY GENDER



EMPLOYEES BY AGE



For the detailed information, please refer to Key ESG Indicators.

Improving people management system

Employees engagement survey

In 2021, the average satisfaction score among our employees increased up to 8.64 from 8.53 points. The best improvements showed those tracks that we prioritized in our **Development – Wellbeing – Balance** program launched in 2020. During past two years we offered various educational programs targeting soft and hard skills, improved medical insurance, enlarged the corporate sport offering, sustained the home office options, and launched the CEO blog. As result of these activities the satisfaction with corporate education, work-life balance, career opportunities, and medical insurance increased by 5-15%.

8.64

The average satisfaction score

- from 7.3 to 7.75 improved work-life balance score
- from 6.43 to 7.38 improved perceived career opportunities
- from 7.15 to 7.81 improved perceived education opportunities
- from 7.3 to 7.86 improved the internal communications score

Helping new hires to adapt

We continued improving the welcome package for our newcomers. Ahead of ISO 14001 certification we revised the documents to add the information about environmental management and requirements for employees.

We filmed the welcome video covering the key facts, milestones of the company's history, our ongoing projects, and sustainable development initiatives. The video helps newcomers to adapt in the office and tells about the benefits that they can use.

Learning & Development

We invest in professional development of our team and offer a wide range of educational opportunities. Regularly our

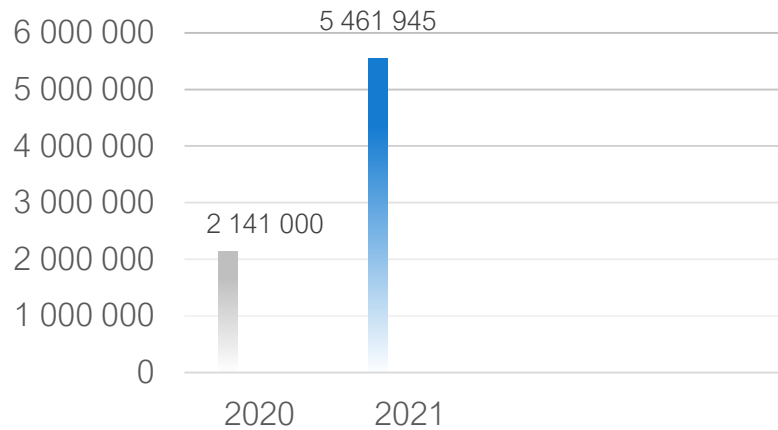
employees attend professional trainings to improve their hard skills and develop expertise.

We continue with our Knowledge days project: employees can join the lectures covering the broad list of general topics - self-development, history and architecture, ecology.

To improve the communication skills of our employees we launched corporate English courses.

Overall out total spending on educational programs increased by 155% and spendings per employee by 165%.



TOTAL SPENDINGS ON EDUCATION
(RUB)

We also focus on improvement of the KPI system. We educate the team how to rethink their planning to tie the business activities with corporate KPIs and encourage teams to set measurable KPIs for their departments. The 2021 satisfaction survey showed the significant increase of satisfaction with how the bonus system works (from 7.35 to 8.23).

Healthcare

We worked with our healthcare insurance provider to improve the program in terms of variety of clinics and diversification the list of included options.

We also focused on preventive measures against COVID-19. We offered our employees COVID-vaccination in the office, so to make the process quick and easy. During the new waves of the pandemic, we offered regularly PCR and antibodies testing.

RUB 10.5 mln

Totally spent on healthcare services for our employees.

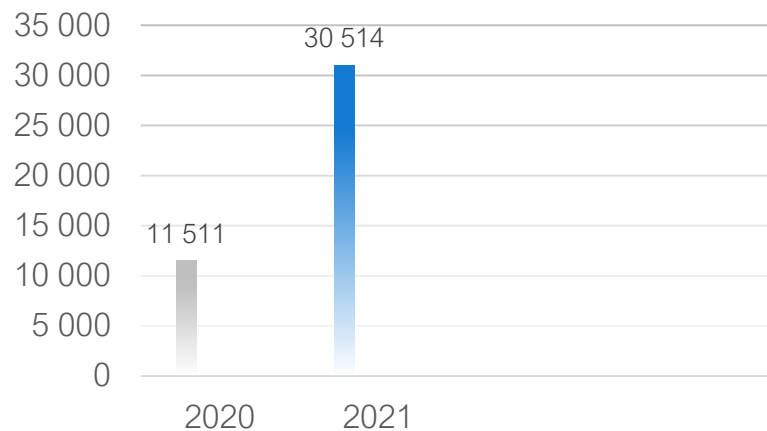
As result of our efforts, we saw the sound improvement of satisfaction with corporate healthcare services.

from 7.86 to 8.29 improved healthcare satisfaction score

I like how the company supports me during the pandemic:

9.49 score*

One of the highest score in 2021 satisfaction survey.

TOTAL SPENDINGS IN EDUCATION PER
EMPLOYEE (RUB)

Sport opportunities

Regular sport training improves health of our team and helps them to stay focused and motivated. We offer a wide range of sport options: yoga and Zumba classes, fitness, corporate football and yachting teams.

Our annual summer event features the outdoor sport program. Following the good feedback after 2020 event, we organized yacht regatta once again. The yachting activities accompanied with various land competitions.

In 2020 we organized the yacht team. In 2021 our team took part in several competitions including the Vedomosti Regatta – a comprehensive event consisting of 4 stages. Three stages took place in Moscow region, followed by the final stage in Turkey, where our team won the silver prize.

RUB 10.7 mln

Spent to support sport opportunities for the employees

Work-life balance

We sustain the home office option for the most part of team – the employees have the opportunity to negotiate their schedule.

We believe that taking enough vacation days during the year support the motivation and prevent people from burnout. In 2021, we encouraged the team to take not less than 28 vacation days during the year. As result by the end of the year the average amount of accumulated vacation days decreased from 32.7 to 27.7.

Additional support

We support our employees in case of death of the close relative. In 2021 we paid over 1 mln RUB as aid for our employees.

Independent benchmarking

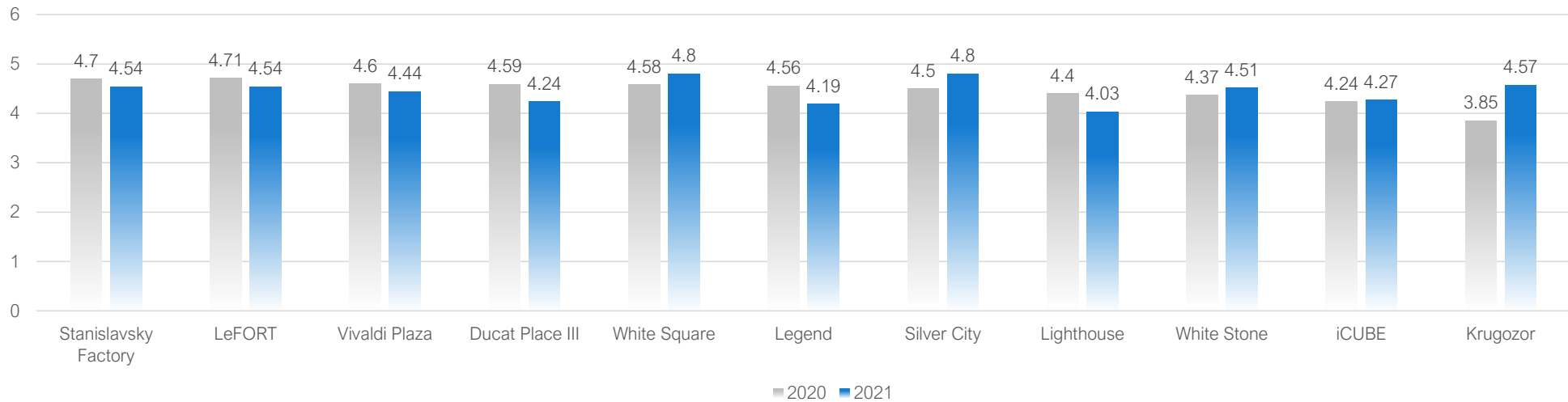
For the first time in our history, we took part in Independent Employer Rating created by

Forbes magazine. This year's Rating not only assessed HR practices of companies, but also considered ESG factors, i.e., commitment of companies to sustainable development principles. Companies were assessed under three headings: "Employees and Society", "Environment" and "Corporate Governance". Based on evaluations for each heading the jury rated each company as Platinum, Gold, Silver or Bronze. O1 Properties received Gold for "Employees and Society" and for "Corporate Governance", and Silver for "Environment".

Silver
Forbes Employer Rating



TENANT SURVEY RESULTS



Tenants

To ensure that our service is in line with expectations of our customers and to receive the feedback we conduct the annual satisfaction surveys.

The surveys are anonymous and our tenants can give the comprehensive feedback on a variety of topics.

Several properties showed lower results as compared to 2020. The detailed analysis of the feedback

showed that on-going COVID measures are the main reasons for lower scores, namely:

- Increased elevator waiting time because of the reduced capacity with COVID measures (social distancing).
- Closure of part of the amenities (dry cleaning, shoe repairing, catering etc) because of reduced demand during the pandemic.

We are working with O1 Standard, our strategic partner for facility and property management, to

implement the hospitality elements, improve the level of service, develop additional amenities at all our properties.

Contractors

We continue to maintain transparent and fair relationships with all contractors and suppliers. The Tender Committee oversees the supplier selection process and ensures its efficiency and impartiality.

We expect all potential and existing

contractors and suppliers to comply with our ethical and environmental standards, while comprehensive due diligence is carried out before entering into any relationships with partners.

Creating social value

Investment in social initiatives remains a core element of our corporate culture. In 2021, we allocated RUB 19 mln for social investments.



Byuro Dobrykh Del Foundation

The foundation supports orphans and provides various programs for socialization and professional education.

Bolshoi Theatre

We support Bolshoi Theatre to help preserve the Russian heritage and promote Russian performing arts on the world stage.

Changellenge

Sharing expertise with students is our contribution to their future professional development.

Changellenge is the student championship where young professionals offer their solutions of real business cases.

In 2021, we supported the championship where students from different Russian cities offered their solutions how to improve the ecological efficiency of the residential housing project.

Football League

We reopened our O1 Football League Championship after the pandemic. 20 corporate teams took part in the event. The number of participants decreased because of the internal COVID restrictions. The post-event survey showed the improvement of the satisfaction level score: from 4.4 in 2019 to 4.6 in 2021.





CORPORATE GOVERNANCE

O1 Properties remains firmly committed to maintaining robust corporate governance mechanisms and the highest level of accountability. There were no significant changes to the Company's organizational structure in 2021.

Our corporate governance commitments:

- Zero tolerance for corruption and bribery.
- Zero tolerance for discrimination.

- Zero tolerance for violating the human rights.
- Maintaining transparent and fair relationships with contractors and suppliers.
- Implementing the proactive approach to risk management.



O1 Properties Limited

Chairman of the Board of Directors

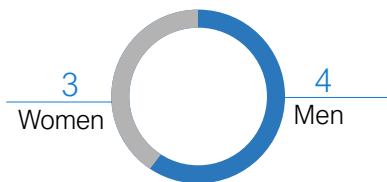
The Board of Directors

Audit Committee	Nomination and Remuneration Committee	Strategy and Development Committee
O1 Properties		O1 Advisory (Cyprus)

The Board of Directors is the highest corporate body responsible for overseeing the Company's activities and business strategies, and enhancing its sustainable value.

Our directors bring valuable insights, expertise and competencies to the Board, and ensure the long-term success of our business.

Diversity of the Board



Ethics and compliance

We built fair and trustworthy relationships with our contractors and partners. We follow the principles of fair

competition that are described in Code of Ethics and Anti-corruption and Bribery policy. Before choosing the supplier we conduct the tender and due diligence procedures to ensure the transparency of the process. All our employees, including newcomers received trainings on compliance principles. We maintain the whistleblower hotline where all our stakeholders may refer with their concerns.

We strictly follow the principles of Human rights policy, collect, use and store personal data with extreme care.

In 2021, we had zero cases for discrimination, violation of human rights, corruption or bribery.

Risk management

Our business is associated with risks that include financial, economic, reputational and other risks. To be successful in an ever-changing environment, we

continuously improve our risk management system, risk assessment and internal control procedures.

Overall, we have identified four risk groups: strategic risks, financial risks, general business risks and property-specific risks. The latter also includes environmental risks.

Ahead of ISO 14001 certification we focused on implementation of proactive risk-management for environmental risks. Our working group identified the list of environmental risks, split them according to probability, severity and importance and developed the specific risk-management procedures.

** For more information about Company's risks please refer to page 57 of 2020 Report.*



KEY ESG PERFORMANCE INDICATORS

Environmental

	2018	2019	2020	2021
Number of BREEAM certified assets	5	11	11	10*
Electricity consumption, kWh	122,044,578	120,388,021	101,098,283	109,254,923
Heating consumption, Gcal	84,447	73,455	63,886	80,322
Gas consumption, m3	2,872	2,463	1,997	2,772
Water consumption, m3	514,811	532,739	332,621	377,702
Total amount of waste generated, tonnes	1,758	1,821	1,044	1,156
Total amount of recyclable materials collected, kg	5,603	97,069	72,155	99,064
Fines, RUB	137,105	27,226	0	0

*Greendale project (BREEAM New Construction) was sold out.

Social

	2018*	2019*	2020*	2021*
Number of employees at year-end	136	170	186	179
Men	48	63	87	66
Men, %	35%	37%	47%	37%
Women	88	107	99	113
Women, %	65%	63%	53%	63%
Under 30	34	33	36	44
From 30 to 50	187	119	132	119
Over 50	15	18	18	16
Number of new hires	45	64	63	49
Number of employees that left the Company	71	30	30	53
Turnover, %	53.08%	21.69%	16.48%	29.60%
Active turnover	n/a	13.53%	0.53%	15.00%
Number of preretirement age employees	6	8	7	2
Number of retirement age employees	5	6	2	4
Total number of employees who received additional training	9	16	55	59
Number of incidents, including fatalities	0	0	0	0

*Please, note that data for 2018 - 2020 were corrected - City Development figures were excluded.

Governance

	2018	2019	2020	2021
Non-Executive Directors	3	4	4	5
Men	2	3	3	4
Women	1	1	1	1
Executive Directors	3	4	4	2
Men	0	0	0	0
Women	3	4	4	2
Management Diversity, men:women	16:08	31:18	26:27	23:26
Total number of employees who received training on Anti-Corruption	160	197	220	179
Number of confirmed incidents of corruption by employees	0	0	0	0
Total number of employees who received training on Human Rights Policy	160	197	220	179
Number of human rights violations	0	0	0	0



ДУКАТ ПЛЕЙС DUCAT PLACE III

1	110	Менеджер по продажам Дмитрий Петрович	8	810	Менеджер по продажам Александр Петрович
	111	Специалист по продажам Светлана Петровна		811	Специалист по продажам Елена Петровна
	120	Директор по продажам Игорь Петрович		812	Директор по продажам Сергей Петрович
2	200	Менеджер по продажам Михаил Петрович	9	910	Менеджер по продажам Александр Петрович
	201	Менеджер по продажам Елена Петровна		911	Менеджер по продажам Сергей Петрович
	202	Менеджер по продажам Игорь Петрович		912	Менеджер по продажам Александр Петрович
3	300	Менеджер по продажам Александр Петрович	10	1010	Менеджер по продажам Сергей Петрович
	310	Менеджер по продажам Елена Петровна		1011	Менеджер по продажам Александр Петрович
	320	Менеджер по продажам Игорь Петрович		1012	Менеджер по продажам Сергей Петрович
4	400	Менеджер по продажам Александр Петрович	11	1110	Менеджер по продажам Сергей Петрович
	410	Менеджер по продажам Елена Петровна		1111	Менеджер по продажам Александр Петрович
	420	Менеджер по продажам Игорь Петрович		1112	Менеджер по продажам Сергей Петрович
5	510	Менеджер по продажам Александр Петрович	12	1210	Менеджер по продажам Сергей Петрович
	520	Менеджер по продажам Елена Петровна		1211	Менеджер по продажам Александр Петрович
	530	Менеджер по продажам Игорь Петрович		1212	Менеджер по продажам Сергей Петрович
6	600	Менеджер по продажам Александр Петрович	13	1310	Менеджер по продажам Сергей Петрович
	610	Менеджер по продажам Елена Петровна		1311	Менеджер по продажам Александр Петрович
	620	Менеджер по продажам Игорь Петрович		1312	Менеджер по продажам Сергей Петрович
7	780	Менеджер по продажам Александр Петрович	14	1410	Менеджер по продажам Сергей Петрович
	790	Менеджер по продажам Елена Петровна		1411	Менеджер по продажам Александр Петрович
	800	Менеджер по продажам Игорь Петрович		1412	Менеджер по продажам Сергей Петрович

ABOUT THE REPORT

This sustainability report discloses how O1 Properties Limited addressed its most material sustainability issues in 2021.

O1 Properties Limited was incorporated in Cyprus on 24 August 2010 as a limited liability company under the provisions of the Cyprus Companies Law, Cap. 113. On 28 March 2012, the Company was reconstituted from a private limited liability company to a public limited company under the name O1 Properties plc. On 10 July 2012, the Company was again reconstituted from public limited company to a private limited liability company under the name O1 Properties Limited.

This is the fourth time that O1 Properties is disclosing its non-financial performance results in accordance with Directive 2014/95/EU of the

European Parliament and of the Council of 22 October 2014 amending Directive 2013/34/EU (“the Directive”). This Report discloses information on the progress we have made and measures we have implemented in 2021 as part of our ongoing commitment to sustainability, as well as our goals and targets for the future.

EU Directive on Non-Financial Reporting

Directive 2014/95/EU on the disclosure of non-financial and diversity information succeeded Accounting Directive 2013/34/EU that required certain large companies to disclose information on the way they operate and manage social and environmental challenges, protect and support human rights, handle anti-corruption and bribery matters and ensure the diversity of the Board of Directors. This helps investors,

customers, policy makers and other stakeholders evaluate the non-financial performance of large companies and encourages these companies to develop a sustainable approach to business.

There were no amendments to the Directive in 2021 and it remains effective at the date of publishing of this Report.

Law of Cyprus

On 2 June 2017, Cyprus ratified the Directive, which prescribes reporting of non-financial matters as stated above.

Compliance and reporting requirements were incorporated into Cypriot legislation as Art. 151A of the Companies.

Act (Cap. 113). As a Company incorporated in Cyprus, O1 Properties opted for partial voluntary compliance with said

requirements.

Russian Regulations on Non-Financial Reporting

At the time this Report was published, legislation on mandatory non-financial reporting had not been adopted in Russia; however, the draft legislation was publicly available. For this reason, O1 Properties has moved forward and voluntarily reports on sustainability-related information before it becomes a formal requirement.

Moreover, despite the voluntary nature of non-financial reporting in the Russian Federation, the Company is required to report on these matters in another jurisdiction, as indicated above.

Director: Adina Viviana Szemethy
Director: Theonitsa Andriana Constantinou

APPENDIX

Table 1. Electricity Consumption per business centers, kWh

Office center	2018	2019	2020	2021
White Square	19,711,208	21,422,364	17,228,821	18,007,626
Legend	18,912,639	18,872,729	14,697,968	19,986,554
Ducat Place III	8,486,825	8,051,021	6,670,706	6,741,407
Silver City	10,274,000	10,475,148	8,766,658	9,132,132
White Stone	8,139,744	7,819,691	6,773,992	7,031,390
Vivaldi Plaza	14,414,365	13,349,518	11,727,827	12,143,378
Stanislavsky Factory	11,225,123	9,868,374	8,884,520	9,664,134
Krugozor	9,360,576	9,414,584	8,333,830	9,258,383
iCUBE	2,304,051	1,555,727	1,087,196	1,304,181
Lighthouse	7,556,507	7,158,957	6,132,446	6,696,206
LeFORT	11,659,540	12,399,908	10,794,319	9,289,532
TOTAL	122,044,578	120,388,021	101,098,283	109,254,923

Table 2. Total Heating Consumption per business centers, Gkal

Office center	2018	2019	2020	2021
White Square	12,053	10,234	8,089	10,397
Legend	17,231	16,281	14,014	15,027
Ducat Place III	5,026	4,178	3,414	4,690
Silver City	12,471	10,264	9,145	11,438
White Stone	5,092	4,053	3,666	5,523
Vivaldi Plaza	16,945	15,018	13,909	17,354
Stanislavsky Factory	0	0	0	0
Krugozor	6,826	6,041	4,827	6,125
iCUBE	2,602	2,101	1,935	2,771
Lighthouse	6,201	5,286	4,887	6,997
LeFORT	0	0	0	0
TOTAL	84,447	73,455	63,886	80,322

Table 3. Total Gas Consumption per business centers, m3

Office Center	2018	2019	2020	2021
Stanislavsky Factory	1,539	1,339	959	1,464
LeFORT	1,333	1,124	1,038	1,308
TOTAL	2,872	2,463	1,997	2,772



Table 4. Total water consumption, m3

Office center	2018	2019	2020	2021
White Square	96,194	102,516	56,386	65,829
Legend	96,512	101,998	71,441	87,391
Ducat Place III	25,427	24,110	12,210	13,671
Silver City	35,782	37,897	20,688	21,724
White Stone	33,405	30,443	16,789	21,909
Vivaldi Plaza	60,585	64,545	39,423	45,876
Stanislavsky Factory	35,181	32,435	16,723	20,400
Krugozor	32,538	32,627	19,333	23,288
iCUBE	6,943	8,963	5,778	8,324
Lighthouse	39,240	39,265	25,266	31,155
LeFORT	53,004	57,940	38,584	38,135
TOTAL	514,811	532,739	322,621	377,702

Table 5. Total waste generated, tonnes

Office center	2018	2019	2020	2021
White Square	262	253	179	113.46
Legend	49	62	67.9	65.2
Ducat Place III	105	131	66	98.2
Silver City	99	100	63.1	142.9
White Stone	195	230	120.8	126.7
Vivaldi Plaza	178	179	105.4	99.8
Stanislavsky Factory	158	123	64.4	87
Krugozor	183	177	108	118.5
iCUBE	179	237	50.4	55.8
Lighthouse	139	136	69	115.83
LeFORT	211	193	150	132.9
TOTAL	1 758	1,821	1,044	1,156

Table 6. Recyclable materials

Type of waste	2018	2019	2020	2021
Glass	81	7,821	3,230	10,156
Cardboard	440	65,107	58,540	76,466
Waste paper	4,967	18,922	8,000	6,777
Metal, plastic and Tetra Pak	115	4 566	2,865	3,029
Printer Cartridge				94
Flourescent lamps				2,542
TOTAL	5,603	97,069	72,635	99,064
% of recyclable materials in total waste generated	0.32%	5.33%	6.96%	8.75%

Table 7. Office equipment send for recycle

Property	Equipment collected, kg
Silver City	142
iCUBE	174
LeFORT	1,450
Lighthouse	67.5
Legend	2,338
White Stone	438
White Square	53
Stanislavsky Factory	561
Vivaldi Plaza	105
Krugozor	295
Ducat Place III	185
TOTAL	5,808.5

Table 8. Clothes collected

Property	Total amount collected (KG)	Send for charity	Send for recycle	Garbage
Lighthouse	376.5	263.6	94.1	18.8
Ducat Place III	379.9	227.9	114	38
iCUBE	122.8	73.7	36.8	12.3
Vivaldi Plaza	1,330	931	332.5	66.5
Krugozor	314.4	220.1	78.6	15.7
Legend	776.2	534.34	194.05	38.8
LeFORT	317.2	190.3	95.2	31.7
Silver City	1287.1	900.1	321.77	64.35
TOTAL	4,904.1	3,341.04	1,267.02	286.15

Table 9. Total amount of fines paid out due to non-compliance with the environmental regulations, RUB

Office center	2018	2019	2020	2021
Lighthouse	13,337	27,226	0	0
iCUBE	6,739	0	0	0
Krugozor	108,655	0	0	0
Vivaldi Plaza	6,563	0	0	0
White Square	1,811	0	0	0
TOTAL	137,105	27,226	0	0

Table 10. Tenant satisfaction surveys



Stanislavsky Factory

2018	4.06
2019	4.55
2020	4.77
2021	4.54



LeFORT

2018	4.13
2019	4.16
2020	4.71
2021	4.54



Vivaldi Plaza

2018	4.67
2019	4.56
2020	4.6
2021	4.44



Ducat Place III

2018	4.16
2019	4.42
2020	4.59
2021	4.24



White Square

2018	4.18
2019	4.31
2020	4.58
2021	4.8



Legend

2018	4.76
2019	4.53
2020	4.56
2021	4.19



Silver City

2018	4.45
2019	4.16
2020	4.5
2021	4.8



Lighthouse

2018	4.11
2019	4.37
2020	4.4
2021	4.03



White Stone

2018	4.46
2019	4.14
2020	4.37
2021	4.51



iCUBE

2018	4.52
2019	4.93
2020	4.24
2021	4.27



Krugozor

2018	4.09
2019	4.04
2020	3.85
2021	4.57



CONTACTS

Your opinion is very important to us. We appreciate your feedback and will use it to improve our sustainability reporting. Should you have any questions regarding the Report, please contact Elena Belevtseva, Marketing & Communications Director (belevtseva@o1properties.ru).