



# Sustainable development REPORT



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# MESSAGE FROM THE TEAM

O1 Properties is the largest owner of class A office real estate in Moscow. The company responsibly approaches the social obligations and values that are expressed in sustainable development ideas.

We are pleased to present a **report on the company's sustainable development activities in 2022** to our tenants, employees, and all interested parties.

This is the fifth report that contains information on our non-financial results in the following areas: corporate governance practices, environmental responsibility, social responsibility, protection of human rights and business ethics, promotion of a healthy lifestyle, etc. The annual sustainability report has become an essential and integral part of our open dialogue with society.

**The values and priorities upheld by O1 Properties** are the well-being of our tenants and the community, as well as care for the future generations of our country. That is why the company places so much emphasis on resource conservation, environmental awareness, ethical operations and promoting the principles of equality and inclusion in everyday life.

We believe that every individual's efforts contribute to the team's overall well-being.

And at the same time, we understand our responsibility as an important participant in the class A office real estate market, since we can promote the ideas of sustainable development among the public, proving their relevance in everyday practice.

Despite the unprecedented challenges of the past year, the company quickly adapted to new realities, maintaining its leading position and noting an increase in demand for office space in the portfolio.

As of the end of 2022

# 60%

of our clients are major Russian companies

O1 Properties continues to fulfill its obligations to its tenants, creating a high-quality business environment, providing environmentally friendly, ergonomic, **comfortable workspaces that foster success.**

In line with sustainable development principles in terms of the value of human capital, we are grateful for our success to **all employees** who ensure the high quality of the services we provide.

For many years, the company has been improving business processes and creating a special culture of mutual respect. This has helped us maintain and increase results.



## Key company achievements in 2022

[Learn about specific achievements in the relevant sections of the report.](#)

**In March 2022**, O1 Properties initiated the creation of the Russian standard for environmental certification of real estate, and Clever, the new system for assessing green buildings, was already presented in July 2022. This is an analogue of the international BREEAM, LEED and WELL certifications, which integrated all their best components, while taking our country's features into account.

**In August 2022**, O1 Properties, together with its partners, established the Association of Commercial Real Estate Market Participants for Sustainable Development. The creation of this association helped to systematize the discussion about Clever, the Russian building assessment system, within the professional community, and contributed to the development, acceptance and widespread implementation of green standards in the market.

O1 Properties maintains a leading position in the field of sustainable development, **resource-efficient and environmentally friendly real estate solutions.**

We are in strict compliance with the requirements of environmental legislation and are looking for ways to improve. In 2022, we implemented separate waste collection and sorting, responsible procurement policies and practices, and resource-saving technologies.

Our company has launched an environmental management system that meets the international ISO 14001 standard requirements.

**In 2022**, O1 Properties invested 16.3 million rubles in programs to maintain the health of our team members. This is 5.8 million rubles more than the amount invested in 2021. The cost of personnel training amounted to 4.5 million rubles.

As a result, the company's investment in its employees was noted in the Best Employers in Russia rating compiled by Forbes magazine: O1 Properties received gold in the Employees and Society category.

**Employee Satisfaction Index**, which measures the degree to which employees are satisfied with various aspects of their job, was 8.64 points out of 10.





## Company goals for 2023


In 2023, O1 Properties plans to begin certifying its portfolio properties using the Clever system and undergo certification of the environmental management system for compliance with the GOST R ISO 14001 standard requirements. For 2022, we set the following goals for ourselves: to reduce energy and water consumption through the use of resource-saving technologies, increase the share of waste transferred for recycling, and reduce greenhouse gas emissions. We were able to achieve these indicators, preserving the long-term trend to lower the environmental impact of our activities.

In 2023, we will continue to implement environmental programs and plan to reduce the values of the following indicators:

- Energy consumption at O1 Properties facilities by 2% and at its own office — by 3%
- Heat consumption — by 2%
- Water consumption at O1 Properties facilities — by 3%
- Use of office paper — by 10%

In addition, for 2023, O1 Properties aims to increase the share of recyclables in total municipal solid waste at all facilities by 4% compared to the average collection indicator for 2020-2022. We will continue to implement the principles of sustainable development in all areas, including the environmental and social responsibility spheres, protection of human rights and corporate governance, promotion of a healthy lifestyle, etc.

[O1 Properties Team](#)



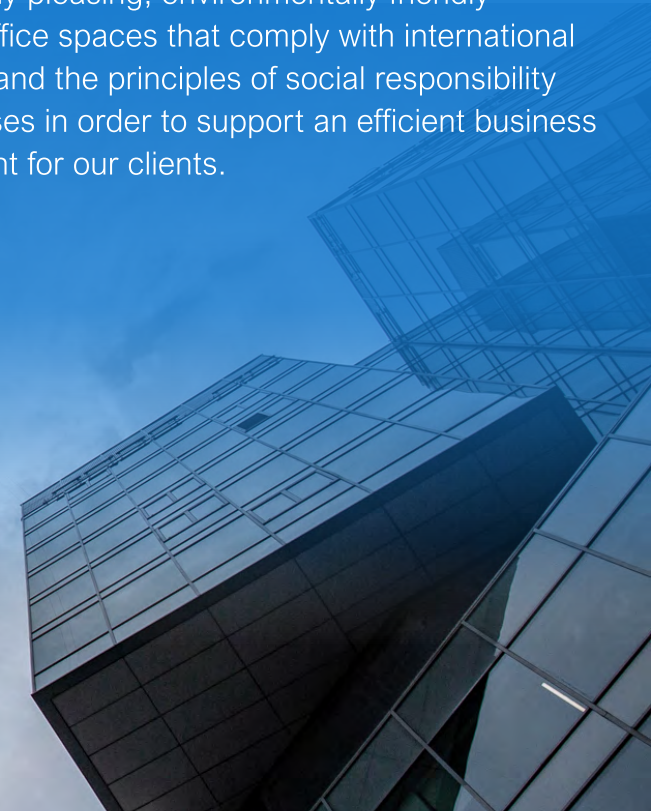
The main goal of O1 Properties is to remain №1 in the sustainable development sphere on the commercial real estate market. We count on an expansion of sustainable development practices because we believe that responsible companies are the future.



# CORPORATE GOVERNANCE



The mission of O1 Properties is to create comfortable, aesthetically pleasing, environmentally friendly and safe office spaces that comply with international standards and the principles of social responsibility of businesses in order to support an efficient business environment for our clients.



## ECONOMIC PERFORMANCE INDICATORS

GRI 2-1, 2-6

O1 Properties is the largest owner of class A office buildings in Moscow and one of the leading investors in the Russian commercial real estate market. As of December 31, 2022, its investment portfolio was estimated at 166.4 billion rubles (excluding VAT).

Since 2022, O1 Properties has suspended its activities related to new property development and specialized exclusively in leasing and organizing the management of class A and B+ office space in Moscow's key business districts. Today the company owns and operates 11 functioning business centers.

The rentable area of the organization's assets as of the end of 2022 comprised 467,400 m<sup>2</sup>, while the vacancy in the portfolio was at around 12%, and the average rental rate in 2022 equaled RUB 30,700/m<sup>2</sup> per year.

We provide office space for 250 tenants, most of whom are leading Russian companies and multinational corporations. As of the end of 2022, 60% of O1 Properties clients are Russian organizations.

467 400 m<sup>2</sup>

— rentable area

30 700 rub./m<sup>2</sup> per year

— average rental rate excluding operating expenses and VAT

250

leading corporations chose our offices for their employees

Due to geopolitical factors, a number of international companies ceased operations in the Russian Federation in 2022, which has led to an increase in vacancies in high-quality business centers.

The commercial real estate rental market is prone to inertia. Maintaining partnerships with clients has allowed O1 Properties to extend lease terms and mitigate the effects of demand fluctuations. In 2022, the weighted average unexpired term of lease agreements equaled 2.5 years.

# 10%<sup>1</sup>

— market share



<sup>1</sup> Market share of class A office real estate in Moscow.

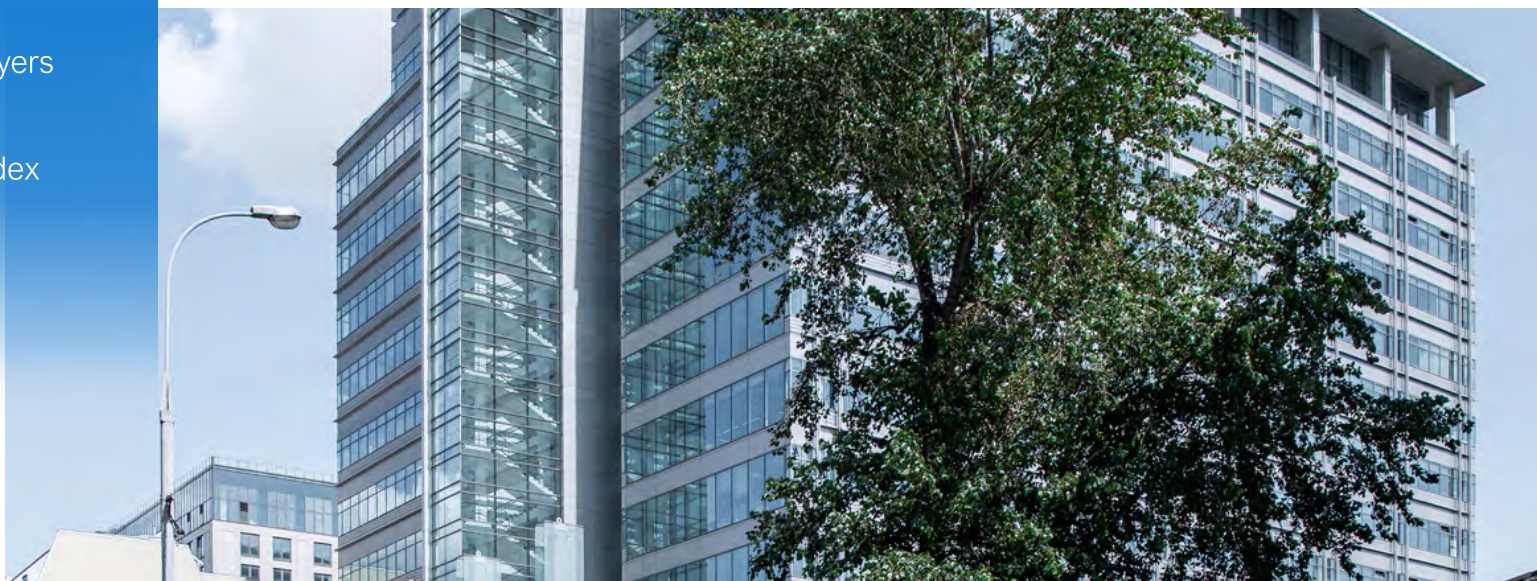


Statistical indicators	2022
● Rentable area	467 400 m <sup>2</sup>
● Market value of facilities (total), excluding VAT	166 362 million rub.
● Volume of rented space at year-end	88%
● Average rental rate	30 700 rub./m <sup>2</sup> per year
● Weighted average unexpired term of lease agreements	2,5 years
● Market share	10% <sup>2</sup>
● Number of tenants	250

### Ratings and awards

- Forbes — Gold in the Best Employers in Russia rating
- RBC — Category II in the ESG index

<sup>2</sup> Share of class A office real estate market in Moscow.





## **The approach to implementing sustainable development practices at O1 Properties is based on three ESG<sup>3</sup> components:**

GRI 2-22

### **Environmental responsibility**

The company minimizes its impact on the environment and fights global climate change and other environmental threats. To achieve this goal, we use energy and other resources efficiently, support responsible waste management, introduce environmentally friendly technologies, conduct environmental education activities and encourage eco-initiatives, among other things.

The company has implemented an environmental management system that meets international requirements. We have also launched monthly environmental committee meetings. All relevant projects have been initiated and are monitored within the framework of environmental committees.

### **Social responsibility**

The company cares about its employees' professional development, well-being and health. This allows O1 Properties to be staffed with qualified and engaged employees. Our social responsibility also extends to our tenants — it is important for us to create a comfortable workspace for each resident.

### **Corporate governance**

We are committed to transparent business practices and are constantly improving control mechanisms. All our processes are structured and supported by relevant local regulations. Well-organized business processes allow O1 Properties to remain an effective company and occupy a leading position in the industry.

## **The organization's business model is based on the following principles:**

GRI 2-23

### **Partnership and long-term cooperation**

The company builds trusting and long-term relationships with each of its clients. Sensitivity and attention to our partners' requests allow us to constantly improve the quality of our services. This makes O1 Properties both flexible and resilient.

### **Data transparency**

To conclude contractual obligations, the company provides clients and business partners with all the necessary information, and also regularly publishes financial and non-financial reporting.

### **Adaptability and individual approach**

The company's office spaces are built and organized in a way that best suits the needs of our clients.

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<sup>3</sup> ESG — Environmental, Social, Governance.

This is a combination of company management characteristics that allows it to engage in solving environmental, social and governance problems.



The year 2022 brought new challenges for O1 Properties and demonstrated how important flexibility is in building relationships with clients.

Our specialists mainly aimed to actively reorient company activities towards domestic business. At the end of 2022, leading Russian companies occupy the top positions in our tenant portfolio.

We maintain an open dialogue with tenants to always be aware of their expectations and to know how satisfied they are with the quality of our services. For this purpose, we conduct anonymous annual surveys, where everyone can provide detailed feedback on their cooperation with our company.

Survey results form the basis for creating new products, improving services and strategic planning.

“From the outset to this very day, we maintain strong positions and are steady leaders of industry rankings and awards. This indicates our company’s stability, our desire for improvement and development. Thanks to this, we have been successfully operating in the market for many years.”

Yulia Repryntseva,  
Director of Legal Affairs  
O1 Properties

By building long-term relationships with our clients, we act within the framework of SDG 17 “Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development”.



## BUILDING QUALITY AND SAFETY

Office space plays a vital role in shaping a company's HR brand: it demonstrates company values to employees, speaks about its status and attitude towards the team. The quality of the office and the building in which it is located is another potential bonus in attracting promising talent.

Therefore, every detail of O1 Properties buildings is thoughtfully designed and meets the highest quality standards. By paying special attention to infrastructure development, improvement, design and management, the company creates an environment where people work comfortably and productively, so our tenants reach new heights in business.

O1 Properties pays special attention to the development of projects according to environmental efficiency standards — in order to create a healthy microclimate and reduce resource consumption, decreasing the negative impact on the environment.

### **90% of our portfolio properties is certified according to BREEAM environmental efficiency standard.**

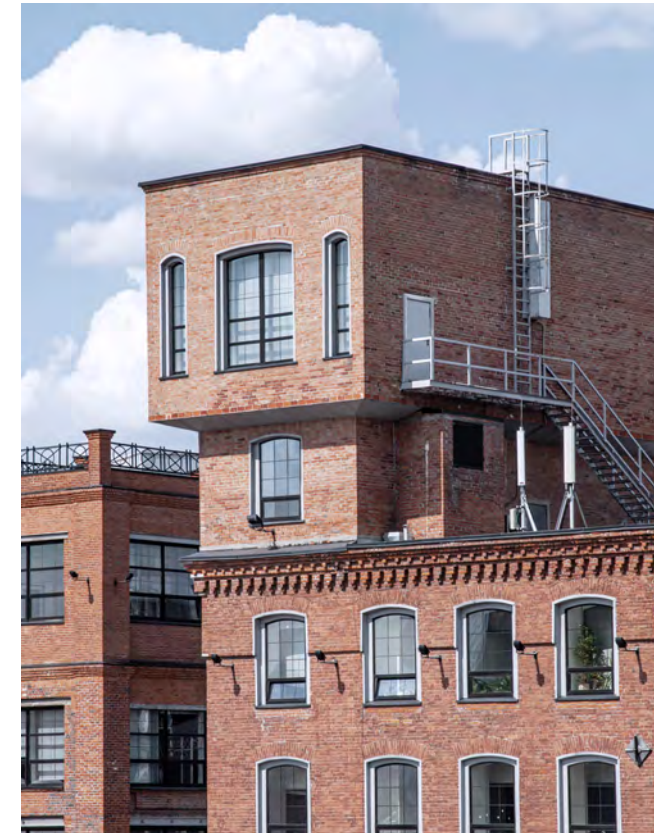
By choosing O1 Properties, tenants can ensure that their office meets the highest environmental requirements.

O1 Properties' portfolio includes notable business centers, many of which have become iconic for the capital. We believe that such buildings should not be isolated from the urban environment, and we are proud that our business centers become centers of social activity. O1 Properties opens the company's properties to city residents and local communities, thus creating new points of attraction in Moscow. The centers' recreational areas and infrastructure are accessible to all city residents, rather than only to tenants, which gives everyone the opportunity to assess the comfort and quality of O1 Properties facilities.

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“Sustainable development is a systemic task. We take environmental aspects into account as early as at the stage of selecting buildings that we are proud of today”.

Anastasia Arkhipova,  
Director for Marketing and Communications  
O1 Properties





# 11

landmark business centers in Moscow



O1 Properties' portfolio includes 11 business centers located in Moscow's key business districts. This allows us to find solutions that meet the demands of businesses from any industry, and offer tenants relocation options from our portfolio if necessary.

Moscow is an inherently diverse city: historic ambiance is combined with the spirit of innovation. Our portfolio reflects the capital's diversity as it includes both modern buildings and historical architectural facilities that have received a new lease on life after reconstruction.





### **White Square**

One of Moscow's most recognizable business centers that gave a name to an entire business district. It comprises three office buildings integrated by a pedestrian space with a retail area, where life is in full swing around the clock: people come here for lunch and shopping during the day, and to meet their friends in the evening.



### **Ducat Place III**

One of Moscow's most famous and upscale office centers. Executed with a conceptually modern architectural approach, it meets the strictest requirements for class A business centers.



### **Legend**

This multifunctional complex is a modern project that combines residential and business spaces. The business center is located in the heart of the capital, surrounded by numerous cafes, restaurants, banks and shops.



### **Lighthouse**

Combines excellent design, comfort and functionality. The building's features include a large glazed area, bright architectural lighting, spacious offices and panoramic views of the metropolis.



### **Vivaldi Plaza**

Comprises three buildings that form a cozy landscaped courtyard. Panoramic glazing, functional layouts and beautiful city views provide high-quality lighting and visual comfort for users.



### **White Stone**

Located in one of the most prestigious business districts of the capital — near the Belorusskaya metro station in the Belaya Ploshchad business district. In 2014, the interiors and decoration of common areas were completely updated according to the design developed by the Aedas architectural bureau. The renovation project received the Best Atrium awards at Best Office Awards.



### **Silver city**

The unique modern architecture of the Silver City business center makes it one of the most attractive office complexes in Moscow's central district. Its key advantages include modern engineering systems operating in accordance with high quality standards.



### **Stanislavsky Factory**

Stanislavsky Factory occupies a complex of former gold-plating factory buildings erected in the early 20th century. Today, the business center is one of the foremost office clusters in the business center of Moscow. In 2011, the building received the Royal Institute of British Architects award.



### **iCube**

The innovative iCube business center is located on Nakhimovsky Prospekt and clearly stands out from the general development thanks to its unique architectural design by the famous ABD Architect bureau. The business center has all the infrastructure required for the comfort of its tenants.



### **Krugozor**

Krugozor is one of the highest quality class A business centers in the South-West of Moscow. It was built in 2006 based on the buildings of a former toy factory. The buildings of the complex boast panoramic glazing, modern high-quality equipment and an open layout.



### **LeFORT**

Appeared in 2006 as a result of the reconstruction of a 19th-century Moscow silk factory. The complex of 11 loft-style buildings of different heights occupies an area of about 5 hectares. The unique architectural heritage of the old buildings includes high 4-meter ceilings, thick brick walls and huge windows.

O1 Properties is proud of its contribution to the development of the business environment and urban infrastructure.

The company aims to create modern, sophisticated and comfortable spaces that contribute to effective business development and improve the quality of life in the city.

O1 Properties' contribution to the development of a sustainable urban environment contributes to achieving SDG 11: Sustainable Cities and Settlements.





## Building quality certification. CLEVER system

GRI 417-1

“We can claim with confidence that the Clever system is currently the most authoritative system in the field of commercial building certification.”

Margarita Pozhidaeva,  
Head of Sustainable Development Projects  
O1 Standard



**In March 2022**, O1 Properties initiated the creation of a Russian environmental certification standard for real estate.

**In July 2022**, Clever, a new green building certification system was presented. It was developed through the joint efforts of HPBS market experts, EcoStandard Group, EXPERT and Anna Minakova, with the support of O1 Properties and ANO National PPP Center, VEB.RF State Development Corporation, OOO ProGorod and OOO Millhouse.

The Clever national real estate assessment system is the Russian analogue of the BREEAM, LEED and WELL international certifications. The best elements of international standards were used in its development, taking into account the experience of their use in Russia. Climatic, economic and other local features are also taken into account. The methodology is included in the **VEB.RF green project taxonomy**.

The system allows to evaluate the environmental friendliness, efficiency of energy and resource use, convenience and quality of buildings.

The methodology is designed for a **wide range of facilities**, including buildings put into operation 20-30 years ago, if they meet the requirements of the certification system.





The methodology highlights **three aspects of building assessment**: environment, social well-being and responsible management.

- The **Environmental** criteria assess the rational use of resources and the degree of impact on the environment during operation.
- The **Social well-being** criteria evaluate the impact of a building on the health and well-being of people, as well as the social and economic development of local communities.
- The **Responsible Governance** criteria evaluate the project management structure — basic technical regulations and specific strict operating policies.

The system includes five certification levels, depending on the number of points scored in each category.

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“We expect to see a market where the presence of this certificate is one of the most important criteria for tenants when choosing an office. Also, in the near future, Clever could become one of the evaluated criteria within the ESG rating framework.”

Pavel Barbashev,  
Commercial Director, O1 Properties



## ETHICAL BUSINESS STANDARDS

GRI 2-15, 2-27, 2-29, 205-2, 205-3

The corporate culture of O1 Properties involves adherence to **strict business ethics principles** at all levels.

In 2022, as in all previous years, O1 Properties continued to adhere to ethical standards, which is an integral aspect of the company's sustainable development. The **implementation and observance of business ethics norms** helps create a productive and friendly work environment, build long-term relationships with clients and partners, and maintain an impeccable reputation even in unstable conditions.

**The Code of Corporate Ethics of O1 Properties** contains the basic rules governing daily activities that apply to the company as a whole and to each employee individually.

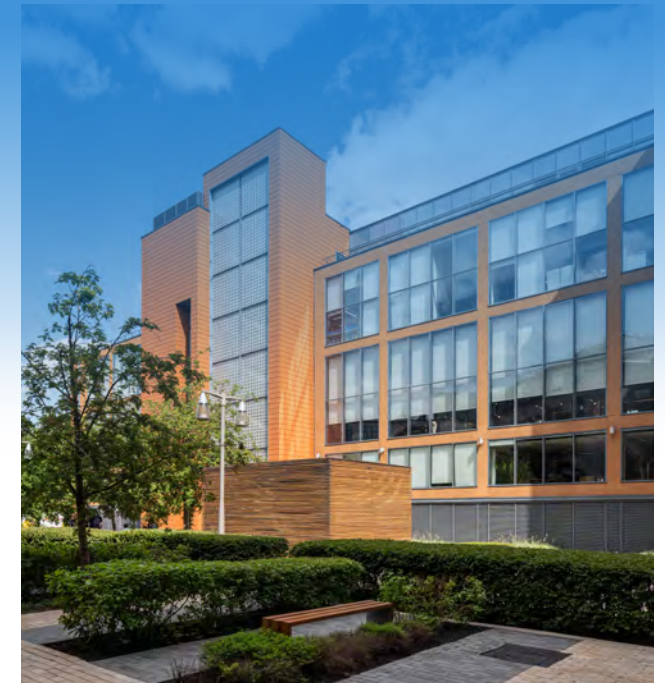
The challenges of 2022 demonstrate the importance of adhering to our values to maintain partnerships with clients.

According to the Code of Corporate Ethics, O1 Properties undertakes the following obligations to society:

- adhere to honest and open business practices, with regard to the social responsibility principles;
- comply with the current legislation of the Russian Federation;
- be a responsible taxpayer;
- do not resort to illegal forms of competition;
- pay the needed attention to health, labor, environmental and human safety.

According to the Code of Corporate Ethics, the values of O1 Properties are:

- innovation and a creative approach;
- sustainable development;
- transparency and flawless reputation;
- responsibility.



## Data security

The key document regulating data security in the company is the **Regulation on the Processing and Protection of Personal Data**. The document defines the basic rules regarding the following aspects:

- processing of personal data;
- storage of personal data;
- protection of personal information;
- transfer of personal data;
- procedure for processing requests and appeals from personal data subjects;
- procedure for action in the event of a request for personal data by regulatory authorities;
- depersonalization of personal data;
- destruction of personal data;
- rights of personal data subjects;
- obligations of persons authorized to process personal data.

The necessary organizational and technical measures have been taken to ensure data security, including specialized software, encryption, access control, etc.

Each employee who has access to personal data is responsible for its safety. To increase the awareness of security measures, **training on using modern data leak prevention technologies** is conducted on a regular basis.

Thanks to the due attention to the issue of data security, in 2022 the company **had no incidents** related to information security threats. This allowed O1 Properties to maintain its reputation as a reliable landlord.



incidents related to information security and violation of client confidentiality



## COMPETITIVE BEHAVIOR

GRI 2-28

### O1 Properties' goal on the market

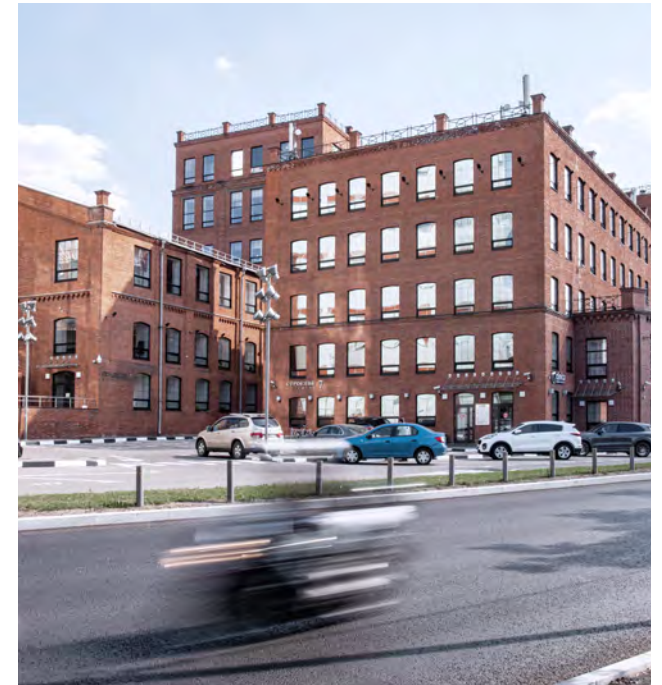
is to create a healthy competitive environment where we can successfully collaborate with other companies in the industry.

We are confident that solidarity and constructive market interaction contribute to its development and create a favorable business environment for all players.



By certifying properties and promoting innovation, O1 Properties sets **quality standards** in commercial real estate, shares its accumulated experience and stimulates the development of other market players.

Collaboration and exchange of ideas with other companies in the industry is an integral part of O1 Properties' work, through which we can learn from each other, develop and achieve better results together





### Green Standards in Construction conference

In August 2022, O1 Properties specialists took part in the Green Standards in Construction conference, during which they discussed the prospects for the environmental agenda in the Russian real estate market. **Among the speakers** were our colleagues, representatives of O1 Standard, Sber, Asterus, Est Group, Raven Russia, Hines, Radius Group, EcoStandard Group and other market players.

### Association of Commercial Real Estate Market Participants for Sustainable Development

O1 Properties became a co-founder of the Association of Commercial Real Estate Market Participant for Sustainable Development, which unites developers and owners concerned with the development and widespread implementation of environmental efficiency standards, a comfortable, healthy and safe environment in offices, warehouses, retail spaces and other types of commercial real estate.

The activities of the association are necessary to form a **single vector of sustainable development** for the commercial real estate market participants. In 2022, the association made a significant contribution to the development and dissemination of the Clever certification standard.

**The purpose of the organization** is to promote the development of the commercial real estate market based on the principles of social and environmental responsibility and corporate governance.

By promoting the concept of cooperative competitive behavior in the Russian commercial real estate market and investing in its development, O1 Properties contributes to achieving SDG 17 "Partnerships for sustainable development" and SDG 8 "Decent work and economic growth".



## HUMAN RIGHTS AND SOCIAL RELATIONS

GRI 2-29

Protection and respect for human rights<sup>4</sup> is a comprehensive practice and an important component of sustainable business.

O1 Properties values and respects the rights of all its employees, as well as other interested parties.

O1 Properties always operates within the framework of business ethics and fully shares the widely accepted international approaches to observe human rights and freedoms and makes the necessary efforts to implement them in its operations.

All of our actions related to observance of human rights are integrated into our business processes and linked to larger initiatives in the sustainable development sphere.

**Ethical notions, principles and procedures** for the company's interaction with its stakeholders are described in the Code of Corporate Ethics.

**The company's commitment to protection and observance of human rights** is expressed in the Human Rights Policy endorsed in 2022. Its adoption is our promise to observe and protect human rights at all levels of the company's business processes, and to respond immediately by solving problems in case of their violation.

**Human Rights Policy** applies to all activities that we carry out as an employer and as a business center owner.

<sup>4</sup> Human rights are the rights inherent in all people, regardless of race, gender, nationality, ethnicity, language group, religion or any other status. Every person enjoys these rights without any discrimination.





In its operations, O1 Properties is guided by **international principles and Russian legislation**, namely:

- Universal Declaration of Human Rights;
- UN Guiding Principles on Business and Human Rights;
- Declaration of the International Labor Organization 1998 on Fundamental Principles and Rights at Work;
- Constitution of the Russian Federation;
- Labor Code of the Russian Federation.

In addition, since 2019 the company has been a member of the **UN Global Compact**, whose principles also regulate approaches to human rights in business.

### **O1 Properties' fundamental principles in the human rights sphere:**

- We treat all employees equally, without any distinction based on race, nationality, skin color, age, gender, religion or disability.
- All employees have the right to favorable working conditions, such as: equal pay for equal work, a safe working environment, regulation of work and rest time, paid maternity leave, annual leave.
- We have zero tolerance for forced or child labor.
- We do not allow forms of interaction that degrade a person's dignity and may be regarded as violence or harassment.
- We stand against all forms of corruption.
- We encourage open and honest communication among all employees.
- We expect our business partners, contractors and suppliers to share similar human rights principles and values.



Our concern for human rights is not limited to our company.

**Responsibility** is the foundation of O1 Properties' relationships with all stakeholders.

Among other things, our company respects and takes into account the rights and interests of its shareholders and investors, business partners, federal and regional authorities, local communities, Russian and international non-profit organizations.

We are working to improve the quality of interaction in order to build mutually beneficial and long-term relationships with stakeholders.



### **Interaction with employees**

O1 Properties unconditionally respects the labor rights of every employee. The company is committed to providing employees with a working environment that complies with internationally recognized human rights principles, ensuring equal remuneration for work, career opportunities and personal growth, as well as promoting health and well-being.

### **Interaction with partners and contractors**

Our business relationships with partners and contractors are built on the principles of mutual respect and transparency. Respect and observance of human rights is an important aspect of this relationship.

### **Interaction with tenants**

Relations with tenants are based on transparent agreements and are focused on long-term partnerships. Our company adheres to the law and respects the rights of the tenants, striving to provide them with the best conditions and environment for growth.

O1 Properties does everything to satisfy and even anticipate the needs of our clients.

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O1 Properties' commitment to occupational health and safety system management is set out in its [Health and Safety Policy](#).



## Local community engagement

GRI 2-26

O1 Properties manages its real estate portfolio aiming for its buildings to enrich the city's infrastructure and become additional points of attraction for local communities.

**All of them are open to city residents**, and people come to their premises to meet and communicate.

We also actively invest in community development, supporting social programs and charitable initiatives that improve the lives of residents and stimulate economic growth.

At O1 Properties, we encourage openness and dialogue among employees, so that they can contact **human resources** or security department with any questions or concerns regarding human rights violations. The company has also created a hotline that you can contact in situations of this type.

**No complaints have been received in 2022.**

O1 Properties is committed to doing business in a way that does not harm individuals, communities or nature. In addition, it makes a positive contribution to the development of society to the extent that the specifics of its business activities allow.

Environmental and social responsibility practices implemented by the company and presented below in this report are also aimed at observance of human rights.

Respect for human rights is essential for sustainable development and central to all of its three dimensions — social, environmental and economic. As O1 Properties contributes to the achievement of SDGs, the company contributes to progress in meeting human rights obligations.





# SOCIAL RESPONSIBILITY

Social responsibility is a crucial element of sustainable development practices for O1 Properties. The company values its employees and considers their well-being its key goal. We accept responsibility for our actions and stay in step with the demands of the rapidly changing society.

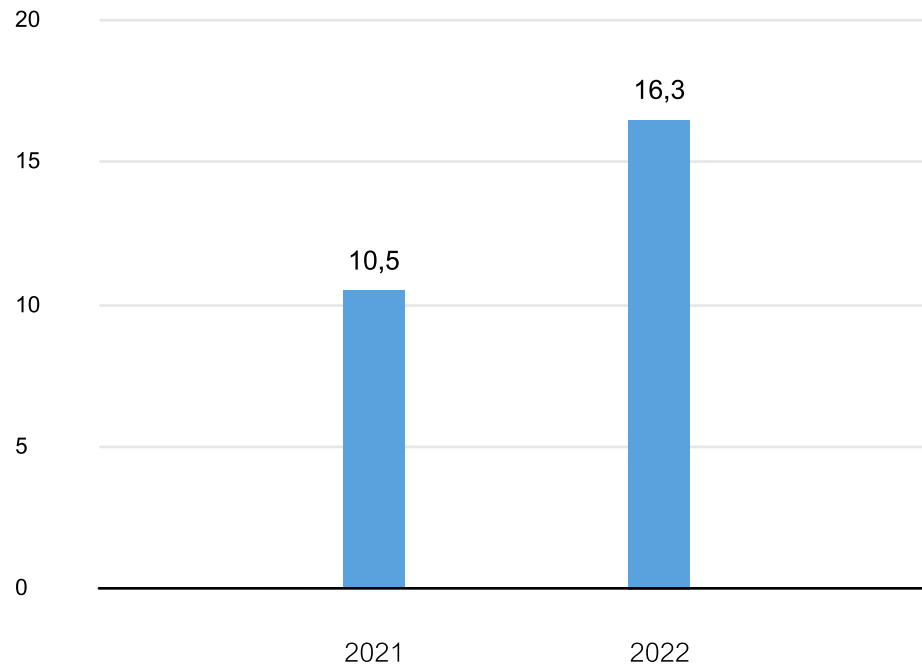


## EMPLOYEE HEALTH, SAFETY AND WELL-BEING

GRI 2-7, 403-4, 403-5, 403-6

O1 Properties is committed to creating a quality workspace for both our residents and our employees. The company cares about the physical condition of its workers by creating comfortable conditions and ergonomic workplaces, improving voluntary health insurance programs annually and encouraging participation in sports initiatives.

### Financial contribution to health programs, million rub.



In 2022 O1 Properties invested

**16,3** million rubles

in the programs that promote employee health. It is 5.8 million rubles, or 55%, more than the amount invested in 2021.

These funds were funneled to the improvement of the voluntary medical insurance coverage, conducting preventive control of health condition, health resort treatment and anti-Covid measures..





The company cares not only about the physical health of our employees, but also about their psychological and personal well-being. We aim to improve their quality of everyday life and provide maximum support in difficult situations, and offer the opportunity for psychological counseling.

We also try to help our employees maintain a life-work balance, which improves the quality of both their work and personal life. O1 Properties strictly adheres to mandatory social guarantees for families, providing all employees with paid parental leave. We host family events that welcome employees, their spouses and children.



## Comfortable workspace

Each environmental initiative covered in the “Environmental responsibility” section is aimed not only at preserving natural resources, but also at providing employees with a healthy working environment.

It is very important for the company to pay attention to labor safety issues. We comply with the statutory standards for workplace conditions. In 2022, O1 Properties filed a declaration of compliance of working conditions at 168 workplaces with state regulatory labor protection requirements.

Working conditions are considered acceptable (grade 11). This means that the intensity of the factors that inevitably affect employees (such as working at a computer, long conversations on the phone) do not exceed acceptable values, and the employees’ state is restored during rest or by the beginning of the next working day or shift — the working environment is comfortable and safe.

O1 Properties has created and launched an occupational safety management system, whose main purpose is to provide a safe labor environment to its employees and eliminate the risks of accidents. Thanks to its operation, no fines have been imposed on the company for violations of legal requirements in this sphere.

0 fines in 2022



As part of the 2022 program to improve working conditions and safety, in addition to conducting a special assessment of the working environment conditions, measures were taken to train employees in first aid. Relevant teaching aids were also purchased.

The O1 Properties office has first aid kits and a map of their locations. Kit completeness and expiration dates of medicines are checked twice per year as part of the audit.

Our company's office is a practical and rationally organized open space, with separate offices for managers, as well as meeting rooms and relaxation areas where you can take a break or have lunch without leaving the office.

Workplaces with new high-quality technologies and ergonomic furniture provide comfort and safety, reduce fatigue and promote health.





## Voluntary medical insurance

O1 Properties is actively working on disease prevention programs for its employees, and we are carefully developing a voluntary health insurance package for this purpose.

Every year we improve the package contents and expand the list of affiliated medical institutions, so that this tool would offer maximum benefits

### Voluntary health insurance program includes:

1. check-up for women/men;
2. planned hospitalizations;
3. 24/7 chat with a medical consultant;
4. weekly primary care doctor visits to company offices for employee consultations;
5. urgent hospitalization;
6. expanded dental services;
7. psychological help for employees and their families;
8. regular health days.

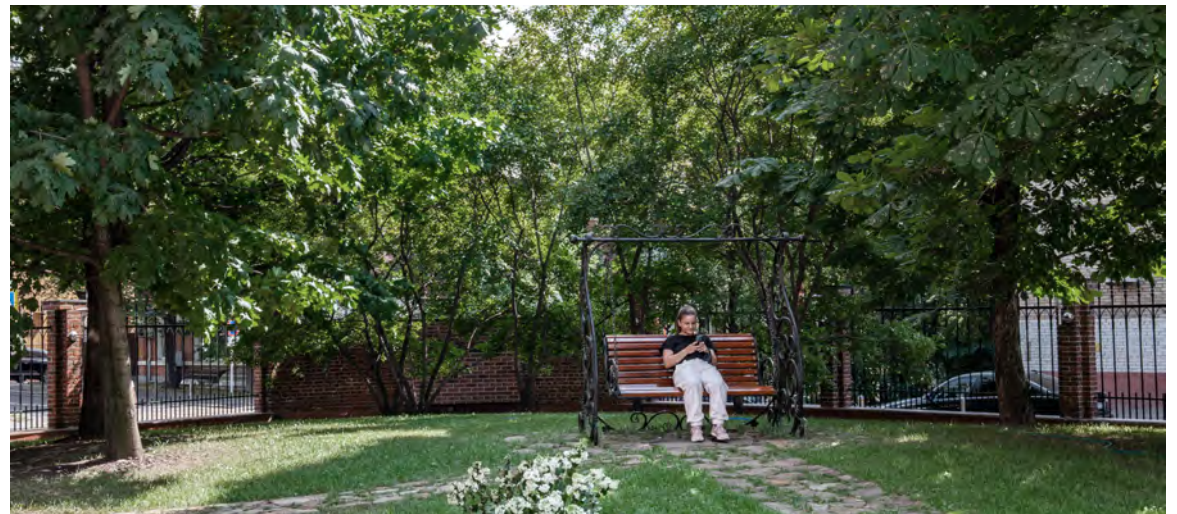
Health Days, where specialists discuss disease prevention, are held jointly with the VSK insurance company. There is also an opportunity to seek psychological help.

In 2023, we intend to introduce complete physical diagnostics for company management.

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“We are changing our approach to voluntary health insurance and focusing on disease prevention programs. We are introducing the practice of comprehensive and express check-ups, expanding VHI programs to include highly specialized doctors and higher-quality clinics. Our educational activities are aimed at ensuring that employees learn to take care of themselves. This is no longer just a VHI plan, but part of our company’s well-being concept.”

Yana Yunikova,  
HR Director, O1 Properties





## Sports activities

Employees have the opportunity to work out at the Republika fitness club, which is located on the ground floor of the company's head office. O1 Properties managed to attain 100% attendance of those already in possession of fitness club memberships, that is, 50 people work out on a regular basis at least twice a week.

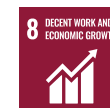
The company also supports employee sports initiatives. For example, yoga classes with a highly qualified teacher from India are being held. The company fully covers the cost of the gym and the teacher.



Residents of O1 Properties can work out at fitness clubs on the business centers' premises:

- White Stone — GORKYSTREET;
- LeFORT — Gold's Gym;
- Legend — Milon;
- Silver city — Reset;
- Krugozor — Ostrov.

All activities aimed at caring for employee health and well-being, reflect SDG 3: "Ensure a healthy lifestyle and promote well-being for all at all ages", and contribute to SDG 8: "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all" in terms of solving task 8.8 "Protect labor rights and ensure safe working conditions".



## INCLUSION, DIVERSITY AND EQUALITY

GRI 2-7, 405-1

O1 Properties strives to contribute to the formation of a just society by supporting diversity and inclusivity by creating equal opportunities for all employees — regardless of gender, age and work experience. Every employee has the right to equality, respect and support, and we do everything necessary to ensure this at all management levels.

What do we mean by inclusion?

Diversity and equality in the workplace stand for the following principles in our company:

**Recognizing and respecting differences.** The company values the diversity of opinions, ideas, experiences and perspectives of its employees. We try to create a working environment where everyone can openly express their opinion and be heard, where everyone is equal and respected.

**Equal opportunities.** Our company is committed to providing equal opportunities for all employees in recruitment, assignment of responsibilities and career advancement. The O1 Properties office and the Group's business centers are adapted for people with special health needs.

**Help and adaptation.** O1 Properties strives to create a positive work environment that encourages employee growth and development. We support them in adapting to a new place.

**Education and professional growth.** We also promote the learning and professional development of our employees, helping them realize their potential.



O1 Properties employs 168 people and we are proud of every member of our diverse team. We value and recognize their contribution regardless of gender, age, experience and education. Diversity makes a business more adaptive because it allows you to consider problems from different perspectives.

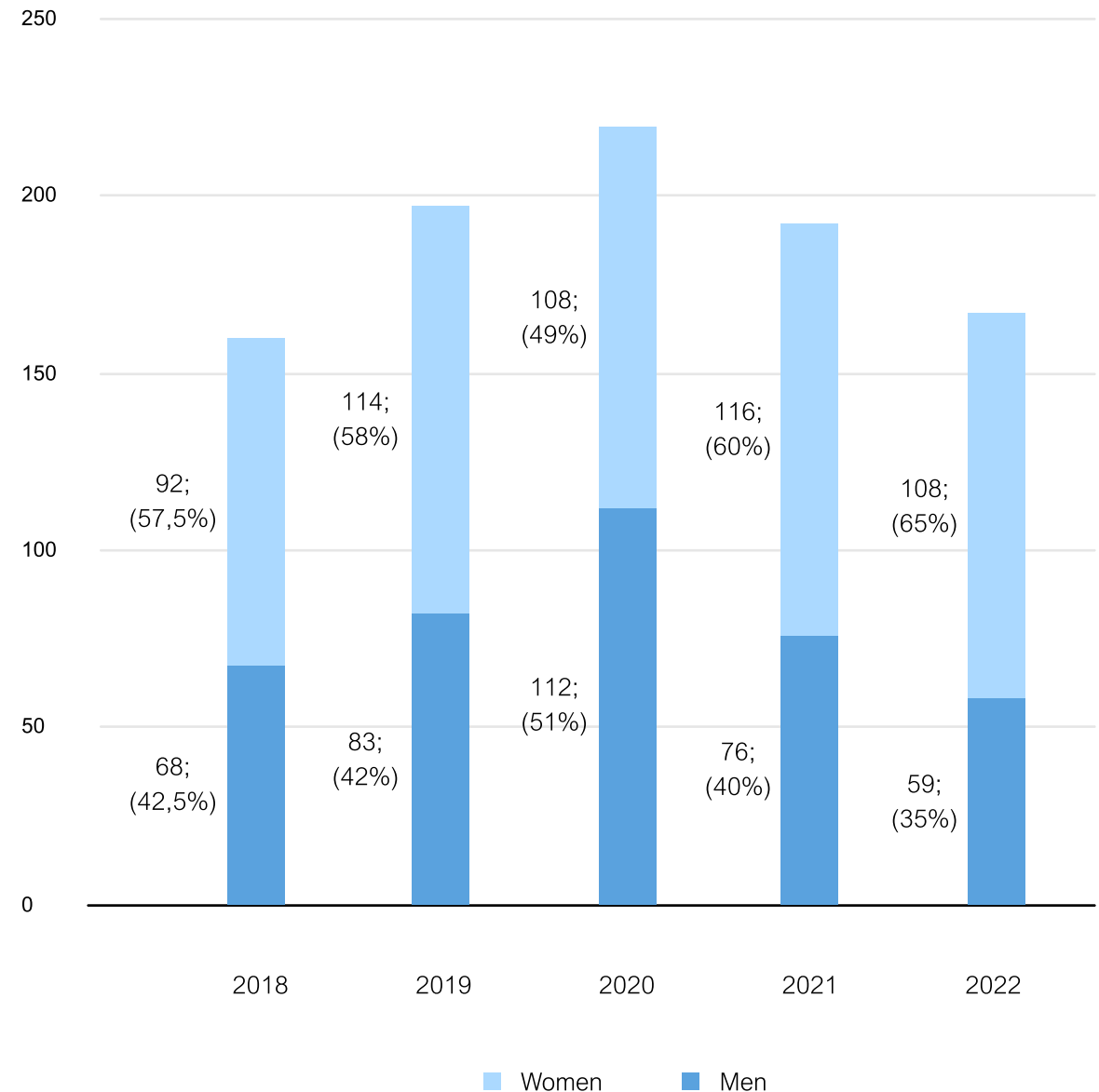
### Gender balance

Teams that include men and women of different ages are more effective in solving non-trivial problems and respond better to new challenges.

At O1 Properties the gender balance is somewhat skewed towards women, which is due to the predominance of positions traditionally occupied by women - specialists in legal and economic issues, contract work. About 65% of the company's employees are women, with the share of women among managers reaching 63%.

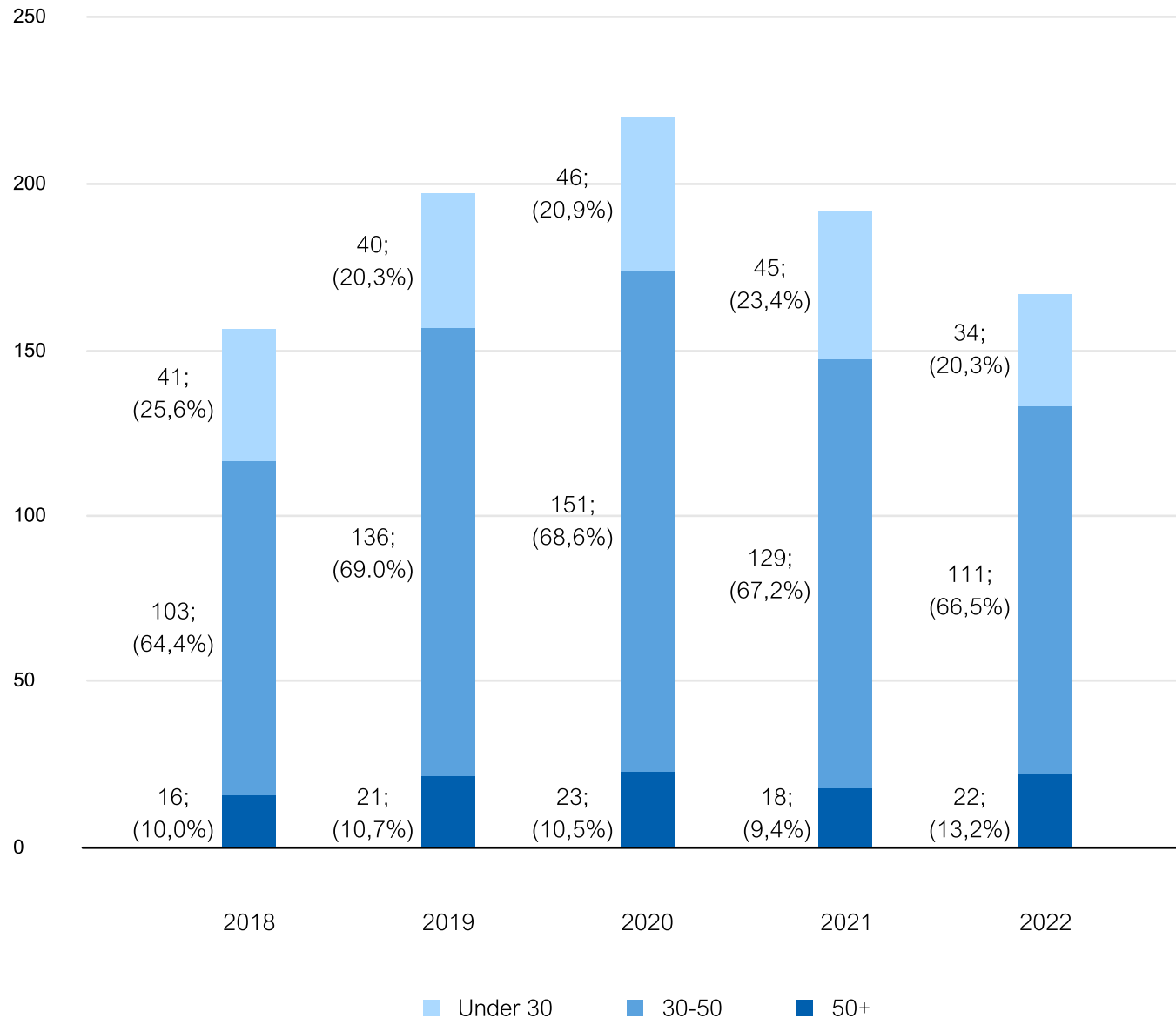
The company has no requirements for a prospective employee's gender. On the contrary, O1 Properties strives to achieve gender balance at all levels of the organization and encourages women to take up high positions. There are an equal number of men and women on the company's board of directors.

## Gender balance in the company





## Age diversity in the company



### Age diversity

Age diversity contributes to efficiency and a deeper understanding of the needs of our clients and the market as a whole.

We value both the qualifications and wisdom of our more experienced employees, as well as the energy, creativity and innovative approach of our young specialists.

The company strives to create a working environment where employees of different ages can interact, exchange ideas and contribute to achieving the company's goals.



Supporting the idea of inclusivity and diversity by providing equal opportunities for all, O1 Properties contributes to SDG 10 “Reducing inequality within and among countries”, in particular, tasks 10.3 “Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices, and promoting the adoption of appropriate legislation, policies and measures in this sphere” and 10.4 “Adopt appropriate policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality”.

We contribute to achieving SDG 5 “Ensuring gender equality and empowering all women and girls”, ensuring fair conditions, supporting and encouraging the women in our company.





## DEVELOPMENT AND TRAINING

GRI 404-1, 404-2

“Employee development is an essential component of our business’s sustainable development strategy. We strive to set stimulating challenges for them and invest in personal and professional growth to prevent burnout, minimize routine processes and demonstrate future prospects”.

Yana Yunikova  
HR Director O1 Properties



O1 Properties values the pursuit of excellence and creativity. We support staff initiative and self-development by providing employees with training and professional growth opportunities, as well as by creating conditions where they can reveal their potential and achieve their goals.

Over the past three years, our company has been offering its employees various educational programs aimed at developing hard and soft skills.

Based on the results of these programs, the company collects feedback from employees, which allows to assess how interesting and useful the classes were.

In 2022, employee education expenses amounted to

**4,5** million rubles

**Nurturing our young employees is one of the company's priorities.**

We hire talented and ambitious young professionals, offering them the opportunity to gain knowledge and valuable skills to develop in a stable company that is a market leader.

When new employees join us, they may not have sufficient knowledge of the real estate market. The company offers programs that help them master this profession.



For a deeper immersion in the real estate sphere, we conduct excursions around the company's facilities for employees 7-8 times a year, telling them about the current operations and history of O1 Properties. Employees get acquainted with the company's portfolio, learn which architects were involved in the creation of our buildings, gain insight about the advantages, features and difficulties our specialists encountered. Our employees also have the opportunity to familiarize themselves with our tenants, personally meeting O1 Properties partners and learn more about them.

We are confident that the company's success is ensured not only by the quality of its portfolio, but also by the breadth of its employees' horizons. Our team members have a chance to attend many seminars on various topics.







O1 Properties fosters its employees' green skills that are required to support the company's environmental initiatives. Specifically, we have organized training on proper waste sorting.

In addition, a series of lectures was held together with the Russian Ecological Operator on environmentally friendly lifestyle at work and at home. It covered the topics of reasonable consumption and the second life of things. There was also a separate discussion of the greenwashing phenomenon, when companies mislead consumers regarding the safety and environmental friendliness of their products to increase sales. For instance, this is done through eco-label design elements or statements that claim the environmental safety of certain household chemicals, while it is not actually the case.

Thanks to this approach, the environmental awareness of our employees was raised to a level when they are not just passively interested in environmental conservation, but are also able to independently assess how environmentally sound specific initiatives are.

All these efforts are aimed at creating a team of high-level specialists — motivated and versatile professionals who are ready to effectively carry out their responsibilities, achieve professional success and help the company maintain its leading position.

O1 Properties' contribution to employee training and development promotes the attainment of SDG 4 "Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all".

In preparation for EMS certification, we trained all employees on the requirements of the ISO 14001 Standard, as well as on the implementation of these requirements in our company.



## EMPLOYEE ENGAGEMENT

GRI 2-7, 401-2

### **Engaged employees are the driving force of our company**

O1 Properties implements a set of measures to increase employee satisfaction, as this indicator signifies high employee loyalty and engagement. The higher the engagement score, the more productive employees are, the fewer mistakes they make, and the lower the turnover rate. All this affects the company's business results.

Since 2020, O1 Properties has measured the Employee Satisfaction Index annually. This indicator assesses the level of employee satisfaction with various aspects of their work, including corporate atmosphere, workplace organization, and salary level. It manifests in loyalty and attachment to one's work and the organization as a whole.

In 2022, the average index value is

8,64<sub>out of 10</sub>

We work to create an environment that increases employee engagement at work using the following tools and methods:

- we develop a feedback culture so that everyone can openly give and receive feedback to improve work results;
- we clearly establish work regulations and areas of responsibility, so that everyone knows their rights and responsibilities;
- we organize various educational programs to develop employees' hard and soft skills;
- we create a comfortable working environment and organize events for our employees.

Our investment in our employees in 2022 was recognized in the Best Employers in Russia rating compiled by Forbes magazine: we received gold in the "Employees and Society" category.



## Yachting

For the last three years, the company's employees have engaged in yachting. During the cold season, they attend lectures on the theory of yachting, and from spring to autumn, they attend weekly training sessions on Saturdays with leading skippers who share their practical knowledge. These classes help maintain a healthy lifestyle and gain a unique new experience. At the moment, O1 Properties has formed two teams that actively participate in yachting competitions.

In 2022, we participated in all four stages of the Vedomosti Business Regatta. As of the end of the season, O1 Properties sailing teams took the 1st and 3rd places.

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“O1 Properties is one of the leaders in the commercial real estate market. For me and my colleagues, this is a great incentive to lead not only in the professional sphere, but also in sports competitions. Our unity and team spirit give us the strength to compete and win”.

Evgeny Chirikanov,  
Head of the real estate approvals department,  
O1 Properties-II crew member







## Corporate events

The company regularly hosts various festive events for our team to maintain team spirit and a sense of unity, as well as to ensure that our employees feel satisfied and recognized on a personal level. We hold summer and New Year's corporate parties, celebrate February 23 and March 8, as well as employee birthdays. At the end of 2022, a winter holiday party was organized for the children of our employees.

All these activities encourage our employees, help them get to know each other better in an informal setting, and increase their engagement and loyalty.



# ENVIRONMENTAL RESPONSIBILITY

“The demand for buildings that meet green standards and relevant certification systems has emerged a long time ago, both from foreign businesses and Russian companies. Environmental friendliness and comfort are vital to employees at all levels — from owners to specialists.

Green offices are most often chosen by companies from the FMCG and IT industries and those with a large share of young employees, The latter usually seek to implement their clear-cut social position both in everyday life and in the workplace.

Global surveys demonstrate a growing interest of the younger generation in the social functions of a business.

For example, the Deloitte Millennial and Gen Z Survey 2021 discovered that young people are concerned with social change and environmental responsibility, and that 44% of millennials and 49% of Gen Z make employment decisions with regard to company ethics.

It is becoming a significant incentive for the development of environmental efficiency and social awareness of businesses.

Eco-volunteering and eco-activism within large organizations are evolving at a tremendous pace; there is great interest in implementing environmental initiatives, for example, separate waste collection and sorting.

Even at sites that did not initially implement this practice, many companies have managed to set up separate sorting and removal of waste for subsequent recycling.

To date, separate waste collection has been implemented in all our buildings. Moreover, we began to receive proposals for collecting non-traditional fractions, e.g., stationery, which is another step in the right direction”.

Pavel Barbashev,  
Commercial Director O1 Properties



## **O1 Properties environmental responsibility drivers**

Environmental responsibility is an integral part of the mission of a modern office real estate company.

As an ambassador for green building and sustainable development principles, O1 Properties highlights several drivers that inspire us to develop environmental initiatives and search for new approaches to property management:

### **Social demand**

Issues of quality of environment and its impact on health (water and air quality; climate change-related risks; loss of biodiversity; waste problem) are of concern to an increasing number of people.

Researchers name environmental risks as the leading threat in the Global Risk Report. Companies rely on the forecasts in this annual report when planning and making management decisions.

Environmental responsibility of a business is becoming crucial in the current conditions – not only for the business itself, but also for its young employees, who consider this factor one of the most significant in employer branding. This is confirmed by the annual long-term corporate governance study and MSCI's ESG research data.



## Resource conservation and savings

An environmentally responsible approach to asset management helps to use natural resources, such as energy, clean water and various materials, rationally. This reduces the burden on the environment and decreases operating costs associated with resource consumption.

## Legislation and standards

Environmental legislation is actively developing in Russia. It covers all the new aspects, that were not mandatorily reportable in the past.

The company takes a proactive approach to this issue and has made the certification of its assets according to advanced green building standards an operational requirement.

Since 2021, O1 Properties has been maintaining a system that monitors greenhouse gas emissions from the operation of its properties, which today is a voluntary initiative in the commercial real estate market.

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O1 Properties was one of the first Russian office real estate companies to adhere to the concept of sustainable development and, over the years of responsible business conduct, has made this approach an integral and organic part of its daily work.



## Implementation of an environmental management system

Over the course of 2022, O1 Properties built an environmental management system in accordance with the requirements of the ISO 14001 international standard, e.g.:

- Carried out context analysis, identified stakeholder needs and expectations. This is an annual procedure for market analysis that allows to assess the relevance of adopted management practices;
- Set environmental goals;
- Created an environmental committee that now operates on an ongoing basis (monthly), which initiates and controls the work on environmental projects;
- Determined environmental aspects and identified risks and opportunities. This is a regular procedure for identifying environmental risks and procedures for proactively eliminating them. A list of possible emergency situations at facilities that pose risks has been compiled in the field of ecology, and regulations for actions in such situations;
- Introduced environmental standards for working with suppliers;
- Built an environmental management training system for its employees;
- Trained internal auditors and organized the process of annual first-party audits in all departments at all company facilities.

O1 Properties independently prepared for the certification audit.

“We deliberately refused to use consultants for the implementation of an environmental system management, so as not to drive the company into the framework of template solutions, which often do not meet the spirit of the standard. We generated all the solutions ourselves. Our creativity and the informal approach was noted by the external auditor during pre-certification”.

Yaroslavna Donskaya,  
Head of the administrative department, O1 Properties





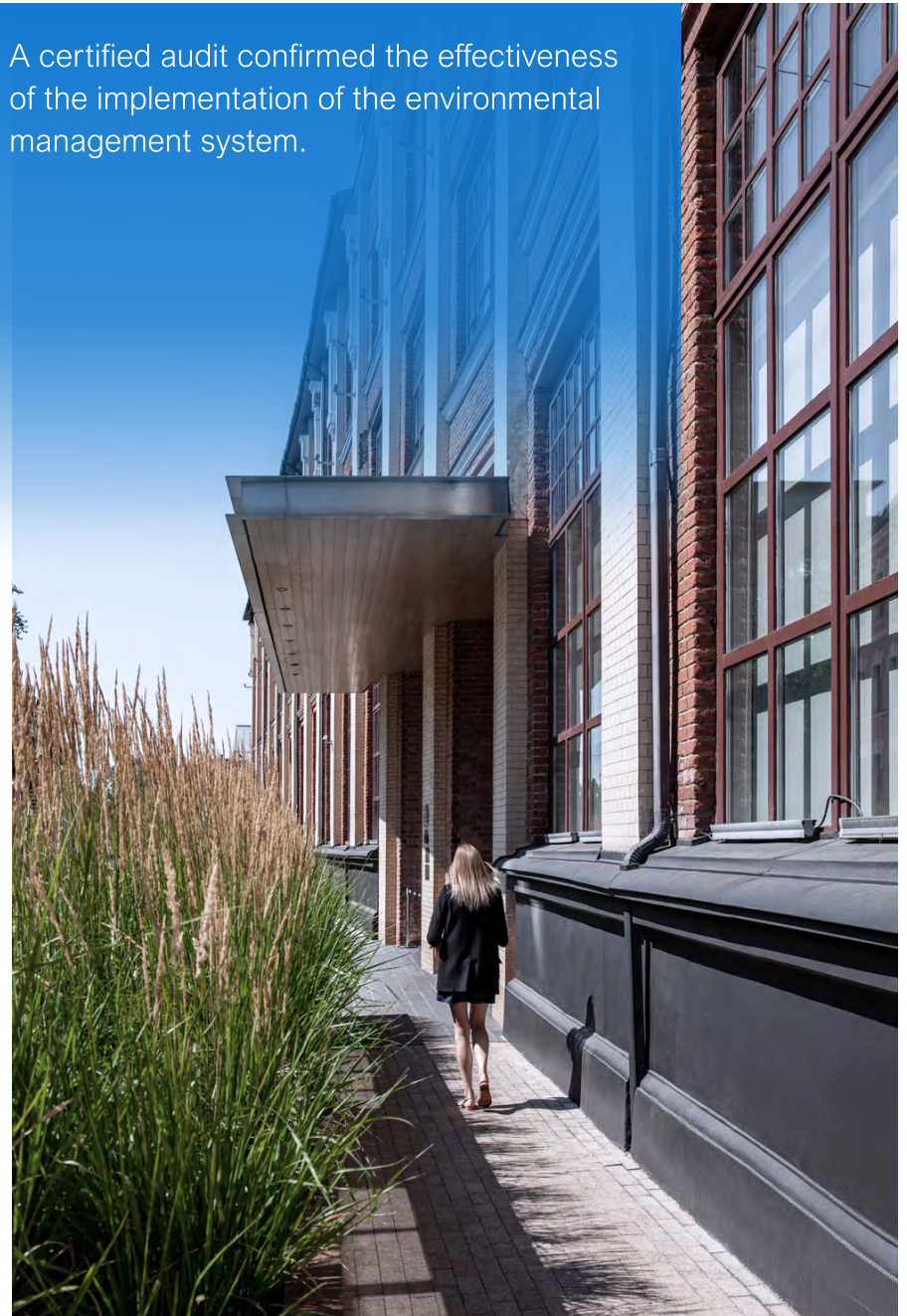
O1 Properties has an environmental committee — a permanently functioning body, which includes employees involved in the implementation of the environmental management system: administrative director, financial director, HR director, marketing and communications director, director of information technology, head of real estate management, head of the contract department and claims work, head of the economic department.

The purpose of the environmental committee is to ensure the correct operation of the environmental management system, organization and control of all necessary processes and procedures. The committee meets on a monthly basis.

In order to implement a systematic approach to ensuring environmental protection activities, the job descriptions of all employees include responsibilities to comply with the requirements of the environmental management system.



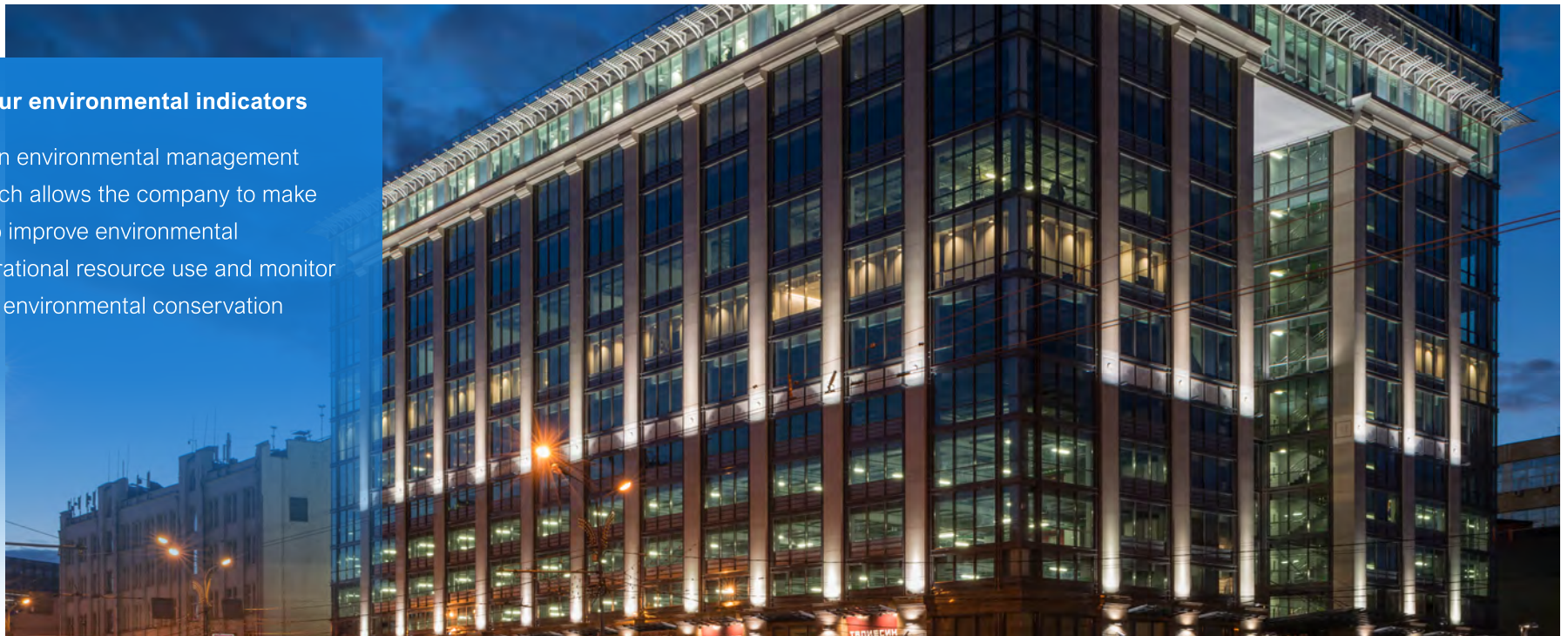
A certified audit confirmed the effectiveness of the implementation of the environmental management system.





### How we improve our environmental indicators

O1 Properties has an environmental management system in place, which allows the company to make continuous efforts to improve environmental indicators, manage rational resource use and monitor the compliance with environmental conservation requirements.



To maintain the operation of the system, the company:

- involves senior management in the process of making and implementing decisions;
- partners with environmentally responsible contractors;
- sets annual environmental goals and regularly monitors their achievement;
- implements facility technical re-equipment programs;
- collects data and analyzes the quality and efficiency of systems in order to identify irrational use of resources and optimize all processes;
- uses individual accounting of electricity consumption;
- ensures the efficient operation of the waste separation system;
- discloses information on annual resource consumption and greenhouse gas emissions;
- conducts educational events for both O1 Properties and tenant employees.



## O1 Properties: Areas and directions of work

The company identifies the environmental aspects relevant to its work, as well as to the office real estate industry in general, and bases its business decisions on them.



## Carbon footprint

Greenhouse gas emissions are an important indicator used to assess the negative impact of a company's activities and its contribution to the pace of global climate change.

O1 Properties aims to conduct annual monitoring of greenhouse gas emissions from its facilities' operations.



## Efficient use of energy resources

The consumption of energy resources by the company's buildings has a significant environmental impact, so the organization considers energy efficiency improvement one of its key tasks. O1 Properties business centers have modern energy-saving lighting with a predominance of LED, heating, ventilation and air conditioning systems, performed on equipment made by the world's leading manufacturers with high efficiency rates and a high degree of automation.

In addition, programs are being implemented to optimize resource consumption through operational measures and a professional approach to the operation of existing systems. Combination of high-tech equipment and engineering systems and responsible operation allows for optimal use of energy resources, reducing their consumption where possible, thus reducing the impact on the environment and the carbon footprint.



## Water conservation

Water at the company's facilities is used for technological and everyday needs, so both engineering and educational measures are utilized when optimizing its consumption.

We install water-saving faucets and appliances with low water consumption, and we also train management company personnel and contractors to use water resources efficiently.

## Waste management

Waste generation is an environmental aspect that is as significant as resource consumption. Every year, O1 Properties facilities generate a substantial amount of waste, a large portion of which is comprised by recyclable raw materials.

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There is a huge potential to increase the proportion of recycled waste. To achieve this, the company implemented a separate waste collection system and conducts regular educational events for its employees and tenants to popularize this system and engage new participants.

## Environmental education and community building

Green business and lifestyle require the joint efforts of government, business and people. That is why O1 Properties poses itself the task of involving industry professionals, employees of resident companies, and local community members in eco-practices. This will create a space for positive change.





## Environmental responsibility: legislation and green standards

GRI 2-23

When managing environmental aspects, we focus on the UN Sustainable Development Goals 6, 7, 11, 12 and 13, namely:

- clean water and sanitation;
- affordable and clean energy;
- sustainable cities and communities;
- responsible consumption and production;
- climate action.

as well as on Russia's national development goal "Comfortable and safe living environment".

To ensure quality management of environmental activities, O1 Properties has implemented an environmental management system that meets the international ISO 14001 standard requirements. In 2023, the company plans to undergo certification.

O1 Properties realizes the significance of sustainable development goals for the future generations and the company's social role in this process, thus, it continues to make efforts in this sphere.

Environmental responsibility begins with a strict adherence to the requirements of environmental legislation. For instance, no fines have been imposed on the company for environmental violations since 2020.

0 fines since 2020

In 2023, O1 Properties plans to begin certifying its portfolio properties under the national Clever system. Although building certification is a voluntary initiative, the company considers compliance with green standards to be a mandatory part of its environmental responsibility.



## CARBON FOOTPRINT

GRI 305-1, 305-2, 305-4, 305-5

Global climate change is one of the key threats to humanity, and it can cause fundamental changes in the natural environment and the socio-economic structure of the modern world<sup>1</sup>.

A significant factor influencing climate change in recent decades is greenhouse gas emissions from human economic activity. The greenhouse effect increases the average temperature of the Earth's atmosphere next to the planet surface.

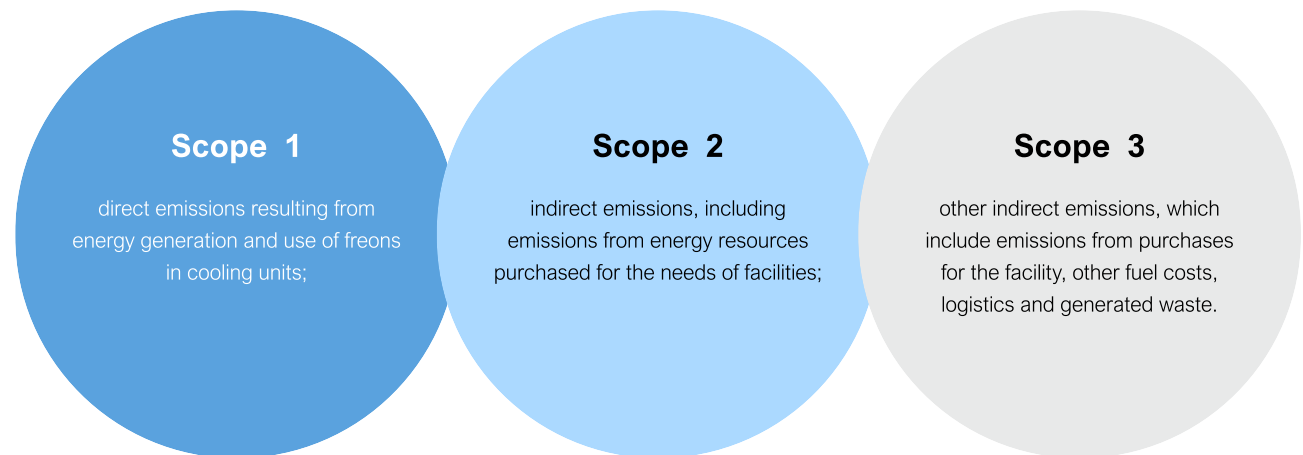
Russia has joined the Paris Agreement, the key goal of which is to slow down climate change on a global scale and keep planet-wide temperature rise to 2°C by the end of the century.

O1 Properties contributes to reduction of greenhouse gas emissions by acting in accordance with global agreements and Russian legislation.

The carbon footprint of a property can be assessed during the construction and operational phases.

With regard to our ongoing efforts to manage environmental performance using our ISO 14001 environmental management system, the company decided to monitor specifically operational emissions as an indicator that can be controlled and corrected.

**In calculating its carbon footprint, O1 Properties follows the generally accepted three-scope logic:**



<sup>1</sup>[The Global Risks Report 2023 18th Edition INSIGHT REPORT](#)



81 445.6 tons of CO<sub>2e</sub> — Scope 1  
and Scope 2 greenhouse gas emissions  
in 2022

9,7%

decrease compared to 2021



O1 Properties' carbon footprint calculation methodology is based on the methodology of the Russian Ministry of Natural Resources and recommendations of the GHG Protocol, ISO 14064 international standard using regional conversion factors of the International Energy Agency.

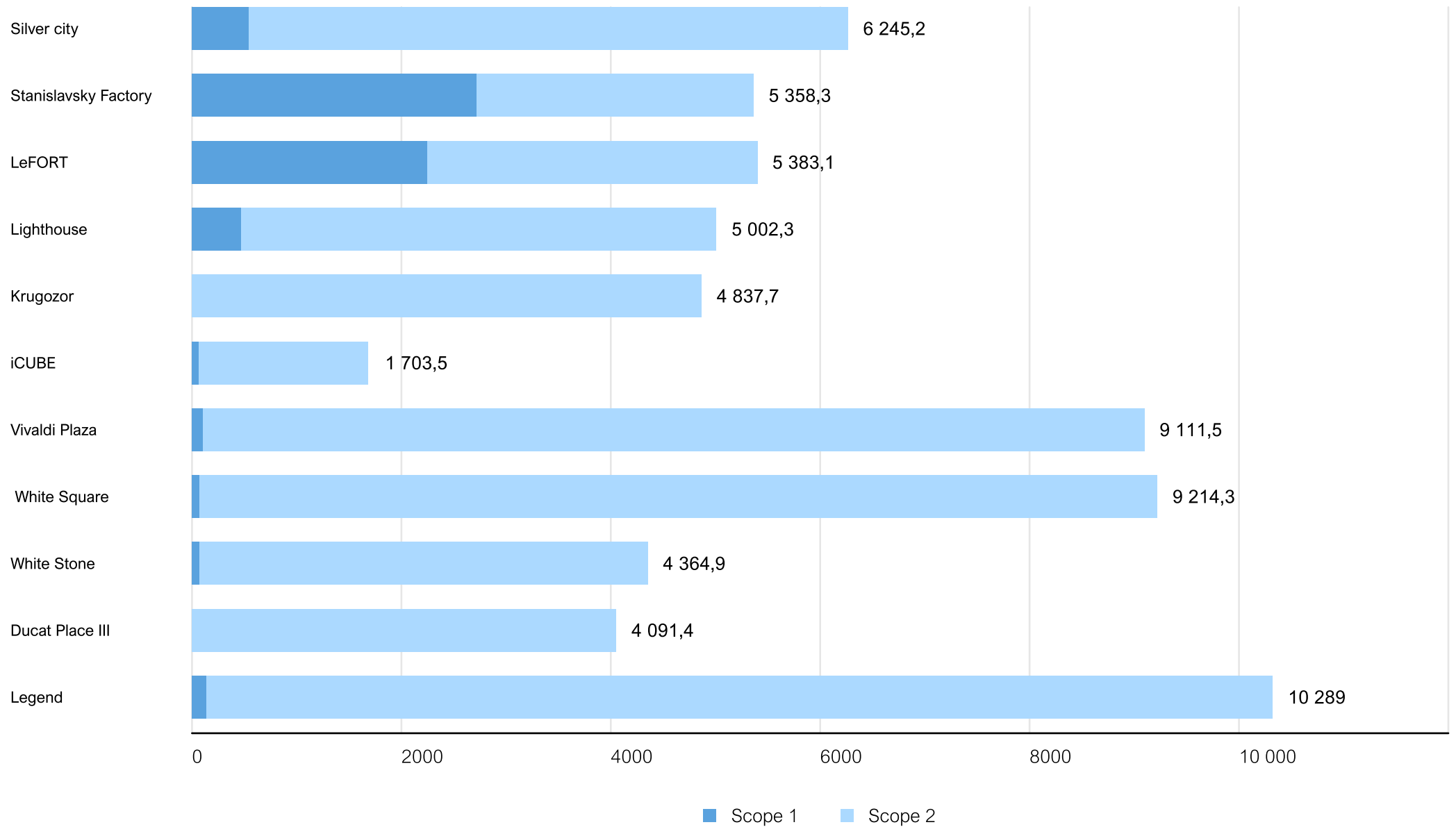
The assessment revealed that most emissions come from Scope 2 — 77%; Scope 1 is in the second place with 18%. Scope 3 accounts for about 5% of the calculated emissions.

When planning GHG monitoring and mitigation programs, we primarily focus on Scope 1 and Scope 2.

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In 2022, measures to manage the carbon footprint resulted in an overall decrease of 9.7% (8,667.8 tons CO<sub>2e</sub>.) compared to 2021.

## Total Scope 1 and Scope 2 greenhouse gas emissions in 2022, CO<sub>2e</sub>, tons.





We aimed to conduct a step-by-step assessment of greenhouse gas emissions from the real estate portfolio properties: emissions for 2021 for 50% of properties were estimated in 2022; the remaining 50% will be assessed in 2023. In the future, we plan to annually evaluate 100% of our portfolio properties.



Calculating a facility's carbon footprint means supporting clients in collecting information for non-financial reporting. It is also important for many of our residents to manage their carbon footprint and implement corporate decarbonization programs. We are trying to combine our efforts.

For this purpose, we set up accounting for electricity indicators for each tenant and help take full advantage of the carbon footprint monitoring capabilities that we provide as a landlord together with the management company.

In this way, we are moving together towards achieving the ambitious goal of reducing our carbon footprint and mitigating the effects of climate change.

By measuring the carbon footprint of our properties and working to reduce it, O1 Properties contributes to SDG 13, "Taking urgent action to combat climate change and its impacts". Practical application of resource-saving technologies is correlated with SDG 12 "Ensuring the transition to sustainable consumption and production patterns" and indicator 12.2: "Attain sustainable development and efficient use of natural resources by 2030".



## ENERGY CONSERVATION

GRI 302-1, 302-4

**Consumption of energy resources** — electricity, gas and heat — is one of the most significant factors in the environmental impact of O1 Properties operations. A rational approach to the use of resources helps the company optimize costs and reduce negative environmental impacts, including greenhouse gas emissions.

For this reason, O1 Properties is implementing **energy-efficient solutions** in its business centers in accordance with the green construction and responsible consumption principles. To do this, the company carefully analyzes data and focuses on the best available practices and technologies.

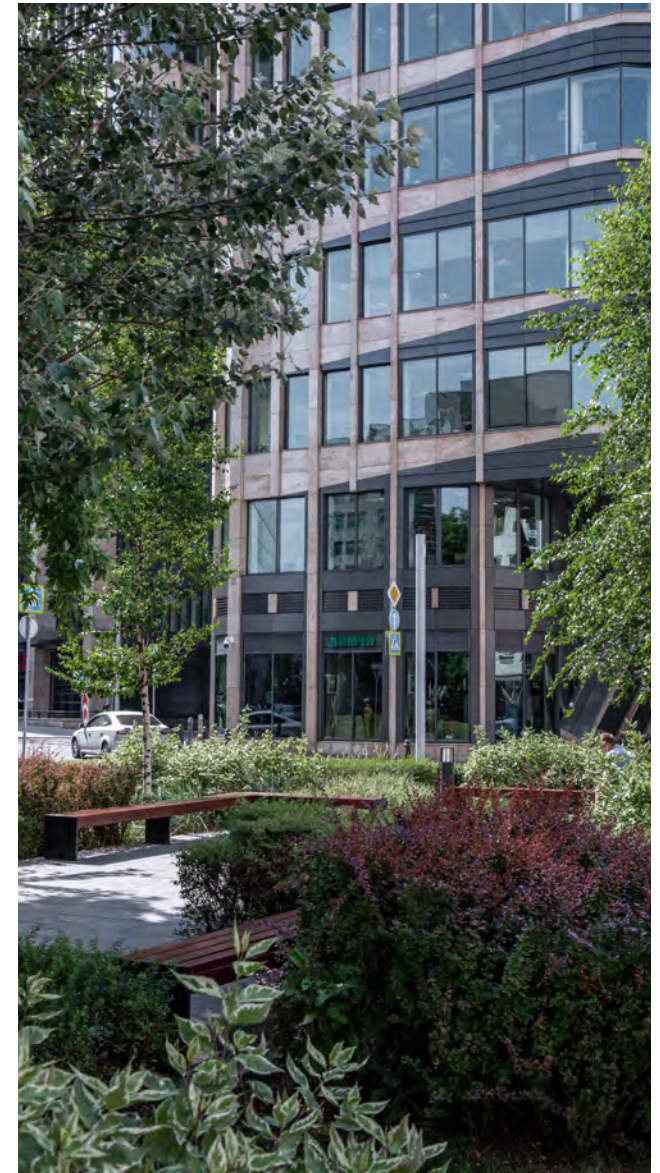
In 2022, O1 Properties implemented an energy-saving program at all facilities. We aimed to optimize resource consumption through operational measures and a lean approach to the operation of engineering systems.

The effectiveness of the energy efficiency program has become the basis for introducing this practice into ongoing operational activities. Following an assessment of the savings potential and the number of users of our facilities, we have set a goal to reduce energy consumption in our business centers by 2% in 2023.

The greatest efficiency of resource consumption monitoring measures can only be achieved with modern energy-efficient solutions in buildings' engineering systems, design and architecture.

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In 2022, electricity consumption decreased by more than 18% compared to the 2019 baseline thanks to energy-saving measures.





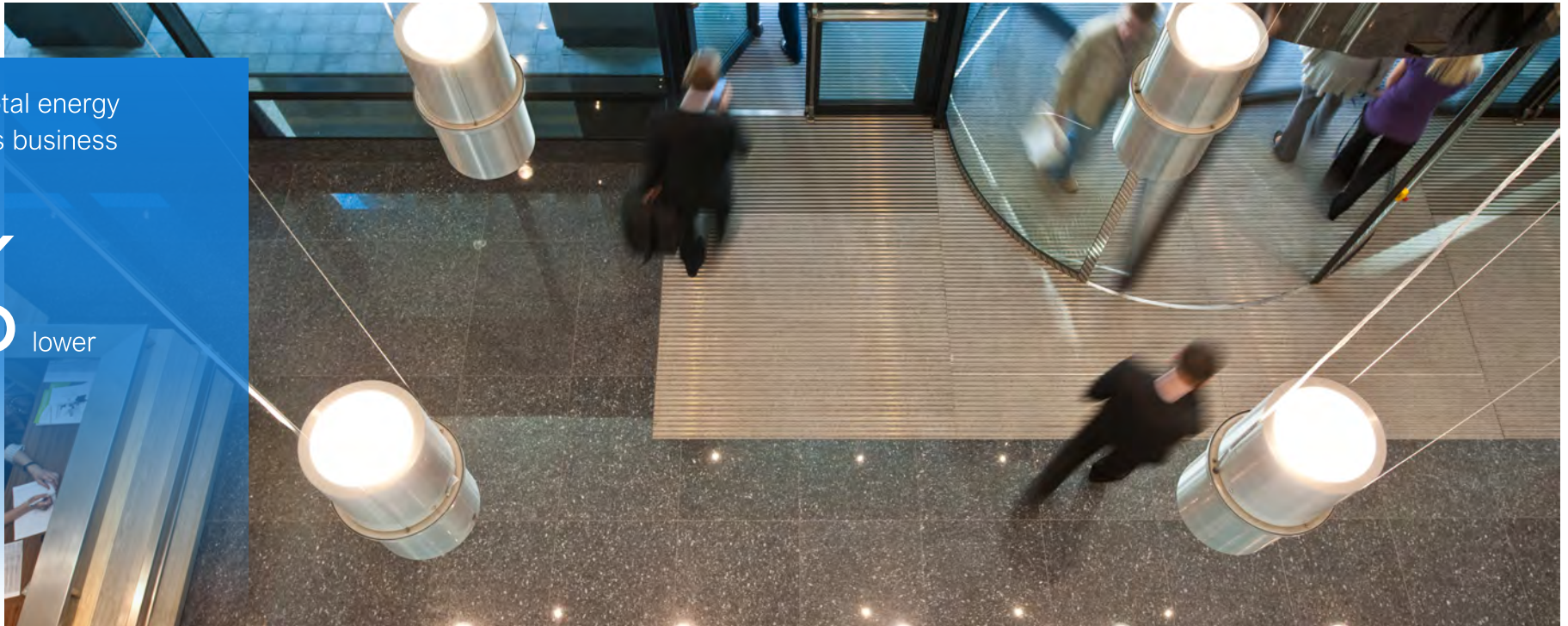
## Total energy consumption, thousand kW/hr.

Business center	2018	2019	2020	2021	2022
■ White Square	19 711	21 422	17 229	18 008	17 011
■ Legend	18 913	18 873	14 698	19 987	14 496
■ Ducat Place III	8 487	8 051	6 671	6 741	6 951
■ Silver City	10 274	10 475	8 767	9 132	7 742
■ White Stone	8 140	7 820	6 774	7 031	6 332
■ Vivaldi Plaza	14 414	13 349	11 728	12 143	11 422
■ Stanislavsky Factory	11 225	9 868	8 885	9 664	8 231
■ Krugozor	9 361	9 415	8 334	9 258	8 821
■ iCUBE	2 304	1 556	1 087	1 304	2 511
■ Lighthouse	7 556	7 159	6 132	6 696	6 046
■ LeFORT	11 670	12 400	10 794	9 290	9 754
<b>Total</b>	<b>122 045</b>	<b>120 388</b>	<b>101 098</b>	<b>109 255</b>	<b>99 317</b>

99 317 kW/hr. – total energy  
consumption by its business  
centers in 2022

9% lower

than in 2021



In addition to managing energy consumption at our sites, we take a responsible approach to reducing the environmental impact of O1 Properties office operations.

For 2023, we set the goal of reducing electricity consumption in our office by 3% compared to 2022.

For this purpose, we intend to:

- Continue to improve the internal electrical offices lighting modes (zoning, dimming, work schedules).
- Control the shutting down of lighting in the evening and at night, turn off fan coil units after 8 pm.
- Ensure the transition to server and network equipment of a higher energy consumption class.



## Thermal energy consumption management

As part of the implementation of the energy efficiency program, O1 Properties uses a wide range of measures to help reduce thermal energy consumption.

The selected measures are primarily aimed at optimizing the operating schedules of heating systems and ventilation, but also include increased control of technical personnel over system operations.

Total heat energy consumption in 2022 decreased by 3% compared to the baseline year 2019.

71 249 Gcal – total thermal energy consumption by its business centers in 2022

# 11%

lower than in 2021



## Total thermal energy consumption, Gcal

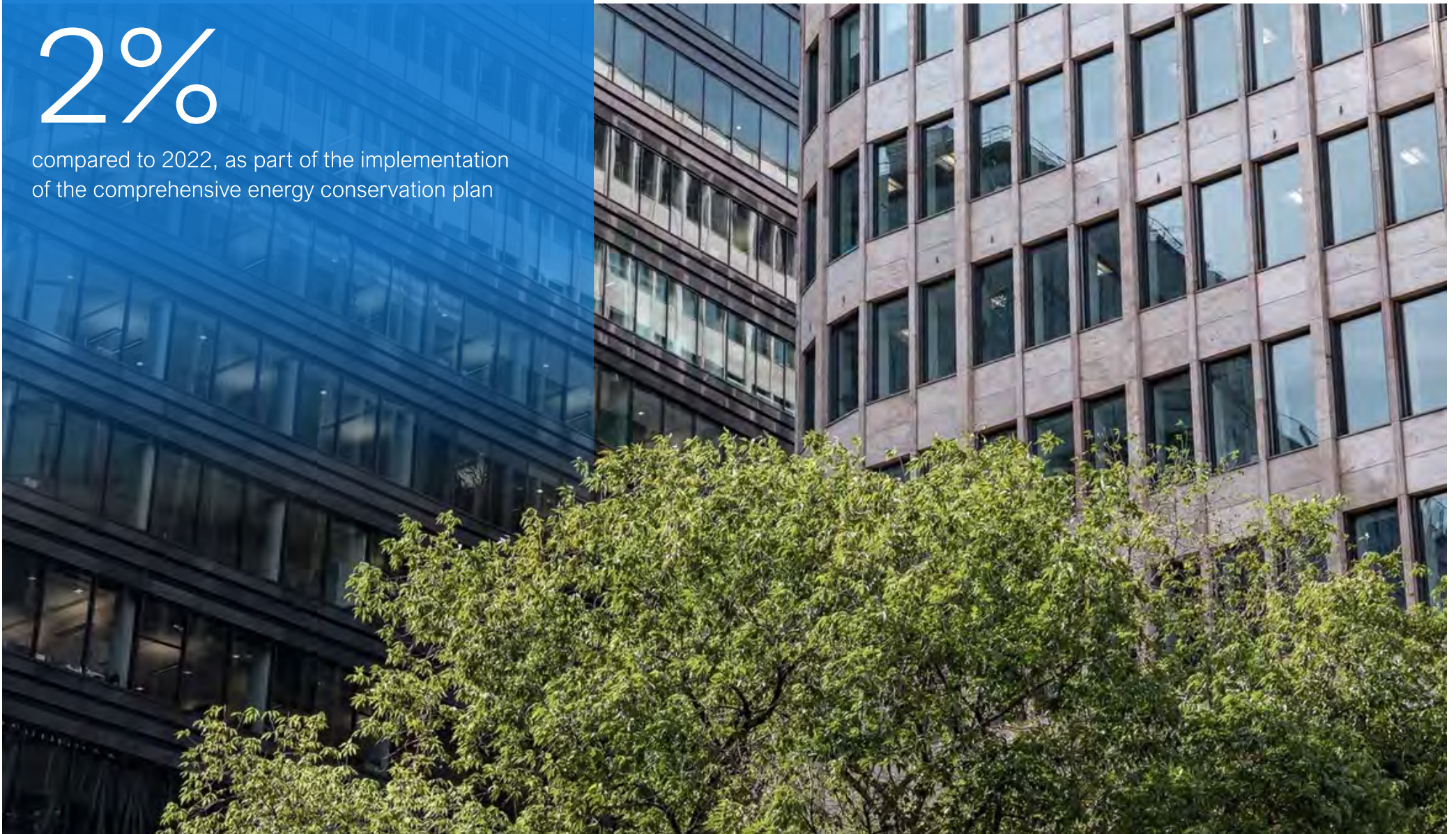
Business center	2018	2019	2020	2021	2022
■ White Square	12 053	10 234	8 089	10 397	9 852
■ Legend	17 231	16 281	14 014	15 027	14 895
■ Ducat Place III	5 026	4 178	3 414	4 690	4 929
■ Silver City	12 471	10 264	9 145	11 438	8 628
■ White Stone	5 092	4 053	3 666	5 523	4 851
■ Vivaldi Plaza	16 945	15 018	13 909	17 354	14 355
■ Krugozor	6 826	6 041	4 827	6 125	5 818
■ iCUBE	2 602	2 101	1 935	2 771	2 312
■ Lighthouse	6 201	5 286	4 887	6 997	5 609
<b>Total</b>	<b>84 447</b>	<b>73 455</b>	<b>63 886</b>	<b>80 322</b>	<b>71 249</b>



In 2023, O1 Properties aims to decrease thermal energy consumption by its business centers by

# 2%

compared to 2022, as part of the implementation of the comprehensive energy conservation plan





## Gas consumption management

Two O1 Properties facilities, the LeFORT and Stanislavsky Factory business centers, have their own source of thermal energy — gas boiler houses. In order to comply with environmental legislation and green building standards, the company pays special attention to the efficient operation of boiler houses.



Measures that allow O1 Properties to reduce energy consumption and gas costs, as well as to increase the buildings' energy efficiency and environmental friendliness:

1. Regular maintenance. This keeps boilers in good condition and ensures their uninterrupted operation. Preventive measures include the cleaning of heat exchangers and chimneys, testing of valve and regulator function, and adjustment of boilers' operating parameters.
2. Programmable heating temperature control. We use a programmable thermostat that automatically adjusts the temperature at different times of day.
3. Monitoring and data analysis. Boiler rooms are equipped with metering devices. We analyze the data collected to determine operational efficiency and identify opportunities for further optimization.



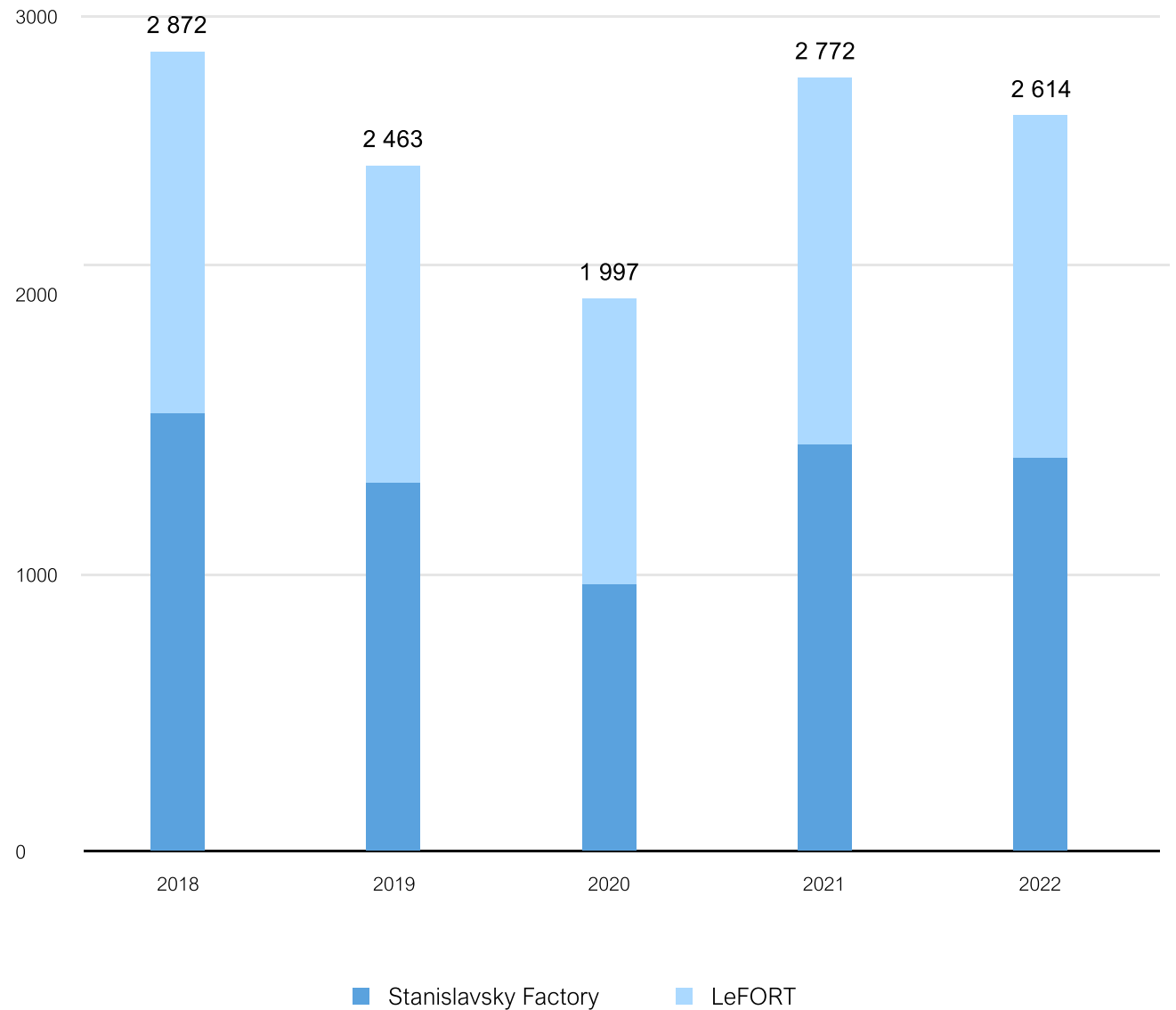
Compared to the 2019 baseline, gas consumption increased by 6%, however, in comparison with the 2021 indicators, it was possible to achieve a reduction in consumption by 6%. O1 Properties aims to gradually increase energy efficiency.

2 614 m<sup>3</sup> – total gas consumption by the Stanislavsky Factory and LeFORT business centers in 2022

6%

lower than in 2021

## Gas consumption, m<sup>3</sup>



## Lighting

Energy-saving lighting with a predominance of LED has been installed at O1 Properties facilities. Utility rooms, staircases and rooms where people are present temporarily are equipped with motion sensors for automatic lighting control.

The progressive abandonment of fluorescent lamps is also an important task for our company, as it helps to reduce energy consumption and excludes the presence of hazard class 1 waste.

External lighting of business centers is automatically controlled by a time relay, which prevents the system from operating in the daylight.

O1 Properties facilities are designed to make the most of natural light. Panoramic glazing allows users to position most workstations with access to window views and daylight.





## Air conditioning and ventilation

Air conditioning and ventilation systems create a comfortable microclimate in the business centers all year round. At the same time, the operation of this system accounts for a significant portion of energy consumption, and the air conditioning system becomes the main consumer of electrical energy in the summer.

Air conditioning of the facilities is provided by chiller-fan coil systems equipped with a free-cooling function to reduce energy consumption during transition periods, as well as precision air conditioners from leading global manufacturers with high energy efficiency indicators and the option of automated control.

## Electronic devices

Office work inevitably involves the use of computers and peripherals.

To reduce resource consumption, we recommend that our residents purchase equipment with a high energy efficiency class (A and A+); unplug devices when not in use; regularly maintain and update their equipment.

To inform employees about energy-saving practices, the company regularly holds educational meetings and special promotions (See the “Environmental education and community building” section).

The company's energy conservation efforts support SDG 7, “Ensure access to affordable, reliable, sustainable and modern energy for all”, and indirectly impact SDG 13, “Take urgent action to combat climate change and its impacts”.



## USE OF WATER RESOURCES

GRI 303-1, 303-2, 303-5

Although commercial buildings use half as much water as manufacturing facilities and residential buildings, the company still believes that water consumption has a significant environmental impact that requires due consideration when conducting business.

This is a part of our overall commitment to sustainable development and conservation of the planet.

The use of water resources has an environmental impact not only due to its direct consumption, but also as a result of the discharge of pollutants into stormwater and sanitary sewer systems. Aware of this risk, O1 Properties has taken measures to reduce it:

### **Safe cleaning products**

We prioritize eco-certified cleaning products wherever possible. By the end of 2023, we plan to supply our facilities with environmentally friendly cleaning products (at least 50% of the total volume).

### **Awareness**

We are adding a clause that bans the discharge of pollutants into the sewer systems at our facilities to all contracts with contractors.

### **Water conservation measures applied at O1 Properties business centers include:**

- installation of water-efficient equipment in bathrooms: reducing water consumption using touch sensors and aerators;
- setting up water supply and sanitation systems for water savings;
- constant monitoring of equipment condition and timely elimination of leaks;
- a lean approach to the use of water in the course of technological processes used by operating facilities and engineering systems.





Water consumption increased 6% in 2022 compared to 2021 as COVID-19 restrictions were lifted.

In 2023, O1 Properties has set a goal to reduce water consumption by business centers by 3% compared to 2022.

---

402,391 m<sup>3</sup> — total water consumption by business centers in 2022.

Providing business centers with quality water and water conservation measures support SDG 6 “Ensure availability and sustainable management of water and sanitation for all”.

In the long-term, total water consumption has decreased by over

# 24,5%

compared to 2019 baseline.

This decrease is connected to the general change in the approach to the office building use mode and to the use of water conservation technologies.



## Total amount of water used, m<sup>3</sup>

Business center	2018	2019	2020	2021	2022
■ White Square	96 194	102 516	56 386	65 829	66 946
■ Legend	96 512	101 998	71 441	87 391	91 074
■ Ducat Place III	25 427	24 110	12 210	13 671	22 856
■ Silver City	35 782	37 897	20 688	21 724	23 060
■ White Stone	33 405	30 443	16 789	21 909	23 207
■ Vivaldi Plaza	60 585	64 545	39 423	45 876	47 099
■ Stanislavsky Factory	35 181	32 435	16 723	20 400	21 959
■ Krugozor	32 538	32 627	19 333	23 288	26 233
■ iCUBE	6 943	8 963	5 778	8 324	8 016
■ Lighthouse	39 240	39 265	25 266	31 155	28 938
■ LeFORT	53 004	57 940	38 584	38 135	43 002
<b>Total</b>	<b>514 811</b>	<b>532 739</b>	<b>322 621</b>	<b>377 702</b>	<b>402 391</b>



## WASTE MANAGEMENT

GRI 306-1, 306-2, 306-3, 306-4, 306-5

The problem of waste sorting has attracted more attention in recent years in connection with the implementation of the waste reform.

In particular, Moscow residents are getting used to the dual-stream recycling system at home and expect that they will be able to easily implement this eco-friendly practice at work.

Companies also commit to responsible waste management by reducing the overall amount of waste and increasing the share of recycled materials.

Every year, O1 Properties business centers generate over 1,600 tons of waste. The company adheres to the generally accepted global hierarchy in approaches to waste management: the foremost task is to reduce waste generation and only then to ensure separate collection in order to submit the resulting secondary raw materials for recycling.



As part of our efforts to improve the environmental performance of our portfolio, O1 Properties aims to continuously increase the share of recyclable materials in the total volume of collected waste. This is an integral part of our sustainability program.

To consistently set goals in this sphere, the company has implemented the following solutions:

- We implemented a centralized system for separate waste collection at all of our real estate properties jointly with the management company;
- We provide tenants with information about the separate waste collection system;
- We create conditions for the implementation and support of private initiatives;
- We offer residents a chance to participate in environmental events (please refer to the “Environmental education and community building” section);
- The management company helps tenants launch separate waste collection in offices.

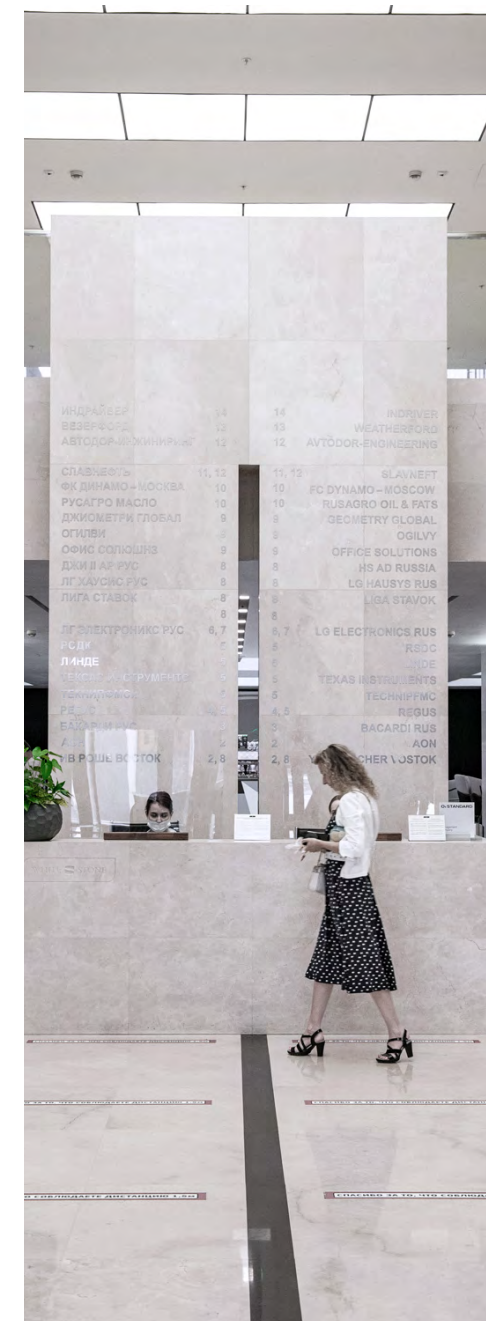
At O1 Properties facilities we collect plastic, glass, metal, waste paper, tetrapacks, cardboard, batteries, textiles, as well as plastic bottle caps and small electrical items and send them for recycling.

In 2019-2022, our company managed to reduce the overall waste generation rate by 25%.

**The key factor** is the increase in the share of recycled waste in the total waste volume. In 2022, we collected 37.8% more recyclables than in 2019 (134 644 kg. vs. 97 069 kg.).

Notably, in 2020 and 2021, waste generation statistics were influenced by external factors: the pandemic and the remote work format of many tenants, which was partially in place until early 2022.

In 2022, our company also faced a new challenge in the operation of the separate waste collection system — a change of the operator for removal of recyclables.





## Waste generation, tons

Business center	2018	2019	2020	2021	2022
■ White Square	262	253	179	113,4	136,2
■ Legend	49	62	68	65,2	201,8
■ Ducat Place III	105	131	66	98,2	133,4
■ Silver City	99	100	63	142,9	125,6
■ White Stone	195	230	121	126,7	165,6
■ Vivaldi Plaza	178	179	105	99,8	96,0
■ Stanislavsky Factory	158	123	64	87	69,6
■ Krugozor	183	177	108	118,5	140,8
■ iCUBE	179	237	50	55,8	103,3
■ Lighthouse	139	136	69	115,8	62,7
■ LeFORT	211	193	150	132,9	120
<b>Total</b>	<b>1758</b>	<b>1821</b>	<b>1044</b>	<b>1156,3</b>	<b>1354,9</b>

# 1 354,9

tons

— total generated waste in 2022

# 134,6

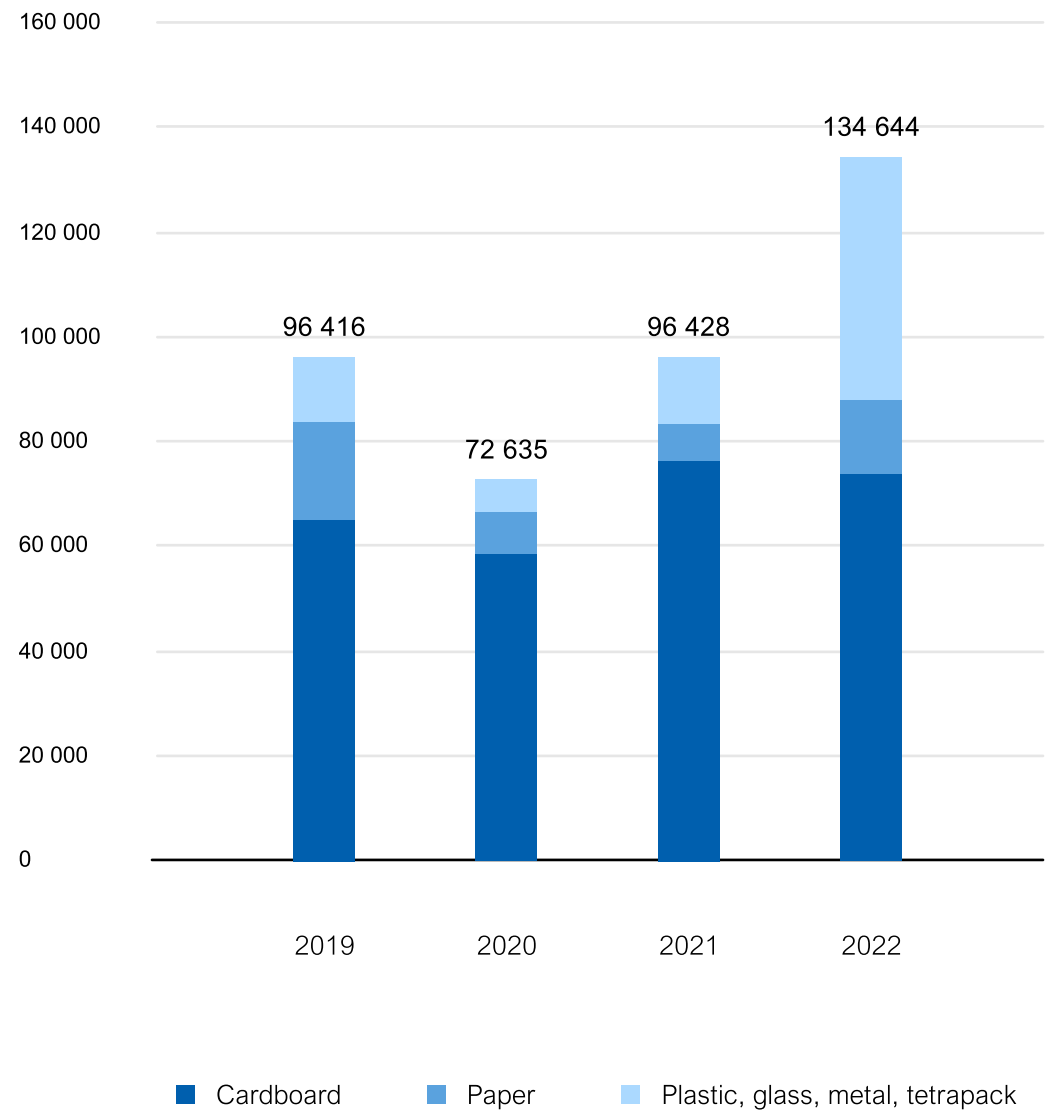
tons

— total recycled waste in 2022

# 9,9%

— share of recycled waste

## Waste transferred for recycling, kg





**Waste paper and cardboard** comprise the majority of the recycled waste.

The weight of collected waste paper increased by 4.7% since 2019. The amount of collected plastic, glass, metal, and tetrapacks has also increased: their total weight in 2022 increased almost 3-fold in comparison with 2019.

In 2023, O1 Properties aims **to increase the share of recyclable materials** in the total volume of municipal solid waste by 4% across all business centers compared to the average level of RW collected in 2020-2022. This will be achieved with our assistance in setting up separate waste collection in the offices of tenant companies, and organization of educational events.

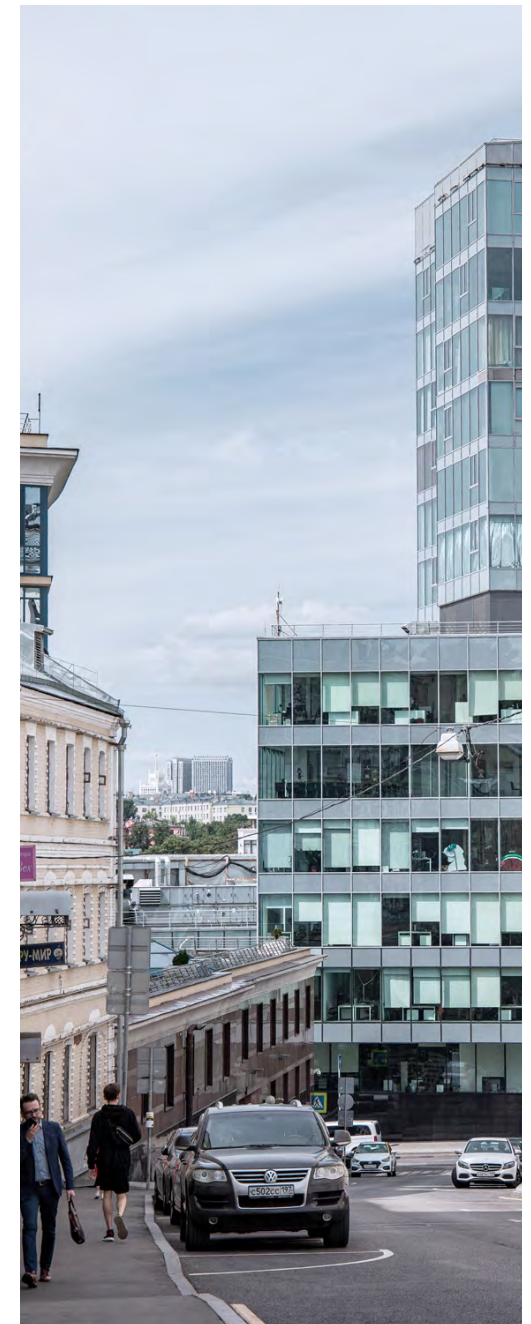
The company engages not only residents of business centers in the practice of separate waste collection, but also our office employees and contractors' employees.

Thus, **the separate waste collection system** has been operating in the O1 Properties office since 2018. In 2022, containers for separate waste collection have been installed at all facilities and in all areas where management company employees and cleaning and security staff are present.

This project was accompanied from the very beginning by an information campaign to explain the basic principles of separate waste collection and promote employee awareness about the “garbage” problem and the ways to solve it.

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The goal of reducing waste generation and increasing the share of recyclable materials is interconnected with O1 Properties' environmental practices of responsible purchasing.



**In alignment with its responsible purchasing policy for 2023, O1 Properties sets the following goals:**

- ensure 100% procurement of certified office paper and reduce its consumption by 10% compared to 2022;
- ensure that 98% of purchased sanitary and hygienic products are made from recycled materials;
- replace all cleaning products with environmentally friendly, certified ones that contain no hazardous substances.

Responsible waste management is O1 Properties' contribution to achieving SDG 12 "Ensuring a transition to sustainable consumption and production patterns" and achieving SDG 11.6 "Reducing the negative environmental impact of cities" by increasing the proportion of household waste regularly collected and properly disposed of.





## ENVIRONMENTAL EDUCATION AND COMMUNITY ENGAGEMENT

Commercial real estate business is inextricably linked with the urban environment and society. In case of a standard eight-hour workday, people spend approximately 1,900 hours, or 80 days, per year in the office.

The interior environment of work premises gains great importance for a person and affects their well-being, health, mood, and partly shapes behavior patterns and worldview.

This means that a sustainable business can share its values through creating a favorable, comfortable and safe environment in business centers, which will have an impact on a wide range of users: its tenants, employees serving the facility, organizations and visitors.

At the same time, the more people accept the new way of thinking, the more they wish to recreate the same everyday eco-practices that they adhere to in their private life at their workplace.

This is why companies need to support their employees' values, since an employer's social and environmental responsibility are as important as the level of income.

O1 Properties considers it our responsibility to conduct educational programs in the field of ecology and sustainable development so as to involve our employees, tenants and their employees, as well as the employees of our contractors in the agenda.

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Every day we provide comfortable conditions for over 50,000 employees, and we have the power to make environmental awareness simple and natural for each of them.



## Green One Club – green tenants’ club

Partnership with our residents is important for O1 Properties. For this purpose, the company initiates discussions and sharing of experience among colleagues within the Green One Club tenants club.

Green One Club is a community of tenant companies that are interested in the notion of green office and environmental responsibility in general. Regular meetings with invited experts are held for club members on specific environmental topics.



## As part of the Green One Club, a meeting dedicated to carbon footprint was held in 2022.

The theme of the event was chosen based on a survey of O1 Properties tenants. It showed that the topic of carbon reporting and methods for calculating greenhouse gas emissions is relevant for 67%.

Speakers from leading companies in this sphere – Carbon Lab and Business Solutions and Technologies (ex-Deloitte, CIS), which specialize in consulting and reporting on carbon footprints – were invited to the meeting.

“We pay great attention to the issues of environmental efficiency of our portfolio, certify buildings according to international environmental standards, and develop management practices.

By launching the club, we wanted to unite our tenants who are interested in green office issues in order to jointly develop our environmental initiatives, increase awareness of all users of our facilities about environmental projects in real estate, promote sustainable property management practices and transform people’s personal habits”.

Anastasia Arkhipova,  
Director of Marketing and Communications, O1 Properties



**Mikhail Yulkin**, a well-known Russian expert, member of the Interdepartmental Working Group on Climate Change and Sustainable Development Issues at the Administration of the President of the Russian Federation, founder and CEO of CarbonLab, explained what a carbon footprint is and how climate change affects economic activity.



**Vasily Leonov**, manager on the sustainable development services team of the risk management department at Business Solutions and Technologies, explained how the carbon footprint is calculated for real estate.



## September 27 — “Eco-labeling”

In 2023, O1 Properties plans to continue Green One Club meetings and suggest new interaction formats to club members, e.g., round tables, panel discussions, etc.





## Education and awareness

As an ambassador for the sustainability agenda, O1 Properties is committed to spreading information about the sustainability of buildings. The company posts articles and news, provides information about the environmental component of each business center.

In addition, you can always learn about upcoming promotions on the [website](#) dedicated to the problems of environmental efficiency of commercial real estate. [The O1 Office News](#) Telegram channel and regular e mail newsletters help O1 Properties residents stay in the loop.

In 2022, we actively worked within the company to increase employee awareness on environmental issues.

All employees have completed training (formats included face-to-face training, distribution of information materials, testing, including welcome testing).

## Engagement in environmental initiatives and their implementation

It is important to us to make adhering to eco friendly habits at our facilities simple and pleasant. O1 Properties is actively engaging tenant employees in separate waste collection and recycling.

Thus, in 2022, as part of the joint **Electric Autumn** campaign and the **Sobirator** project, 4 272.2 kg of equipment were collected and sent for recycling.

For the convenience of participants, reception points were organized at the sites. Office equipment, gadgets and other large and small appliances, as well as plastic cards, CD disks, pens and felt-tip pens were accepted for recycling.

The company sent the used equipment to Petromax, NEK, Oris Prom, Ecopolis, EcoFond, Akron Holding (VtorAluminProduct) processing plants.

During the event, an online educational lecture was held for tenants about environmentally friendly recycling.

The moderators spoke in detail about the basic principles of environmentally friendly disposal of unnecessary things at home, as well as the tools and sources of needed information.

4 272 kg

of equipment was collected in 2022 and sent for recycling

The environmental effect of the campaign, with regard to the cost of recycling of the collected material, is equal to the saved volume of water that could fill a 3.3 Olympic swimming pool.

All O1 Properties business centers have containers of the Second Wind charity foundation that accept clothes donations.

Over the course of the year, we collected 4 904.1 kg of clothing, of which 3 341 kg were sent to charity, and 1 267 kg were sent for recycling. A total of 25.7 tons of clothing have been collected since 2018.

4 904 kg

of clothing collected in 2022

O1 Properties contributes to the preservation of urban greenery. For instance, we managed to prevent the cutting down of 14 European decorative Rudolf apple trees, which are beautifying the recreational areas of the LeFORT and Krugozor business centers.



In addition, we surround our business centers with green areas accessible to city residents, taking care of the lawns, shrubs and trees to make the city and its working environment more comfortable for people.

Initiatives to engage residents and local communities in the sustainable development agenda contribute to achieving SDG 17 “Partnerships for sustainable development”. It is important for eco-practices to become the new norm in the office real estate sector and an integral part of every person’s normal lifestyle.





# ABOUT THE REPORT

O1 Properties Sustainability Report (hereinafter referred to as the Report) is a public non-financial report addressed to a wide range of stakeholders.

The Report discloses the company's key results for 2022, operational principles in the sphere of social and environmental responsibility, information on its interaction with stakeholders.

## Report limitations

[GRI 2-2, 2-3](#)

The Report reveals the approach to compliance with ESG principles in all aspects of the company's activities, including the implementation of environmental initiatives at O1 Properties facilities.

The Report covers the period from January 1, 2022 to December 31, 2022, and contains qualitative and quantitative information unless otherwise noted.

A number of 2023 initiatives are included in the Report to provide stakeholders with information about the company's business prospects.

## Report interpretation and content

The Report was prepared in accordance with the GRI Standards for sustainability reporting.

Unless the context indicates or requires otherwise, all product names, trade names, trademarks, service marks or logos used are the intellectual property of the company. All rights reserved.

The Report also contains trade names of other commercial and non-profit organizations and does not imply that the use or the display of these trade names implies any endorsement or sponsorship.

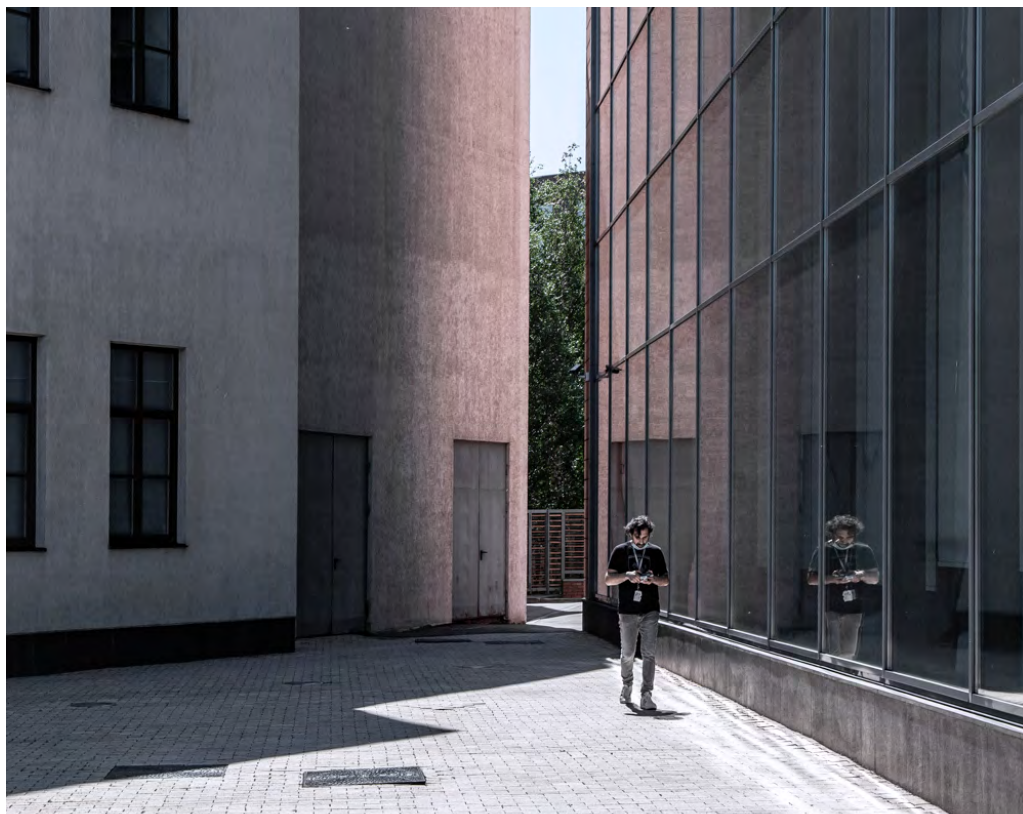


## Information accuracy

GRI 2-5

The information in the Report, including data on competitive positions and market trends, was prepared by the Company as part of the corporate reporting system. The collected data was internally approved and checked for completeness and correctness. The information has not been verified by third parties.

The report contains select industry and market data obtained from publicly available sources, as well as research and surveys conducted by third parties.



## Analysis of significant topics

GRI 3-1

The significant topics included in the Report were determined by expert assessment and through consultations with stakeholders.

When preparing the Report, the list of topics of basic and thematic GRI standards was analyzed. The list of topics was also expanded to include additional aspects reflecting the specifics of the company's activities, including topics recommended for disclosure by SASB standards.

To identify the main topics of the Report, a survey of the Company's key stakeholders was conducted. 107 respondents took part in it, of which:

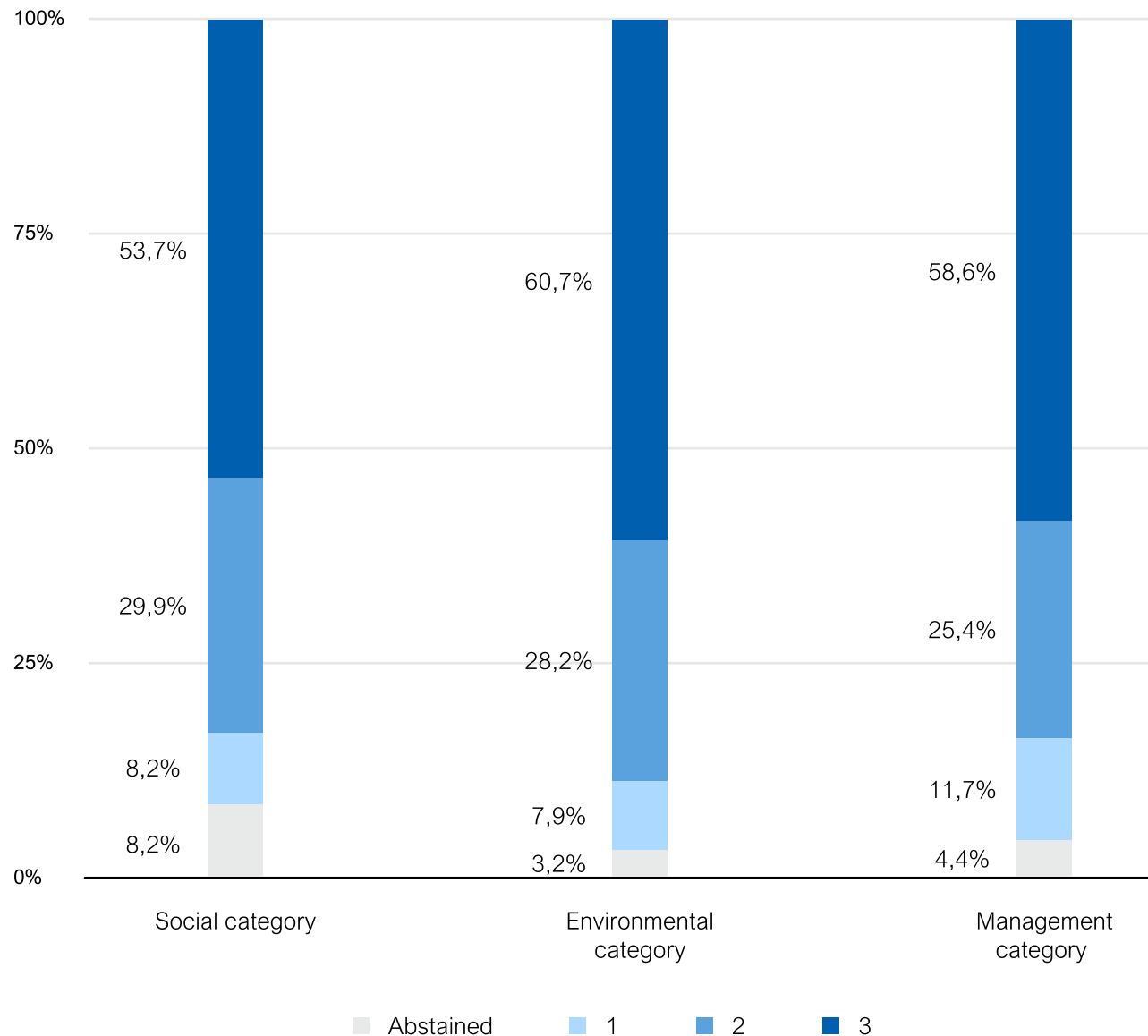
- 35,5% — O1 Properties employees;
- 27,1% — clients;
- 8,4% — media;
- 7,5% — experts;
- 4,7% — partners (subcontractors);
- 3,7% — business competitors;
- 2,8% — NPOs;
- 10,3% — other categories.



## GRI 3-2

1. Management category:	2. Environmental category	3. Social category
<ul style="list-style-type: none"> <li>1.1. Business model sustainability and risk management</li> </ul> <p>How is company management organized to respond flexibly to challenges?</p>	<ul style="list-style-type: none"> <li>2.1. Energy efficiency and energy saving of our facilities</li> </ul> <p>What technologies do we use and what results can we achieve?</p>	<ul style="list-style-type: none"> <li>3.1. Equitable working conditions</li> </ul> <p>How we take care of our employees?</p>
<ul style="list-style-type: none"> <li>1.2. Economic results</li> </ul> <p>What financial results have we achieved?</p>	<ul style="list-style-type: none"> <li>2.2. Water saving technologies</li> </ul> <p>How do we ensure quality water supply and implement water conservation programs?</p>	<ul style="list-style-type: none"> <li>3.2. Development and career opportunities</li> </ul> <p>What opportunities for growth and development do our employees possess?</p>
<ul style="list-style-type: none"> <li>1.3. Responsible supply chains</li> </ul> <p>How do we choose our partners?</p>	<ul style="list-style-type: none"> <li>2.3. Waste management practices</li> </ul> <p>What solutions do we implement for our employees and what opportunities we offer to our clients?</p>	<ul style="list-style-type: none"> <li>3.3. Impact on the well-being of our tenants</li> </ul> <p>How do we create a better workplace?</p>
<ul style="list-style-type: none"> <li>1.4. Anti-corruption</li> </ul> <p>How do we ensure transparency in our activities?</p>	<ul style="list-style-type: none"> <li>2.4. Ecoculture</li> </ul> <p>How do we build our community and set new norms for best practices?</p>	<ul style="list-style-type: none"> <li>3.4. Social responsibility</li> </ul> <p>What socially significant projects do we implement and how do we interact with NGOs?</p>
<ul style="list-style-type: none"> <li>1.5. Business ethics</li> </ul> <p>How we build partnerships with our clients?</p>	<ul style="list-style-type: none"> <li>2.5. Green construction certificates of our facilities</li> </ul> <p>Why do we certify all our facilities and what benefits does a tenant of a certified office receive?</p>	
<ul style="list-style-type: none"> <li>1.6. Legal compliance</li> </ul> <p>How do we respond to new regulations and adapt to comply with them?</p>		

## Assessment of topic importance by the company's stakeholders



Respondents rated their interest in the topic on a scale from 1 to 3, where 1 reflects the least importance of the topic, and 3 — the highest importance. Based on the results of the stakeholder assessment, **environmental aspects** of the Company's activities attracted the greatest interest.

In-depth interviews with experts on the sustainable development of major Russian and foreign companies were also conducted to identify significant issues in interaction with the landlord. Topics of interest are disclosed in this Report in more detail.



## GRI content index

GRI Standard	Index	Name of indicator	Page in Report	
GRI 2: Basic requirements for information disclosure	1. Organization and its reporting practices			
	2-1	Information about organization	08	
	2-2	Legal entities included in the sustainability report	83	
	2-3	Reporting period, reporting frequency and contact person	83	
	2-4	Revision of past reporting data	103	
	2-5	External verification	84	
	2. Types of activities and employees			
	2-6	Types of activities, value chain and business relationships with other organizations	08	
	2-7	Employees	29, 35, 42	
	2-15	Conflicts of interest	20	
	2-22	Sustainability strategy statement	11	
	2-23	Program commitments	3, 6, 11, 53	
	2-26	Mechanisms for seeking consultation and raising concerns	27	
	2-27	Compliance with laws and regulations	20	

GRI Standard	Index	Name of indicator	Page in Report
GRI 2: Main requirements for Information disclosure	2-28	Membership in associations	22
	2-29	Stakeholder interaction approach	20, 24
GRI 3: Significant topics	3-1	Process of identifying significant topics	84
	3-2	List of implemented topics	85
	3-3	Managing significant topics	103
	401-2	Benefits provided to full-time employees, but not to temporary or part-time employees, broken down by significant business operations regions	42
	403-6	Nurturing employee health	29
<b>Education and employee development</b>			
	404-1	Average annual training of an employee, broken down by gender and employee category	39
	404-2	Skill development and lifelong education programs designed to support employability of workers and support them at the end of their careers	39
<b>Climate change</b>			
	302-1	Energy consumption within the organization	58
	302-4	Reducing power consumption	58



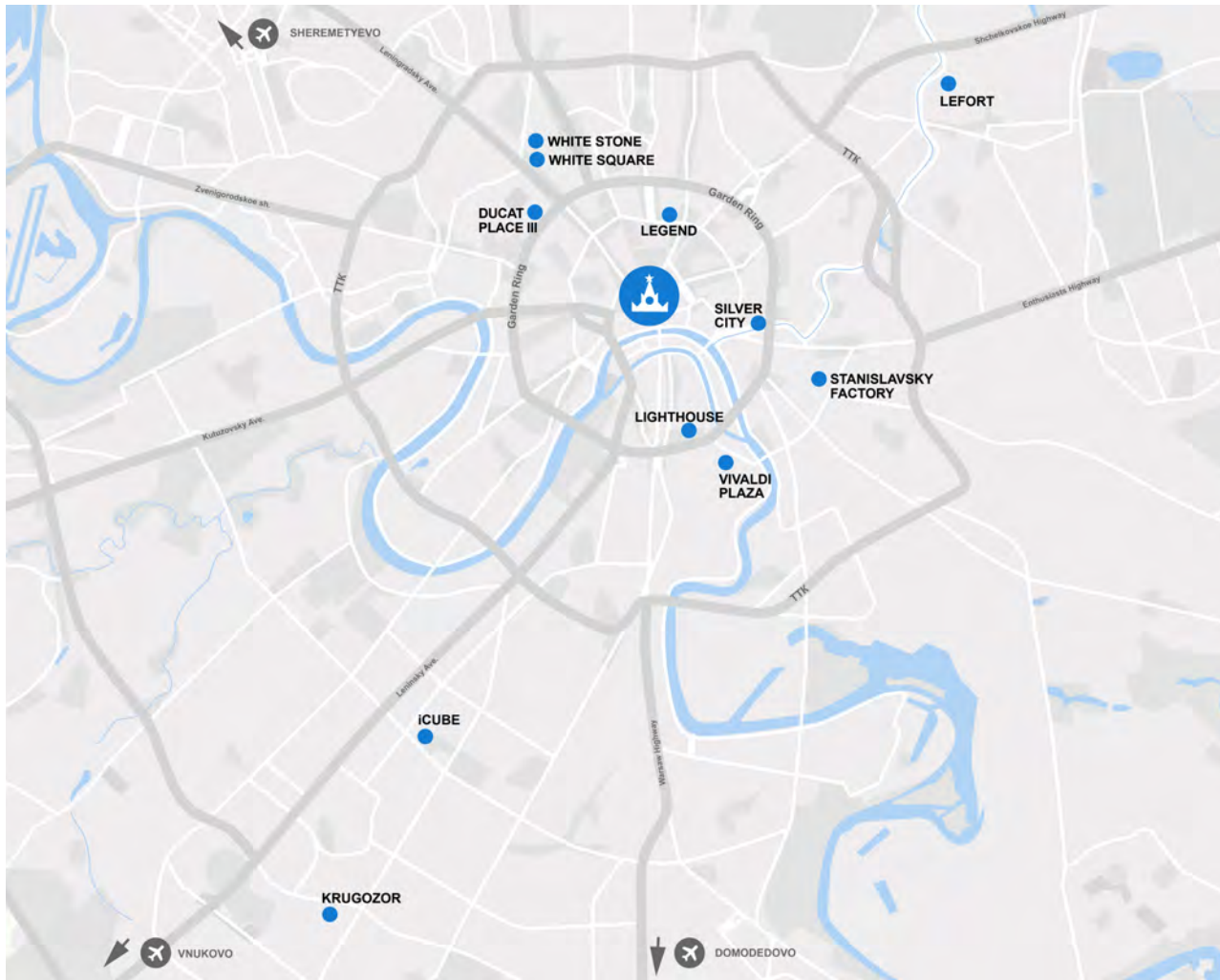
GRI Standard	Index	Name of indicator	Page in Report
	305-1	Direct greenhouse gas emissions (Scope 1)	54
	305-2	Indirect greenhouse gas emissions (Scope 2)	54
	305-4	Greenhouse gas emission intensity	54
	305-5	Reducing greenhouse gas emissions	54
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Waste management			
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	306-1	Waste generation and its significant impact	71
	306-2	Managing significant waste impact	71
	306-3	Waste generation	71
	306-4	Prevented waste disposal	71
	306-5	Waste disposal	71
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Water use and discharge			
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	303-1	Managing water as a common resource	68
	303-2	Management of impacts associated with water discharge	68
	303-5	Water consumption	68

GRI Standard	Index	Name of indicator	Page in Report
Occupational safety			
	403-4	Participation of workers, consultations and communication on health and safety issues	29
	403-5	Training of workers in the occupational health and safety sphere	29
Anti-corruption actions and business ethics			
	205-2	Communication on anti-corruption policies and methods	20
	205-3	Confirmed cases of corruption and actions taken	20
Observance of human rights			
	405-1	Diversity of management bodies and employees	35
Product labeling			
	417-1	Diversity of management bodies and employees	18



# APPENDIX

## O1 PROPERTIES FACILITIES



## White Square

White Square is a class A multifunctional complex that comprises three buildings. Located at the intersection of Butyrsky Val and 1st Tverskaya-Yamskaya Street, next to the Belorusskaya metro station.

The business center has implemented the following solutions that make it more environmentally friendly and help tenants save resources while preserving comfort:

- automatic dispatching of building engineering systems;
- automatic control of internal and external building lighting;
- use of LED lamps in public areas;
- frequency control systems on all electric ventilation and air conditioning system motors, heating and water supply system pumps;
- reduction of heat consumption by equipping heating radiators with thermostatic temperature controllers;

- use of highly effective thermal insulation of heat exchangers of central heating stations, air ducts, pipelines to reduce heat transfer to the external environment;
- use of pressure reducers in hot and cold-water systems, use of faucets with touch sensors and dual-mode flush installations in bathrooms;
- air recovery;
- policy aimed at controlling and reducing water and energy consumption;
- separate waste collection.

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The White Square business center is certified according to the BREEAM international environmental efficiency standards.





## **Ducat Place III**

The architectural concept of Ducat Place III is created in a modern style that meets the highest premium-class requirements.

The appearance of the business center is impressive at first glance thanks to the spectacular entrance lobby design and lively architectural installation. The interior space of the business center won't leave people indifferent.

The spacious, stylish atrium creates an atmosphere of prestige, positively affecting the level of staff comfort and work productivity.

Ducat Place III is an ideal place for successful business and professional growth.

The following environmentally friendly solutions have been implemented in the business center:

- displacement ventilation and air recovery;
- policy aimed at control and reduction of water and energy consumption;
- separate waste collection;

- regular preventive inspections and cleaning of engineering systems (legionellosis control).

Ducat Place III grounds are landscaped according to recommendations for maintaining biodiversity.

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The Ducat Place III business center is certified according to the international BREEAM environmental efficiency standards.





## **Legend**

The Legend multifunctional complex is located in the very center of the Russian capital. It integrates prestigious offices, retail premises and apartments. The buildings are located at the intersection of Rozhdestvensky and Tsvetnoy boulevards and occupy an area of over 2 hectares.

The business center's unique American Constructivist architecture, designed by the NBBJ bureau, stands out in the cityscape. The business center is among the top 30 exclusive architectural projects in the capital over the past decade.

The building's panoramic windows ensure the maximum use of natural light. The internal structure allows for a flexible setup of workspaces in accordance with the tenants' needs.

The business center has multiple entrances, which prevents the cross-traffic of large numbers of people.

Tenants are also provided with a separate entrance to the parking lot, away from the residential part of the complex.

There are numerous cafes, restaurants, shops, banks, and other services around the business center, which makes the infrastructure uniquely convenient.

The following solutions have been implemented in the business center:

- displacement ventilation and air recovery;
- policy aimed at control and reduction of water and energy consumption;
- separate waste collection;
- regular preventive inspections and cleaning of engineering systems (legionellosis control).



## **Lighthouse**

The Lighthouse business center is located on the inner side of the Garden Ring in Moscow's business district, next to the Paveletskaya metro station.

The building was erected in the late 1980s for industrial use, but was renovated in the early 2010s to meet the highest standards of international tenants.

It is famous for its luxurious hi-tech atrium, and you can enjoy impressive views of the city from the usable roof.

Two VIP floors (13 and 14), with spacious terraces, separate elevators and an open layout are a special feature of this business center.

Among environmental and resource-saving solutions implemented at the business center are:

- use of safe building materials;
- energy-saving lighting;
- water consumption meters;
- equipped bicycle parking;

- displacement ventilation and air recovery;
- policy aimed at control and reduction of water and energy consumption;
- separate waste collection;
- regular preventive inspections and cleaning of engineering systems (legionellosis control).

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The Lighthouse business center is certified according to the BREEAM international environmental efficiency standards.





## **Vivaldi Plaza**

Vivaldi Plaza is an ideal place for successful work. The business center is located in Moscow's active business district, next to the Paveletskaya metro station. The retail area of the complex is complemented by the developed infrastructure of the surrounding area.

Among the environmental solutions of the business center:

- ventilation system with heat recovery;
- internal and external energy-saving lighting systems;
- energy consumption monitoring systems;
- separate waste collection;
- water efficient equipment;
- regular preventive inspections and cleaning of engineering systems (legionellosis control).

The Vivaldi Plaza business center also offers bicycle parking.

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The Vivaldi Plaza business center is certified according to the BREEAM international environmental efficiency standards.





## **Stanislavsky Factory**

Stanislavsky Factory is a complex of buildings of a former gold-plating factory built at the beginning of the 20th century. This was the location of the Workers' Theater, where the outstanding director Konstantin Stanislavsky began his creative career.

In 2005, the premises of the Stanislavsky Factory business center were completely reconstructed according to the design of the British bureau John McAslan + Partners.

The result of the renovation is an appealing combination of architectural styles. Historical buildings have been completely restored, and new ones fit harmoniously into the overall concept.

The cozy and relaxing courtyard and a cherry orchard that blooms every spring endow this unique business center with a special ambiance.

Environmental technologies implemented in the business center include:

- technologies for reducing energy and water consumption;
- landscaped grounds;
- use of natural finishing materials;
- separate waste collection;
- implementation of a responsible purchasing policy.

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The Stanislavsky Factory business center is certified according to the BREEAM international environmental efficiency standards.



## **Silver city**

Silver City Business Center is a joy to the eye with its modern architecture and vivid colorful decoration.

Upon entering the business center, guests find themselves in a large, brightly lit atrium, where the open panoramic roof and water wall create a feeling of space and fresh air.

In the center of the atrium, there is a cozy lobby bar - an ideal place for meeting visitors and conducting business negotiations.

Silver City business center also has an extensive retail area with shops and service departments, which allows tenants, if necessary, to resolve everyday issues without leaving the building.

Among the environmental solutions implemented in the business center:

- technologies for reducing energy and water consumption;
- green grounds;
- use of natural materials in finishing;
- separate waste collection;

- containers of the “Second Wind” fund for collecting clothes for charitable purposes and for recycling;
- implementation of a responsible procurement policy.

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The Silver City business center is certified according to international BREEAM environmental efficiency standards.





## **iCUBE**

The key features of the building are its non-standard geometry and a “green” roof, which not only improves its aesthetic characteristics, including for the residents of nearby buildings, but also has environmentally friendly properties: it increases noise insulation and reduces the heat island effect (increased air temperature in large cities).

The common areas are decorated using natural materials.

The environmental solutions implemented in the business center include:

- sound-absorbing panels around utility systems;
- displacement ventilation and air recovery;
- policy to control and reduce water and energy consumption;
- separate waste collection;
- regular preventive inspections and cleaning of engineering systems (legionellosis control).

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The iCUBE business center is certified according to the international BREEAM environmental efficiency standards.





## **White Stone**

The White Stone business center is located in a prestigious area of the capital, not far from the Belorusskaya metro station in the White Square business district.

In 2014, the complex was renovated: the common areas were redesigned and finished with natural light stone. This gave the entrance group and tenants' recreation areas a status look. The renovation project received a Best Atrium award at the Best Office Awards.

The building has implemented the following environmentally friendly solutions that increase tenant comfort:

- intelligent elevator control system;
- interior decoration with natural light stone;
- displacement ventilation and air recovery;
- policy aimed at control and reduction of water and energy consumption;
- separate waste collection;
- regular preventive inspections and cleaning of engineering systems (legionellosis control).

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[The White Stone business center is certified according to BREEAM international environmental efficiency standards.](#)





## **Krugozor**

The Krugozor business center occupies the premises of a former Soviet toy factory and is an excellent example of high-quality renovation of an old building and its transformation into a modern business space.

The following solutions have been implemented in the business center:

- displacement ventilation and air recovery;
- policy aimed at control and reduction of water and energy consumption;
- separate waste collection;
- regular preventive inspections and cleaning of engineering systems (legionellosis control).

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The Krugozor business center is certified according to BREEAM international environmental efficiency standards.





## **LeFORT**

LeFORT business center is a stylish B+ class business complex located on the premises of a former silk factory, which was founded on the banks of the Yauza River in the early 20th century.

Today, the former Silk Manufactory Partnership factory has transformed into the LeFORT business district with loft-style buildings. High four-meter ceilings, arched windows and original brickwork preserve the historical ambiance. The buildings' interiors are decorated in the same style.

The LeFORT business center complex has everything required for successful work in comfortable conditions.

The business center has implemented zonal temperature control systems, as well as technologies that supply fresh air to common areas. Birdhouses and insect houses are installed on the territory of the complex.

Among the environmental solutions of the business center:

- displacement ventilation and air recovery;
- policy aimed at control and reduction of water and energy consumption;
- separate waste collection;
- regular preventive inspections and cleaning of engineering systems (legionellosis control).

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In 2019, the complex was certified according to BREEAM, which is a good example of a potential increase of buildings' environmental efficiency, regardless of the time of construction and original purpose.





## QUANTITATIVE DATA ON THE COMPANY'S SUSTAINABLE DEVELOPMENT ACTIVITIES

GRI 2-4, 3-3

### Age diversity in the company

Employees divided by age		2018	2019	2020	2021	2022
Under 30	persons	41	40	46	45	34
	%	25,6	20,3	20,9	23,4	20,3
30 - 50	persons	103	136	151	129	111
	%	64,4	69,0	68,6	67,2	66,5
Over 50	persons	16	21	23	18	22
	%	10,0	10,7	10,5	9,4	13,2

### Gender balance in the company

Employees divided by gender		2018	2019	2020	2021	2022
Women	persons	92	114	108	116	108
	%	57,5	58	49	60	65
Men	persons	68	83	112	76	59
	%	42,5	42	51	40	35

Gas consumption, m<sup>3</sup>

Business center	2018	2019	2020	2021	2022
Stanislavsky Factory	1 539	1 339	959	1 464	1 425
LeFORT	1 333	1 124	1 038	1 308	1 189
<b>Total</b>	<b>2 872</b>	<b>2 463</b>	<b>1 997</b>	<b>2 772</b>	<b>2 614</b>

## Waste fractions

Waste fractions, collected for recycling, kg:	2019	2020	2021	2022
Cardboard	65 107	58 540	76 466	73 676
Paper	18 922	8 000	6 777	14 293
Plastic, glass, metal, tetrapack	12 387	6 095	13 185	46 675
<b>Total</b>	<b>96 416</b>	<b>72 635</b>	<b>96 428</b>	<b>134 644</b>



## Greenhouse gas emissions

Business center	2022 CO <sub>2e</sub> , tons			Change dynamics CO <sub>2e</sub> , tons, compared to 2021		
	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total
Silver City	530,4	5 714,8	6 245,2	-459,7	-1 497,1	-1 956,8
Stanislavsky Factory	2 715,6	2 642,7	5 358,3	-563,4	-461,2	-1 024,6
LeFORT	2 247,2	3 135,9	5 383,1	-504,7	+149,5	-355,2
Lighthouse	477,7	4 524,6	5 002,3	-83,7	-815,6	-899,3
Krugozor	0	4 837,7	4 837,7	-3,9	-428,3	-432,2
iCUBE	33,8	1 669,7	1 703,5	+31,4	-248,9	-217,5
Vivaldi Plaza	83,5	9 028	9 111,5	-27,3	-1 415,5	-1 442,8
White Square	72,9	9 141,4	9 214,3	+72,9	-523,6	-450,7
White Stone	54,4	4 310,5	4 364,9	-39,7	-532,1	-571,8
Ducat Place III	0	4 091,4	4 091,4	-234,7	+186,2	-48,5
Legend	136,5	10 152,5	10 289	-133,9	+79,1	-54,8
<b>Total</b>	<b>6 352,0</b>	<b>59 249,2</b>	<b>65 601,2</b>	<b>-1 946,7</b>	<b>-5 507,5</b>	<b>-7 454,2</b>

Total electric power consumption, thousand kW/hr.

Business center	2018	2019	2020	2021	2022
White Square	19 711	21 422	17 229	18 008	17 011
Legend	18 913	18 873	14 698	19 987	14 496
Ducat Place III	8 487	8 051	6 671	6 741	6 951
Silver City	10 274	10 475	8 767	9 132	7 742
White Stone	8 140	7 820	6 774	7 031	6 332
Vivaldi Plaza	14 414	13 349	11 728	12 143	11 422
Stanislavsky Factory	11 225	9 868	8 885	9 664	8 231
Krugozor	9 361	9 415	8 334	9 258	8 821
iCUBE	2 304	1 556	1 087	1 304	2 511
Lighthouse	7 556	7 159	6 132	6 696	6 046
LeFORT	11 670	12 400	10 794	9 290	9 754
<b>Total</b>	<b>122 045</b>	<b>120 388</b>	<b>101 098</b>	<b>109 255</b>	<b>99 317</b>



## Total consumption of thermal energy, Gcal

Business center	2018	2019	2020	2021	2022
White Square	12 053	10 234	8 089	10 397	9 852
Legend	17 231	16 281	14 014	15 027	14 895
Ducat Place III	5 026	4 178	3 414	4 690	4 929
Silver City	12 471	10 264	9 145	11 438	8 628
White Stone	5 092	4 053	3 666	5 523	4 851
Vivaldi Plaza	16 945	15 018	13 909	17 354	14 355
Krugozor	6 826	6 041	4 827	6 125	5 818
iCUBE	2 602	2 101	1 935	2 771	2 312
Lighthouse	6 201	5 286	4 887	6 997	5 609
<b>Total</b>	<b>84 447</b>	<b>73 455</b>	<b>63 886</b>	<b>80 322</b>	<b>71 249</b>

Total amount of water consumed, m<sup>3</sup>

Business center	2018	2019	2020	2021	2022
White Square	96 194	102 516	56 386	65 829	66 946
Legend	96 512	101 998	71 441	87 391	91 074
Ducat Place III	25 427	24 110	12 210	13 671	22 856
Silver City	35 782	37 897	20 688	21 724	23 060
White Stone	33 405	30 443	16 789	21 909	23 207
Vivaldi Plaza	60 585	64 545	39 423	45 876	47 099
Stanislavsky Factory	35 181	32 435	16 723	20 400	21 959
Krugozor	32 538	32 627	19 333	23 288	26 233
iCUBE	6 943	8 963	5 778	8 324	8 016
Lighthouse	39 240	39 265	25 266	31 155	28 938
LeFORT	53 004	57 940	38 584	38 135	43 002
<b>Total</b>	<b>514 811</b>	<b>532 739</b>	<b>322 621</b>	<b>377 702</b>	<b>402 391</b>



## Total waste

Business center	Total weight of waste, 2020, kg	Separate waste collection, 2020, kg	Weight share, 2020, %	Total weight of waste, 2021, kg	Separate waste collection, 2021, kg	Weight share, 2021, %	Total weight of waste 2022, kg	Separate waste collection, 2022, kg	Weight share, 2022, %
Vivaldi Plaza	105 400	2 937	2,79	99 800	2 292,71	2,3	96 000	9 858,64	10,3
White Square	179 000	31 354	17,52	113 460	38 033	33,5	136 148	28 031	20,6
White Stone	120 800	2 013	1,67	126 700	1 092	0,9	165 600	10 569,8	6,4
Lighthouse	69 000	5 631	8,16	115 830	3 922	3,4	62 700	9 769,3	15,6
Stanislavsky Factory	64 400	3 113	4,83	87 000	3 627	4,2	69 600	8 918	12,8
Krugozor	108 000	11 807	10,93	118 500	13 212	11,1	140 800	21 466	15,2
LeFORT	150 000	677	0,45	132 900	0	0	120 000	8 312,7	6,9
Ducat Place III	66 000	8 516	12,90	98 200	5 086	5,2	133 380	6 276,5	4,7
Silver City	63 100	1 145	1,81	142 900	530	0,4	125 600	8 902	7,1
Legend	67 900	13 662	20,12	65 200	6 361	9,8	201 760	15 461,9	7,7
iCUBE	50 400	0	0	55 800	2 288	4,1	103 270	7 078,1	6,9
<b>Total</b>	<b>1 044 000</b>	<b>80 855</b>	<b>7,74</b>	<b>1 156 290</b>	<b>76 443</b>	<b>6,6</b>	<b>1 354 858</b>	<b>134 643,94</b>	<b>9,9</b>

## Generated waste, tons

Business center	2018	2019	2020	2021	2022
White Square	262	253	179	113,4	136,2
Legend	49	62	68	65,2	201,8
Ducat Place III	105	131	66	98,2	133,4
Silver City	99	100	63	142,9	125,6
White Stone	195	230	121	126,7	165,6
Vivaldi Plaza	178	179	105	99,8	96,0
Stanislavsky Factory	158	123	64	87	69,6
Krugozor	183	177	108	118,5	140,8
iCUBE	179	237	50	55,8	103,3
Lighthouse	139	136	69	115,8	62,7
LeFORT	211	193	150	132,9	120
<b>Total</b>	<b>1758</b>	<b>1821</b>	<b>1044</b>	<b>1156,3</b>	<b>1354,9</b>



# CONTACTS

We appreciate your feedback. If you have any questions about the Report, please contact Anastasiya Arkhipova, O1 Properties Director for Marketing and Communications ([arkhipova@o1properties.ru](mailto:arkhipova@o1properties.ru))

