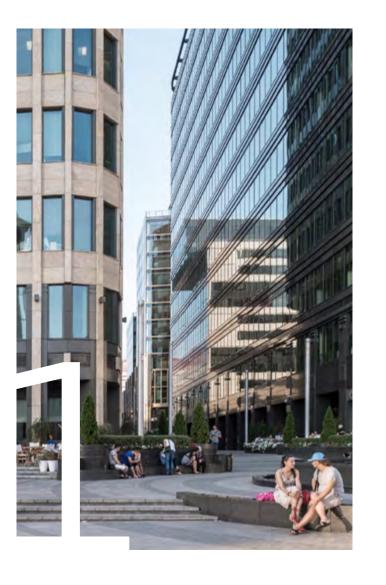
SUSTAINABILITY REPORT

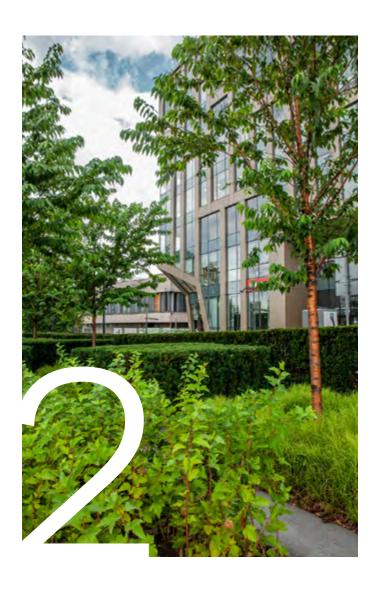
2023

o₁properties

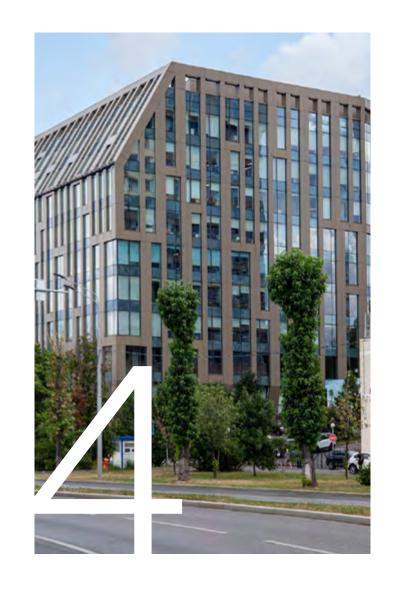


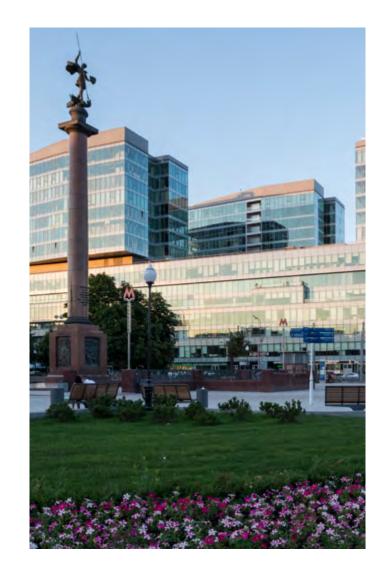












STATEMENT FROM THE **TEAM**

3

O1 PROPERTIES **TODAY**

5

Key results and achievements 6
Mission, values and business ethics
Anti-corruption activities12
Information security and data protection 13
Strategy and our approach to interactions with clients14
Our properties16

MANAGEMENT

SUSTAINABILITY

22

Sustainability priorities 23
Contributions to the UN SDGs 25
Stakeholder engagement27
Participation in sustainability associations and initiatives30

Ensuring safe	ty for tenan

for human rights	36
Interaction with employees	.41

SOCIAL **RESPONSIBILITY**

32

Ensuring safety for tenants 33
Commitment to respect for human rights
Interaction with employees41
Charity and engagement in city life 55

ENVIRONMENTAL RESPONSIBILITY

57

Environmental management system 61
Energy saving 67
Climate change73
Use of water resources 76
Waste management79

APPENDICES

84

About the Report	85
GRI content index	88
Quantitative data on the Company's sustainable development activities	91
Glossary	96

STATEMENT FROM THE TEAM

2-22*

Dear clients and partners,

We are pleased to present to our tenants, employees and all stakeholders our sixth Sustainable Report. The Annual Sustainable Report has become an essential part of our open dialogue with society.

In 2023, environment remained the priority area in sustainable development for O1 Properties. Thus, the Company has implemented the Environmental Management Systems ("EMS"). We obtained the certificate of EMS compliance with GOST R ISO 14001 requirements as a result of an external audit. A responsible approach to environmental impact management is one of the key principles of doing business. The Company implements practices and arranges events promoting efficient energy and resource consumption, as well as responsible waste management. Our goal is to make eco-awareness accessible and natural for each employee and tenant.

We ensure convenient working conditions to over 50,000 people visiting the Company's properties on a daily basis,. O1 Properties is focused on creating and developing a comfortable urban environment. The Company's facilities are points of attraction for local communities, authentically fitting into the modern urban landscape. They include several historic buildings, one of which is registered as a cultural heritage. O1 Properties is restoring and maintaining their historic appearance, opening them for public and for tours around cultural sites.

Since 2019, the Company has been a UN Global Compact signatory and has been guided by its principles in developing its own approaches and in its day-to-day operations.

Certificate of compliance of the Environmental Management System with GOST R ISO 14001 requirements was obtained in 2023

O1 Properties aims to create and develop comfortable urban space



^{*}The Report has been prepared with reference to the requirements of the GRI Standards. The full list of indicators used in the Report is provided in the GRI Content Index section.

In 2023, the Code of Corporate Ethics was updated describing O1 Properties' principles and values applied in the relationship with the Company's external stakeholders and employees.

On an annual basis, the Company sets goals in the key environmental aspects of sustainable development. In the reporting year, it was able to achieve all its targets and exceed them in the area of energy savings.

O1 Properties' focus on sustainability aspects of its business activities helps the Company to sustain its ESG leadership in the industry and to build its long-term development plans. Close interaction allows the Company is able to align the goals and provide help in achieving them.

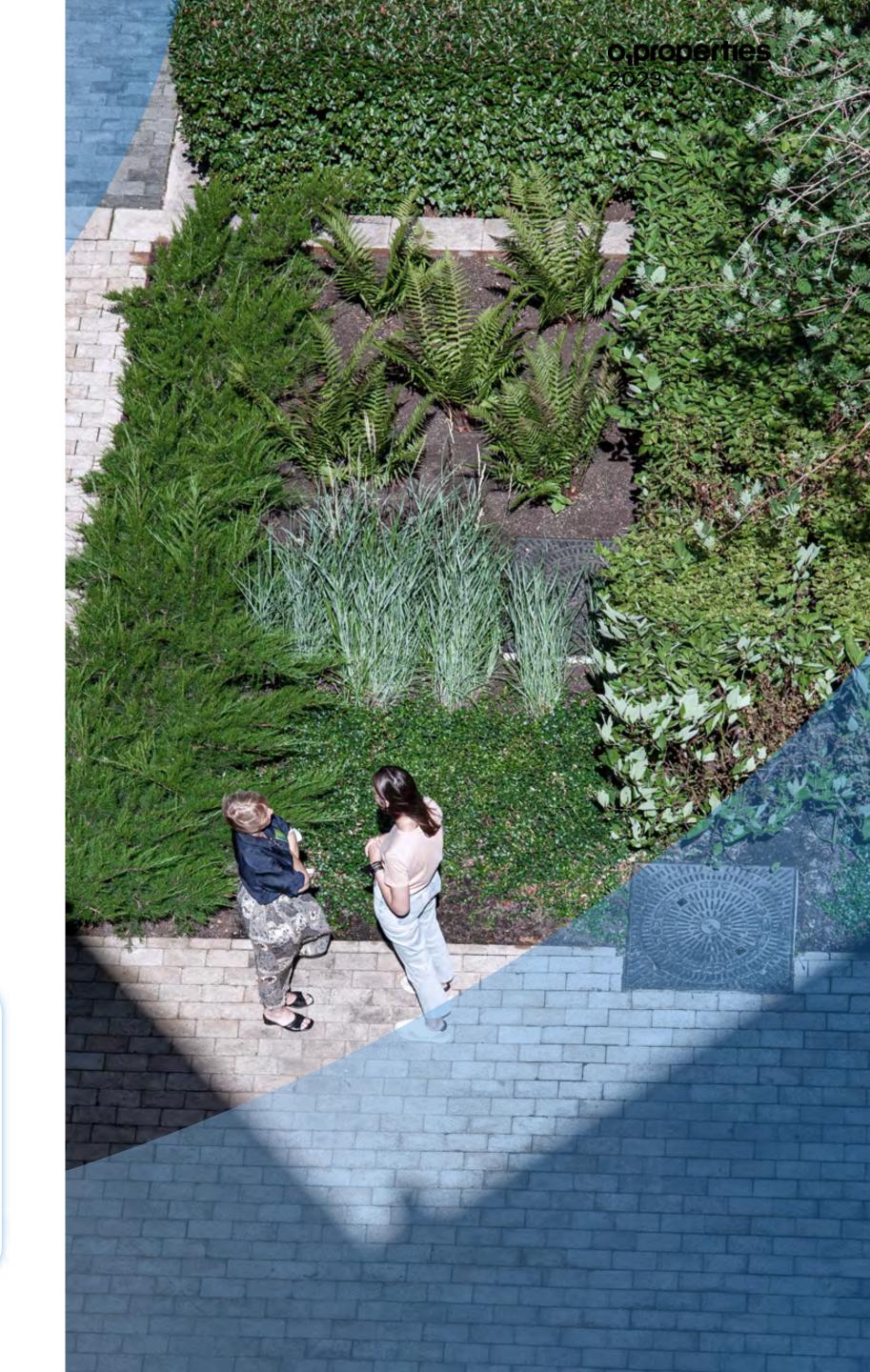
Being the largest owner of class A business centres in Moscow and maintaining its lead in the office segment, not only O1 Properties is aware of its responsibility to the tenants, but is also keen to set trends in sustainable development for the entire commercial real estate sector.

To ensure a continuous engagement with the key industry representatives, the Association of Commercial Real Estate Market Participants for Sustainable Development (ARKN) was set up, O1 Properties being its co-founder.

By honouring its commitments presented in the O1 Properties Sustainable Development Policy, the Company is building up a responsible community and supports its tenants in their path to achieve ambitious goals.

In the reporting year, we achieved fulfillment of all target indicators and exceeded them in the field of energy saving

O1 Properties is a co-founder of the Association of Commercial Real Estate Market Participants for Sustainable Development (ARKN)



1

O1 PROPERTIES TODAY

11

business centres located in Moscow key business districts 10%

of class A office real estate market share in Moscow

Over **50,000**

people visit O1 Properties facilities on a daily basis

293

tenants



KEY RESULTS AND ACHIEVEMENTS OF 2023

Environmental

Implementation of the Environmental Management System (a certificate of compliance of Environmental Management System with GOST R ISO 14001 requirements obtained)

100% procurement of certified office paper¹

O fines
fines for environmental law violations

6 business centres obtained platinum certificates issued by the Clever national real estate environmental certification system

50%2

of detergents in the facilities of O1 Properties (of total costs of detergents) are environmentally friendly 98%

of purchased sanitary and hygienic products used in the facilities of O1 Properties are made from recyclable materials Social

8.83 is the employee satisfaction index (2022: 8.64)

RUB 14.7 million

invested in voluntary health insurance and healthcare programmes

RUB 1.9 million invested in personnel training

36 training programmes completed by employees with support from the Company

O complaints related to violation of labour rights and discrimination

O incidents human rights abuses

Governance

A UN Global Compact signatory

7 UN SDGs defined as focal

4 meetings of the Green One Club as part of the partnership with tenants addressing sustainable development practices in the office space

O incidents of corruption

O incidents, related to data leak

ARKN

Co-founder of the Association of Commercial Real Estate Market Participants for Sustainable Development

¹ In the office of O1 Properties

² At least 98% — the share of environmentally friendly detergents in the office of O1 Properties

KEY RESULTS AND ACHIEVEMENTS OF 2023:



Heat consumption

∠_{by} 13.4_%

compared to the 2022 level



Use of office paper

compared to the 2022 level



Energy consumption

compared to the 2022 level



Gas consumption

compared to the 2022 level



Share of separate waste collection in the total amount

$$7_{\text{by}}4.1_{\text{\%}}$$

compared to the 2022 level



Water consumption

compared to the 2022 level









Category I in the ESG index from RBC and NCR

Forbes

Gold in the Best Employers in Russia rating from Forbes



O1 Properties is an ESG Brand of the Year according to Green Property Awards



Award for creation of professional community from Green Property Awards



The Moscow Mayor's Office awarded the White Square Business Centre for the best conditions for accessibility to the business centre and its services for disabled persons and other people with limited mobility



The Association of Commercial Real Estate
Market Participants for Sustainable Development
(co-founded by O1 Properties) was awarded as
the Best Sustainable Development Project by
Arendator Awards

MISSION, VALUES AND BUSINESS ETHICS

Pavel Barbashev, Commercial Director:



"Our mission is to improve the quality of product and encourage progress in the real estate industry, among other things, in sustainability and compliance with high environmental criteria and standards."

About the Company

2-1

2-6

O1 Properties (the "Company") is the largest owner of class A business centres in Moscow. The Company specialises in leasing and management of office space. The O1 Properties portfolio includes 11 business centres located in Moscow's key business districts.

As part of its operations, the Company cooperates with Standard Property & Facility Management (the "Management Company") providing services in operation, maintenance and management of commercial and socially important properties and multi-purpose complexes.

3-3

The corporate culture of O1 Properties involves compliance with principles of business ethics at all levels. In 2023, 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 helps to create a productive and friendly work environment, build long-term relationships with clients and partners, and maintain an impeccable reputation even in unstable condition.

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

11 business centers

The largest owner of class A business centers in Moscow

RUB 167.8 billion

Investment portfolio as of 31.12.2023, net of VAT



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

According to the Code of Corporate Ethics, O1 Properties makes the following commitments to the 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 appropriate attention to health, labour, environmental and human safety.

In its operations, O1 Properties relies on the following values:



Innovation and creative approach

We believe that buildings represent an essential element of the external environment shaping the city image. We also note how important it is to create and maintain a comfortable atmosphere in the premises: it has a direct impact on the experience of those who are inside. In its facilities, O1 Properties uses innovative design and technology contributing to bespoke and comfortable experience, while the choice of materials ensures eco-friendliness of office buildings.



Long-term sustainability

Contracts with reliable tenants, high-quality assets, a professional team and decision-making process based on assessment of any implications in the long term ensure the Company's growth, development and stability.



Transparency and impeccable reputation

O1 Properties follows transparent practices of corporate governance and informational openness. We value our partnership relations with the counterparties and organise our work based on the impeccable reputation.



Responsibility

We follow the corporate social responsibility policy and share the UN Global Compact principles in terms of human rights, labour, responsible attitude to environment and anti-corruption.

ANTI-CORRUPTION ACTIVITIES

2-23

2-26

3-3

205-3

The Company adheres to the principle of zero tolerance to corruption in any form.

We expect that our employees will immediately report any violations or potential violations of law and local regulations they become aware of, including any instances of corruption or bribery.

In 2022, the Company approved its Anti-corruption and Anti-bribery Policy based on the following anti-corruption legislation:

Federal Law No. 273-FZ of the Russian Federation "On Combating Corruption"

the Criminal Code of the Russian Federation

the UN Convention against Corruption

O1 Properties has a hotline that any employees or counterparties of the Company can contact if they become aware of any cases of violation of provisions of this policy, the Code of Corporate Ethics or any other actions which may cause damage to reputation.

In 2023, no incidents of corruption were registered.



INFORMATION SECURITY AND DATA PROTECTION

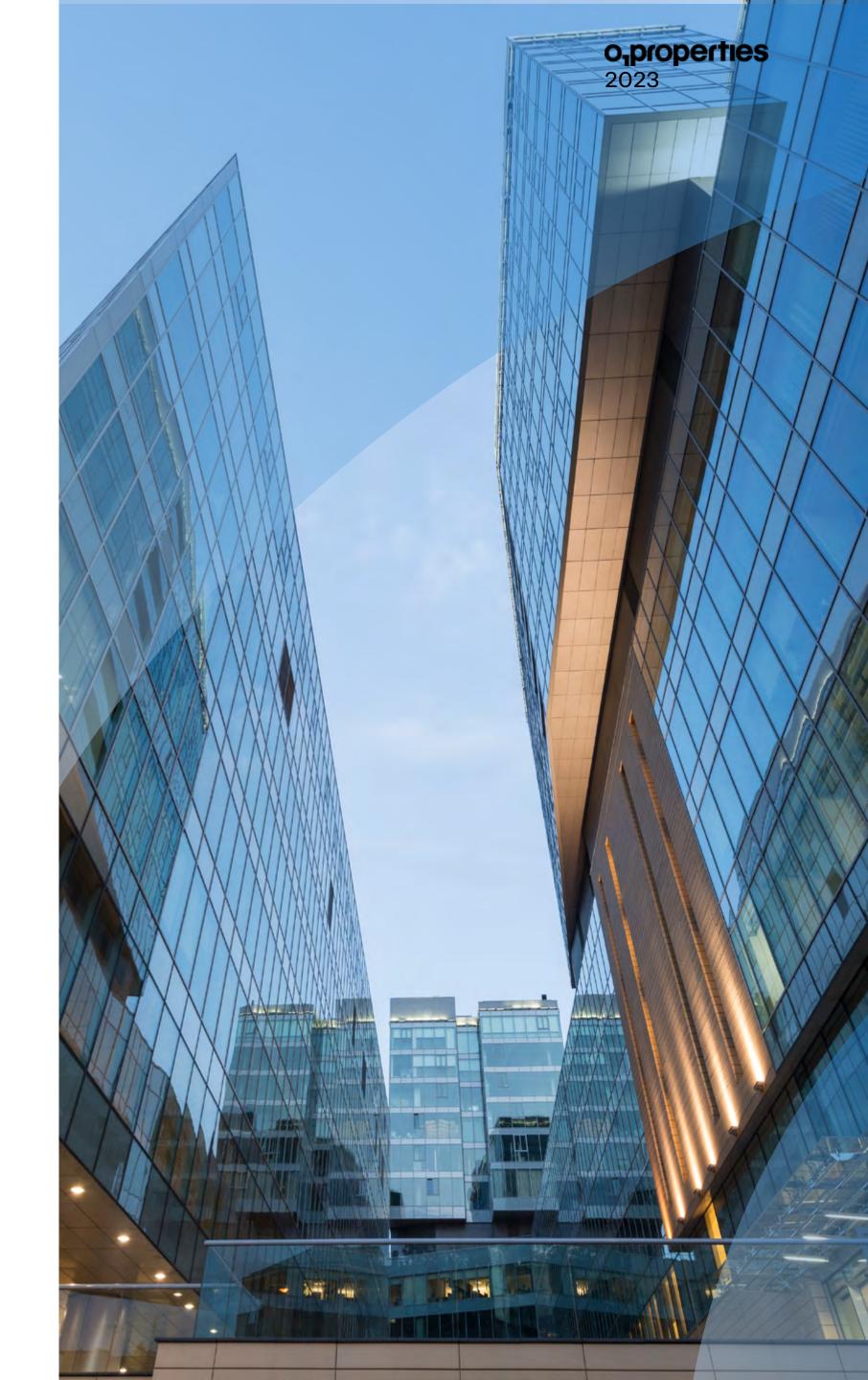
3-3

The matters of personal data protection and information security are regulated by the Company's Regulation on Protection of Personal Data and Regulation on Information Security. The Head of the Economic Security Department is responsible for control over compliance with these regulations. Their provisions could be found at the Company's portal and are updated in accordance with any amendments made to the national law.

Organisational and technical measures are implemented in order to protect information, including the use of specialised software, encryption systems and access control.

Each employee is responsible for safety of their personal data and must apply a responsible approach to working processes and prevent data leaks.

Due to its focus on ensuring information security, O1 Properties was able to avoid any incidents related to data leaks in 2023.



STRATEGY AND OUR APPROACH TO INTERACTIONS WITH CLIENTS

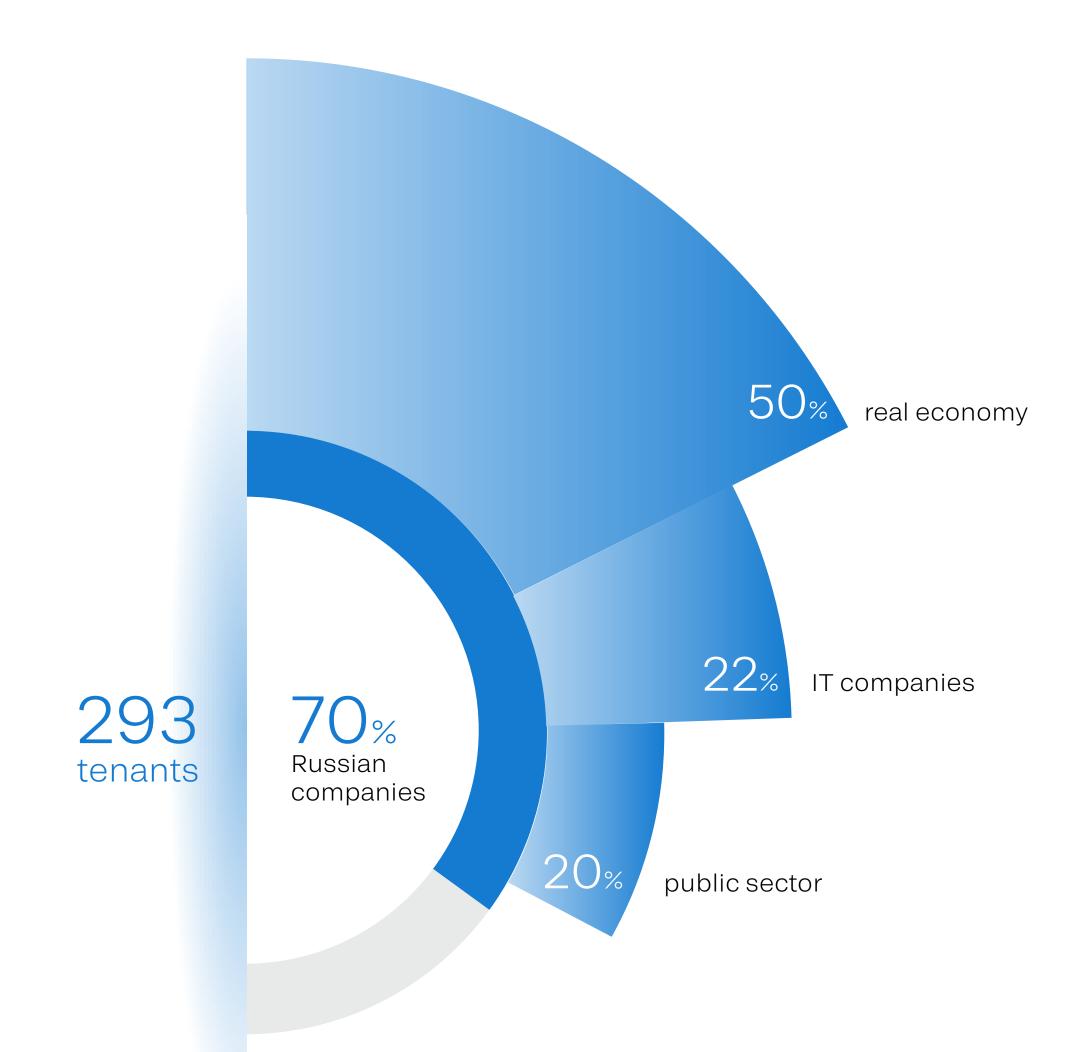
2-6

Every day our facilities are visited by over 50,000 people who come to offices, restaurants, cafés, stores and fitness centres, therefore, the foundation of our model is people, their comfort and convenience of when using our premises.

Caring for employees, developing our own HR brand and creating competitive advantages in the labour market encourage our clients to choose higher-profile offices compliant with the best practices and advanced quality standards.

We provide premises to 293 tenants, about 70% of which are Russian companies. In the reporting year, the share of Russian real economy companies has significantly increased: it amounted to over 50%, with the public sector for about 20% of tenants and 22% of premises being leased by IT companies.

The clients value our flexible approach to negotiating the terms of cooperation, a high quality of premises and their management, well developed infrastructure and the scale of our portfolio which allows the Company to find solutions responding to any requests, regardless the industry or size of businesses, and, if necessary, propose options of relocation and higher comfort to our tenants.



In the reporting year, the Company carried out a thorough work aimed to optimise our operational business processes, including digitalisation, growth of labour productivity and resource efficiency.

A comprehensive approach allowed the Company to reduce its internal costs while maintaining a high level of service for the clients. The fact that no large-scale capital investments were required, and the pool of spare parts for renovation and maintenance of internal equipment and supplies of our real estate properties have been stored in advance, contributed to our financial stability.

The rentable area of the Company's assets at the end of 2023 amounted to 467,200 m², while the vacancy across portfolio was 12% and the average rental rate in 2023 was RUB 29,919 per m² p.a.

Statistical indicators 2023

RUB 167.8 billion

Market value of properties (total), net of VAT

RUB 29,919/m² p.a.

Average rental rate

467,180 m²

Rentable area

88%

Volume of rented space at the year-end

2.3 years

Weighted average unexpired term of lease agreements

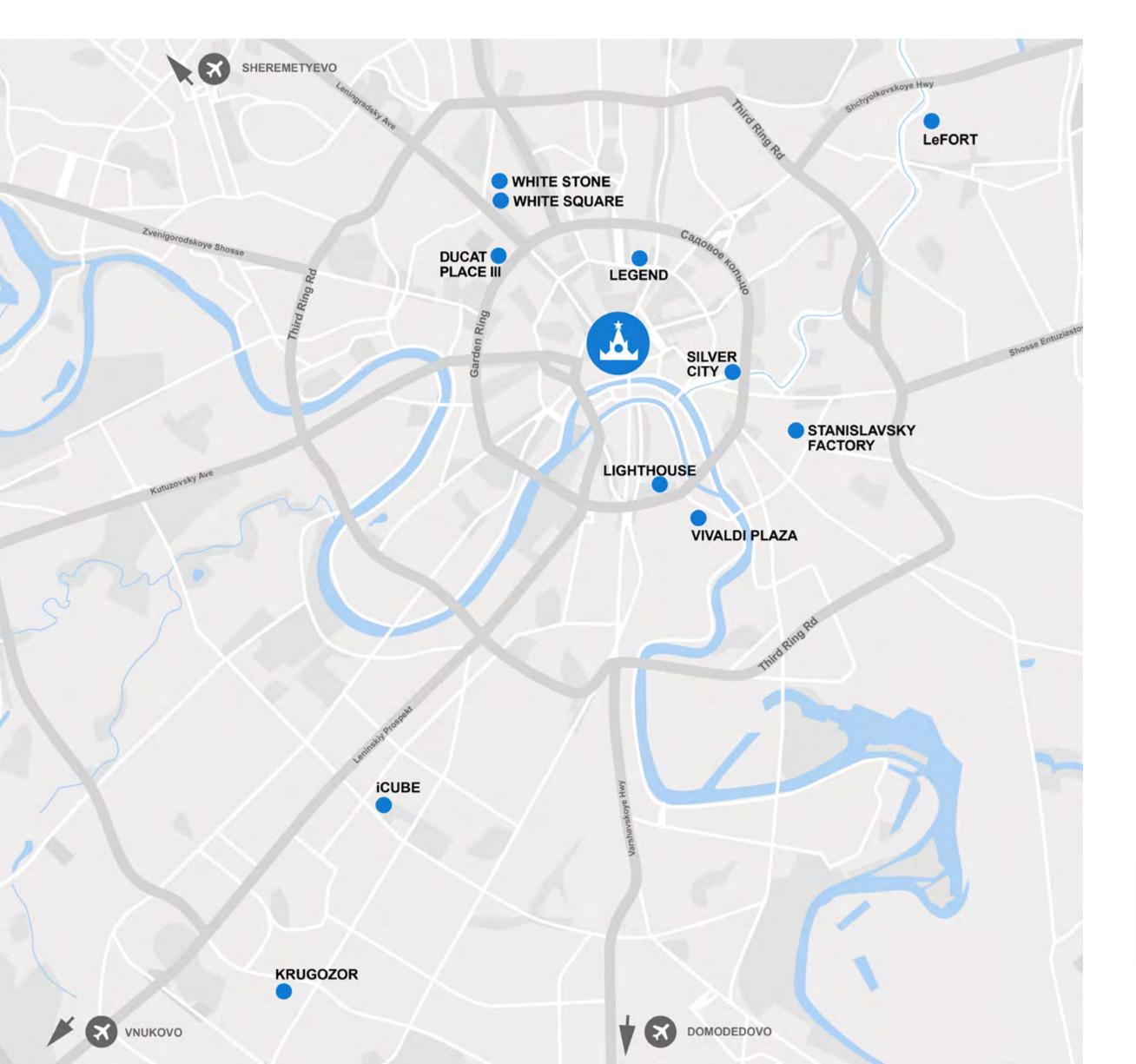
10%

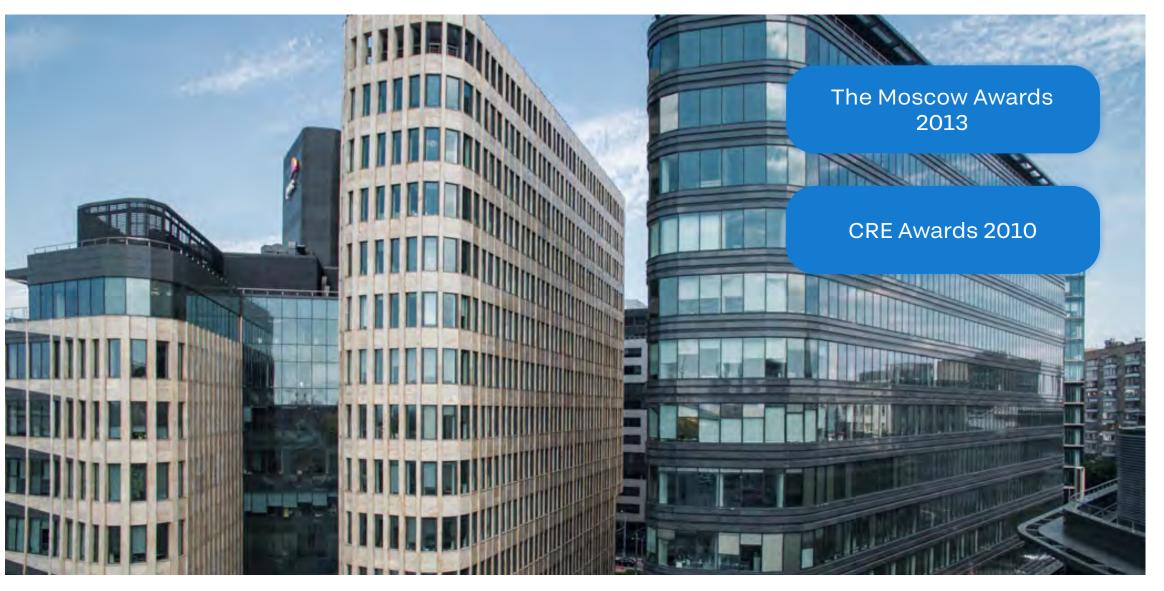
Class A office market share

293

Number of tenants

OUR PROPERTIES





White Square

White Square Business Centre comprises three office buildings bundled together by a pedestrian space with a retail area, where life is in full swing around the clock thanks to multiple stores and restaurants. The Business Centre is fitted with advanced security systems and energy-efficient technologies ensuring tenants' comfort and safety. An architectural mix of historic and modern elements gives the complex a unique look. A developed urban and transport infrastructure makes it convenient and attractive for people.

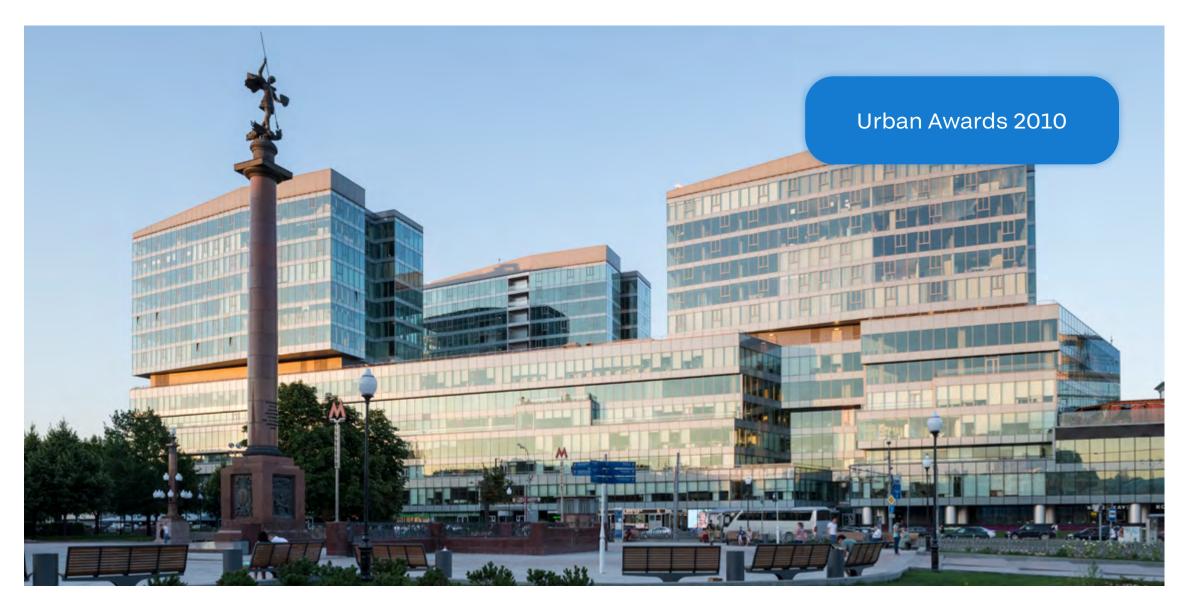
Class A

76,407 m²



Ducat Place III

Ducat Place III Business Centre is one of Moscow's most advanced and high-quality office centres with a spectacular entrance lobby and a stylish atrium. Designed based on a modern architectural concept, Ducat Place III meets the strictest requirements to class A business centres. Additionally to an elegant design of the business centre premises, it is equipped with innovative security and energy efficiency systems, ensuring a high level of comfort for the tenants.



Legend

Legend is a multifunctional complex located in the very centre of Moscow and integrating residential premises and a business centre. A well-developed infrastructure includes multiple cafés, restaurants, banks and stores. The business centre is known for its American constructivist architecture designed by the NBBJ bureau. Its panoramic windows and floor layout are designed so that our tenants enjoy the maximum daylight illumination every working day. High-quality construction materials and energy-efficient technologies were applied in this building. The internal structure allows for both individual offices and an open space. The business centre has multiple entrances and a separate entrance to the parking lot away from the residential part which ensures a convenient access and comfortable conditions for residents, tenants and visitors.

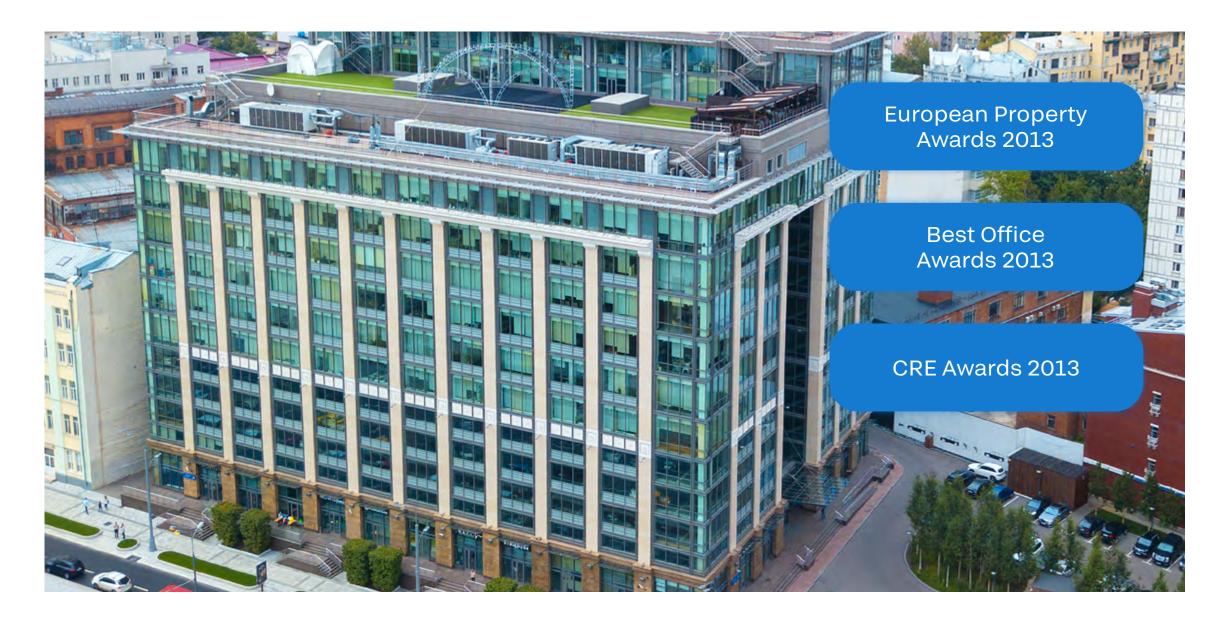
Class A

33,558 m²

481
Parking spaces

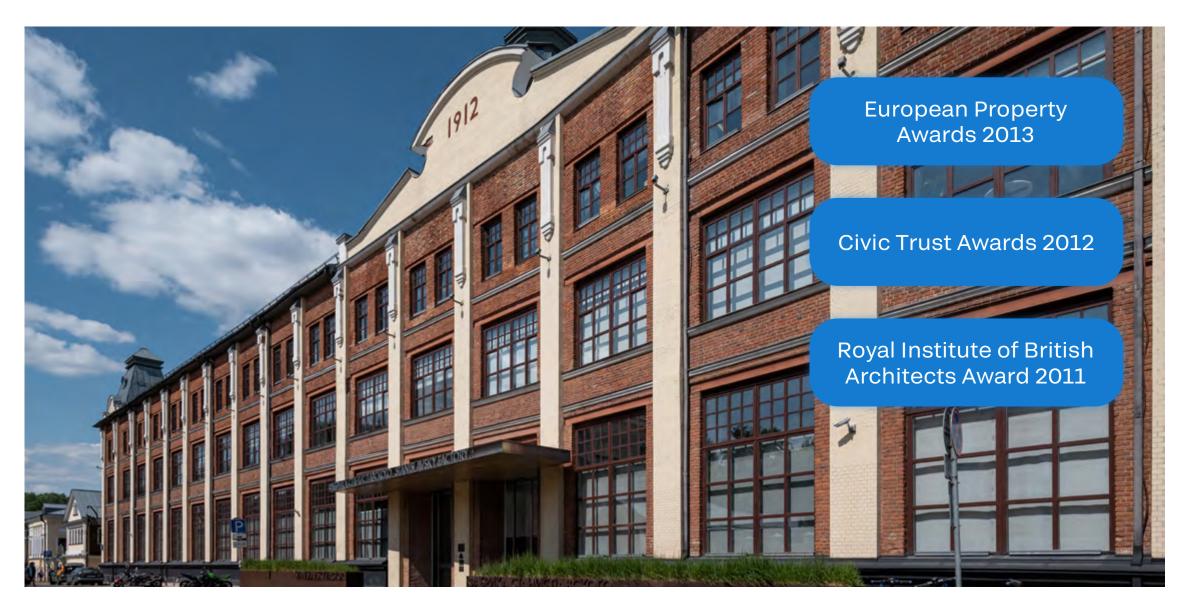
Class A

40,148 m²



Lighthouse

Lighthouse Business Centre is located on the inner side of the Garden Ring close to Paveletskaya metro station. The building is famous for its luxurious hi-tech atrium and panoramic views of the city from the usable roof. The Lighthouse represents a perfect combination of design, comfort and functionality: it has a large glazed area and bright architectural lighting making it stand out from the urban landscape. The building is equipped with advanced security systems and energy-efficient solutions and is compliant with strict international standards.



Stanislavsky Factory

Stanislavsky Factory Business Centre represents a set of former gold-plating factory buildings erected at the beginning of the 20th century. In the past, it was used as a workers' theatre where a prominent theatre director Konstantin Stanislavsky started his creative career. The building was reconstructed in 2005 according to the design of the British bureau John McAslan + Partners. The result of the renovation is a unique architectural ensemble: historical buildings have been completely restored, and new structures fit harmoniously into the overall concept. A cosy and quite courtyard and blooming cherry orchard along with a unique architecture including loft elements create a special atmosphere, providing comfortable conditions for businesses, visitors and people.

Class A

27,426 m²

367
Parking spaces

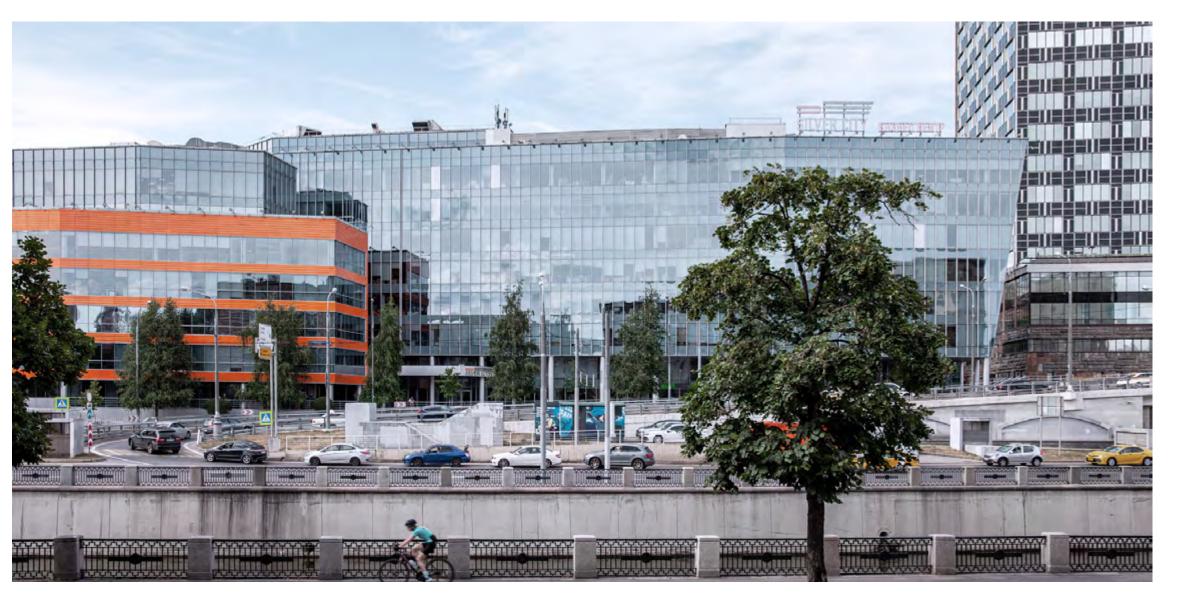
Class A

34,568 m²



Vivaldi Plaza

Vivaldi Plaza Business Centre is located in one of the Moscow's busiest business districts, next to Paveletskaya metro station and includes a set of four buildings forming a cosy and green courtyard. A panoramic glazing and functional layouts ensure a comfortable working environment for tenants. A developed infrastructure and transport accessibility contribute to advantages of the complex. Vivaldi Plaza Business Centre is a perfect space for efficient work.



Silver City

Silver City Business Centre stands out from the surrounding landscape with its modern architecture and bright colourful decoration. A large atrium with a water wall and panoramic roof create a feeling of space and light. In the centre of the atrium there is a lobby bar, a popular place for meeting visitors and conducting business negotiations. The Silver City has a diverse retail area which allows tenants to deal with everyday matters without leaving the building.

Class A

48,202 m²

771
Parking spaces

Class A

41,909 m²



iCUBE

iCUBE Business Centre is a modern building with unique geometry decorated with grey stemalite located in a picturesque green area of Moscow. It was designed by famous ABD Architect bureau. The business centre seamlessly blends with the local urban landscape, equipped with advanced security systems and energy-efficient technologies, while its panoramic glazing ensures the maximum natural light and wonderful views to the surrounding area, creating comfortable conditions for tenants.



White Stone

White Stone Business Centre is located in a prestigious business district of Moscow, near Belorusskaya metro station in the White Square business quarter. The renovation project of 2014 developed by the Aedas architectural bureau received the Best Office Award. In the course of the renovation, the common areas were redesigned and finished with natural light stone. This highlights the high profile of the property and makes the entrance lobby and tenants' recreation areas particularly attractive.

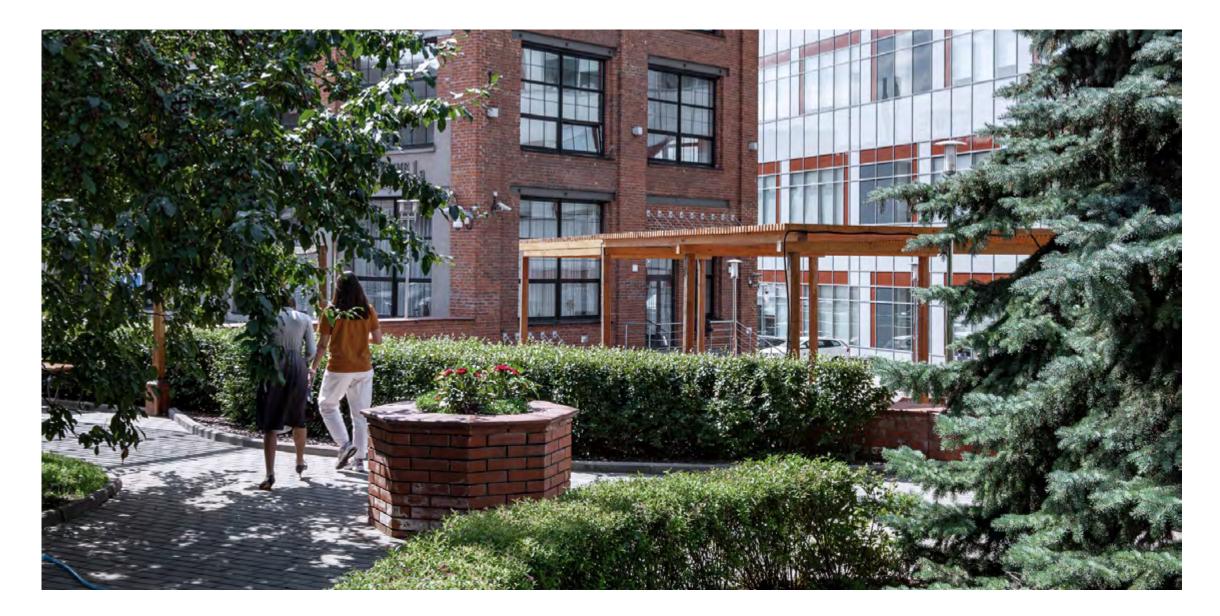
Class A

19,177 m²

215
Parking spaces

Class A

39,698 m²



LeFORT

LeFORT Business Centre is a modern B+ class business complex located on the premises of a former silk factory of the early 20th century. This area was popular among merchants and was called the German Settlement. Today it has transformed into the LeFORT business quarter where loft-style buildings with high ceilings, arched windows and original brickwork create a unique atmosphere. The LeFORT business centre facilities have all the equipment required for comfortable work and convenience of tenants.



Krugozor

Krugozor Business Centre occupies premises of a former Soviet toy factory and is an example of a high-quality renovation with transformation into a modern business space. The business centre is located in the South-West of Moscow and is conveniently linked to the key thoroughfares (the Third Ring Road, the Moscow Ring Road, Leninsky and Nakhimovsky avenues) which ensures a high transport accessibility for tenants.

Class B+

55,280 m²

746
Parking spaces

Class A

51,004 m²

2

SUSTAINABILITY MANAGEMENT

7 un sdgs

defined as focal

Co-founder of the Association of Commercial Real Estate Market Participants for Sustainable Development (ARKN) Member of the UN Global Compact

since 2019

Founder
of the green tenant
community —
Green One Club



SUSTAINABILITY PRIORITIES

2-24

2-27

O1 Properties is keen to maintain its sustainability leadership in the commercial real estate market by implementing the best practices and actively sharing its experience.

In its operations, O1 Properties remains committed to the United Nations Sustainable Development Goals (the "UN SDG") and promotes responsible business practices among the companies of the Russian commercial real estate sector through building partnership and cooperation with them.

O1 Properties sustainability programmes



Environmental responsibility

We minimise our environmental footprint and structure our operations taking into account the global climate change risks and other environmental threats.

- Projects designed to improve energy, heat and water use efficiency, separate waste collection and recycling
- Eco-awareness activities and encouragement of tenants' environmental initiatives
- Certification of properties under the Clever national real estate environmental certification system



Social responsibility

We promote well-being of our employees, tenants, partners and local communities.

- Programmes promoting health and well-being, as well as employee professional development and training
- Creating comfortable and functional urban spaces and infrastructure
- Volunteer and charity initiatives, including support to vulnerable groups of population, as well as culture and arts



Corporate governance and cooperation

We are committed to transparent business practices, constantly improving our governance mechanisms. We also promote these practices among the market participants.

- Transparency and annual sustainability reporting
- We are a co-founder of the Association of Commercial Real Estate Market Participants for Sustainable Development, promote initiatives aimed to develop the market institutional environment and disseminate responsible business practices
- Strict compliance with laws and regulations, absence of any significant violations

Sustainability regulating documents:



O1 Properties Sustainable Development Policy



O1 Properties Code of Corporate Ethics



O1 Properties Environmental Policy



Human Rights Policy



Regulations on processing and protecting personal data



The Sustainable Development Policy was approved in 2022 and contains the key approaches and principles followed by the Company in its own operations.

The Policy records the Company's commitments related to sustainable development:

- operate and manage the real estate portfolio strictly complying with the Russian legislation;
- implement sustainability principles at all levels of decision-making;
- communicate sustainability principles to employees, contractors, partners, clients and other stakeholders;
- publish annual sustainability reports, disclose the Company's projects in this area;
- · update our sustainability commitments on a regular basis.

CONTRIBUTIONS TO THE UN SDGS

We do believe that our actions could help address the key issues faced by both local and global communities. Our sustainability policy, practices and projects are consistent with the areas defined by the UN SDGs. We identified seven UN SDGs the contribution to which in the reporting year was assessed by the Company as the most significant.



It is important for us to maintain the quality and humidity of air in our properties consistent with all standards and requirements related to health protection and epidemiological welfare of people. Every year we seek to improve the ventilation and air conditioning systems, thermal climate control within the premises.

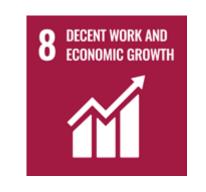
The Company cares about physical and mental well-being of its employees, creating comfortable conditions and ergonomic workstations, annually improving its voluntary health insurance programmes, encouraging participation in sports initiatives and giving access to psychological counselling.

In 2023, the practice of full diagnosis of health status for the Company's top management was introduced.



The Company has a programme in place called "Creating and Implementing Sustainable Energy Resource Consumption at O1 Properties". It includes development and implementation of actions aimed to reduce energy resource consumption and assess their effect, introduce a uniform policy of provident use and control over energy consumption while operating properties.

In 2023, we reduced energy consumption by 9.6% and heat consumption by 13.4% vs 2022.



We care about our employees and apply annual indexation of salaries, develop the culture of feedbacks, clearly structure our working procedures and areas of responsibility, organise educational programmes for hard and soft skills development, create a comfortable working environment and hold events for employees.

Our practices were rated as gold in the Best Employers in Russia rating compiled by Forbes magazine in the 'Employees and Society' category.



We continue supporting the industry progress in sustainability by sharing our knowledge and learning from our colleagues, industry groups and organisations standing for sustainable development of cities and communities.

We create comfortable public spaces and locations supporting the city's cultural life and promote annual volunteer and charity initiatives by Direct Dialogue, SOS Children's Villages and Second Wind which attract more and more participants.



With a focus on certification of properties in its management portfolio, O1 Properties seeks to minimise its environmental footprint and combat global climate change and other environmental threats.

In 2023, we started certification of our properties based on Clever assessment methodology and building quality certification. During the reporting period, six properties were certified, all the properties obtained the platinum certificates. Other Company's assets are scheduled for certification in 2024.



One of the key tasks of the Company's environmental policy is to reduce resource consumption both through technical re-equipment and by improving efficiency of management and consumption processes. In 2023, we reached out goals in this area vs 2022: increased the share of separate waste collection in the total amount of waste by 4.1% and reduced water consumption by 3.7% and gas consumption by 7.9%.

The Company seeks to choose the suppliers holding certificates confirming environmental performance of their products and to purchase environmentally friendly detergents. In 2023, we were able to increase the share of environmentally friendly detergents up to 50% (of the total amount of costs).

As a result of an external audit, the Company obtained certification of its environmental management system for compliance with the GOST R ISO 14001 standard requirements.



Since 2019, O1 Properties has been a signatory to the UN Global Compact demonstrating its commitment to principles in the area of human rights, labour relations, environmental protection and combating corruption.

As a co-founder of the Association of Commercial Real Estate Market Participants for Sustainable Development, we seek to develop the institutional environment and strengthen responsible business practices. In 2023, the Company played a key role in development of the Association, attracting new members and efficiently addressing organisational objectives.

Additionally, we reach out to our clients for the benefit of sustainable development. Green One Club quarterly events enable knowledge sharing and awareness raising about green offices and environmental responsibility.

STAKEHOLDER ENGAGEMENT

2-29

Responsibility is a cornerstone of O1 Properties' relations with all its stakeholders. The Company respects and recognises the rights and interests of its employees, shareholders and investors, business partners, representatives of federal and regional authorities, local communities, Russian and international non-profit organisations. We work on improving quality of our interactions to build mutually beneficial and long-term relations with the stakeholders.

Goals and channels of communication



Employees

Communication with employees is an integral part of the Company's operations. Since 2020, O1 Properties has annually measured the Employee Satisfaction Index assessing the level of employee satisfaction with various aspects of their work. Employees can also contact HR or Security Department and report any concerns to the hotline.



Clients

We maintain an open dialogue with tenants to be always aware of their expectations and to know how satisfied they are with the quality of our services. We regularly receive feedback via the Management Company and conduct annual anonymous surveys where everyone can provide a detailed feedback about their cooperation with the Company. Survey results form the basis for creating new products and improving our services. As part of improving our communications, important information is regularly posted in two news channels in the Telegram (O1 Office News and Green One Club), and is also available at information boards and displays in the business centres.

We strive to support and promote sustainability practices among our clients. Quarterly meetings in the tenants' Green One Club help clients to share their experience and raise awareness about green offices and environmental responsibility.







Mass media

We are always ready to provide comments to media requests regarding the situation in the commercial real estate market. The Company actively discloses its current events via channels in Telegram and provides key updates directly to media. We support openness by participating in ratings, forums, conferences and other events.



Representatives of expert communities

O1 Properties was a co-founder of the Association of Commercial Real Estate Market Participants for Sustainable Development (ARKN). The Association is designed to represent interests of the entities operating in the commercial real estate market, come up with initiatives aimed to improve the market resilience to external challenges, serve as a platform for interaction of the players to develop joint projects. In the framework of ARKN, we hold regular in-person meetings between representatives of the Association and other key market participants interested in sustainable development of their business.







Partners and subcontractors

The Company adheres to principles of mutual respect and transparency in its interactions with partners and counterparties. Respect for human rights is a vital aspect of these interrelations. It is also important for O1 Properties to communicate its sustainability values and priorities to its partners. This is why O1 Properties prefers cooperating with the partners observing high standards of ethics which enables creation of an efficient and responsible business community.



Non-profit organisations

Promotion of cultural projects and cultural values is a natural area of O1 Properties' social programme. Being an owner of several historic buildings in Moscow, the Company pays special attention to preserving the cultural heritage.

In terms of charity initiatives, we hold a monthly Direct Dialogue event in our business centres arranged by SOS Children's Villages charitable organization. We provide information support to Konstantin Khabensky Charitable Foundation and lease office premises to them at reduced rates. The objective of the Foundation is to improve quality of treatment and rehabilitation of children and young adults with brain tumours.

We are also engaged in environmental initiatives cooperating with the Second Wind Foundation. O1 Properties business centres have containers of this Foundation that accept clothes donations, and containers from Sobirator Foundation collecting small electricals.

PARTICIPATION IN SUSTAINABILITY ASSOCIATIONS AND INITIATIVES



Anastasia Arkhipova, Marketing and Communications Director:

"The global goal of the Association co-founded by us is to unite representatives of the commercial real estate market to enhance transparency and share best industry practices in the areas of social and environmental responsibility, corporate governance, as well as to develop national standards and initiatives contributing to the dynamic and sustainable development of the sector."



Association of Commercial Real Estate Market Participants for Sustainable Development (the "Association"). O1 Properties is a co-founder of the Association which unites developers and owners who are interested in promoting environmental efficiency standards and creating a comfortable, healthy and safe environment in all types of commercial real estate.

The mission of the Association is to assist development of the commercial real estate market based on social and environmental responsibility and corporate governance.

In 2022, the Association made a significant contribution to elaboration and dissemination of the Clever certification standard aimed to develop the commercial real estate market based on social and environmental responsibility and ethical corporate governance.



Network Russia

Since 2019, O1 Properties has been a signatory to the UN Global Compact and a member of the UN Global Compact Russian Local Networks demonstrating its commitment to principles of sustainability. As a signatory to this initiative, the Company actively contributes to achievement of the Sustainable Development Goals working on improvement of environmental performance of its properties, promoting the city social and economic development and applying principles of corporate responsibility in its business strategy.

3 SOCIAL RESPONSIBILITY

100%

of employees received training in occupational health and safety

100%

of employees received training on the policy of respect for human rights and freedoms Gold

in the rating of Russia's best employers according to Forbes magazine

8.83

average employee satisfaction score

O complaints

related to violation of labour rights and discrimination

O fines

for breaching statutory OHS requirements



ENSURING SAFETY FOR TENANTS



403-1

Ensuring safe operation of properties

Our priority is to ensure security of everybody in our properties, including employees, tenants, their clients, contractors, suppliers and visitors.

In the reporting period, we had no accidents, including fatal ones.

Occupational health and safety policy (the OHS policy) establishes O1 Properties' commitment to follow OHS rules in all the properties of the Company. We also guarantee that our standards in this area are consistently integrated in all business processes. Our efforts in this respect are continuously improved in response to current challenges and risks requiring professional and effective response.

The Company's occupational health and safety standards are based on the principles set out in international documents and national regulations, including:

- · the Russian Constitution;
- the Russian Labour Code;
- Russian Federal Law No. 69-FZ "On Fire Safety";
- Russian Federal Law No. 323-FZ "On Foundations of Public Health Protection in the Russian Federation";
- Russian Federal Law No. 426-FZ "On Special Assessment of Working Conditions";
- Russian Federal Law No. 52-FZ "On Public Sanitary and Epidemiological Wellness";
- the International Covenant on Economic, Social, and Cultural Rights;
- · the European Social Charter.

All employees have completed a compulsory OHS training as required by the Russian law.

Emergencies

O1 Properties and the Property Management Company have an Emergency Situations Policy regulating response rules in the following cases:

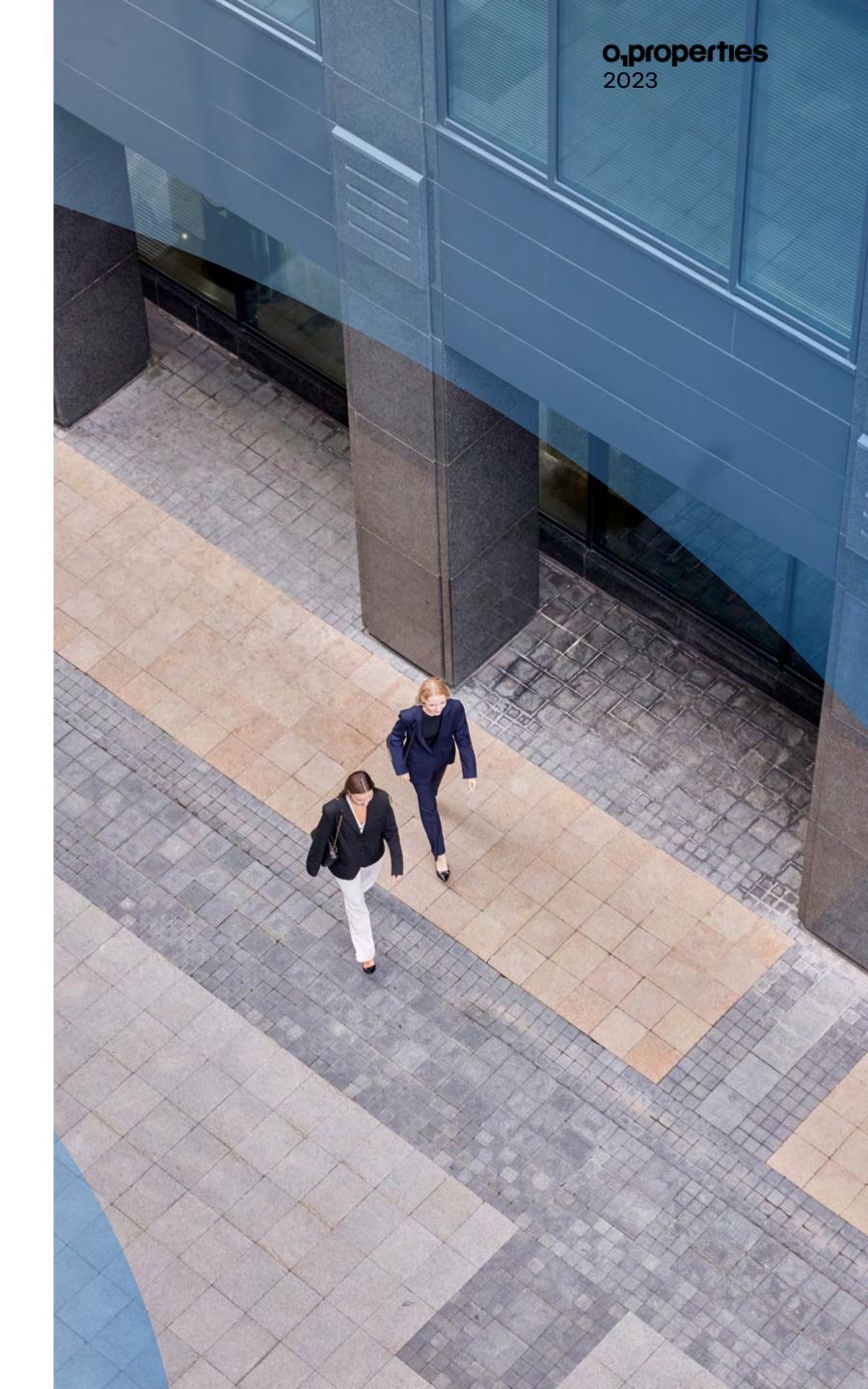
- accidents or death;
- · technical issues (incidents or failures);
- destruction of or damage to premises/buildings/structures;
- fires;
- natural disasters (snowfall, flood, etc.);
- man-caused disasters;
- epidemics and mass disease among staff members;
- · any other emergencies.

The Policy defines the course of action in case of emergencies, prescribes procedures for their investigation and any actions aimed to prevent them, as well as people responsible for preventive measures.

Each property of O1 Properties carries out fire drills in the course of which, as soon as the fire alarm goes off, all the employees and tenants proceed to an orderly evacuation. Each scheduled evacuation is attended by representatives of the EMERCOM of Russia who confirm that O1 Properties facilities are ready to respond to emergency situations.

All the properties are equipped with special demercurisation sets and environment-friendly sorbents. On an annual basis, the Company's responsible employees attend training on management of hazardous waste (mercury lamps) and methods of their neutralisation.

Each property has a security area displaying training materials, information about location of first-aid kits, booklets describing key actions of employees in case of emergency, as well as emergency communication channels. The properties also have in place information banners with emergency service phone numbers to be contacted in case of issues related to fumes or burning.



Business centres are under 24-hour security cover. Security guards make regular rounds patrolling the facilities, covering all stairways, passages and halls, making the secured premises inaccessible to any unauthorised persons or inappropriate items.

Health and personal safety

The Company adopted the Regulation on Entry/Exit and On-Site Security Procedures being an internal policy developed to ensure safeguarding of assets and personal safety of employees and visitors. Business centres are under 24-hour security cover. Security guards make regular rounds patrolling the facilities, covering all stairways, passages and halls, making the secured premises inaccessible to any unauthorised persons or inappropriate items. The business centres' security system is aligned with the tenants' protection measures thus ensuring a reliable protection of all the employees and visitors.

Additionally, it is important for us to maintain the quality of water and humidity of air in our properties consistent with all the standards and requirements related to health protection and epidemiological welfare of people. Each year, we seek to improve our ventilation, air conditioning and heating systems, ensuring their regular cleaning and ongoing monitoring.



COMMITMENT TO RESPECT FOR HUMAN RIGHTS

3-3

O1 Properties recognises priority of human rights and freedoms, allows no discrimination and respects honour, dignity, legitimate interests of people and cultural traditions. Procedures for protection of human rights are integrated in the general sustainable development management system covering all the business processes of the Company.

2-23

The Company supports key values in the area of human rights and freedoms guided by international principles and applicable local legislation, including the following documents:

- the Universal Declaration of Human Rights;
- the United Nations Guiding Principles on Business and Human Rights;
- the 1998 ILO Declaration on Fundamental Principles and Rights at Work;
- · the Russian Constitution;
- · the Russian Labour Code.

Since 2019, the Company has been a UN Global Compact signatory and has been guided by the principles set in this initiative when developing its own approaches to observe human rights in its day-to-day operations.

The Company's key regulatory documents include:



O1 Properties Code of Corporate Ethics



Human Rights Policy

In 2023, the Company updated its Code of Corporate Ethics containing description of the Company's ethical principles and values applied in its day-to-day business practice and when interacting with stakeholders.

408-1

409-1

The Human Rights Policy approved in 2022 sets out the fundamental principles:

- non-discrimination of employees based on their race, nationality, colour, age, gender, religion, disability or other factors;
- providing favourable working conditions to all employees of the Company (equal pay for equal work, a safe working environment, paid maternity leave, annual leave, work/life balance);
- zero tolerance to forced or child labour;
- not allowing any forms of interaction that degrade a person's dignity and may be regarded as violence or harassment;
- · anti-corruption policy in all areas of our operations;
- encouraging an open and honest communication between all the employees.

We expect our business partners, contractors and suppliers to share similar human rights principles and values. The Company is aimed to work with responsible counterparties strictly observing human rights.

In 2023, 100% of O1 Properties' employees attended a training dedicated to the policy of observance of human rights and freedoms.

2-26

406-1

O1 Properties encourages openness and a dialogue between employees. In case of any issue related to violation of human rights or discrimination, employees must contact their line manager or Human Resources Department. The Company also has a hotline in place operated as a trust line, and a special e-mail with guaranteed confidentiality of information and reports received. No cases of discrimination have been reported in 2023, no complaints submitted to the hotline.

The Company's compliance with the principle of observing human rights in its day-to-day operations is demonstrated by absence of any signs of discrimination at the workplace.

0

complaints

related to violation of labour rights and discrimination

2-7

405-1

Diversity and inclusion

O1 Properties employs 150 people and we are proud of every member of our team. We value and recognise their contribution to the Company's operations. Striving to shape a fair society, the Company maintains the gender and age balance in its team, ensuring inclusion by creating equal opportunities for all employees regardless their gender or age.

The Company also ensures employment of people with disabilities in the numbers consistent with legal requirements. The office of O1 Properties and all its business centres are adapted for people with special needs.

Maintaining a favourable working environment which encourages people's growth and development is achieved based to on the following general corporate principles of inclusion:



Diversity and equity at the workplace

Every employee may openly express their thoughts and be heard irrelevant to their gender, age, experience or other features.



Equal opportunities

Each employee has equal chances in hiring, allocation of responsibilities and promotion, provided they have relevant experience and training.



Training and professional growth

Each employee receives assistance in training and professional development designed to unlock their potential.



Onboarding

Each employee receives support from more experienced colleagues which helps a comfortable engagement in the working environment and has a positive impact on their further growth and development.

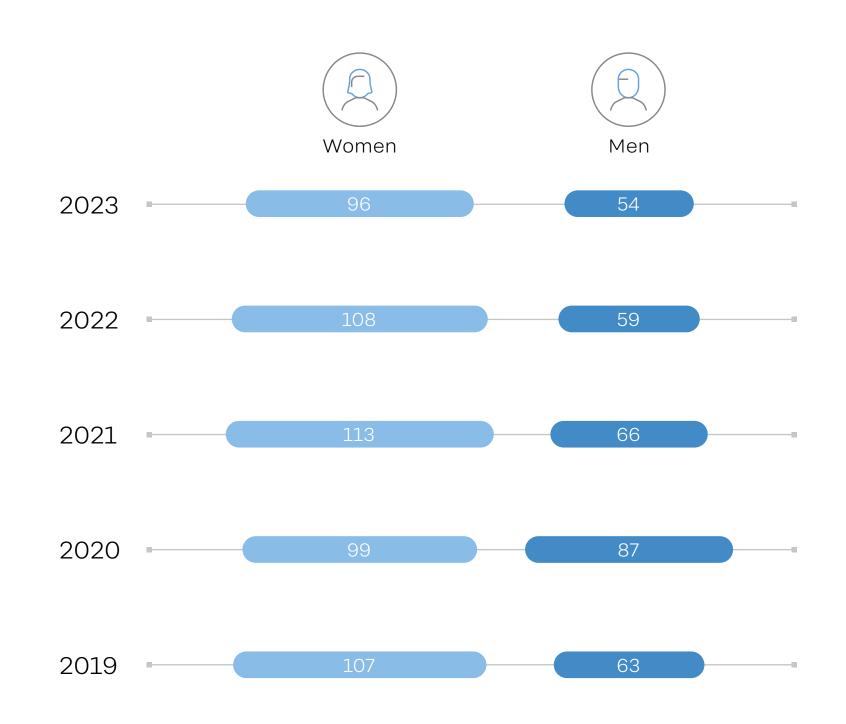
Gender balance

We strive to maintain a balanced gender mix of our staff.

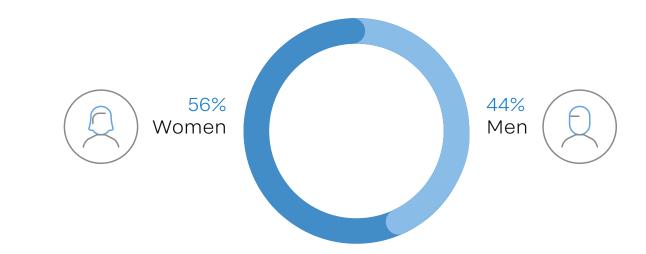
The Company's human resources policy has no barriers based on gender: any person can become a part of O1 Properties team, provided their professional skills meet the set requirements.

It is important for O1 Properties to achieve the gender balance at all levels. However, due to specifics of our business, women prevail in the Company's management. The Board of Directors is perfectly gender balanced: the proportion of women is 56%.

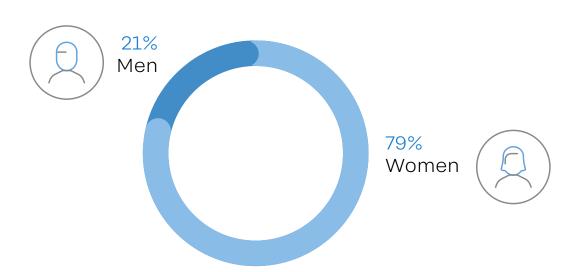
BREAKDOWN OF STAFF BY GENDER, PERSONS³



BOARD OF DIRECTORS STRUCTURE BY GENDER, %



MANAGEMENT STRUCTURE BY GENDER, %



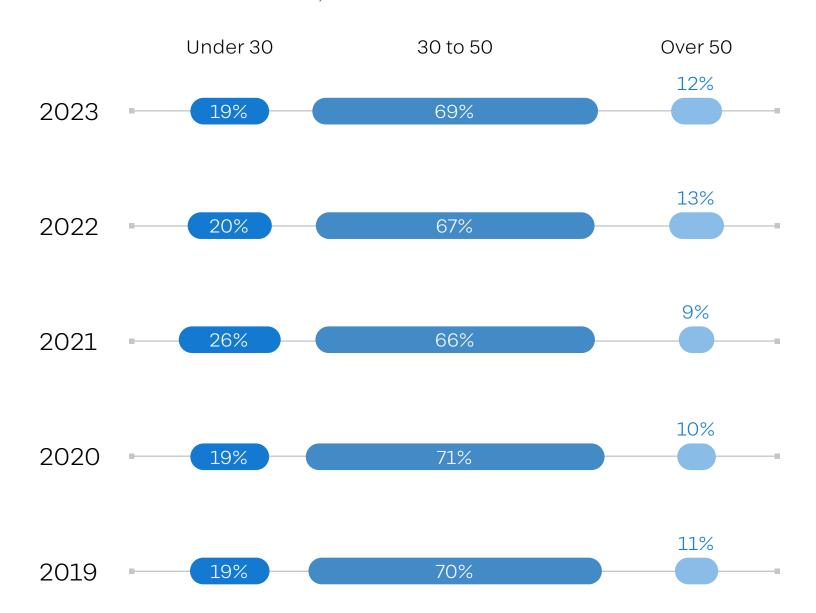
³ Headcount as of 31 December 2023

Age diversity

Continuity of personnel and knowledge transfer from the older generation of employees to the younger is one of the objectives of the Company's HR policy. Young employees bring fresh views and ideas, while their more experienced colleagues possess deep knowledge of the industry and specifics of the Company's operations.

The majority of our employees (68.7% in 2023) represent the age category of 30 to 50 years. Age diversity in O1 Properties contributes to efficiency and a deeper understanding of the industry trends and clients' needs. The Company aims to maintain a working environment where interactions of employees of different ages results in synergy, while exchanging ideas contributes to achieving O1 Properties' goals.

STAFF STRUCTURE BY AGE, %





INTERACTION WITH EMPLOYEES



Yana Yunikova, Head of HR:

"Among strategic sustainability goals, we place emphasis on personal development of our employees. We focus on care about their physical and emotional well-being: our working process is built in such a way that professional achievements do not lead to burnout."

In its operations, O1 Properties strictly observes the labour legislation, provides good working environment, decent pay, perks and benefits. The Company cares about employee health and creates opportunities for their development.

Matters pertaining to employee interaction fall within the competence of the HR Department supervised by the Head of HR.

All key management matters and responsibilities of the HR Department are governed by the Company's internal regulations that, among other things, support such processes as staff recruitment, onboarding, motivation, learning and development.

O1 Properties was rated gold in the Best Employers in Russia rating by Forbes, keeping on top of the rating for two years in a row. The Company's key regulatory documents include:

- · the Code of Corporate Ethics;
- the Recruitment Policy;
- the Staff Training Policy;
- the Employee Onboarding Policy;
- the Policy on Employee Bonuses for KPI Achievement;
- the Non-state Pension Plan Policy;
- · the Policy on Job Quotas for Disabled Persons;
- the Payroll, Bonus and Financial Aid Policy;
- the Electronic HR Workflow Policy.



Key HR results in 2023:



The Company relied on automation of business processes that boosted their efficiency and enhanced labour productivity.



The Company achieved its goal of increasing employee satisfaction index, a complex factor including such components as satisfaction with the Company as an employer, organisation, medium for growth, as well as with the Company's image in the external environment. In the reporting year, this index reached 8.83, while the year before it achieved 8.64 (on a scale from 1 to 10).



The Company migrated to electronic HR workflow that ensures maximum transparency, performance and resource economy when working with employees and regulatory authorities.



The Company replaced its non-state pension fund the reliability of the new pension fund is confirmed by its high ratings (Expert RA rating agency confirmed its financial reliability at the level of ruAAA).

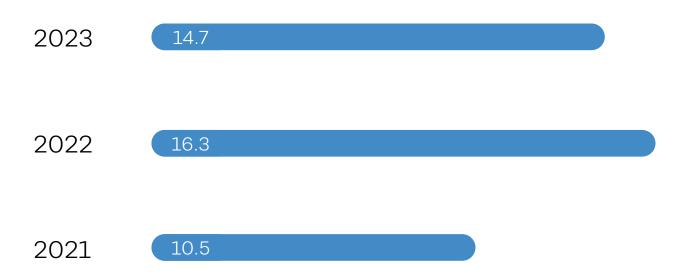


The Company expanded its voluntary medical insurance programme based on an analysis of rejected medical services in the previous period and continued expanding its preventive medicine projects.

2-20

O1 Properties aims to provide decent working conditions, including competitive salaries for all employees. The Company conducts an annual survey to set remuneration thresholds for various employee levels and categories. The survey includes a research of salaries in the labour market. Following this and based on changes in the organisational structure and staff qualification pattern, the Company takes decisions on employee remuneration levels and offers indexation.

FINANCIAL INVESTMENTS IN HEALTHCARE PROGRAMMES, RUB MILLION



401-2

Social support for employees

O1 Properties observes rights and legal interests of employees and seeks to maintain work/life balance. In addition to physical health, the Company also fosters psychological comfort and well-being of employees.

The Company's staff have access to psychological counselling support for making their everyday lives better.

In 2023, the Company spent RUB 14.7 million on private health insurance plans and healthcare programmes. An immaterial drop in the amount of expenses as compared to the previous period resulted in the reduction in employee headcount during the reporting year. It is also explained by termination of activities designed to combating the COVID-19 pandemic (research, vaccination, medical treatment and rehabilitation). That said, we regularly review and expand the list of services and healthcare institutions in order to provide our staff with quality medical aid. Alongside with expanded scope of medical services, employees may choose from a higher number of healthcare providers to select the most comfortable clinic and reduce the time they spend on visits.

The voluntary medical insurance programme includes the following services:

- · check-up for men and women;
- scheduled hospitalisations;
- healthcare advisor chat;
- weekly general physician's visits to the Company's office for medical consultation of employees;
- urgent hospitalisation;
- expanded dental care services;
- psychological support for employees and their families;
- · regular health awareness days.

403-6

Preventive medicine

We value the health of our employees, and it is an important part of our care to provide them with medical assistance under voluntary medical insurance programmes, but it is not less important to offer services for early detection and treatment of diseases.

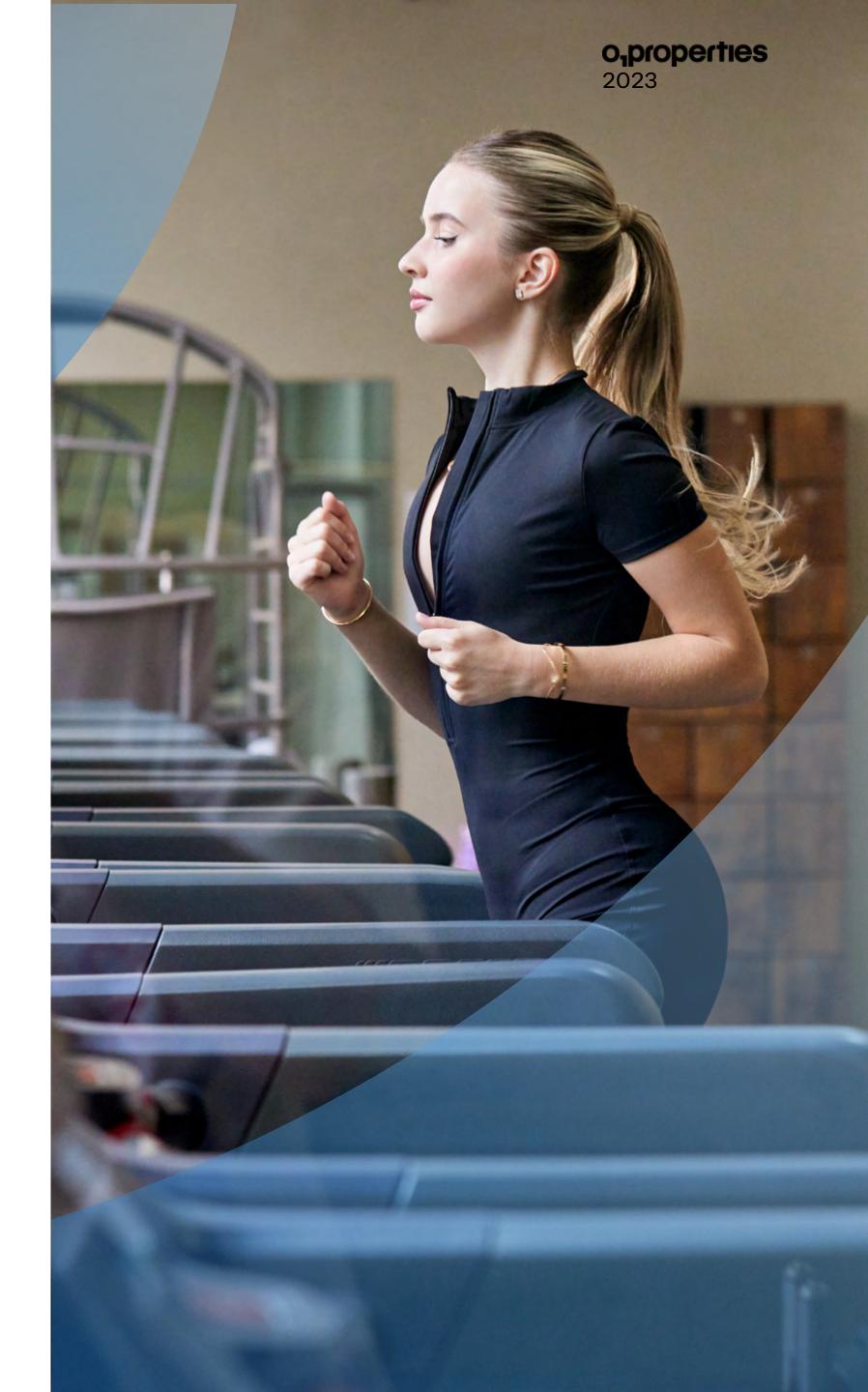
Since 2020, O1 Properties has been offering a health diagnosis programme for the top management. In 2023, the expanded diagnosis plan became available not only to the top management but also to mid-tier executives.

Each employee may have a complete medical diagnostic check-up (health assessment services will be provided on a business day at the employer's expense). Dental examinations are available too, with unlimited number of visits.

Corporate sports plans

Physical health care for employees is an integral part of social assistance. Employees may go to the fitness centre located on the ground floor of the Company's head office building. A third of all employees regularly visit it at least twice a week.

The Company also supports sports and activity initiatives proposed by employees. For example, we arranged yoga classes with a highly skilled instructor from India, as well as a Zumba class. The Company covers all gym and trainer expenses. Residents of O1 Properties may visit fitness clubs located in six business centres: White Stone, LeFORT, Legend, Silver City, Krugozor and Lighthouse.



Comfortable work space, occupational and health safety

The health and safety of employees are a business priority for O1 Properties. The Company adheres to high occupational health and safety (OHS) standards. For this purpose, the Company focuses on such areas as ensuring workplace safety and improving fire safety at the properties.

We observe the statutory standards which govern work place condition.

The Company's key regulatory documents include:

the Occupational Health and Safety Policy

the Regulation on Occupational Health and Safety Management

the Emergency Situations Policy

Internal OHS documents contain a detailed description of the management system, the Company's responsibilities and liability in terms of employee workplace safety.

Under the Code of Corporate Ethics of O1 Properties, all employees should comply with relevant statutory regulations and corporate OHS rules.

403-5

All employees of the Company attend OHS training.

Before the start of their first day at work, each employee receives OHS training materials.

In addition to reading internal documents upon entering employment, employees also take relevant training courses during the year.

2-27

O1 Properties implements an OHS management system with a key focus on ensuring safe working conditions for employees and eliminating accident risks.

OHS priority areas:

- monitoring the compliance with applicable statutory regulations, rules and standards of occupational health and safety;
- maintaining safe conditions for staying at all properties of the Company;
- sharing information and training employees for the purposes of OHS;
- · organising investigation of occupational incidents (if any);
- conducting special assessment of working conditions.

The Company's office is a reasonably and practically systematised open space with separate rooms for executives, meeting rooms and sitting areas where employees may take a break or have lunch without leaving the office.

A special assessment of working conditions showed that the Company had II-class working conditions. The intensity of the factors affecting employee health at their work place (including computer work) does not exceed the acceptable level set by the hygienic requirements for working conditions. The Company's employees are not overloaded and recover by the beginning of the next working day.



for breaching statutory OHS requirements



Corporate training is a priority area of the HR policy that ensures long-term development of staff potential and improvement of the Company's human capital.

404-2

Training and development

The Company encourages self-development, creates upskilling opportunities and ensures realisation of professional potential of its employees.

In addition to core trainings required by the legislation, employees take regular courses in various educational programmes focused on fostering their hard and soft skills.

In 2023, the Company spent RUB 1.9 million on training and education of employees.

Key educational programmes include advanced training and upskilling, as well as professional retraining.

The Company's employees also take master's degree and postgraduate training. Key executives enter Executive MBA programme with the Company's support.

Other educational areas include the following:

- legal aspects in real property, urban development and land use;
- finance, accounting and fiscal regulation;
- digital skills and cybersecurity.

The Company collects feedback as a follow-up to educational programmes in order to evaluate whether the courses were practically relevant and further manage the corporate curriculum.

A vibrant and evolving business environment compels the Company to monitor both the process and format of staff training at all times. In the recent years, the Company has ensured that employees take most training and education courses online.

O1 Properties seeks to hire ambitious talents and supports their onboarding and development in every way.

When new employees join the Company they may have inadequate knowledge about the real property market, while young specialists need to have deep understanding of the sector in order to advance their careers. In view of this, O1 Properties regularly takes employees on tours to the Company's properties telling them about current work and history of O1 Properties and business centres. Employees obtain detailed understanding of the Company's portfolio and get a picture of premise specifics.

All these efforts focus on creating a team of professionally motivated and versatile high-profile experts who are prepared to do their job efficiently, achieve success at work and help the Company to maintain leadership.





Corporate culture

The talent pool and corporate culture are the two pillars of long-term and sustainable development. Developed corporate culture ensures that employees perform better and has a positive effect on the Company reputation.

O1 Properties places a special emphasis on aligning its corporate culture and creates a positive environment based on mutual respect and teamwork that positively affect overall performance.

In order to develop and maintain team spirit, the Company arranges various events for employees. Twice a year (in summer and in winter), the Company arranges corporate events where employees can interact with their colleagues and strengthen their personal bonds.

The Company also organises annual New Year parties with entertainment activities for children of employees.



In the recent four years, yachting has been a common corporate hobby uniting our staff. From the beginning of yachting season in spring and through the end of autumn, everyone interested may go out every Saturday to train with leading skippers who share their practical knowledge. Team sports activity fosters healthy lifestyle and brings new unusual experiences. In the cold season, employees visit yachting theory lectures. Currently, O1 Properties has two teams actively participating in yachting competitions.

In 2023, O1 Properties yachting teams started taking part in professional regattas, most often being the only corporate crew.
Our teams performed well in competitions against professional skippers with many years of sailing experience. Our crews managed to rise to the pedestal of the high-profile business regatta 'Vedomosti' twice, which is a source of pride for O1 Properties.

Employee engagement

Employee feedback helps to make more informed human resource management decisions and ultimately improve employee work environment. Among other things, the Company has an annual staff satisfaction assessment system in place that was designed to serve these ends.

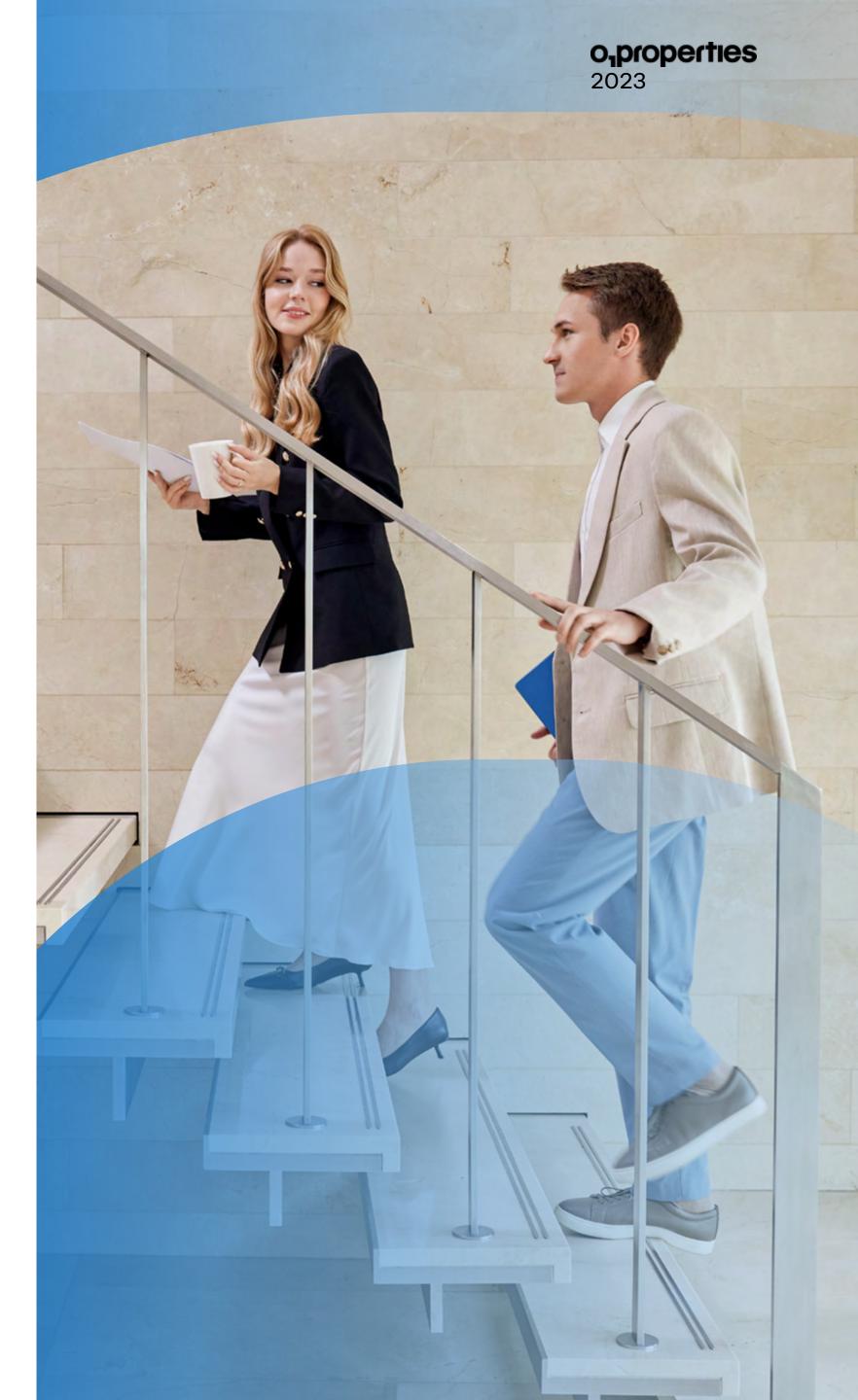
The higher the satisfaction level, the higher is employee performance and the lower their turnover. This, in turn, has an impact on the Company's business performance.

Since 2020, O1 Properties has been taking annual assessment of the Employee Satisfaction Index. This indicator shows the extent of employee satisfaction with various work aspects, including corporate environment, workplace fit-out and salary level.

AVERAGE SATISFACTION SCORE FOR 2021-2023.



The survey includes around 70 questions with answers on a scale from 1 to 10. In 2023, 87% of O1 Properties employees completed the survey. The average Employee Satisfaction Index reached 8.83 (vs 8.64 in 2022).



According to employees, the Company's most accomplished areas include:

Manager assessment

9.12

My work (activity)

8.92

Management practices in the subdivision

8.92

Healthcare

Management practices in the Company

8.55

Training and career growth

Company stability

8.43

8.48

The Company plans to continue implementing its Development - Health - Balance project as a follow-up to the satisfaction survey.

Development is a project focused on systematic improvement of the Company's talent pool as well as enhancement of professional and personal competences of our people. Investments in employee development stand as an essential foundation for the Company's success. The HR Department prepared an extensive module programme designed to develop and shape executive skills. In the long view, separate professional plans will be developed.



Average satisfaction score

78.83

in 2022 — 8.64





Health is a project set to improve the voluntary medical insurance plan. The Company has expanded the scope of medical assistance that can be sought by our staff under voluntary medical insurance plans. At present, all our plans are different in terms of the number of available clinics, but offer the same scope of medical services. All plans have a simplified procedure for approval of services: the approval will be mainly obtained online or, when this option is not available, services will be approved within 3 days.

Balance is a project intended to maintain the work/life balance, which helps employees to use their personal time more efficiently. It opens up opportunities for self-development of our employees and spending quality time with family, friends and loved ones.

The Company continues to create conditions that enhance employee engagement and loyalty. The following tools and methods are used for this purpose:

developing the feedback culture

determining areas of responsibility and duties

organising educational programmes for employees

conducting corporate-wide events for employees

CHARITY AND ENGAGEMENT IN CITY LIFE

3-3

Creating and developing a comfortable city space, strengthening interrelations with local communities and promoting socially responsible behaviour is one of the key goals of the Company.

O1 Properties' principles of doing business allow to prevent any damage caused to communities, nature or individuals and encourage a positive contribution to community development.

A special approach of O1 Properties to management of their real estate portfolio results in creation of additional infrastructure and points of attraction for local communities (all the buildings of the Company are open to local residents, and their premises often become popular meeting points).

The Company owns several historic buildings, one of which is registered as a cultural heritage. O1 Properties is restoring and maintaining their historic appearance, opening them for public and for tours around cultural sites.

Additionally to direct involvement in creation of a comfortable environment, the Company actively cooperates with charity organisations providing help to socially vulnerable groups of people.

Under provisions of O1 Properties Sustainable Development Policy approved in 2022, the Company focused on two key areas of social responsibility: local communities and social institutions.

Interaction with local community

The Company holds regular events in the area of social responsibility designed to unite the local community and improve the social infrastructure.

In 2023, we continued our cooperation with the State Academic Bolshoy Theatre of Russia through the annual sponsorship. As part of the agreement signed in 2019, the Company has the opportunity to support its efforts aimed to preserve Russia's cultural heritage and promote Russian art.

We also continue focusing on development of volunteering and social responsibility among our employees. In the reporting year, we arranged an educational lecture addressing the issues of charity, including specifics of operation of foundations and providing assistance to those under their care.

O1 Properties implements the following social initiatives focused on support to philanthropy and volunteering:



Monthly **Direct Dialogue** events held in the Company's business centres as part of our cooperation with the SOS Children's Villages Charitable organisation. The donations raised were contributed to development of the existing programmes launched by SOS Children's Villages, including payment for services provided by psychologists and lawyers, as well as improvement of living conditions in the Children's Villages.



Support to Konstantin Khabensky Charitable Foundation through provision of office premises at reduced rates. The objective of the Foundation is to improve quality of treatment and rehabilitation of children and young adults with brain tumours.



Launching a charity initiative — a series of blood drive campaigns scheduled for 2024. As part of this programme, six events will be held in the Company's premises. O1 Properties' partner in the blood drive campaign is the Charity foundation **Podari Zhizn**. Blood will be drawn by a mobile team from A. N. Bakulev National Medical Research Center for Cardiovascular Surgery of the Russian Ministry of Health.

4

ENVIRONMENTAL RESPONSIBILITY

ENVIRONMENTAL MANAGEMENT SYSTEM

developed and implemented in 2023

6 BUSINESS CENTRES

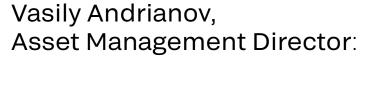
obtained platinum certificates issued by the Clever national real estate environmental certification system

10.4%

decrease in greenhouse gas emissions compared to the 2022 level 12%

decrease in waste generation compared to the 2019 baseline







"Our key strategic objectives are reducing waste, increasing the share of recycled materials, decreasing resource consumption and following the policy of responsible procurement. In 2023, we were able to achieve the set goals, and we intend to keep this bar in the next year. We see our tenants' engagement in the 'green agenda' and their active participation, while our satisfaction surveys show a positive feedback to our environmental initiatives and outreach campaigns."

O1 Properties applies a responsible approach to environmental impact management. To maintain its ESG leadership in the industry, the Company implements practices and holds events designed to increase energy efficiency, efficient use of resources and responsible waste management.

Being an ambassador of green standards and sustainability, O1 Properties strives to get its employees, clients and partners to share its awareness of the importance of environmental responsibility.

The Company's key regulatory documents include:



O1 Properties Environmental Policy



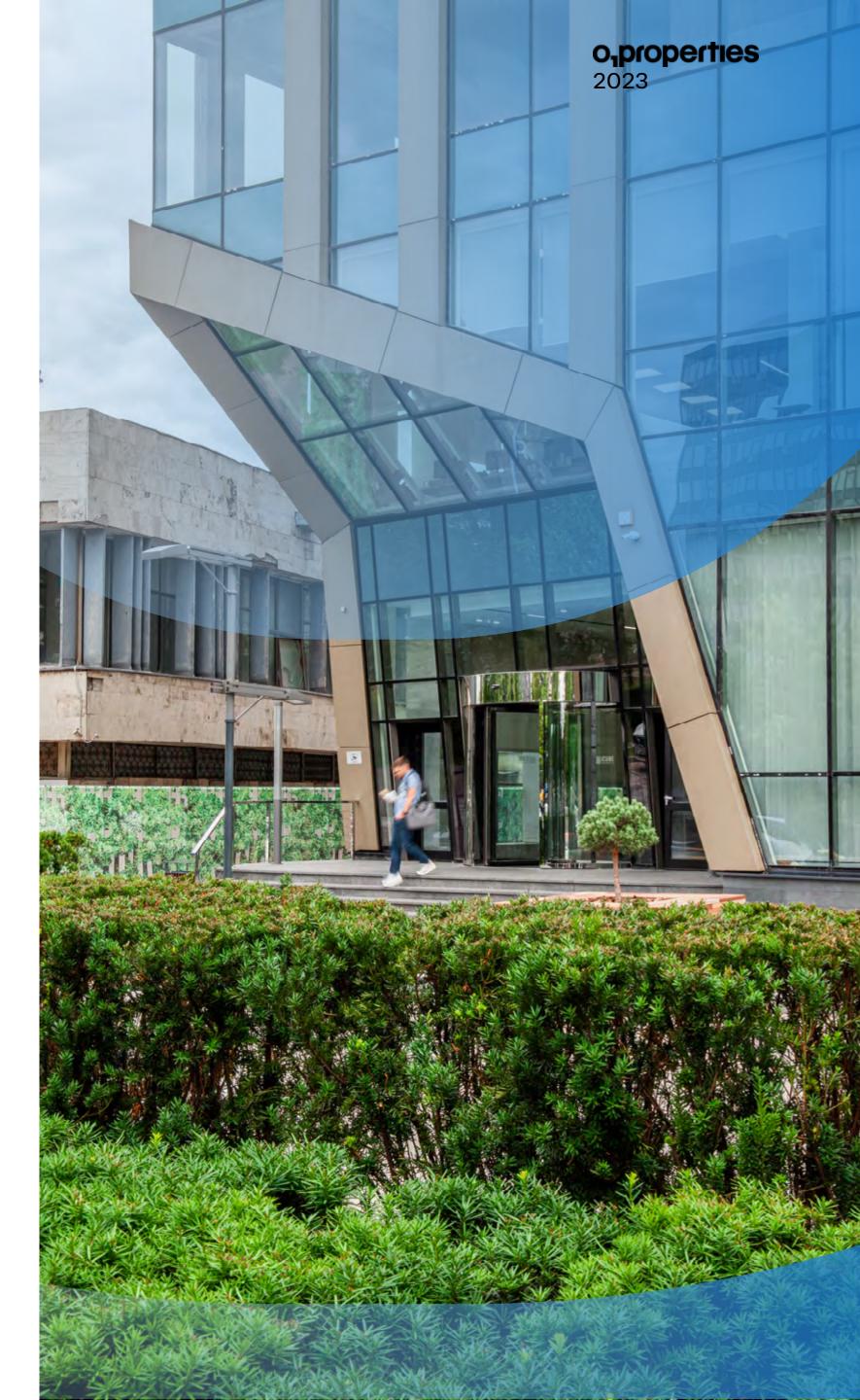
O1 Properties Sustainable Development Policy

The main internal document regulating the Company's environmental activities, is O1 Properties Environmental Policy updated on an annual basis. The Policy regulates the Company's commitments regarding environmental responsibility and contribution to combating climate change.

O1 Properties Sustainable Development Policy contains the key approaches to environmental aspects.

Another internal document is the Policy for Sustainable Energy Resource Consumption Reduction which sets its key objectives and actions aimed to energy saving and reducing consumption of energy resources. This Policy is annually reviewed and updated if required.

Environmental management strategic objective: increase safety by mitigating environmental risks, and increase capitalisation through efficient management practices.



To implement its environmental policy, including achievement of its strategic objective, the Company addresses the following issues:



Reducing consumption of heat and electric energy both through technical re-equipment and by improving efficiency of management and consumption processes (including each employee's contribution)



Developing publicly accessible infrastructure for electric cars



Implementing environmental practices of responsible procurement in relation to office amenities, including the use of expendable materials

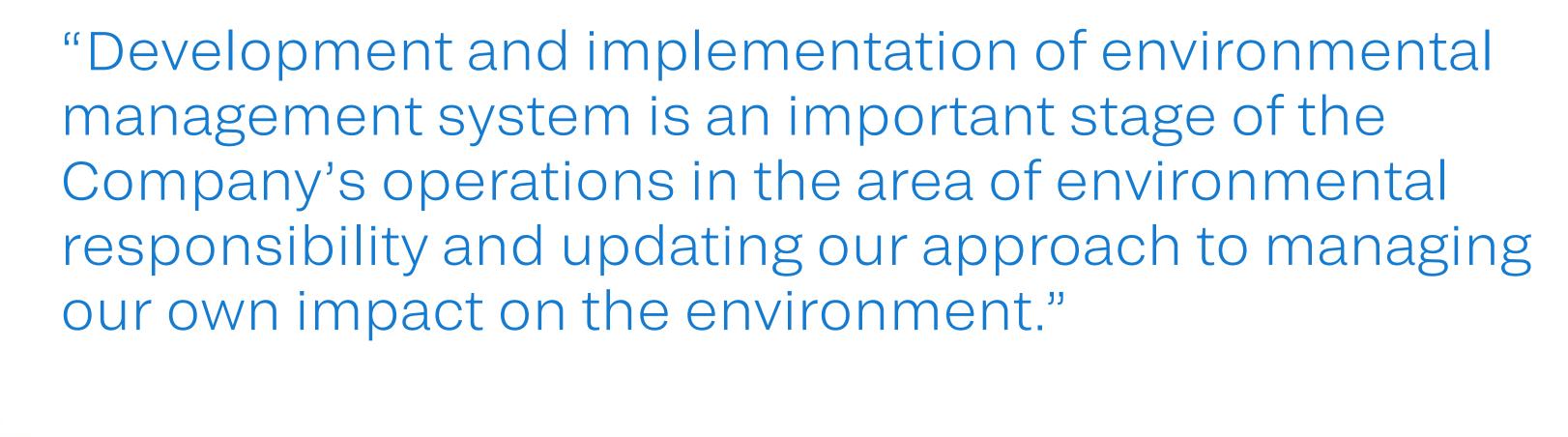


Increasing tenants' awareness about environmental issues in real estate, promoting ideas of implementing green office sustainable practices



ENVIRONMENTAL MANAGEMENT SYSTEM

Yaroslavna Donskaya, Head of the Administrative Department:



In 2023, the Company implemented the environmental management system. As a result of an external audit, the Company obtained certification of its environmental management system for compliance with the GOST R ISO 14001 standard requirements.

As part of the environmental management system, we implemented the following aspects of the Company's environmental impact:

- · consumption of resources;
- office maintenance and repairs, operations of contractors in the office;
- waste management;
- · compliance;
- · movement and maintenance of transport vehicles;
- · employees' and tenants' vital activities;
- · emergencies.

A surveillance audit is scheduled for 2024 to confirm compliance of our environmental management system with the GOST R ISO 14001 standard requirements.

O1 Properties has an Environmental Committee which is a permanently functioning body responsible for implementation of the environmental management system. The Committee includes CFO, HR Director, Marketing and Communications Director, IT Director, Asset Management Director, Head of Department for Contract Management and Claims Handling and Head of Administrative Department.

The key objective of the Environmental Committee is to ensure the correct operation of the environmental management system, organise and control all actions designed to achieve environmental goals. In 2023, the Committee had 11 meetings addressing the following topical issues:

setting goals and assessing progress

status of environmental projects (separate waste collection, energy efficiency, paper)

outcome of actions proposed in the previous rounds of the management system analysis

review of environmental reports (carbon footprint and energy efficiency reporting)

customer/client/resident management (claims, complaints and satisfaction assessment), etc.

As part of the consistent approach to environment protection, job descriptions of all the employees include their obligations to meet requirements set by the environmental management system.

2-27

417-1

Legislation and green standards

The Company is operating in accordance with requirements set forth in the Russian legislation. In the reporting year, no fines were imposed on O1 Properties for environmental violations.

O1 Properties applies a proactive approach in this area and has made building certification of its assets under advanced green standards the mandatory feature of its business.

In 2023, we started certifying our properties based on Clever national real estate environmental certification system and building quality certification. During the reporting period, six properties were certified, all the properties obtained the platinum certificates. The Company intends to certify all its portfolio properties which used to hold BREEAM certificates. The Company plans to complete certification of its remaining business centres at the beginning of 2024.

In the reporting year, the following properties obtained platinum certificates:







White Square

Lighthouse

White Stone







Krugozor

LeFORT

iCUBE

With a focus on certification of its properties, O1 Properties seeks to minimise its environmental footprint and combat global climate change and other environmental threats.



ARKN first meeting

An important event of 2023 was the foundation of the Association of Commercial Real Estate Market Participants for Sustainable Development and the first meeting of ARKN. Over 40 executives of major development, investment and consulting companies attended the meeting. The objective of the meeting was to share experience and promote ESG approaches in the industry, as well as to develop joint projects. As a result, the first requests to join ARKN were received and a high interest to the Association was noted. The key speakers were Pavel Barbashev, O1 Properties Commercial Director presenting ARKN goals and mission, and Veronika Ilyina, Managing Director of the National PPP Centre who presented the Clever national real estate environmental certification system. Over 100 properties applied for this certification.

3-3

Responsible procurement

In 2023, we continued to adhere to our responsible procurement principles, defining our priority suppliers who hold certificates confirming environmental performance of their products and share our values. The Company has the Regulation on Procurement in place regulating its approach to the choice of suppliers and key requirements to them.

We seek to increase the share of environmentally friendly products in our procurement practices. In 2023, we ensured 100% procurement of certified office paper in our office. Moreover, 98% of all sanitary and hygienic products purchased for our facilities are made from recyclable materials.

One of the key aspects the Company focuses to under its approach to responsible procurement is the purchase of environmentally friendly detergents. In the reporting period, we were able to increase the share of environmentally friendly detergents used in our facilities up to 50% of their total amount.

Environmental education and community engagement

An important objective of O1 Properties is to implement educational programs in the area of environment and sustainability. These initiatives are designed to engage in the agenda our employees, tenants and their employees, as well as the employees of our contractors. We seek to raise their awareness and active participation in management of environmental challenges.

For O1 Properties, the key element of promoting sustainability principles is the partnership with residents. For this purpose, the Company initiates discussions and sharing experience among colleagues in the framework of the tenants' Green One Club. This community is a platform for interaction and joint search of solutions in the area of sustainability.

Our club holds regular online lectures addressing sustainability issues, with speakers being the leading experts from various industries.

In 2023, we held five online lectures dealing with the following topics:

- 1. separate waste collection;
- 2. responsible paper consumption;
- 3. clothes recycling;
- 4. green office: benefits and advantages;
- 5. charity.

We ensure comfortable conditions for over 50,000 employees on a daily basis, and we are able to make eco-awareness accessible and natural for each of them.

Additionally to online lectures in our Club, we also hold offline educational and awareness-raising events.

Thus, in 2023, we arranged four offline meetings with experts from various industries, two of which were held with support by UN Global Compact.



Ecolabelling meeting

In March 2023, we held a meeting of the Green One Club dedicated to import substitution in ecolabelling.

Along with representatives of our Company, we invited speakers from the NP KIC CIS Association and EPD Russia.



Round table dedicated to the best ESG practices

The meeting dedicated to the best ESG practices applied in offices was held in June 2023 in the format of a round table.

This meeting was attended by representatives of consulting companies, industry ESG leaders, such as Norilsk Nickel and Rusatom, as well as media, environmental organisations and tenants of O1 Properties' business centres developing their sustainability agenda.



Meeting dedicated to human rights

In September of the reporting period, a working meeting of the UN Global Compact Local Network supported by the Green One Club was held. The key agenda of the meeting was discussion of implementation by businesses of the United Nations Guiding Principles on Business and Human Rights.

Speakers included representatives of the UN Global Compact Local Network in Russia, Polyus MC LLC and FBK.Legal.



Meeting dedicated to energy efficiency of buildings

The fourth meeting of the Green One Club which took place in October 2023 was dedicated to energy efficiency of buildings. In the recent years, the topic of the event has become an extremely relevant and widely discussed aspect in the area of construction and real estate management. UN Global Compact Local Network in Russia acted as the partner of the meeting.

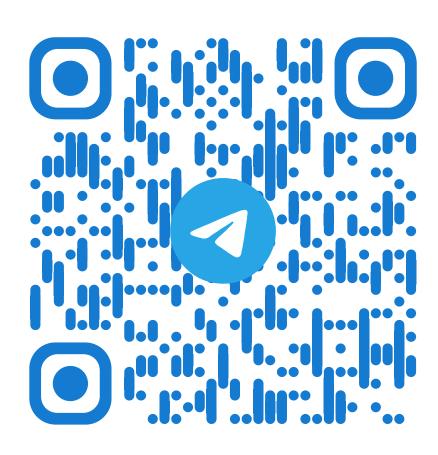
Speakers included representatives of the Department of Investment and Industrial Policy of Moscow, UN Global Compact Local Network in Russia, Cluster of Energy Efficient Technologies of Skolkovo Foundation and Standard Property & Facility Management.

Education and awareness

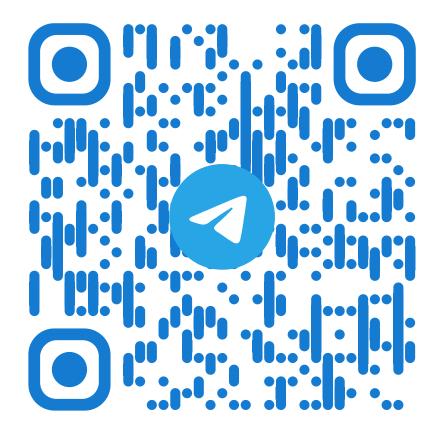
As an ambassador for the sustainability agenda, O1 Properties is committed to making information about sustainability of buildings available to a wide audience. The Company posts articles and news, provides information about environmental aspects of each business centre.

The website dedicated to our environmental and social activities is consistently updated to include information about our scheduled actions and events. O1 Properties uses O1 Office News Telegram channel and regular e-mail newsletters to post news and updates.

In the reporting year, we also launched the Green One Club Telegram channel addressing the Company's social and environmental agenda. This channel publishes useful information about forthcoming lectures and events, as well as their results. O1 Office News



Green One Club



ENERGY SAVING

3-3

302-1

302-4

O1 Properties makes effort to optimise the use of energy resources, i.e. electricity, gas and heat, to reduce negative environmental impacts.

We seek to comply with the principles of sustainable development and responsible consumption, therefore the Company continues implementing energy-efficient solutions in its properties focusing on advanced practices and technologies.

Electricity consumption management

Our ambitious approach made it possible to exceed the set bar in reduction of electricity consumption by 2% compared to 2022. In 2023, thanks to energy-saving measures, electricity consumption reduced by 25% against the 2019 baseline and by 9.6% compared to 2022 level.

The Company's goal in the area of energy saving for 2024 is to maintain the level of energy consumption by the buildings' engineering systems and business centres' common facilities at the level of 2023.



Electricity consumption

2019

2022

∠_{by} 25_%

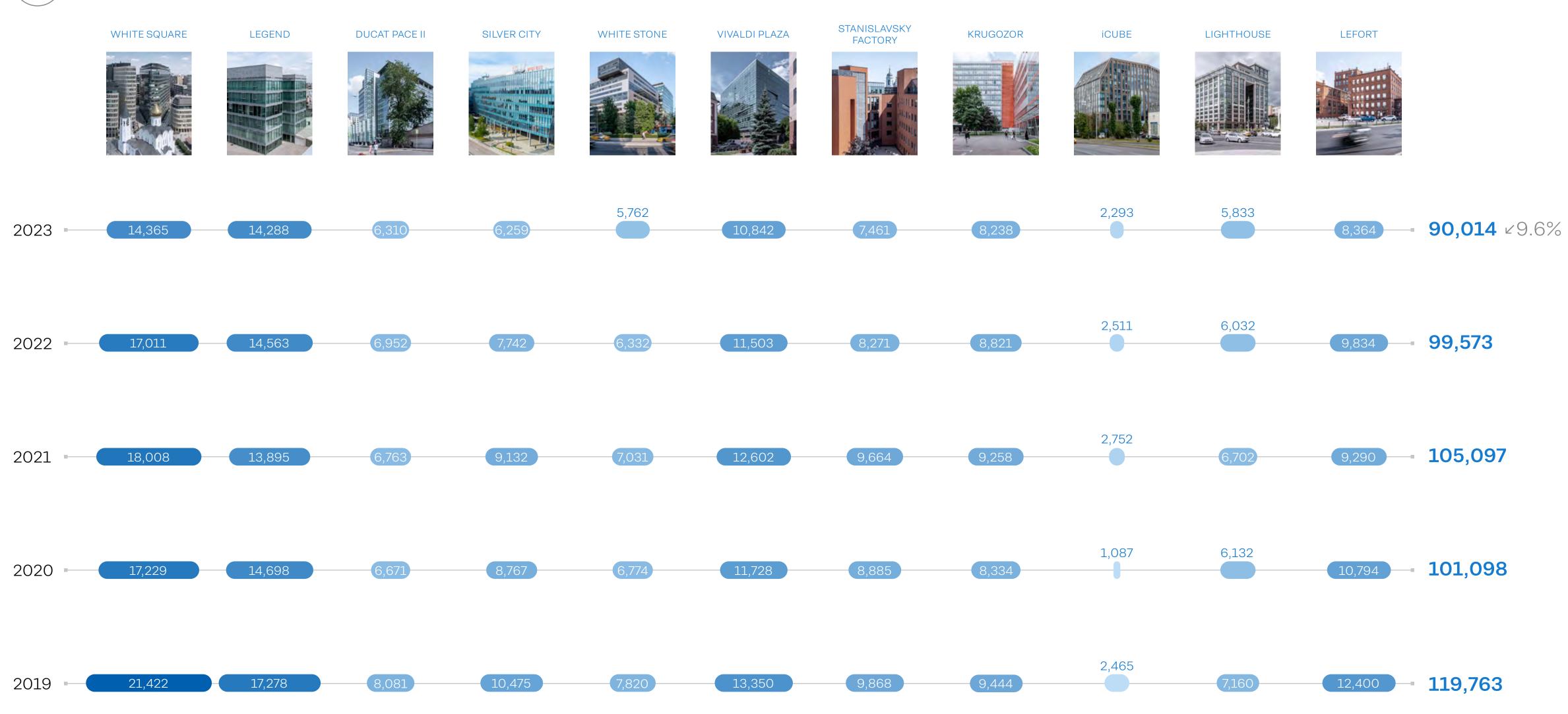
∠_{by} 9.6_%

2023

2023



TOTAL ENERGY CONSUMPTION, MWH



The Company carries out a lot of activities to reduce electricity consumption, including the following:

- Regulating the parking lighting mode, including installation of motion sensors
- Regulating the common areas lighting mode, reducing intensity of lighting outside the working hours and during weekends
- 3 Shutting down facade lighting at night-time
- 4 Exclusion of simultaneous operation of cooling and heating supply systems
- Synchronisation of entrance area air curtains operation with the business centres' operating hours



Lighting

A special attention is paid to implementation of energy-saving lighting, predominantly with the use of LED lamps. For more efficient lighting control in the premises, landings and areas where people stay for a short period, motion sensors were installed to ensure automated lighting control.

The Company is also making efforts to gradually phase out luminescent lamps which would result in reduction of electricity consumption and decrease the amount of hazardous waste. The external lighting of business centres is automatically controlled via time-limit relay thus eliminating unnecessary functioning of the system in the periods of sufficient natural illumination.

When designing its properties, the Company paid special attention to using natural illumination as much as possible. The panoramic glazing facilitates access to comfortable daylight illumination for the majority of working places.



Air conditioning and ventilation

One of the key sources of electricity consumption, especially during warm months, are air conditioning and ventilation systems at our properties. We work on reduction of energy consumption by air conditioning systems and take measures to optimise them.

To achieve this goal, we install advanced chiller-fan coil⁴ systems equipped with a free-cooling function to reduce energy consumption during transition periods. We also use high-precision air conditioners produced by leading global manufacturers ensuring reduction of electricity consumption and the option of automated control.



Electronic devices

Office operations inevitably involve the use of computers and peripheral devices.

We encourage our clients to acquire computers and peripheral devices with a high energy efficiency class (A and A+); to unplug devices when not in use and regularly upgrade their equipment to ensure the balance of their productivity and energy efficiency.

⁴ The chiller fan coil system is a centralised, multi-zone air conditioning system where the heat exchanger between the central refrigerating machine (chiller) and local heat exchangers (cooling units, fan coils) is the refrigerated liquid circulating under low pressure.

Thermal energy consumption management

As part of its sustainability strategy, O1 Properties actively implements measures designed to reduce thermal energy consumption at its properties. We optimise the operating schedules of heating and ventilation systems, increase control over systems operation and train employees to use resources efficiently.

As a result of our efforts, the total heat energy consumption in the Company's properties decreased in 2023 compared to 2019 by 16% and compared to the previous reporting period, by 13.4%. This is an evidence of our progress in energy efficiency and confirms our commitment to ensure sustainable development and responsible consumption of resources.

The Company's goal in energy saving in 2024 is to reduce thermal energy consumption by its business centres by 1% vs 2023, as the maximum targets were reached in the previous years.



Thermal energy consumption

2019

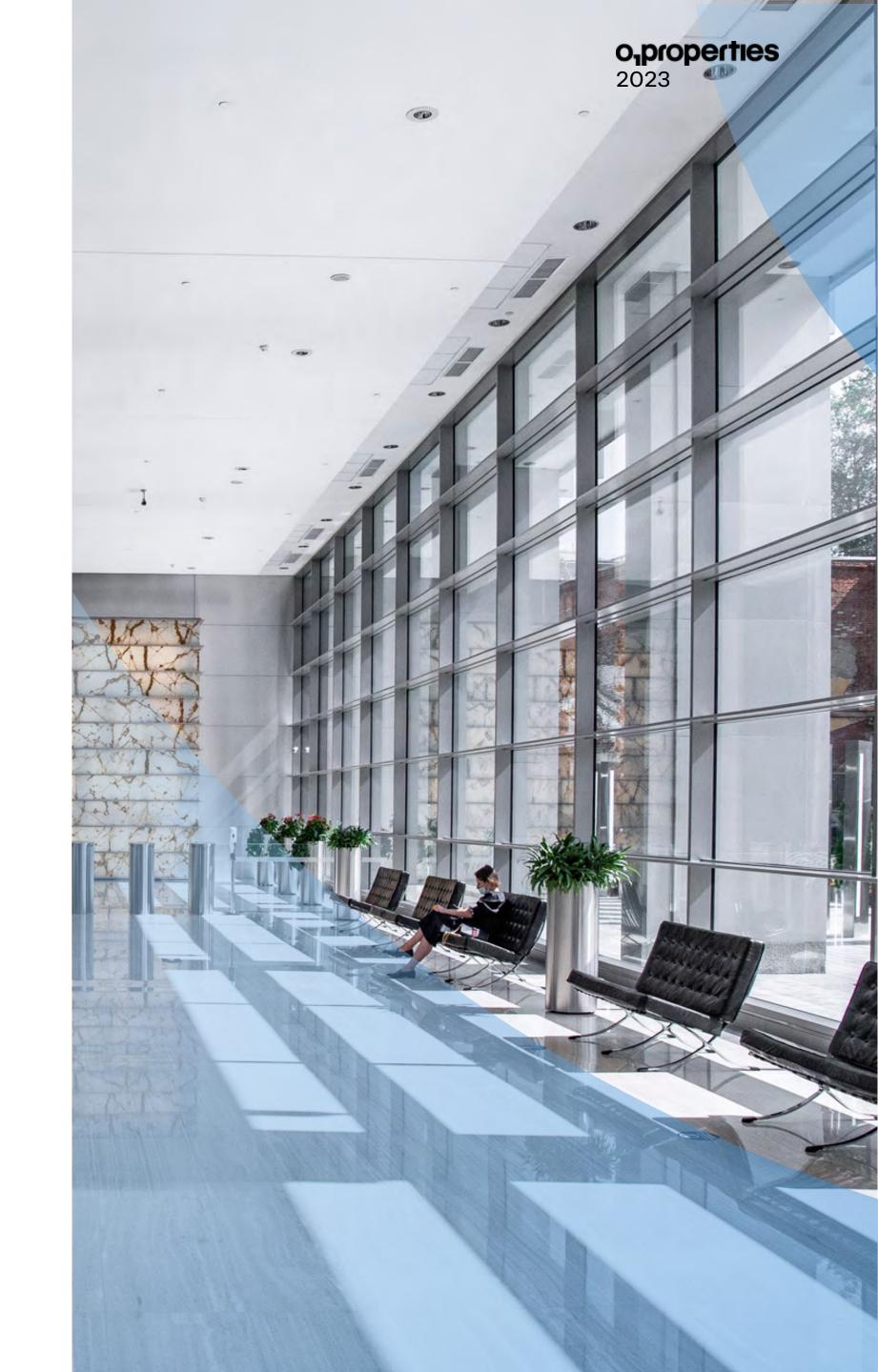
2022

∠ by 16%

∠_{by} 13.4_%

2023

2023



TOTAL THERMAL ENERGY CONSUMPTION, GCAL



∠7.9%



Gas consumption management

The Company pays special attention to an efficient operation of gas boiler houses providing heating to LeFORT and Stanislavsky Factory business centres.

We carry out a regular maintenance of boiler houses, programmable heating temperature control and monitor data using metering devices. These measures help us optimise gas consumption, reduce gas costs and increase the buildings' energy efficiency.

We are happy to report that thanks to our efforts, we were able to reduce gas consumption by 7.9% vs 2022. O1 Properties continues making efforts to increase energy efficiency and implement resource saving solutions and technologies thus increasing our contribution to mitigation of negative environmental impact and reduction of GHG emissions.







Comparable data for 2019-2022 have been restated due to adjustments in the methodology for calculating and accounting for the indicators



Gas consumption

 $\mathbf{7.9}_{\text{by}}.9$

compared to the 2022 level

CLIMATE CHANGE

3-3

305-1

305-2

305-4

305-5

O1 Properties is developing programmes designed to GHG emissions reduction. This initiative is carried out strictly in accordance with the global agreements and the national law.

The Company makes commitments consistent with the Paris Agreement goals aimed at control and management of climate change risks, as well as at support of global efforts to keep the planet average air temperature growth rate not higher than 2°C while striving to a more ambitious target of 1.5°C.

The Company's goal for 2024 in the area of climate change is to assess the GHG emissions and issue a GHG statement for 2022–2023 covering 100% of its properties.

In the context of these commitments, O1 Properties not only follows the sustainability principles, but also actively implements innovative technologies and improves its business processes for more efficient management of environmental aspects of its operations. The Company is aware of the importance of integrating climate change related issues in its strategic and operational management, and of the need to cover all the aspects of its operations in this area.

Development of infrastructure for electric cars

O1 Properties seeks to promote the use of electric cars and improve the infrastructure availability for their comfortable operation. In 2023, we installed two charging stations at the Lighthouse and iCUBE business centres. Such innovative solutions focused on the future is a part of the Company's general environmental strategy.

We plan to install EV charging stations in all our business centres.



GHG emissions calculation methodology

As part of its commitments to reduce its environmental footprint and improve environmental sustainability, O1 Properties is assessing the carbon footprint of its properties. Being aware of value of a transparent and accurate recording of environmental indicators, we have implemented and are developing the environmental management system in accordance with the GOST R ISO 14001 standard requirements.

The key aspect of our efforts to pursue climate action is monitoring of operational emissions which not only allows to control the current state, but also to implement corrective measures and thus optimise the Company's environmental footprint.

The carbon footprint calculation methodology in O1 Properties is built upon the national methodology issued by the Russian Ministry of Natural Resources and international recommendations of the GHG Protocol and series of GOST R ISO 14064 standards supplemented by the use of regional conversion factors provided by the International Energy Agency. The calculation includes carbon dioxide (CO₂), nitrogen oxide (N₂O), methane (CH₄) and freons. Other GHG emissions are null or immaterial.

The integrated recording and monitoring system not only improves efficiency of environmental aspects management, but also helps our clients in preparation of their non-financial reporting. Many of our residents seek to decarbonise their operations, and we provide them with necessary tools and support for efficient management of their carbon footprint through accurate recording of electricity and other resources consumption.

Results of 2023 assessment

During the reporting period, we covered 100% of our properties by GHG emissions assessment.

In 2023, the measures designed to manage the carbon footprint led to overall decrease of this indicator by 10.4% (6,828 tonnes CO₂e.) vs 2022. A significant Scope 2 GHG emissions reduction resulted from introduction of efficient energy-saving measures.



Greenhouse gas emissions

 $\mathbf{10.4}_{\text{by}}$

compared to the 2022 level



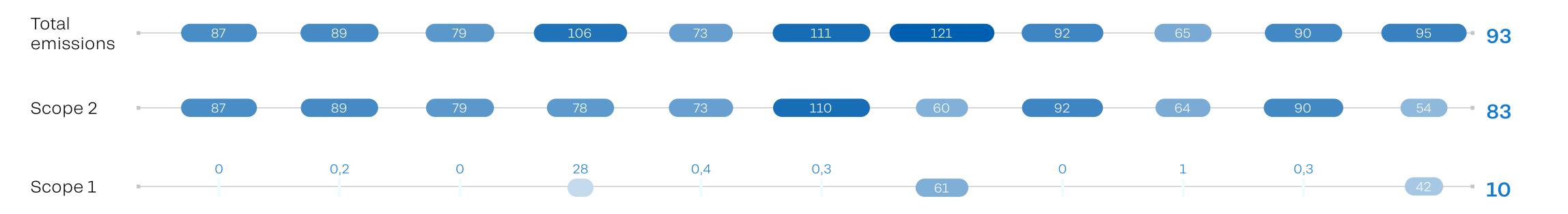




TOTAL SCOPE 1 AND SCOPE 2 GHG EMISSIONS IN 2023, TONNES $\mathrm{CO}_2\mathrm{e}$







USE OF WATER RESOURCES

3-3

303-1

303-2

303-5

Although core operations of O1 Properties do not involve any industrial use of water resources or any significant impact on water bodies, as part of its Environmental Policy O1 Properties implements practices designed to minimise water withdrawal, water consumption and maintain high quality of water.

The Company manages water resources in strict compliance with the state standards⁵ and other regulations governing the use of water resources.

The Company operates in close cooperation with regulating bodies, i.e. Mosvodokanal and Mosvodostok, to ensure compliance with the set standards. As part of this cooperation, an annual monitoring and control of wastewater quality is carried out. The results of this monitoring are recorded in statements on wastewater content and properties which are appropriately filed.

The Company's goal for 2024 in the area of water saving is to maintain water consumption indicators in the business centres at the level of 2023.

Our measures designed to reduce water consumption allowed us to exceed the goal set for 2023 regarding reduction of water use. In 2023, water consumption reduced by over 27% vs the baseline of 2019 and by 3.7% compared to 2022.



Water consumption

∠_{by} 27_%

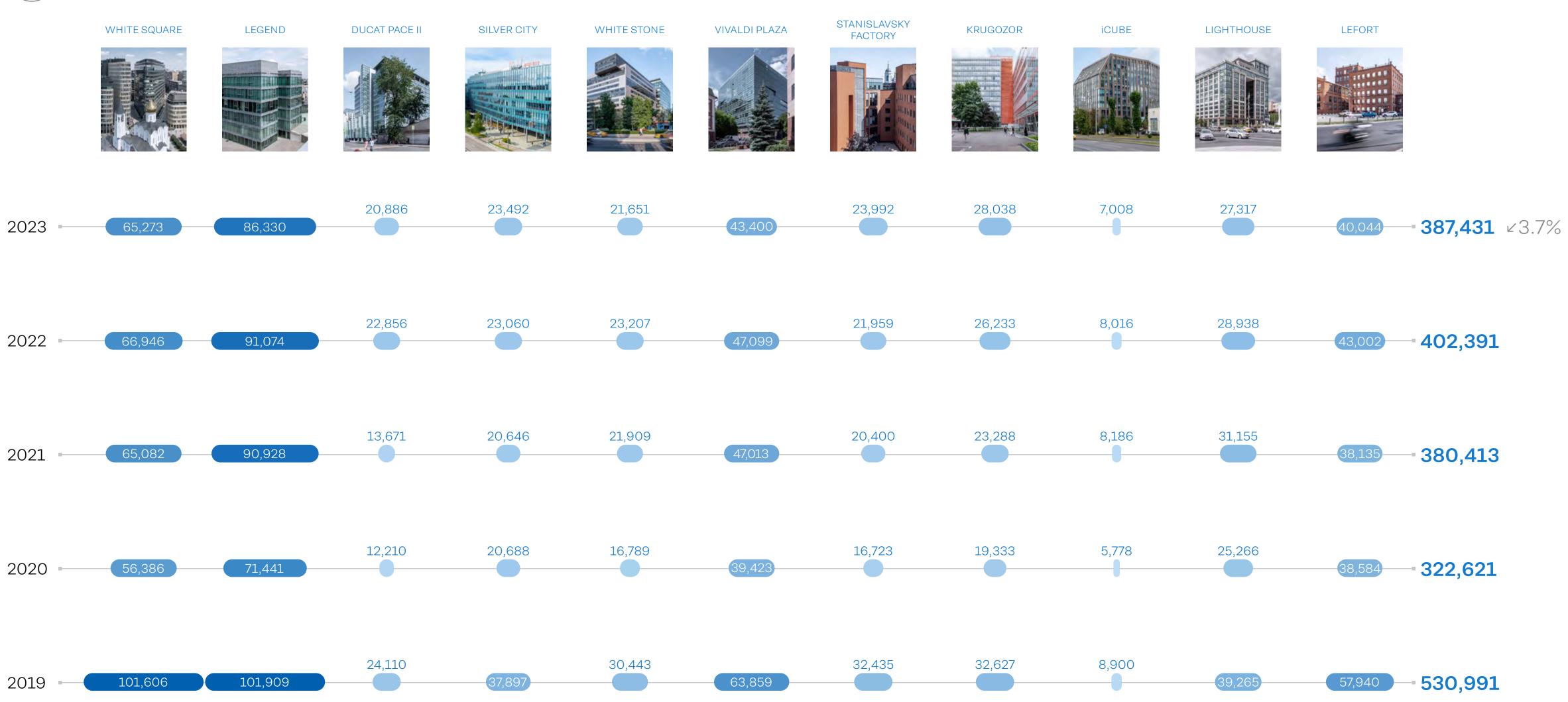
compared to the 2019 baseline

O1 Properties does not withdraw water from natural bodies and in water-stressed regions or does not discharge wastewater to natural sites and in water-stressed regions.

⁵ State standard No. 644 (Russian Government Resolution dated 29 July 2013 "On Adopting the Rules for Cold Water Supply and Sewage and on Introducing Changes to Certain Acts of the Russian Government" as amended).

⁶ Not including consumption by public catering enterprises and fitness centres.





Water saving projects

O1 Properties pays significant attention to optimisation of the use of water resources in the Company's properties. This area is the key aspect of the programme "Creating and Implementing Sustainable Energy Resource Consumption at O1 Properties Facilities". The programme includes a number of actions designed to reduce water consumption and minimise negative environmental impact:

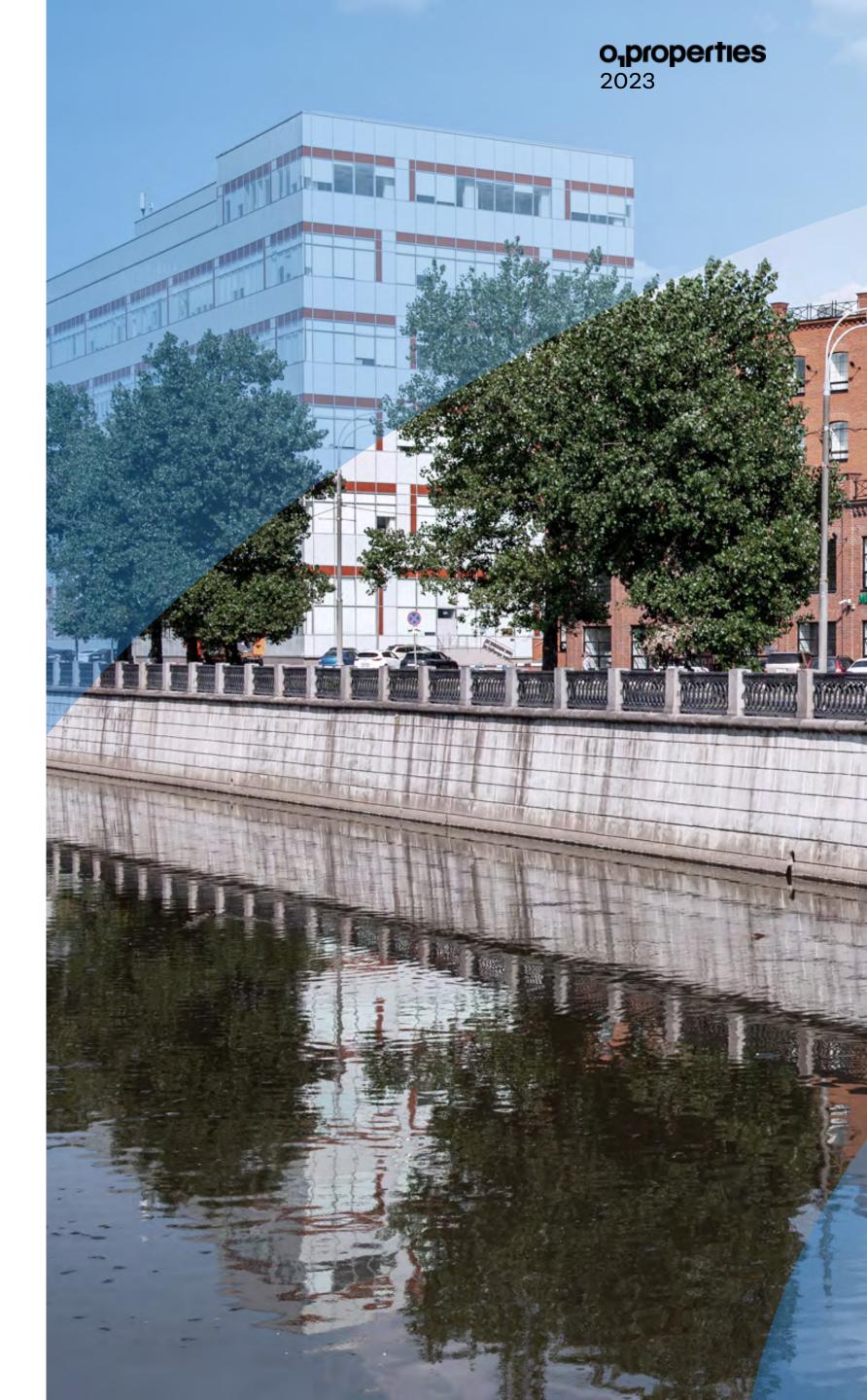
- improve quality of properties' maintenance which resulted in reduced number of emergencies;
- · capital repairs of the water supply system;
- replacement of sanitary equipment by water-efficient devices;
- constant monitoring of equipment operation and timely elimination of leaks.

Additionally to direct reduction of water consumption, O1 Properties has taken measures to reduce its environmental footprint related to use of water resources. In 2023, indicators of pollutants discharge to the central water discharge system were optimised, thus reducing payment for environmental footprint. This was achieved by decreasing the actual concentration of pollutants in wastewater.

Awareness

Being aware of how important it is to prevent pollution of water resources, we consistently integrate the key environmental initiatives in our corporate processes and in our relations with contractors.

One of such measures is to include a special clause that bans discharge of pollutants into the sewer systems at the Company's facilities to all agreements with contractors.



WASTE MANAGEMENT

3-3

306-1

306-2

306-3

306-4

306-5

As part of its responsible waste management, O1 Properties improves efficiency of use of resources, increases the share of separate waste collection, re-use and recycling.

The Company has internal regulations in place addressing waste management: an internal instruction on the procedure of production and consumer waste management, as well as an instruction on storage and disposal of mercury-containing lamps at the properties.

Every year, our properties generate over 1,300 tonnes of waste. According to the globally acknowledged hierarchy of waste management, our foremost task is to reduce waste generation. Another important task is to ensure an efficient selective collection and recycling of recovered materials.

From 2019 to 2023, we managed to reduce the overall waste generation rate by 12%. The growth of generated waste in 2023 compared to 2022 is related to an increase in the number of tenants.



Waste generation

2019

2022

∠ by 129

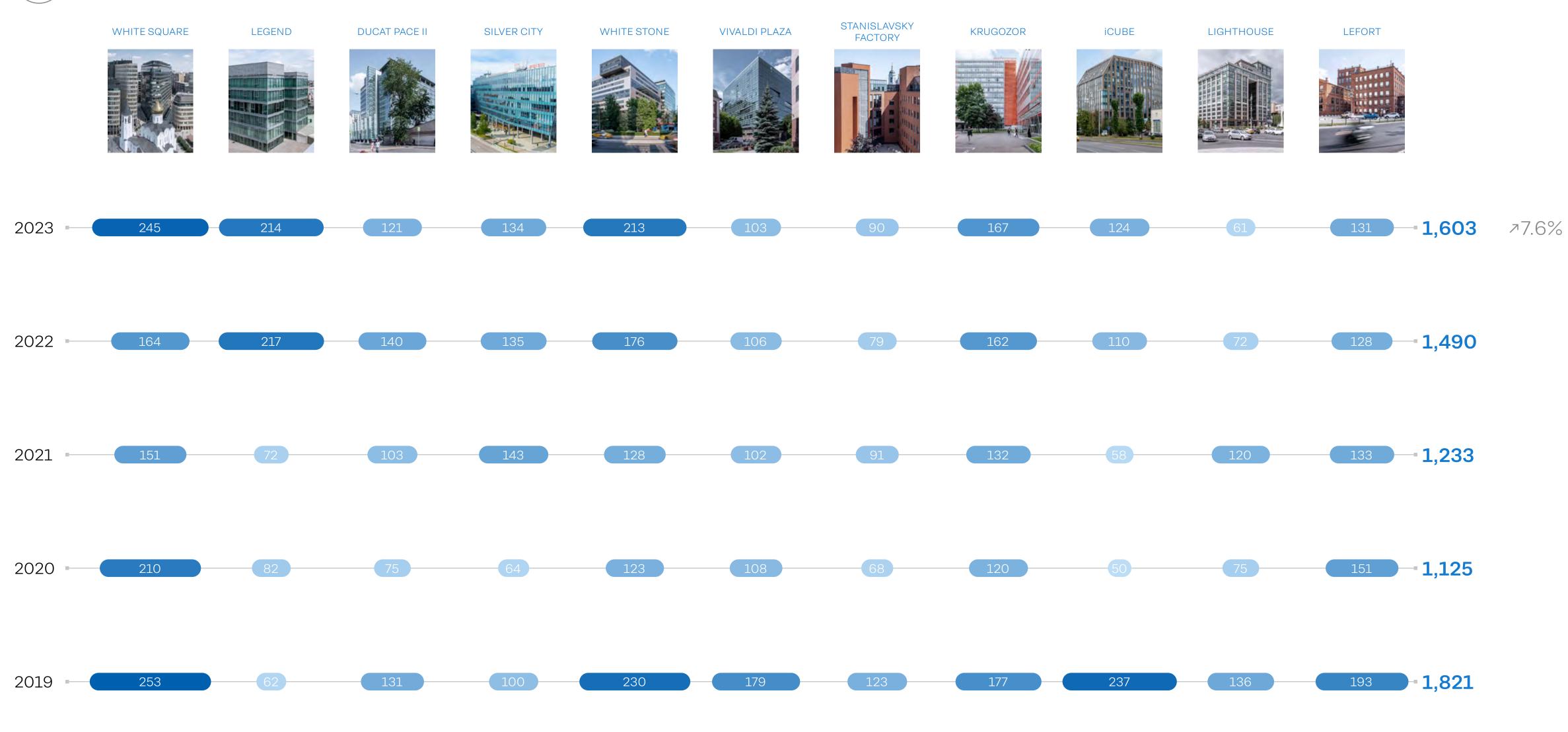
7_{by} 7.6_%

2023

2023



WASTE GENERATION, TONNES



Separate waste collection and recycling projects

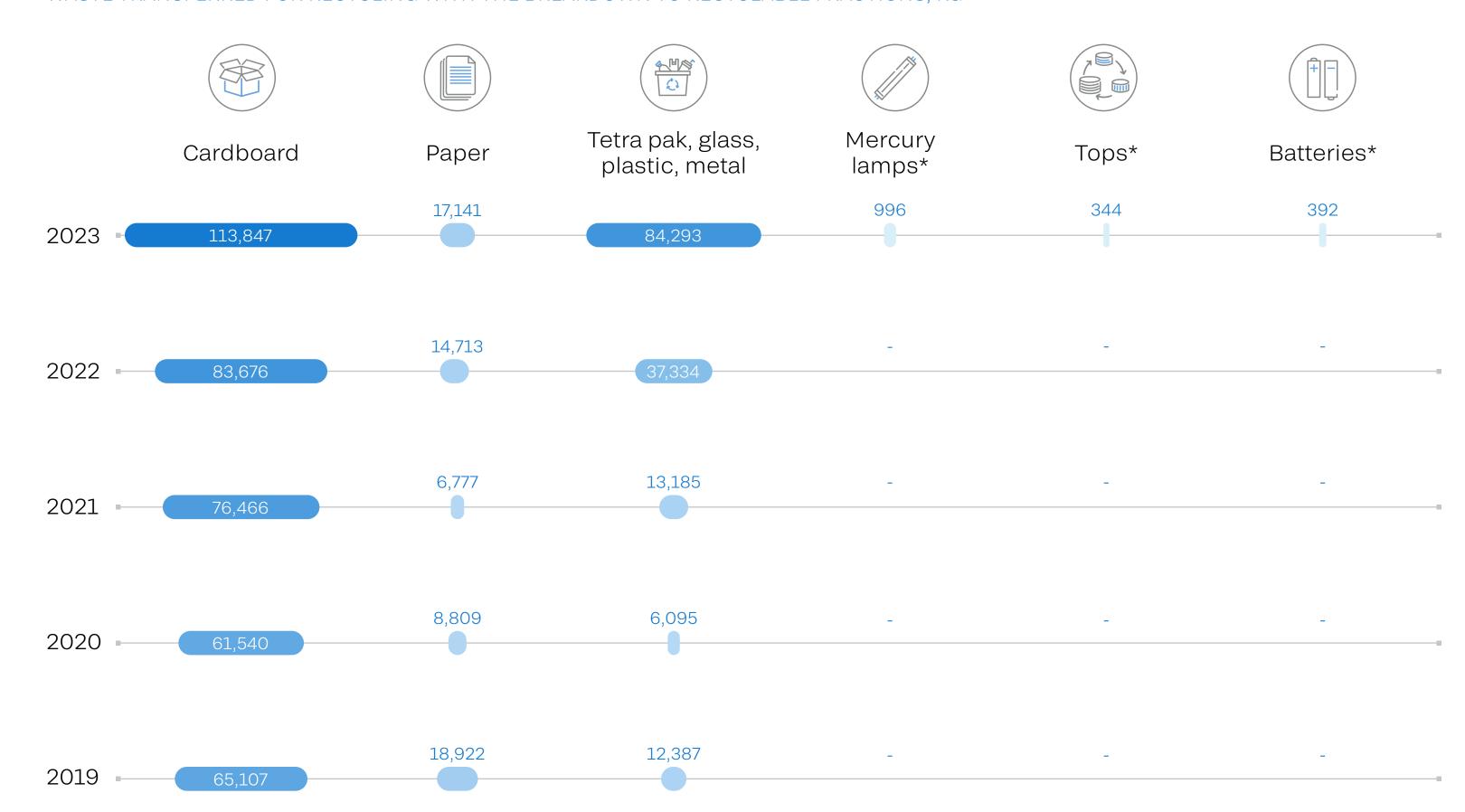
O1 Properties has set an ambitious goal: to increase the share of recyclables in the total amount of waste. This is an integral part of our long-term sustainability plan designed to reduce our environmental footprint and support circular economy.

The Company's goal for 2024 in the area of waste management is to increase the amount of waste transferred for recycling in the total amount of Solid Municipal Waste (SMW) by 4% compared to the average level of separate waste collection in 2021-2023.

In the reporting year, our initiatives in separate waste collection were strengthened and we continued to focus on reduction of waste:

- In cooperation with the Management Company, a centralised system of separate waste collection was implemented in all our properties.
- Tenants receive information materials about the principles and advantages of separate waste collection, and we arrange online lectures on importance and rules of separate waste collection.
- We create conditions to support private initiatives and implement sustainability projects.
- We invite people to participate in environment-related events designed to raise residents' environmental awareness and engagement, including the Green One Club.

WASTE TRANSFERRED FOR RECYCLING WITH THE BREAKDOWN TO RECYCLABLE FRACTIONS, KG



^{*} Recording by fractions "Mercury lamps", "Tops", "Batteries" was started in 2023

The separate waste collection system has been successfully operating in the O1 Properties office since 2018. The Company engages in the practice of separate waste collection not only residents of business centres, but also our office employees, as well as contractors' employees. Special containers for separate waste collection have been installed in the office so that they would be accessible to all employees and visitors of the business centres.

In 2023, we collected 217 tonnes of recyclables amounting to 13.5% of the total amount of waste. The quantity of collected recyclable waste in 2023 is 4.1% higher than in 2022.

Paper is one of the main materials used by the Company in its day-to-day operations. Thanks to initiatives designed to reduce the amount of paper, in the reporting period we were able to decrease its consumption in our offices by 10% compared to 2022.

The Company's goal for 2024 in terms of office paper consumption is to maintain it in O1 Properties' office at the level of 2023 or lower.

The key fractions among collected waste are waste paper and cardboard. Starting from 2019, we have seen a stable growth of the amount of collected waste paper. Compared to 2022, the increase in the reporting period reached 33.1%.

Moreover, we also increased the amount of collected plastic, glass, metal and Tetra pak, the total mass of which increased in 2023 almost seven times compared to the baseline of 2019 and twice vs 2022. This change is explained by a higher activity in collecting and separating waste, among other things, due to eco-awareness activities and higher occupancy of the Company's facilities.

To promote and develop the separate waste collection system and increase the share of recyclables, every year the Company arranges various events and actions in cooperation with charitable foundations and environmental organisations.



Recyclable materials collection

compared to the 2022 level



Amount of collected waste paper

$$7 \text{ by } 33.1\%$$

compared to the 2022 level



Plastic, glass, metal and Tetra pak collection



compared to the 2019 baseline

An annual environmental initiative Electrovesna event organised by O1 Properties allows everyone to dispose of obsolete devices during several weeks in the business centres for their separation and processing. As a result of this initiative, in 2023 we collected 2,286 kg of electronic waste.

Moreover, as part of our cooperation with the Second Wind charity foundation, containers accepting clothes donations were installed in the Company's business centres. As a result of this initiative, in 2023 we collected 5,151 kg of textile.

Together with the Sobirator Foundation we arranged collection of small electricals in each business centre. These measures not only facilitate reduction of resource consumption, but also foster a responsible attitude to efficient use of resources among employees and partners of O1 Properties.



Waste electrical equipment collection

2,286 kg

2023



APPENDICES

ABOUT THE REPORT

2-2

2-3

2-4

2-5

O1 Properties Sustainability Report is the sixth public nonfinancial report addressed to a wide range of stakeholders, disclosing the Company's key sustainability results for 2023.

The Report covers the period from 1 January through 31 December 2023. A number of 2024 initiatives are included in the Report to provide the stakeholders with information about the Company's business prospects.

The boundary of the Sustainability Report for 2023 is consistent with the perimeter of the Company's consolidated financial statements. The Report includes information about 11 properties in the Company's portfolio.

Any changes in the boundary of the Report and disclosed prior year data compared to the 2022 Sustainability Report are due to the exit from the perimeter of City Developer LLC's financial statements. In 2022, O1 Properties suspended its operations in development of new facilities and is currently specialising in leasing and operating office premises.

The Report has been prepared with reference to the requirements of the Global Reporting Initiative Standards (the "GRI Standards"). When preparing its Report, the Company was guided by the following principles of GRI Standards:

Sustainability context in the Report

Materiality

Completeness

Accuracy

Clarity

Balance

Comparability

Verifiability

Timeliness

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 any third parties.

The report contains trade names of other commercial and non-profit entities and does not suggest that the use of presentation of these trade names implies any support or sponsorship of these entities.

Non-financial Company report No.

Reporting period: 01.01.2023-31.12.2023 as well as 2024 initiatives

Provided information on business centres

11

The Report has been prepared with reference to the requirements of the GRI Standards



Process to determine material topics

When preparing the contents of our reports, we are guided by GRI Standards in terms of determining material topics for reporting.

Step 1

Identify impacts

As the first step, we generated a list of 27 key environmental, social and governance impacts produced by O1 Properties on our stakeholders, taking into account the industry specifics.

Step 2

Assess the significance of the impacts

As the second step, for the purpose of quantitative assessment of O1 Properties' impact, we carried a survey of our stakeholders.

185 respondents responded to the survey, including clients, non-profit and public sector entities, suppliers and business partners, representatives of media, industry and local communities, as well as our employees and shareholders. The respondents were asked to rate the level of impact on them by the Company at the scale from 1 to 3.

Step 3

Build up the list of material topics taking into account their priority for stakeholders

All assessed impacts were rated as highly important and were split in 12 material topics to be presented in the O1 Properties 2023 Sustainability Report.

Material topics



Step 4

Get feedback and respond to stakeholders' recommendations

As a result of the survey, the Company received comments and suggestions from stakeholders' representatives which it intends to take into account in its operations.



The final list of material topics includes:

Environmental responsibility



1. Use of water resources

How we ensure quality water supply to our properties and implement water-saving technology in their operation



2. Waste management

How we implement separate waste collection and transfer waste for recycling, and seek to minimise generation of waste, increasing the share of recyclables



3. Responsible procurement

How we choose suppliers and partners taking into account their environmental criteria



4. Certification of buildings based on the standards including social and environmental criteria

How we ensure consistency of our business centres with the green construction standards and maintain accessibility of social infrastructure in our properties



5. Carbon footprint (climate change)

How we reduce our carbon footprint when operating and modernising our properties and use green electricity generated by renewable energy sources



6. Energy saving

How we implement energy-efficient technologies at our properties

Social responsibility



7. Safety and security of properties for tenants

How we support safe operation of properties for tenants, create comfortable public areas, ensure quality of air and readiness to emergencies and accidents at our properties



8. Interaction with employees

How we care about our employees, ensure opportunities for their growth and development, safe working conditions, support corporate culture and engagement



9. Respect for human rights

How we ensure no discrimination on the grounds of race, gender and other criteria in operations of O1 Properties



10. Charity and socially important projects

How we create open spaces and urban infrastructure, arrange volunteer and charity events

Corporate governance and partnership



11. Information security and data protection

How we ensure safeguarding of personal data, cybersecurity and resilience of information systems



12. Business ethics and anti-corruption activities

How we combat corruption, ensure transparency of O1 Properties business and reporting, build long-term relations with clients

GRI CONTENT INDEX

Index	Description	Page	Comment
GRI 2: General disclosures 2021			
Organisation and its reporting prac	ctices		
2-1	Organisational details	10	
2-2	Entities included in the organisation's sustainability reporting	85	
2-3	Reporting period, frequency and contact point	85	
2-4	Restatements of information	85	
2-5	External assurance	85	Not performed in the reporting year
Types of activities and employees			
2-6	Activities, value chain and other business relationships	10, 14-15	
2-7	Employees	38-39, 91	Partial disclosure
2-20	Process to determine remuneration	44	
2-22	Statement on sustainable development strategy	3	
2-23	Policy commitments	12, 24, 36	
2-24	Embedding policy commitments	23	
2-26	Mechanisms for seeking advice and raising concerns	12, 37	
2-27	Compliance with laws and regulations	23, 47, 63	
2-28	Membership associations	31	
2-29	Approach to stakeholder engagement	27	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics	86	
3-2	List of material topics	87	
Information security and data prote	ection		
3-3	Management of material topics	13	
Business ethics and anti-corruptio	n activities		
3-3	Management of material topics	10, 12	
205-3	Confirmed incidents of corruption and actions taken	12	



Index	Description	Page	Comment
Safety and security of	properties for tenants		
3–3	Management of material topics	33	
403-1	Occupational health and safety management system	33, 47	
Observance of human	rights		
3-3	Management of material topics	36	
405-1	Diversity of governance bodies and employees	38	Partial disclosure
406-1	Incidents of discrimination and corrective actions taken	37	
408-1	Operations and suppliers at significant risk for incidents of child labour	37	Partial disclosure
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	37	Partial disclosure
Interaction with emplo	yees		
3-3	Management of material topics	42	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	44	
403-5	Worker training on occupational health and safety	46	
403-6	Promotion of worker health	45	
404-2	Programs for upgrading employee skills and transition assistance programs	48, 91	
Charity and socially im	portant projects		
3-3	Management of material topics	55	
Certification of buildin	gs based on the standards including social and environmental criteria		
3-3	Management of material topics	59	
417-1	Requirements for product and service information and labeling	63	
Responsible procurem	nent		
3-3	Management of material topics	64	



Index	Description	Page	Comment
Carbon footprint (climate cha	inge)		
3-3	Management of material topics	73	
305-1	Direct (Scope 1) GHG emissions	73, 93	
305-2	Energy indirect (Scope 2) GHG emissions	73, 93	
305-4	GHG emissions intensity	73	
305-5	Reduction of GHG emissions	73	
Energy saving			
3-3	Management of material topics	67	
302-1	Energy consumption within the organisation	67, 92	Partial disclosure
302-4	Reduction of energy consumption	67	
Use of water resources			
3-3	Management of material topics	76	
303-1	Interactions with water as a shared resource	76	No withdraw of water in water-stressed regions
303-2	Management of water discharge-related impacts	76	
303-5	Water consumption	76, 94	
Waste management			
3-3	Management of material topics	79	
306-1	Waste generation and significant waste-related impacts	79	
306-2	Management of significant waste-related impacts	79	
306-3	Waste generated	79, 95	
306-4	Waste diverted from disposal	79, 95	
306-5	Waste directed to disposal	79	

QUANTITATIVE DATA ON THE COMPANY'S SUSTAINABLE DEVELOPMENT ACTIVITIES

2-4

2-7

Employee information

COMPANY EMPLOYEES

Employees	2021	2022	2023
Headcount at the year-end, persons	179	167	150
Men, persons	66	59	54
Men, %	36.9	35.3	36.0
Women, persons	113	108	96
Women, %	63.1	64.7	64.0
Under 30, persons	44	34	29
Under 30, %	24.6	20.4	19.3
30 to 50, persons	119	111	103
30 to 50, %	66.5	66.5	68.7
Over 50, persons	16	22	18
Over 50, %	8.9	13.2	12.0
Number of hired employees, persons	49	29	23
Number of dismissed employees, persons	53	25	50
Turnover, % ⁷	29.6	25.4	34.6
Active turnover, % ⁸	10.1	13.8	4.0
Number of pre-retirement age employees, persons	2	3	1
Number of employed pensioners, persons	4	3	2

NUMBER OF EDUCATIONAL PROGRAMMES BY AREAS

Area of the educational program	Number
Advanced training and upskilling	28
Professional retraining	4
Postgraduate studies	2
Master's degree	1
Executive MBA	1
Total	36

NUMBER OF EDUCATIONAL PROGRAMMES BY TYPE OF ATTENDANCE

Type of attendance	Number
Distance learning	28
Full-time education	6
Part-time education	2
Total	36

Total employee turnover, which includes terminations for all reasons, including staffing and structural changes due to the automation of a number of existing functions

⁸ Percentage of employees who left the organisation on their own initiative, in relation to whom the Company applied measures to retain and keep them.

302-1

Environmental information

TOTAL ELECTRICITY CONSUMPTION, MWH

LeFORT	12,400 119,763	10,794 101,098	9,290 105,097	9,834 99,573	8,364 90,014
Lighthouse	7,160	6,132	6,702	6,032	5,833
iCUBE	2,465	1,087	2,752	2,511	2,293
Krugozor	9,444	8,334	9,258	8,821	8,238
Stanislavsky Factory	9,868	8,885	9,664	8,271	7,461
Vivaldi Plaza	13,350	11,728	12,602	11,503	10,842
White Stone	7,820	6,774	7,031	6,332	5,762
Silver City	10,475	8,767	9,132	7,742	6,259
Ducat Place III	8,081	6,671	6,763	6,952	6,310
Legend	17,278	14,698	13,895	14,563	14,288
White Square	21,422	17,229	18,008	17,011	14,365
Business centre	2019	2020	2021	2022	2023

TOTAL THERMAL ENERGY CONSUMPTION, GCAL

Business centre	2019	2020	2021	2022	2023
White Square	10,234	8,089	10,398	9,852	9,823
Legend	16,281	14,014	15,028	14,895	12,632
Ducat Place III	4,180	3,414	4,643	4,929	4,190
Silver City	10,262	9,145	11,436	8,628	6,146
White Stone	4,052	3,666	5,521	4,851	4,571
Vivaldi Plaza	15,017	13,909	17,355	14,355	12,006
Stanislavsky Factory	0	0	0	O	0
Krugozor	6,040	4,827	6,125	5,818	5,255
iCUBE	2,099	1,935	2,771	2,312	1,848
Lighthouse	5,284	4,887	6,997	5,609	5,198
LeFORT	0	0	0	0	0
Total	73,449	63,886	80,274	71,249	61,669

GAS CONSUMPTION, THOUSAND M³

Business centre	2019	2020	2021	2022	2023
Stanislavsky Factory	1,378	959	1,464	1,425	1,329
LeFORT	1,123	1,038	1,308	1,189	1,078
Total	2,501	1,997	2,772	2,614	2,407

305-1, 305-2

TOTAL AND PER UNIT GHG EMISSIONS IN 2023, TONNES $\mathrm{CO_2e}$

Business centre	Tot	al emission	S	Cha	nge dynami	CS
	Scope 1	Scope 2	Total	Scope 1	Scope 2	Total
White Square	О	8,369	8,369	-73	-773	-846
Legend	18	9,404	9,421	-119	-749	-868
Ducat Place III	О	3,629	3,629	0	-463	-463
Silver City	1,591	4,350	5,942	1,061	-1,364	-304
White Stone	22	3,595	3,616	-33	-716	-749
Vivaldi Plaza	23	8,049	8,073	-60	-979	-1,039
Stanislavsky Factory	2,475	2,421	4,896	-240	-222	-462
Krugozor	О	4,656	4,656	0	-181	-181
iCUBE	20	1,442	1,461	-14	-228	-242
Lighthouse	12	3,855	3,867	-466	-670	-1,136
LeFORT	2,129	2,714	4,843	-118	-422	-540
Total	6,290	52,483	58,773	-62	-6,766	-6,828

SCOPE 1 AND SCOPE 2 GHG EMISSIONS PER UNIT IN 2023, KG CO₂e/M²

Business centre	Scope 1	Scope 2	Total
White Square	0	87	87
Legend	0.2	89	89
Ducat Place III	0	79	79
Silver City	28	78	106
White Stone	0.4	73	73
Vivaldi Plaza	0.3	110	111
Stanislavsky Factory	61	60	121
Krugozor	0	92	92
iCUBE	1	64	65
Lighthouse	0.3	90	90
LeFORT	42	54	95
Total	10	83	93

303-5

TOTAL AMOUNT OF WATER USED, M³

Business centre	2019	2020	2021	2022	2023
White Square	101,909	56,386	65,082	66,946	65,273
Legend	101,909	71,441	90,928	91,074	86,330
Ducat Place III	24,110	12,210	13,671	22,856	20,886
Silver City	37,897	20,688	20,646	23,060	23,492
White Stone	30,443	16,789	21,909	23,207	21,651
Vivaldi Plaza	63,859	39,423	47,013	47,099	43,400
Stanislavsky Factory	32,435	16,723	20,400	21,959	23,992
Krugozor	32,627	19,333	23,288	26,233	28,038
iCUBE	8,900	5,778	8,186	8,016	7,008
Lighthouse	39,265	25,266	31,155	28,938	27,317
LeFORT	57,940	38,584	38,135	43,002	40,044
Total	530,991	322,621	380,413	402,391	387,431

306-3

WASTE GENERATION, TONNES

Business centre	2019	2020	2021	2022	2023
White Square	253	210	151	164	245
Legend	62	82	72	217	214
Ducat Place III	131	75	103	140	121
Silver City	100	64	143	135	134
White Stone	230	123	128	176	213
Vivaldi Plaza	179	108	102	106	103
Stanislavsky Factory	123	68	91	79	90
Krugozor	177	120	132	162	167
iCUBE	237	50	58	110	124
Lighthouse	136	75	120	72	61
LeFORT	193	151	133	128	131
Total	1,821	1,125	1,233	1,490	1,603

306-4

WASTE FRACTIONS, KG

Waste fractions collected for recycling, kg:	2019	2020	2021	2022	2023
Cardboard	65,107	61,540	76,466	83,676	113,847
Paper	18,922	8,809	6,777	14,713	17,141
Tetrapack, glass, plastic, metal	12,387	6,095	13,185	37,334	84,293
Mercury lamps*	-	-	-	-	996
Tops*	-	-	-	-	344
Batteries*	-	-	-	-	392
Total	96,416	76,354	96,428	125,723	217,013

^{*} Recording by fractions "Mercury lamps", "Tops", "Batteries" was started in 2023

GLOSSARY

Measurement unit

Gcal — gigacalorie

kg — kilogram

m² — square meter

m³ — cubic meter

MWh — megawatt-hour

tonne CO₂e — a notional unit used to estimate amounts of GHG emissions

Acronyms and abbreviations

BREEAM — Building Research Establishment Environmental Assessment Method

EPD Russia (Environmental Product Declaration) — a document containing information about environmental aspects of products manufactured or services provided depending on their life cycle

ESG — environmental, social, governance

Executive MBA — Executive Master of Business Administration — a programme for business owners and executives

GHG Protocol (Greenhouse Gas Protocol) — a global standard of recording greenhouse gas emissions

GRI — Global Reporting Initiative

HR — Human resources

ARKN — Association of Commercial Real Estate Market Participants for Sustainable Development

NP KIC CIS Association — Coordinating Informational Centre of CIS Member States on approximation of regulatory practices

GOST R ISO 14001-2016 — Russian national GOST R ISO 14001-2016 standard "Environmental Management Systems. Requirements and Application Guidance"

IT — Information technology

EMERCOM — The Ministry of the Russian Federation for Civil Defence, Emergencies and Elimination of Consequences of Natural Disasters

VAT — Value added tax

NCR — National credit ratings

UN — United Nations

LLC — Limited Liability Company

OHS — Occupational health and safety

EMS — Environmental management system

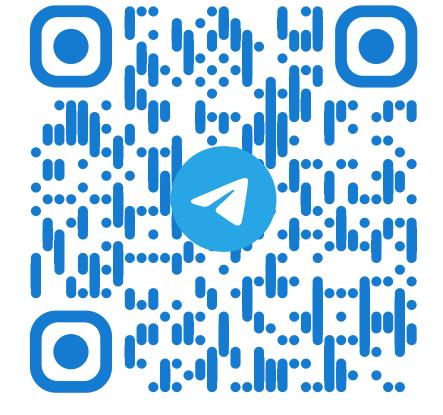
SMW — Solid Municipal Waste

MC — Management Company

FZ — Federal Law of the Russian Federation

UN SDGs — United Nations Sustainable Development Goals





We would appreciate your feedback.

If you have any questions about the Report, please contact Anastasia Arkhipova, Marketing and Communications Director O1 Properties (arkhipova@o1properties.ru).