

Activity Report of the Audit Committee of TRADE ESTATES REIC for the year 2023 (1/1-31/12/2023)

To the Ordinary General Assembly of the Shareholders for the year 2024

Ladies and Gentlemen, Shareholders,

This Activity Report of the Audit Committee concerns the period including all the months of the year ending on 31/12/2023 (1/1 – 31/12/2023). The Report was conducted in accordance with the provisions of L.4449/2017, as amended by article 75 of L.4706/2020 and aims at informing you of the activities of the Audit Committee, on the basis of its prescribed responsibilities.

In more detail:

During the period 1/1-31/12/2023, the Audit Committee was held seven (7) times with the participation of the Head of the Internal Audit Department in all the meetings. According to the agenda of the meetings, the heads of the units, who are responsible for the Financial Information, the Risk Management, the Regulatory Compliance, the Sustainable Development as well as the chartered public accountants, were invited to participate.

The relevant information material (such as, but not limited to, reports of internal audit, regulatory compliance and risk management, investment statements, reports and presentations of chartered auditors, financial and non-financial information, etc.) was timely distributed to the members of the Committee for study purposes, so that these members can express well-founded opinions. In the meetings of the Audit Committee minutes were kept, in which the matters discussed and approved by the present Members were recorded and communicated to the Board of Directors.

The Audit Committee is a three-member committee and consists of two independent non-executive members of the BoD and one third member elected by the G.A. of shareholders. The Chairman of the Committee is independent. The members of the Audit Committee, in their entirety, have proven sufficient knowledge in the field in which the Company operates, while the Chairman has sufficient knowledge and experience in auditing and accounting.

An external evaluation of the Audit Committee was made by Grant Thornton during the evaluation procedure of the Internal Control System under article 14 of L.4706/2020. The

conclusion of the Evaluation Report on the Sufficiency and Effectiveness of the Internal Control System was formulated without any reservation.

In the exercise of its tasks and responsibilities the Audit Committee had uninterrupted and complete access to all the necessary information and was granted the necessary resources and infrastructure for its effective operation.

As to the results of all its activities the Audit Committee informed the Board of Directors in writing of its findings.

In addition, in the period 1/1-31/12/2023:

1. Regarding the supervision of the Ordinary Audit, the Audit Committee:
 - Proposed to the Board of Directors the reappointment of the audit company EY for the statutory audit of the Company and its consolidated financial statements for the year 2023 as well as for the approval of the remuneration and the recruitment conditions of the ordinary auditor under article 44 of L.4449/2018, as applicable.
 - Met once (1) with the chartered auditor – accountant of TRADE ESTATES REIC, prior to the publishing of its half-yearly financial statements.
 - Met once (1) with the chartered auditor – accountant of TRADE ESTATES REIC, prior to the publishing of its annual financial statements.
 - Met once (1) with the chartered auditor – accountant of TRADE ESTATES REIC, for information purposes on the time-schedule and the planned auditing procedures for the end of the year 2023.
 - Reviewed the audit plan and the auditing approach of the statutory audit by EY for the year 2023.
 - Upon completion of the annual statutory audit and the six-monthly review, it received from the ordinary auditor the supplementary report under article 11 of the EU Regulation 537/2014 with the results of the statutory audit and the confirmation of his/her independence and informed the Board of Directors of the above, accordingly.
 - It reviewed and monitored the independence of the statutory auditor and the objectivity and effectiveness of the audit process, taking into account the relevant professional and regulatory requirements in Greece.
 - It monitored the services provided by the Certified Public Accountants in the context of the statutory audit and evaluated their performance taking into account any findings and

- conclusions of the HAASOB (National Oversight Authority of the Accounting and Audit Profession).
- It oversaw and monitored the implementation of the procedure “Approval of receiving non-audit services from the audit firm that carries out the mandatory audit of the individual and consolidated financial statements of the Group’s companies”, approving the receipt of non-audit services, in order to ensure the independence of the Chartered Auditors. For the Group the share of the other remuneration / fees (for non-audit services) in relation to the audit services amounted to 2% and for the Company to 2%.
2. Regarding the financial information procedure and the internal control system, the regulatory compliance and risk management system, the Audit Committee:
- Reviewed, prior to their approval by the Board of Directors, the financial statements (the company’s and the consolidated ones) of TRADE ESTATES REIC as well as the investment statements and taking into account the content of the supplementary report of the Chartered Accountant, evaluated positively their completeness and consistency and informed accordingly the Board of Directors.
 - Was thoroughly informed by the competent bodies of the Management and the chartered public accountants of the significant audit issues, the significant determinations, findings and assumptions and assessments upon the preparation and drafting of the financial statements.
 - Evaluated the sufficiency and effectiveness of the Internal Control System, taking into account the content of the audit reports of the Internal Audit Department.
 - Evaluated the sufficiency and effectiveness of the Risk Management System and especially in relation to the risks arisen due to COVID-19 pandemic. Specifically, as to the management of the major risks of the TRADE ESTATES Group, the Audit Committee evaluated the methods used for the detection and monitoring of the risks, the handling of the most significant of them through the Internal Control System and the Internal Audit Department as well as their disclosure in the published financial information in a proper way.
 - Evaluated the sufficiency and effectiveness of the Regulatory Compliance System.

- Approved the procedure for the appointment of the External Auditor for the year 2024 and the formulation of the relevant RFP.
 - Selected the companies to which the RFP shall be sent and participated in all steps of the selection procedure up to the formulation of the appointment proposal to the BoD.
 - Selected the short-listed companies for the final appointment of the External Auditor for the year 2024.
 - Observed the entire progress of the project for the appointment of the External Auditor for the year 2024 and regularly informed the Board of Directors.
 - Evaluated the effectiveness of the Corporate Governance System, monitoring the work assigned to the Head of the Internal Audit Department and presented the results to the BoD.
- 3. Regarding the supervision of the Internal Audit Department, the Audit Committee:**
- Approved the annual audit schedule of the Internal Audit Department, evaluating the procedure of its development. It confirmed that the annual audit schedule for 2023 was prepared on the basis of the major risks (risks associated with macroeconomic conditions and real estate market conditions, risks associated with the business activity of TRADE ESTATES Group, risks associated with the financing of the activities of TRADE ESTATES Group, risks associated with taxation, the legislative and regulatory status) confronted by the TRADE ESTATES Group's companies and based on the systematic implementation of the COSO ERM methodology, that has been adopted.
 - Monitored the implementation of the annual audit schedule and evaluated the effectiveness of the Internal Audit Department, through the quarterly reports of the Head of the Department and the annual report on results.
 - Monitored the progress and effectiveness of the audit work, evaluating, through the quarterly reports, the findings detected, the corrective steps agreed for handling the findings as well as their implementation course.
 - Evaluated issues detected by the audits of the Internal Audit Department and proceeded to specific proposals for further actions as regards the introduction of new procedures and controls for the final extinction of the failures detected, wherever deemed necessary.

- Confirmed that the applicable version of the Charter of Operations of the Internal Audit Department, is found uploaded in the webpage (<https://www.trade-estates.com>).
- Received assurance for the sufficiency of the resources of the Internal Audit Department and information about the training plan of the Head of the Department.

4. Regarding Sustainable Development

The Audit Committee has been informed about the Sustainable Development Policy and the Group's action plans on sustainable development issues as well as on the goals set and analysed in the Report on Sustainable Development.

The Company, after acknowledging that the Sustainable Development Principles constitute an element of its responsible course of business and its continuous development, has developed a Sustainable Development Policy inextricably linked to its values and mission.

More specifically, the **Sustainable Development Policy** provides for the following:

In TRADE ESTATES Group we operate responsibly, we are constantly evolving, and we proceed to all the countries in which we run our business activities, committed to our Values and driven by respect for our employees and all our stakeholders, the support of society and the protection of the environment, aiming at sustainable development at an economic, social and environmental level.

Our Values

Integrity, Mutual Respect, Effectiveness.

Our Mission

To create additional value for our customers, our people, our shareholders and the society, providing products and services for a better life.

For our People

- We care to create and secure job positions through the development of our business in Greece and abroad.
- We respect, defend and promote internationally recognized human rights through the policies we adopt and the initiatives we undertake.
- We offer a work environment of meritocracy and equal opportunities, with fair recruitment, reward, and professional development policies, to all of our human

resources without discrimination.

- We invest in the continuous training and development of our human resources, as well as in their systematic and merit-based evaluation.
- We implement a Health and Safety Policy for all our Group companies in all countries where we operate, providing a healthy and safe working environment.
- We offer health benefits to our employees and an individualized support in cases of serious health issues and to those affected and hurt by natural disasters.
- We encourage and promote the volunteerism of our employees.

For the Society

- We are constantly informed about the needs of the citizens in the communities where we operate via lawfully established communication and consultation channels.
- We evaluate and prioritize the needs and then we schedule and implement plans and actions based on the cover of real and important needs of each local community, the number of beneficiaries as well as the nature of our activities.
- We apply social campaigns aligned with our Group's social responsibility strategy (support of vulnerable social groups and especially children).
- We respond to emergencies (e.g. pandemic, natural disasters), in addition to the established scheduling of the social responsibility plan.

For the Market

Financial Development

- We aim at the achievement of positive financial results, at the continuance of strictly selected investments and at the exploitation of new investment opportunities.
- We invest on technology and on the upgrade of our services, based on development and our investment policy.
- We care for the continuous improvement of our relationships with our suppliers, through communication of the cooperation terms and the basic framework of principles and values that must govern our cooperation.

Corporate Governance

- We comply with the relevant laws and apply control activities for compliance with the rules related to the business activities and operation of all the Group's companies.

- We have developed and apply a Code of Conduct and related policies.
- We have adopted the Hellenic Corporate Governance Code on listed companies.
- We adopt a corporate structure and governance allowing the close relationship to the investors, further aiming at the creation of an additional value for the shareholders.
- We evaluate and manage the business risks for the purpose of ensuring that the interests of all our stakeholders are being served.
- We have established committees, taken measures and we apply policies and procedures for the enhancement of transparency, and the prevention and fighting of fraud, corruption and bribery and any conduct contrary to the Code of Conduct.
- We implement a Health and Safety Policy in all the Group's companies.
- We provide a safe and healthy environment to the partners and visitors in our facilities.
- We take care in order to provide safe access and movement and to provide reasonable accommodation to people with disabilities in our facilities.

For the Environment

- We implement more actions for the protection of the environment than those required under the compliance requirements provided by law.
- We focus on steps for the reduction of our environmental footprint, the proper energy efficient management and the reduction of the greenhouse gas emissions, the saving and recycling of natural resources, the responsible water consumption.
- We raise the awareness of our employees, partners and the public on environmental issues and on adopting a sustainable way of living.

In relation to all aforementioned issues, we set separate sustainable development goals, which we evaluate annually based on their effectiveness and we review and revise them, when and where this is deemed necessary, aiming at our continuous improvement.

Further, in the TRADE ESTATES Group

- We endorse the United Nations Global Compact and we commit to adopt, support and promote, through our business activity its 10 Principles.
- We carry out a materiality analysis in the context of continuous improvement of the Group's approach on sustainable development and social responsibility issues, in order to prioritize the Group's issues that have the most significant economic, social and

environmental effects, but also those that significantly affect its stakeholders.

- We link the essential issues to the UN Sustainable Development Goals (SDGs), contributing to their achievement through our responsible operation of business, our programs and the relevant results.
- We inform our stakeholders of the work carried out in the field of Sustainable Development, by publishing annually a relevant Report in accordance with the internationally approved Sustainable Development Standards.

The management commits to the implementation of the Sustainable Development Policy, at all levels, in the companies and the business sectors of the Group.

The Audit Committee has evaluated the aforementioned and resulted in the conclusion that the actions and plans of TRADE ESTATES Group, its organization, as well as the currently applicable policies and procedures, constitute an adequate framework and promote sustainable business and a better future for all Social Partners and the Group.

The currently applicable version of the Rules of Procedure of the Audit Committee is found uploaded in the Company's website (<https://www.trade-estates.com>).

Marousi, 11 March 2024

The Audit Committee