

one

UNITED PROPERTIES

2022

SUSTAINABILITY REPORT





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MESSAGE FROM THE FOUNDERS

Dear Stakeholders, Colleagues and Partners,

Our purpose at One United Properties is clear: to create thriving, sustainable communities by developing state-of-the-art, energy-efficient buildings. This mission is a direct reflection of our focus on fostering sustainable, long-term value growth for all our stakeholders.

In the past year, our business has shown a remarkable growth. As of December 31, 2022, we had 5,692 residential units and 34.5K GLA of office space under development. We also accelerated our efforts in historic landmark restoration, with three new acquisitions - One Gallery (former Hala Ford factory), One Downtown, (former Hotel Muntenia), and One Plaza Athénée.

From our annual materiality matrix analysis, it has become clear that environmental aspects continue to be a major concern for our stakeholders, even outstripping the focus on social and governance factors. In recognition of this concern, we have enhanced this year's report with detailed environmental information. For the first time, we are disclosing our Scope 1 and 2 greenhouse gas emissions, providing a comprehensive perspective on emissions from our office and residential portfolios.

However, as a publicly traded company, we must emphasize that the necessity for robust governance structures, practices, and behavior remains critical. Our public status not only subjects our governance practices to heightened scrutiny but also emphasizes the importance of our social involvement. After all, our employees are the bedrock of our year-on-year growth.

In alignment with this, last year, we implemented a Whistleblowing policy and a Remuneration policy. We have intensified training efforts across all departments. Furthermore, in this year's sustainability report, we have incorporated gender pay gap data and the annual total compensation ratio. These additions reflect our commitment to fostering fair and equitable practices. Furthermore in March 2023, we published our first remuneration report, underscoring our pledge to full transparency for all our stakeholders.

Last year, Sustainalytics granted One United Properties an ESG rating of 20.0, placing us in the low to medium risk category. We achieved an above-average rating in the corporate governance category, surpassing our local and international peers. This accomplishment is particularly meaningful to us considering our public company status and it is a testament to our continued focus on ESG risk management. We believe this to be a continuous journey and look forward to further refining our processes for the benefit of all our stakeholders. In line with this, we will also seek an ESG rating from Sustainalytics this year.

Of special note, in 2022, the ESG Committee to the Board of Directors of One United Properties prepared an evaluation of risks and opportunities associated with climate change. This evaluation, conducted according to the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), encompasses four pillars: governance, strategy, risk management, and objectives and performance indicators. You will find the detailed analysis featured in this report.

As we continue to develop Bucharest responsibly, we remain deeply committed to sustainable practices, ethical governance, and transparent reporting. We look forward to another year of creating environmentally friendly, vibrant communities and contributing positively to the development of our city.

We invite you to dive into our third voluntary annual Sustainability Report, further underscoring our deep commitment to sustainable business practices and transparency in all our operations.

Victor Capitanu
co-CEO

Andrei Diaconescu
co-CEO



MESSAGE FROM THE CHAIRMAN

Dear Shareholders,

As the Chairman of the Board of Directors for One United Properties, I am proud to present the third annual edition of our corporate Sustainability Report, which summarizes our commitment and actions in the area of sustainable business practices. This commitment and its thorough execution continues to make One United Properties a frontrunner and thought leader in the corporate sustainability area and remains among the differentiating factors vis-à-vis our peers at home and abroad.

As we have demonstrated in the past, sustainability is at the core of our decision-making, including our core business and support functions, organizational governance, relations with our suppliers and our actions towards society. Relying on the expertise and guidance of our dedicated Environmental, Social, and Governance Committee, which reports directly to the Board of Directors, we have again in 2022 ensured the development and daily implementation of effective and efficient sustainability guidelines across our entire organization. To highlight some of our actions in 2022, we have performed a detailed evaluation of risks and opportunities associated with climate change according to the recommendations of the Task Force on Climate-related Financial Disclosures as well as obtained our very first ESG rating, scoring at the border of low to medium risk.

Throughout 2022, our mission has been to construct environmentally conscious residential and commercial buildings within sustainable, thriving communities. Beyond the creation of sustainable homes and workplaces, our objective was to revitalize underutilized areas, transforming them into vibrant hubs of community life. In this context, we continued our commitment by acquiring three new buildings that we will fully rebuild and bring back to public circuit – One Plaza Athenee, One Downtown, and One Gallery further strengthening our restoration portfolio. Moreover, in 2022, our teams worked hard on obtaining building permits for One Gallery and One Athénée, where construction works began in 2023.

Alongside this environmental commitment, we maintain a corporate policy of equal opportunities for all our employees and business partners, fostering an environment of inclusivity and respect. In 2022, we signed the Romanian Diversity Chapter. In line with our commitment to transparency, we also published our first remuneration report for the Board Directors and executives for 2022, while also adding new indicator of gender pay ratio and annual compensation ratio to our sustainability reporting.

Our belief in the value of supporting local organizations that align with our sustainability values is another key pillar of our sustainability journey. Therefore, in 2022, One United Properties made donations amounting to RON 7.5 million lei, an absolute record for our company, supporting crucial initiatives across environmental, education and healthcare sectors.

As a green property developer and investor, urban regeneration forms a vital component of our sustainability efforts. We continue our commitment to transforming neglected areas into vibrant, thriving communities, reflecting our broader ambition for sustainable development in Romania. In 2022, these included notably signing a partnership with Veolia for implementation of innovative geo exchange heating and cooling systems in our landmark developments One Lake District, One Peninsula, One Lake Club and One High District. Thanks to this investment, we will save a total of 4.450 tons of co2 emissions each year, representing the equivalent of emissions produced by approximately 4,500 cars within a one-year period.

I would like to conclude by complimenting our ESG Board Members, who all take initiatives and show great drive and passion to achieve such impressive results. Together, we look forward to another year of commitment and efforts towards a more sustainable economy and society, and we thank you for all your continued support and partnership.

Claudio Cisullo
Chairman of the Board of Directors





ABOUT UNFINISHED PROPERTIES

This Sustainability Report refers to One United Properties S.A. (“ONE”, the “Company” or the “Group”), the leading green investor and developer of residential, mixed-use, and commercial real estate in Romania.

Established in 2007 by Victor Capitanu and Andrei Diaconescu, One United Properties rapidly emerged as the leading force in mixed-use development in Romania. The company's purpose is to create thriving, sustainable communities by developing state-of-the-art, energy-efficient buildings and to drive enduring value growth for its stakeholders.

The Company is the largest residential and mixed-use real estate developer and investor in Romania, with headquarters based in Bucharest. The Company operates exclusively in Romania, and it has a track record of having developed sustainable residential, mixed-use and office real estate in Bucharest and in Constanta (Mamaia). The distinguished ONE brand is synonymous with quality, design, community, sustainability, and highly desirable locations.



RON 3.2 bn market capitalization of One United Properties on 31.12.2022

One United Properties is a joint-stock company listed on the Main Market of the Bucharest Stock Exchange (BVB) as July 12th, 2021. As of December 31st, 2022, One United Properties was the largest entrepreneurial company listed on BVB by market capitalization



¹According to the Romanian National Institute of Statistics

CORE BUSINESS

The main activities of the One United Properties include construction and sale of apartments, construction, and lease of office property as well as construction and lease or sale of retail spaces.

Consequently, One United Properties is active in the following three real estate segments:



RESIDENTIAL

Landmark developments, premium locations, quality, focus on design, great communities and sustainability are at the core of ONE's residential developments.

ONE started its business in this segment. The Company is involved in the classic development of the landbanks under built-to-sell model. With an unparalleled reputation as a premium developer, ONE develops apartments for medium-high, high, and very high-income clients.



OFFICE

ONE's office developments integrate an energetically efficient plan, being healthy and environmentally sustainable, with emphasis on the employee experience and wellness.

ONE entered the office market in 2017 to build a portfolio delivering recurring revenues. For the office segment, ONE develops Class A buildings. ONE's office portfolio includes both developed as well as acquired buildings.



RETAIL

Retail spaces bring value to the ample rich communities One United Properties is developing, offering all the facilities and services only a few steps away.

Initially, retail spaces were only built-to-sell. As of 2021, the company also develops retail spaces for rent.

All buildings developed by One United Properties have superior certifications in sustainability, energy efficiency, and wellness, and the developer is awarded at numerous galas and conferences in the field, both internationally and locally.

ONE'S EVOLUTION TIMELINE

2012 – 2018

High-end and ultra-high-end developments

Lower-scale, mid-rise developments

Entry to the office market through an acquisition

2019 – 2021

First large-scale high-rise developments

Development of top-quality office buildings

First development on the medium- to -high -income market - One Timpuri Noi

Increased focus on sustainability, urban regeneration

2022 – FUTURE

Focus on large to very large mixed-use developments

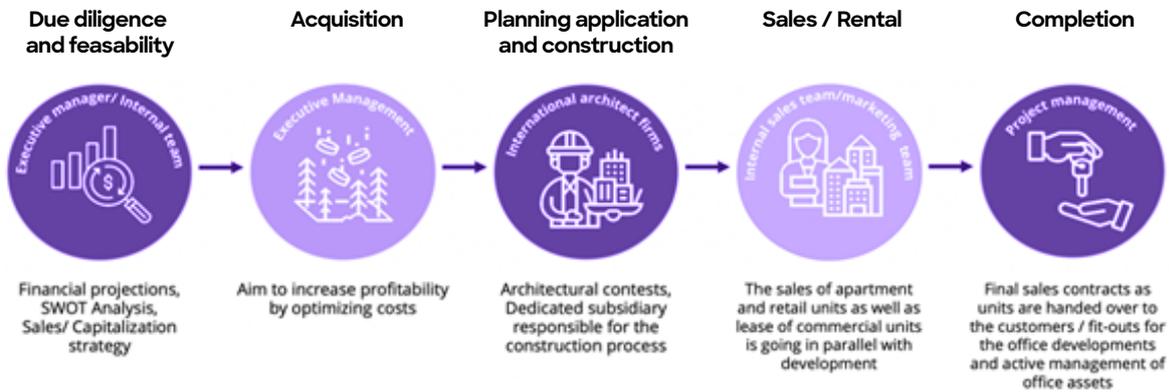
Consolidation of the position on the office market

Historical landmark regeneration focus

Entry on retail market (build to rent vs build to sell)

VALUE CHAIN

One United Properties does not sell products or services that are prohibited, are of concern to stakeholders or a subject of public debate. The value chain of the Company is as follows:



One United Properties runs the entire process of real estate development in-house. The company starts the process with identifying the attractive land plot, carrying out due diligence and feasibility analysis, following by the acquisition process. One United Properties only buys lands with clear building rights and property titles.

Once the Company obtains the administrative permits, it then oversees the construction process. Simultaneously with the start of the construction, ONE begins the marketing activity for the development paired with the sale of the apartment units or lease in case of the commercial properties. The residential units are handed over to the clients following their completion. After completion of an office development, One United Properties actively manages it to maximize its value and build rental revenue.

The profits earned from both residential sales and rental of office buildings are primarily reinvested in new developments but are also used for regular payments of dividends to the shareholders. One United Properties pays dividends twice a year. The dividend policy of the Company is available [HERE](#).

RON 73.1m gross dividend paid to shareholders for 2022

CLIENTS

One United Properties clients vary according to the business segments:



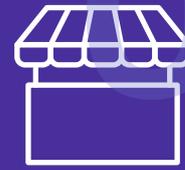
RESIDENTIAL

Local individuals are the primary client on the residential segment. These buyers usually purchase apartments for their private use or for investment purposes and to protect their savings. The usual clients are in the upper-medium, high, and ultra-high-end segment.



OFFICE

The tenants of our office developments are generally global corporations with robust presence in Romania as well as large and medium-sized companies, with both Romanian and international capital.

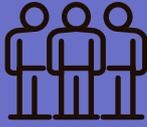


RETAIL

Our clients for the build-to-sell segment are local and international investors, primarily individuals. For the rental segment, our clients are local and international retail and service companies that rent high-end premises for their brands.



ONE AS OF 31.12.2022



100 employees



0.97 gender pay ratio



1,100 suppliers



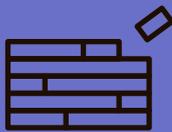
599 residential units sold



EUR 1,479bn GDV under development



EUR 859m GDV in planning phase



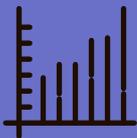
34,5K GLA of green offices developed in 2022



95K GLA of office portfolio



87% of office GLA that is certified sustainable



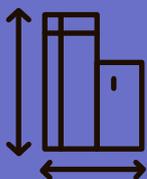
RON 1.2bn consolidated turnover



RON 769.5m revenues from residential segment



RON 62.4m rental income



100% revenues from development of green offices



100% green revenues from sale of residential units



88% of office revenues from green buildings

STRATEGY OF PROFITABLE GROWTH

In 2022, One United Properties continued its development strategy focused on investing in premium development opportunities with prospects of sustained returns and on the consolidation of the position of the ONE high-end brand on both the residential and offices market.

They key strategy pillars of One United Properties include:



Maintain **leadership** position in the prime residential, mixed-use and office real estate market in Romania by developing modern landmarks.



Leverage **strong brand** and reputation to continue expanding the addressable market into the medium-income customer segment while keeping strong margins and expanding geographically into all areas of Bucharest, and potentially into other major cities in Romania or in Europe.



Continue to build **revenue generating portfolio** through development of high-quality AAA commercial properties and opportunistically, through acquisitions, if the returns are attractive.



Maintain **low-risk** cash generation business model, while optimizing capital structure and enhancing returns to shareholders.



Maintain the commitment to **green and sustainable** developments, invest in innovative solutions that help residents and tenants reduce their carbon footprint.



Maintain the position as one of the most active and transparent issuers listed on the Bucharest Stock Exchange, contributing to bringing **liquidity to the local capital market** and supporting its reclassification to the Emerging Market status.

CREATING URBAN LANDMARKS

At One United Properties, we see a significant opportunity in preventing the urban sprawl as well as a shift from mono-functionality developments towards mixed-use functions. We believe in conscious urban planning that can increase the cities' density, preventing further sprawl into the suburbs which increases traffic congestion and consequently pollution. Bucharest is already in the top 10 most congested cities in the world, and therefore as a developer, it is our duty to build connected cities that offset the negative effect that car traffic has on the local communities.

Compact mixed-use nodes reduce journey requirements and create lively sustainable neighbourhoods

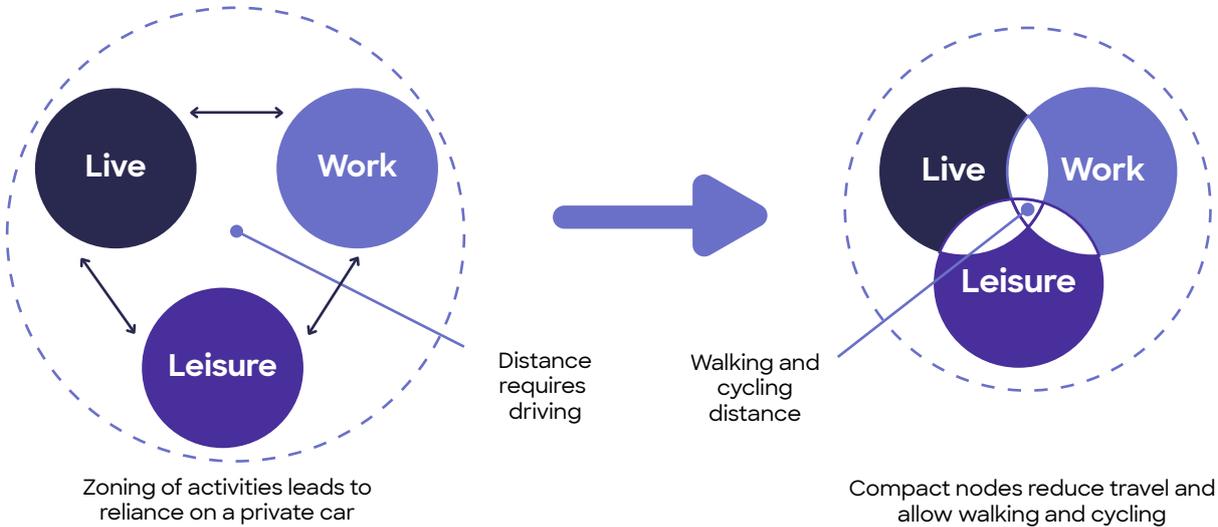


Figure 3 Live, work, leisure (play) concept and sustainability

Source: (Rogers 1998)

One United Properties has pioneered the development of the mixed-use development concept in Romania, being the most important player in this segment in Romania. Examples of mixed-use developments of One United Properties include One Floreasca City as well as One Cotroceni City.



Mixed-use developments work against the trends of building sprawling cities and instead, they help create inclusive, connected communities. In mixed-use areas, inhabitants can find housing, restaurants, services, schools, green spaces, cultural and entertainment facilities, and more. The main vision for One United Properties developments has been focused on customer proximity, community building, urban regeneration, sustainability, and environmental protection.

In the plot-purchasing strategy, One United Properties always focuses on identifying the large plots of land where urban scale, multi-functional developments can be designed.

One of the sustainability goals of One United Properties is to develop areas that were previously abandoned and forgotten, having a significant negative impact on the city. As part of the strategy, One United Properties strives to return these formerly bustling areas back to the public circuit. Urban regeneration has a particular focus on the rehabilitation of the high-density urban land areas and upgrading them to serve the city inhabitants. Consequently, many of our developments open inaccessible and degraded areas of Bucharest.

Landmark urban regeneration developments of One United Properties include:

One Floreasca City, based on the grounds of the Former Ford factory, One Floreasca City brought to Bucharest the redevelopment of Automatica park, the widening of the road area, the promenade area together with commercial spaces open to the public, and parking spaces in the basement of the project, thus allowing pedestrians access to the neighborhood. Currently, One United Properties is developing One Gallery - a boutique retail gallery and unique loft-style offices located in what used to be the first car factory in Romania that produced large numbers of vehicles and an operational assembly line in Eastern Europe. The land on which the factory was built in the early 1930s was chosen by Henry Ford himself.

One Floreasca City

Before



After



One Herastrau Towers, benefiting from a great location at the confluence of two large residential areas in Northern Bucharest, the ensemble was designed as a gateway to the city, meant to restore in Aviației district an area abandoned for over 30 years, which was a massive, ruined structure from before 1989s, which One United Properties finally took down. The urban regeneration model was based on mixed-use development, activating in addition to the residential area, a commercial and office component, thus reviving a discontinuous urban area, bringing added value to the whole neighborhood and to the skyline of Bucharest.

One Herastrau Towers

Before



After



One Cotroceni City, the largest urban regeneration project in Romania, based at a former abandoned industrial platform and which will bring added value to the whole Cotroceni quarter of Bucharest, expanding the city lines. One Cotroceni Park is the first stage of One Cotroceni City, a sustainable urban development project, which will cover an area of over 10 hectares, and will be followed by One Cotroceni Towers residential development as well as Phase 3 and 4 of the office development.



HISTORICAL AREA - LANDMARKS RESTORATION

Preserving and regenerating abandoned historic landmarks and areas lies at the heart of our comprehensive sustainability strategy, which we began implementing in 2021. By breathing new life into remarkable but previously abandoned sites and buildings, we honor their rich heritage while creating a vibrant space that caters to the needs of modern lifestyles.

In line with this commitment, One United Properties has acquired several important landmarks in the center of Bucharest, which it plans to restore to their former glory: One Athénée, One Gallery, One Plaza Athénée, and One Downtown. The current historical landmark restoration budget of One United Properties amounts to 70 million euros for the next 2 years, that will be directed into these four key developments.



One Athénée, also known as the historical Braikoff House, was the first cultural monument purchased by One United Properties with the goal of protecting and regenerating the cultural heritage of the center of Bucharest. Located at 2 Georges Clemenceau Street, District 1, Bucharest, near the Romanian Athenaeum, this mixed-use development obtained the building permit in January 2023 and thus the restoration works begun. After completing the restoration process, the location will host exclusive commercial spaces, and several apartment units overlooking the Romanian Athenaeum

Before



After



One Downtown, represents three decayed and abandoned buildings (including the former Hotel Muntenia) located on Academiei Street no. 19, 21, and 23, near the Odeon Theatre and the Ion Mincu University of Architecture and Urbanism. The buildings were acquired by One United Properties in November 2022 with the purpose of restoring and transforming them into vibrant spaces that honor the Bucharest's rich heritage. These buildings will undergo comprehensive restoration as part of ONE's sustainability strategy to return abandoned historical area buildings back to the public circuit.



One Plaza Athénée, located at no. 8-10 Georges Clemenceau Street in Bucharest, District 1, was acquired in December 2022 by One United Properties. Previously unfinished and abandoned, this building will undergo a comprehensive renovation to breathe new life into the space located in downtown Bucharest. Our aim is to create a sustainable and vibrant environment that adds value to the surrounding community and preserves the area's architectural heritage. Anticipated to open its doors in 2025, hosting a new lifestyle hotel, One Plaza Athénée will contribute to the revival of downtown Bucharest. This project exemplifies our commitment to sustainable development, creating spaces that harmonize with their surroundings while offering a premium hospitality experience.

Indicative rendering



One Gallery, holds a historic significance as it was once home to Romania's first car factory, featuring an operational assembly line that revolutionized Eastern Europe. The land itself was carefully selected by Henry Ford in the early 1930s. As part of our commitment to sustainability, this property will be transformed into One Gallery - a boutique retail gallery that fosters a sense of community, complemented by unique loft-style offices boasting clear heights of up to 6 meters. Nestled in the vibrant Floreasca City, renowned across multiple sectors of the real estate market, One Gallery will set the stage for a new destination while preserving the green and tranquil character of the neighborhood. This dynamic development acquired by One United Properties in March 2022, will offer a diverse range of integrated amenities, including restaurants, a market, coffee shops, green spaces, a children's playground, high-end offices, and two underground parking levels.

Ford Factory upon acquisition:



Before



After

DIRECT ECONOMIC VALUE GENERATED IN 2022

Direct economic value generated (revenues)	1,120,016,103	1,166,115,861	4%
Economic value distributed, including:	589,956,223	696,133,070	18%
Operating costs (G&A, costs of sales, sales expenses, operating expenses excl. donations)	496,294,574	574,517,230	16%
Employee wages and benefits	4,949,213	8,311,553	68%
Payments to investors (dividends, interest rates)	66,455,954	99,231,703	49%
Payments to state (income tax)	15,602,881	6,605,466	-58%
Community investments (donations)	6,653,601	7,467,118	12%
Economic value retained*	530,059,880	469,982,791	-11%

The payments to the state presented exclude the deferred taxes, in line with GRI standards.

**Economic value retained is the direct economic value generated, less costs such as operating costs, employee wages and benefits, payments to investors, governments, and community*

SUSTAINABILITY APPROACH

one

UNITED PROPERTIES

Our purpose is to create thriving, sustainable communities by developing state-of-the-art, energy-efficient buildings.

By serving this mission, we will generate long-term value growth for all our stakeholders.

ONE UNITED PROPERTIES' PURPOSE STATEMENT

STAKEHOLDER RELATIONS

Since its early days, One United Properties has had a diversified shareholding structure. Consequently, the management has regularly advised publicly about the business operations and financial results, touching upon the subjects such as governance and sustainability.

Since the debut on BVB in July 2021, the preoccupation for sustainability and managing ESG risks has grown significantly. In this context, on December 30th, 2021, One United Properties published its first-ever Sustainability Report, which covered the financial year 2020, with the 2021 Sustainability Report being released on July 7th, 2022.

As a publicly quoted real estate developer, engagement with all stakeholders is of key importance to One United Properties. With every new development or acquisition, we analyze who are the stakeholders that are directly affected by our actions. The process of identifying the stakeholders of One United Properties has been as follows:

- Identifying key internal stakeholders within the organization, such as employees, managers, executives, and shareholders.
- Collaborating with internal departments, such as marketing, sales, HR, legal, and PR, to gather insights and identify stakeholders relevant to each department's operations.
- Together with the management, identifying external stakeholders, including customers, suppliers, industry associations, regulatory bodies, and local communities.
- Analyzing the company's supply chain to identify contractors, suppliers, and partners who play a crucial role in product/service delivery.
- Reviewing applicable laws, regulations, and industry standards to identify stakeholders mandated by the legal and regulatory framework.
- Considering the social and environmental impact of the company's operations and projects to identify stakeholders affected by or interested in these impacts.
- Monitoring media coverage, public discussions, and social media conversations related to the company to identify stakeholders impacting reputation.
- Engaging with the identified stakeholders through annual ESG materiality survey to understand needs and expectations.

One United Properties communicates all significant developments and updates to the market through current reports as well as financial reports published according to our reporting calendar – in 2022 alone, we have issued 100 current reports to the market.

We keep the local media up to date about all our projects through press releases as well as interviews provided by the company's founders as well as key executives. We also pay a lot of attention to providing information about all significant events in the life of our company through our website, www.one.ro, as well as our social media, where we often receive direct feedback from our clients, investors, and other stakeholders. In 2022, we launched an ESG-dedicated section on our website to keep all our stakeholders up to date about our engagements but also to better present our sustainability vision.

**134 blog posts
published in 2022**

**100 current reports
issued by One United Properties
in 2022**

We believe in a two-way dialogue as a way of building a strong relationship with our stakeholders. Our stakeholder base is diversified. Therefore, our communication engagements range from day-to-day interactions to formal meetings or engagements - depending on the stakeholder in question.

PRIORITY SELECTED STAKEHOLDER GROUPS	WHY ARE THEY IMPORTANT	HOW WE ENGAGE
01 Customers Tenants	<p>Customers are vital to ONE's success as they generate revenue and drive growth. Satisfying customer needs and maintaining strong relationships is our top priority.</p>	<p>Face-to-face meetings at the sales offices, emails, newsletters, calls, social media engagements.</p> <p>Face-to-face meetings, emails, calls, client events and conferences, social media engagements.</p>
02 Employees	<p>Employees are the backbone of One United Properties. A satisfied and motivated workforce leads to increased productivity and customer satisfaction. Valuing and prioritizing employees is essential for our long-term success.</p>	<p>Ongoing communication via internal channels such as intranet, dedicated e-mails, regular meetings with middle and top management, internal events, workshops, trainings, team buildings.</p>
03 Shareholders	<p>Shareholders invest in the company and expect a return on their investment. Keeping them informed, engaged, and satisfied is crucial for maintaining their support and confidence in our company and strategy.</p>	<p>Constant updates through current reports and financial reports shared on BVB and Company's website, quarterly result calls, roadshows, Investor Days, investor conferences, General Shareholder Meetings, meetings and calls with analysts, newsletters.</p>
04 Local communities	<p>Engaging with local communities is important for building a positive reputation, addressing concerns, and fostering goodwill.</p>	<p>Indirect and direct communication through meetings, press releases and media articles, website updates, social media engagements.</p>

Local authorities

05

Local authorities play a crucial role in granting permits, approvals, and ensuring regulatory compliance. Building positive relationships with local authorities can help navigate legal and regulatory requirements effectively.

Ongoing personal contact with the representatives of local authorities, adaptation to the requirements of the local zoning etc., information about the implementation of the developments.

Contractors and suppliers

06

Collaborating effectively with contractors and suppliers ensures the smooth functioning of operations and the delivery of quality products or services. Maintaining good relationships and communication helps us manage the supply chain efficiently.

Ongoing communication (face-to-face, email, telephone) about collaboration rules, standards and applicable principles of cooperation, meetings, conferences, trainings, industry events.

Media

07

Managing media relations, providing accurate information, and addressing media inquiries professionally is important for keeping all stakeholders updated about our operations.

Press releases, interviews, social media posts, events and conferences, company website and other electronic channels managed through a dedicated PR team.

Industry

08

Participating in industry initiatives, speaking with a unified voice and staying informed about industry trends and best practices provides benefits to our wide stakeholder base.

Cooperation on industry initiatives through associations, cooperation on social projects and initiatives, joint events and conferences.

At the end of January 2023, One United Properties obtained a maximum score of 10/10 in the VEKTOR assessment carried out by the Romanian Investor Relations Association (ARIR). The VEKTOR assessment indicates the level of investor communication of listed entities.



RISK & OPPORTUNITIES OF CLIMATE CHANGE

In 2022, One United Properties carried out the first assessment of the risks and opportunities arising from the climate change, following the recommendation of the Task Force on Climate-related Financial Disclosures (TCFD).

The assessment focuses on 4 aspects:

TCFD | TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES



GOVERNANCE



STRATEGY



**RISK
MANAGEMENT**



**METRICS
AND TARGETS**

ESG GOVERNANCE

The Board of Directors at One United Properties provides oversight and promotes sustainable development with a focus on achieving balanced growth across economic, social, and environmental dimensions. The company upholds environmental responsibility as a fundamental value, and its business strategy actively considers climate-related matters and their implications for daily operations.

To further strengthen the ESG focus, in April 2022, the Board of Directors of One United Properties has established an Environmental, Social, and Governance (ESG) Committee. The ESG Committee consists of the Executive Board Members who have an over-sight on the day-to-day operations as well as external experts who collaborate with managers across the whole Group.

This dedicated committee is responsible for overseeing various aspects related to the company's impact on the natural environment and its ability to adapt to climate change. This includes areas such as greenhouse gas emissions, energy consumption, the utilization of renewable energy, biodiversity and habitat preservation, water resource management, deforestation mitigation, resource efficiency, waste reduction and management, as well as evaluating the environmental impact of the company's supply chain.

The ESG Committee collaborates closely with the managers within the Company as the responsibility of the management of impact is delegated to related teams:

Employees

HR

Human rights

Legal department

Workers on the construction sites

Site managers

Environmental issuers directly related to projects under construction

Architects, Construction, Legal departments, and site managers

Environmental management standards for construction sites

Site Managers

Environmental issues directly related to commercial assets in the portfolio

Head of Asset Management

Donations and social impact

Marketing department

The ESG Committee ensures that the Board of Directors receives regular updates on all key areas of focus, with a minimum of once a year, and actively assesses and manages ESG risks that may impact the sustainability of One United Properties.

In 2022, the ESG Committee reported its activity to the Board of Directors of the Company 3 times, for Q2, Q3 and Q4 2022. The reporting took place during the quarterly Board of Directors meetings.

In October 2022, One United Properties published its Environmental Social and Governance (ESG) Risk Rating issued by Morningstar Sustainalytics. Sustainalytics assessed, in September 2022, One United Properties a rating of 20.0, which was assessed borderline medium/low risk.

Sustainalytics' ESG Risk Ratings measure a company's exposure to industry-specific material ESG risks and how well a company is managing those risks. This multi-dimensional way of measuring ESG risk combines the concepts of management and exposure to arrive at an absolute assessment of ESG risk. Read more about the ESG rating of ONE, [HERE](#).



ONE SUSTAINABILITY STRATEGY

One United Properties strategy focuses equally on the Environmental, Social, and Governance aspects. As a leading green developer in Romania, how we build has a direct impact on the communities around us. As a publicly listed company, with 6,373 shareholders as of December 31st, 2022, we must ensure top corporate governance and risk management.

Our sustainability strategy is anchored to the United Nations Sustainable Development Goals (SDGs), the collection of 17 interlinked global goals designed to be a blueprint to achieve a better and more sustainable future for all. As part of our sustainability strategy, we have identified twelve SDGs to which realization we can contribute.

One United Properties has always strived to ensure the sustainability of its developments throughout their lifetime. Considering the global impact that the real estate industry has on the environment, there was always a particular attention paid to reducing carbon emissions to minimize climate change, as well as streamlining the operational activities to ensure that the developed constructions will maintain their qualities years after their completion. In this context, since its early beginnings, One United Properties has delivered projects developed in line with the best environmental and sustainability practices, enjoying vast market recognition. As the sustainability aspects grow in importance, we maintain our dedication to developing projects that obtain prestigious certifications in the field of environmental protection.

7 AFFORDABLE AND CLEAN ENERGY



We invest in innovative energy solutions, such as geothermal pumps, to build energetically independent buildings. Aligning to the applicable regulations, we make sure that our residential developments have a minimum of 30% energy coming from renewable sources. We strive for our residential developments to emit between 15-30% less CO2 emissions than standard apartment buildings.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



We build modern and accessible developments. Where the infrastructure is lacking, we develop it ourselves – we ensure that the road infrastructure benefits the whole neighborhood, but we also promote pedestrian, bike, and scooter travel. Bucharest, Romania's capital, is consistently included in the world's most congested capitals, with Bucharest citizens losing on average 98 hours per year in traffic. We believe in building well-connected communities where our customers can give up on cars for the benefit of healthier alternatives, such as walking, bikes, and scooters. We ensure the use of innovative green energy and technology solutions in our developments, such as geothermal heat pumps for residential developments, or energy recuperating elevators in office buildings.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



We build buildings that last, using quality materials that are made to withstand the test of time. We invest in innovative energy, water, and sewage management solutions that help our customers cut future costs, while ensuring responsible waste management– at the stage of construction as well as after delivery to the customer.

13 CLIMATE ACTION



We are aware of the impact that the real estate sector has on the climate, therefore we make sure that all our developments implement solutions that limit the CO2 emissions and optimize water management after delivery. We invest in the education of our employees, customers, and business partners so they build knowledge and capacity to meet the challenges and opportunities brought by climate change.

15 LIFE ON LAND



We recognize the importance of preserving and restoring ecosystems, protecting wildlife habitats, and promoting sustainable land use practices. We prioritize biodiversity conservation in all our real estate developments. Through the integration of green spaces, use of native plants, and engagement in reforestation efforts, we create sustainable communities that coexist harmoniously with nature while actively protecting and enhancing biodiversity. We do not develop in protected areas.

Our E-targets:

- Build 100% Green Homes certified residential developments;
- Develop 100% LEED and WELL certified offices;
- Reduce CO2 emissions at the development stage, and after delivery;
- Use the best materials for the environment;
- Lower the waste production at construction level;
- 0% of business operations in protected areas;
- Protect trees and green spaces;
- Optimize water and energy usage;
- Prevent uncontrolled urban sprawl;
- Develop according to the “15-minute city concept”, lowering traffic congestion

SOCIAL STRATEGY

The ONE community is what distinguishes One United Properties from other developers. One United Properties has pioneered the mixed-use development concept in Romania, being the most important player in this segment in Romania. Mixed-use developments work against the trend of building sprawling cities and instead, they help create inclusive, connected communities. In mixed-use areas, inhabitants can find housing, restaurants, services, schools, green spaces, cultural and entertainment facilities, and more.

The main vision for One United Properties developments has always been the focus on customer proximity, community building, urban regeneration, sustainability, and environmental protection. In the plot-purchasing strategy, One United Properties always focuses on identifying the large plots of land where urban scale, multi-functional projects can be designed. We always aim to deliver developments with complete social infrastructure, that includes green areas, shops and restaurants, roads, sidewalks, city furniture.

Our efforts as an employer, business partner, and a public company have always centered on ensuring a safe environment for all our employees and collaborators, as well as championing equality. Principles shall never be compromised. Therefore, as part of our sustainability strategy, we pledge that not only us, but also all our suppliers, adhere to respecting human rights, highest occupational health, and safety norms, as well as ethical standards.

3 GOOD HEALTH AND WELL-BEING



We develop healthy residential and office buildings where our customers and tenants can live healthy lives.

5 GENDER EQUALITY



We ensure equal opportunities for all our employees, regardless of their gender, and we promote women’s advancement in the workplace.

10 REDUCED INEQUALITIES



We promote the social, economic, and political inclusion of all, irrespective of age, gender, sexual orientation, disability, race, ethnicity, origin, religion, economic or any other status.

11 SUSTAINABLE CITIES AND COMMUNITIES



We build buildings with limited environmental impact, located in safe, green communities. We believe that our developments are the landmarks of urban regeneration, sustainability, and positive environmental impact. We invest in regeneration of cities' landmarks, protecting Romania's cultural heritage.

Our S-targets:

- 100% commitment to respect the Code of Conduct for Suppliers as of 2022;
- Ensure employee health and safety;
- Promote equality and diversity;
- Ensure tenants' and clients' health and safety by providing the best indoor & outdoor environment;
- Deliver good community relations for our clients, tenants, and local communities, offering safe and healthy surroundings;
- Regenerate and revitalize urban areas, delivering landmark developments that are incorporated into the cityscape;
- Invest 70 million euros over the next 2 years in restoring historical area landmarks;
- Engage environmentally responsible behaviors within the communities;
- Provide charitable support to those in need.

GOVERNANCE STRATEGY

As a public company, we must meet the needs of all our shareholders who strive for governance, accountability, and integrity. We are strongly preoccupied with managing risks related to the ESG aspects to ensure the resilience of our business.

8 DECENT WORK AND ECONOMIC GROWTH



We carefully select our contractors and suppliers, to work with partners that adhere to our values based on diversity and inclusion. To all employees, we offer full and productive employment under equal pay.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



We implement transparent business practices and promote accountability within the organization to build trust with stakeholders. We ensure that not only us, but also our collaborators and contractors adhere to ethical standards, respect human rights, and contribute to the promotion of fair and just societies. We advocate for the development and implementation of laws and regulations that promote sustainable development and social justice.

17 PARTNERSHIPS FOR THE GOALS



We collaborate with government bodies, non-profit organizations, and other stakeholders to leverage resources, knowledge, and expertise for sustainable development. We share best practices and knowledge with other developers and industry stakeholders to promote sustainable development practices.

Our G-targets:

- Ensuring ethical business conduct;
- Setting high standards in business for subcontractors;
- Implementing strong anti-corruption rules;
- Educating and enabling our stakeholders to achieve our sustainability goals;
- Allowing all shareholders to participate remotely in GSMs;
- Low-risk assessment to be provided by ESG-rating agency;
- Measuring and transparently disclosing our sustainability performance.

RISK MANAGEMENT

The ESG Committee to the Board of Directors of One United Properties prepared in 2022 the assessment of actual and potential impacts of climate-related risks on the One United Properties businesses, strategy, and financial planning together with the processes used by the Company to identify, assess, and manage climate-related risks. The key risks identified in 2022 were:

TRANSITION RISKS

Transition risks refer to the risks that arise during the process of transitioning to a low-carbon and sustainable economy. These risks result from changes in policy, regulations, market dynamics, and technology advancements as societies and industries shift away from carbon-intensive practices.

One United Properties identified the following transition risks:



Policy and Legal Risk



New regulatory environment and requirements



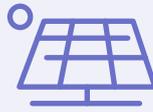
Short term time horizon: 0-2 years

This risk encompasses the potential challenges and costs associated with evolving regulations, including climate risk disclosure, stricter building standards, carbon pricing, and emissions caps.

Risk management: One United Properties manages this risk by proactively reporting on sustainability matters ahead of legal deadlines and ensuring its buildings meet state-of-the-art environmental standards through international or local certifications.



Technology
Risk



Investments in the transition to
low-carbon economy



Medium term time
horizon: 2-5 years

This risk involves the investments required to manage the transition to a low-carbon economy by delivering energy-efficient building design and construction, investing in renewable energy sources integration, energy management systems, water efficiency measures as well as sustainable waste management systems. Moreover, there are investments related to sustainable transport infrastructure such as electric vehicle charging stations, for which the demand will increase on an annual basis.

Risk management: One United Properties addresses this risk by ensuring that all its new office buildings are certified or pre-certified under rigorous sustainability certifications such as WELL Health and Safety and LEED Platinum and all the residential development are Green Homes certified by the ROGBC.

The company is continuously investing in renewable energy sources, having pioneered the geothermal heat pumps system as well as is integrating solar panels at some of its developments. One United Properties developments all strive to optimize energy consumption, monitor energy usage patterns, and identify opportunities for energy efficiency improvements by using smart meters, automated lighting and HVAC controls.

At the level of water management, the company implements low-flow fixtures, rainwater harvesting systems and water-efficient irrigation systems for landscaping. At the level of waste management, all developments are provided with waste separation infrastructure while at the level of construction, the company collaborated with professional waste management partners.

At all its developments One provides EV charging stations as well as integrates public transportation facilities. Moreover, the Company is focused on high-rise developments which allow for creation of a larger number of green spaces and biodiversity preservation.



Market
Risk



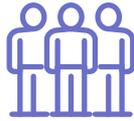
Climate commitments of
potential occupiers



Medium term time
horizon: 2-5 years

This risk pertains to the potential unattractiveness of carbon-intensive assets to occupiers who have made climate commitments to their stakeholders and need to meet their targets.

Risk management: One United Properties mitigates this risk by investing in energy-efficient buildings that meet the latest standards and certifications, such as LEED certification for office spaces and Romanian Green Homes for residential properties. The company also uses lower-emissions building materials and implements renewable energy solutions like geothermal heat pumps.



Market Risk



Stranded assets and depreciation



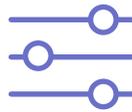
Long term time horizon: over 5 years

The transition to a low-carbon economy may result in certain assets becoming stranded or losing value due to changes in regulations, technological advancements, or market shifts. One United Properties carefully considers the potential impact of stranded assets and depreciation in its portfolio.

Risk management: To mitigate this risk, in 2023 the Company started the process of selling some of its non-core office assets that were acquired between 2017 and 2021 such as One North Gate or One Herastrau Office. This process not only allows to optimize the office portfolio and to maintain only the Class A office buildings that were developed by One United Properties, but also will allow to avoid having stranded assets that cannot be leased out or sold due to the transition to low-carbon economy or having a necessity for costly investments in the process of improving their parameters.



Reputation Risk



Changing market demand and tenant preferences



Long term time horizon: over 5 years

Shifting market demand and evolving tenant preferences towards sustainable buildings can impact the attractiveness and marketability of One United Properties' developments. Failure to align with these preferences may result in reduced occupancy rates and decreased rental income.

Risk management: In this regard, One United Properties took the role of the leading green developer in Romania, continuously educating the clients on the benefits of sustainable living and green developments. The company is also pioneering environmentally friendly solutions such as geothermal heat pumps as of 2020 with the first development, One Peninsula, to be delivered in 2024, to have such systems installed.



Reputation Risk



Failure to meet sustainability expectations



Medium term time horizon: 2-5 years

The risks related to the failure to meet evolving stakeholder expectations regarding sustainability and climate change. Failure to align with these expectations or falling behind in industry standards in terms of sustainable practices and climate action, could lead to following reputational risks: stakeholder activism, greenwashing allegations negative media coverage or public perception surrounding sustainability practices.

Risk management: To mitigate this risk, One United Properties prioritize transparency, authenticity, and proactive sustainability efforts. This specifically includes engaging with stakeholders annually and seeking input to understand their expectations and concerns, incorporating feedback into sustainability strategies, implementing strong governance structure at the level of the Board by appointing the ESG Committee to ensure sustainability considerations are embedded across the organization, reporting annually through sustainability report and on a continuous basis through current reports on environmental impacts, initiatives, and progress, as well as regularly monitoring and evaluating the company's sustainability performance.



Reputation Risk



Financing and investment risk



Long term time horizon: over 5 years

Climate change considerations are increasingly being integrated into financing and investment decisions. One United Properties may face challenges in securing financing or attracting investors if its projects are perceived as not meeting sustainability criteria or lacking resilience to climate-related risks.

Risk management: In this regard, the Company has always been at the forefront of the trend, introducing voluntary ESG reporting as of 2020, ESG rating as of 2022 and will continue to report on the risks and opportunities as well as key progress in the ESG area on at least an annual basis.

PHYSICAL RISKS

Physical risks of climate change are the risks posed by the actual physical impacts of climate change on natural and built environments. These risks arise from the increased frequency and severity of climate-related events such as floods, storms, heatwaves, droughts, sea-level rise, and changing weather patterns. Physical risks can have direct and indirect impacts on businesses, including damage to infrastructure, supply chain disruptions, increased insurance costs, decreased productivity, and health and safety hazards. Acute physical risks refer to sudden, severe events, while chronic physical risks are gradual changes that occur over longer periods, such as changing temperature and precipitation patterns.



Acute Physical risk



Physical hazard events



Long term time horizon: over 5 years

This risk refers to the occurrence of events like floods, storms, earthquakes or even hurricanes that can cause damage and disrupt asset operations and increase maintenance but also insurance costs.

Risk management: One United Properties mitigates this risk by investing in resilient building features, such as elevated lobbies, green roofs, and protective measures for electrical and mechanical systems. The company also designs its structures to withstand natural disasters like earthquakes.



Acute
Physical risk



Changes in physical
environmenty



Long term time
horizon: over 5 years

This risk involves factors such as heavy rain, windiness, higher outdoor temperatures, and increased moisture load on building structures due to enhanced thermal insulation requirements.

Risk management: One United Properties considers these risks during the design and construction phases of its projects to safeguard against potential moisture-related issues.

One United Properties identified the following chronic physical risks:



Chronic
Physical Risk



Moisture safety and systematic
building defects



Long term time
horizon: over 5 years

This risk arises from increased moisture load on building structures, potentially leading to systematic building defects.

Risk management: One United Properties addresses this risk by incorporating appropriate measures to ensure the long-term durability and safety of its buildings.



Chronic
Physical Risk



Temperature and
heat-related risks



Long term time
horizon: over 5 years

Increasing temperatures and heatwaves can lead to increased cooling demands, impacting energy consumption, operational costs, and occupant comfort.

Risk management: One United Properties considers energy-efficient design, cooling strategies, and climate adaptation measures to mitigate these risks. All of One United Properties developments have VRV systems installed, which help cost saving due to providing tenants and inhabitants individual controls for each zone.

FINANCIAL IMPACTS OF CLIMATE-RELATED RISKS

New regulatory environment and requirements	<ul style="list-style-type: none"> - Compliance costs associated with evolving climate-related regulations - Potential fines or penalties for non-compliance
Investments in the transition to a low-carbon economy	<ul style="list-style-type: none"> - Increased upfront costs for energy-efficient building design and construction - Higher expenses for integrating renewable energy sources and energy management systems - Additional investments in water efficiency measures and sustainable waste management systems - Costs associated with implementing sustainable transport infrastructure, such as electric vehicle charging stations
Climate commitments of potential occupiers	<ul style="list-style-type: none"> - Difficulty in attracting tenants committed to climate action, potentially leading to higher vacancy rates and lower rental revenues - Increased costs for retrofitting or upgrading existing carbon-intensive assets to meet climate commitments
Stranded assets and depreciation	<ul style="list-style-type: none"> - Decreased value of carbon-intensive assets that do not align with evolving regulations and market demands - Potential write-downs or impairment charges
Changing market demand and tenant preferences	<ul style="list-style-type: none"> - Decreased occupancy rates and rental income due to reduced attractiveness of non-sustainable buildings - Potential repositioning costs to meet changing tenant preferences
Failure to meet sustainability expectations	<ul style="list-style-type: none"> - Stakeholder activism and negative public perception resulting from failing to meet evolving sustainability expectations - Potential loss of revenue due to decline in brand reputation and customer loyalty
Financing and investment risk	<ul style="list-style-type: none"> - Difficulty in securing financing or attracting investors if projects are perceived as not meeting sustainability criteria - Potential higher cost of capital due to climate-related risks not being adequately addressed
Physical hazard events	<ul style="list-style-type: none"> - Property damage or destruction, leading to repair or reconstruction costs - Business interruption and revenue loss due to disruptions in operations caused by the event - Costs for implementing preventive measures and building resilience to withstand future physical hazards - Expenses for emergency response and recovery efforts, including debris removal and site cleanup - Potential loss of inventory, equipment, or assets due to the event - Potential impact on supply chains, leading to delays or increased costs for sourcing materials or goods.

Changes in physical environment

- Increased costs for building and infrastructure repairs and maintenance due to extreme weather events
- Higher insurance premiums or difficulty obtaining insurance coverage for properties in vulnerable areas
- Decreased property value and market demand in regions prone to climate-related risks
- Costs associated with implementing adaptation measures to protect against changing climate conditions
- Increased operational costs for energy-intensive cooling or heating requirements in response to temperature changes
- Potential revenue loss or decreased productivity due to disruptions in supply chains caused by climate-related events
- Additional expenses for water management strategies to address changing precipitation patterns and water scarcity
- Potential health and safety costs related to the well-being of occupants and employees in response to climate impacts
- Investments in climate-resilient infrastructure and technologies to mitigate the impacts of changing physical conditions

Moisture safety and systematic building defects

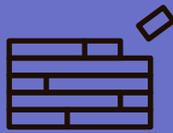
- Increased maintenance and repair costs for addressing moisture-related damage and structural issues
- Decline in property value and marketability due to building defects and compromised structural integrity
- Higher insurance premiums or difficulty obtaining insurance coverage for properties with known moisture-related risks
- Potential legal liabilities and costs associated with claims or lawsuits related to building defects
- Increased energy costs due to reduced energy efficiency caused by moisture-related issues
- Costs for implementing moisture mitigation strategies and moisture management systems
- Potential delays and disruptions in construction projects resulting in additional expenses
- Possible financing challenges and difficulty in securing loans or attracting investment for properties with known moisture-related risks.

Temperature and heat-related risks

- Increased cooling costs for buildings to maintain comfortable temperatures during heatwaves
- Potential strain on electrical grids and increased electricity prices during periods of high demand
- Increased maintenance costs for HVAC systems and equipment to ensure proper functioning in extreme temperatures
- Potential need for retrofitting or redesigning buildings to enhance thermal comfort and energy efficiency

OPPORTUNITIES OF CLIMATE CHANGE

The mitigation or adaptation measures to climate risks also involve several opportunities for One United Properties:

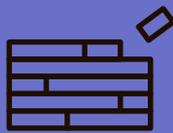


**Resource
Efficiency**



**Urban regeneration and
landmark reconditioning**

One United Properties identifies urban regeneration and the reconditioning of landmarks as opportunities within the real estate sector. By revitalizing existing structures and historical landmarks, the company contributes to the preservation of cultural heritage while implementing sustainable design and construction practices.



**Resource
Efficiency**



**Circular economy and
waste management**

Embracing circular economy principles and implementing effective waste management strategies can create opportunities for resource optimization, reduced waste generation, and potential revenue streams from recycling or upcycling initiatives. This can contribute to cost savings and enhance the company's environmental performance.

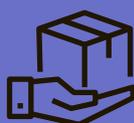


**Energy
Source**



**Green energy
solutions**

The integration of green energy solutions, such as geothermal heat pumps, in residential developments enhances the attractiveness of these properties to clients. In addition to being environmentally friendly, these solutions offer significant cost savings on energy consumption, further incentivizing potential buyers.

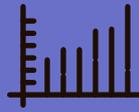


**Product
Services**



**On site
services**

One United Properties recognizes the importance of offering green services on-site to cater to occupants' sustainable preferences. Services such as vehicle charging stations, green facilities management, and sustainable transportation options not only enhance the occupants' experience but also introduce new revenue streams for the company.

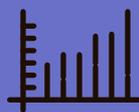


Markets



Increased demand for green buildings

One United Properties recognizes the growing demand for environmentally sustainable buildings. By incorporating sustainable practices and obtaining certifications, the company attracts more tenants and buyers who prioritize sustainability in their operations or day-to-day life.



Markets



Differentiated capital attraction

One United Properties leverages its position as a leader in sustainable real estate development in Romania to attract green capital. Investors who prioritize sustainable investments are more likely to be drawn to the company's projects, creating opportunities for strategic partnerships and financial support.



Resilience



Green building materials and emerging technologies

One United Properties sees the potential of utilizing green building materials, modular construction techniques and other emerging technologies. These approaches not only enable faster and lower-cost construction but also provide additional benefits in terms of sustainability and resource efficiency. Moreover, the application of green roof and vertical greening solutions can lead to improved stormwater management, enhanced thermal insulation, reduced urban heat island effect, increased biodiversity, and aesthetic enhancements, which can further attract buyers and tenants.



These opportunities are well-aligned with One United Properties' sustainability goals and can help the company differentiate in the real estate market while driving long-term value and success for the stakeholders.

The potential financial impacts of these opportunities are presented below:

Resource Efficiency	Urban regeneration and landmark reconditioning	<ul style="list-style-type: none"> + Increased property value and marketability + Higher rental and sale prices for revitalized properties + Potential tax incentives or grants for preservation effort + Cost savings from adaptive reuse of existing structures
	Circular economy and waste management	<ul style="list-style-type: none"> + Cost savings through efficient resource utilization + Potential revenue streams from recycling or upcycling initiatives + Reduced waste disposal costs
Energy Source	Green energy solutions	<ul style="list-style-type: none"> + Lower energy costs and operational expenses + Potential revenue from renewable energy generation + Increased property value and marketability
Product & Services	On-site green services	<ul style="list-style-type: none"> + Additional revenue streams from service offerings + Enhanced customer satisfaction and tenant retention + Differentiation in the market and increased demand for sustainable amenities + Potential partnerships with service providers for shared revenue opportunities
Markets	Increased demand for green buildings	<ul style="list-style-type: none"> + Higher occupancy rates and reduced vacancy periods + Increased rental and sale prices due to market demand + Competitive advantage in attracting tenants and buyers
	Differentiated capital attraction	<ul style="list-style-type: none"> + Access to green financing options + Potential for lower borrowing costs and improved capital structure + Increased investor interest and access to sustainable investment funds
Resilience	Green building materials and emerging technologies	<ul style="list-style-type: none"> + Potential cost savings in construction and maintenance + Improved energy efficiency and reduced operational expenses + Increased market demand and premium pricing for sustainable buildings

METRICS AND TARGETS

We are committed to measuring our CO2 footprint and implementing robust annual monitoring and reduction efforts. In 2022, we took a significant step forward by measuring our scope 1 and scope 2 emissions for the first time across the company, and scope 3 for the office division.

All of the data are based on measurable data. There are no assumptions or averaging of the data.

Scope 1

Scope 1 emissions refer to a category of greenhouse gas (GHG) emissions that originate directly from sources owned or controlled by One United Properties. These emissions are a result of our own activities, operations, and infrastructure.

01

Emissions from the combustion of own vehicle fleet	27.94	2022 (tCO2e)
Emissions from the energy consumption of generators	0.44	
Total	28.38	

Scope 2

Scope 2 emissions refer to a category of GHG emissions that are associated with the consumption of purchased electricity and gas by One United Properties. These emissions are indirect and occur outside of our owned or controlled sources, but they are still considered relevant to our carbon footprint.

02

Emissions associated with electricity purchased for consumption	10,749.79	2022 (tCO2e)
Emissions associated with gas purchased for consumption	2,462.33	
Total	13,212.12	

Scope 3

Scope 3 emissions refer to a broader category of indirect GHG emissions that occur throughout our value chain but are outside its direct control. These emissions are a result of activities and processes associated with our upstream and downstream activities, including suppliers, customers, and other stakeholders.

In case of One United Properties, scope 3 emissions include emissions generated on construction sites by the contractors, by franchisors operating assets for the company (such as One Carpathian Lodge Magura), emissions from purchased goods and services, fuel and energy related activities, waste generated in operations, business travel, employees commuting.

For 2022, we have started the process of collecting selected information regarding scope 3 emissions and measuring their impact since we acknowledge the importance of measuring and communicating them. However, for a real estate developer such as One United Properties, this analysis requires a comprehensive examination of our supply chain emissions, we are dedicated to undertaking this task in the coming years. Together with our partners, we are committed to decreasing our carbon footprint by implementing sustainable practices throughout our entire value chain.

Nonetheless, for 2022, we have managed to measure the scope 3 emissions of the commercial segment, details of which you can find on further pages, in the section dedicated to the office segment. For residential segment, we are in the process of implementing the necessary tools to be able to measure it.

Our concern for lowering our carbon footprint extends not only to the construction phase but also to the assets we deliver to our clients, including residents and tenants. We recognize the responsibility we hold in providing environmentally friendly solutions, and we strive to incorporate energy-efficient technologies and sustainable materials into our projects. By prioritizing the reduction of our carbon footprint across all stages of our operations, we aim to contribute to a more sustainable future for both our organization and the communities we serve.

PRECAUTIONARY PRINCIPLE

In all our activities, we apply the precautionary principle and a comprehensive risk assessment, including environmental aspects, is always part of every single new development One United Properties embarks on. We constantly strive to understand the environmental risks associated with our developments and we always look for opportunities to mitigate them.

When we look at the risks arising from the climate change, the GHG emissions of the real estate sector are significant, as outlined in the previous chapter, and there is a growing pressure from the global as well as local stakeholders to reduce the emissions.

Since we operate in the premium segment, our reputation and relationship with our stakeholders are key, and therefore, we always undergo a thorough risk management procedure for all the individual contracts we sign. We do not embark on projects that carry significant environmental risks, including threats of serious and irreversible damage, that could be detrimental to the local communities and the society. With every development we deliver, we ensure that we have limited the negative impact on the environment as much as possible

RESIDENTIAL IMPACT



ONE RESIDENTIAL DEVELOPMENT STRATEGY

599

apartments sold in 2022

5,692

residential units under development as of 31.12.2022

1.479 bn Eur

GDV of residential units under development

3,056

residential units in planning phase as of 31.12.2022

859 m Eur

GDV of residential units in planning

For each new community developed, we feel responsible for neighborhoods and their smooth functioning. Therefore, we invest in developing necessary infrastructure and solutions that will not only be used by inhabitants and customers of One United Properties, but the community as a whole. These investments are directly or indirectly related to our projects but overall, they serve the entire community by improving the road network, appearance, functionality, and safety in the city.

We place residential, recreational, and commercial spaces all within proximity where residents can walk, cycle, or use public transportation to travel wherever they need to go - shifting the focus of urban design away from cars and towards people. Therefore, we contribute to building healthier communities, and reducing neighborhood's carbon footprint. By limiting car usage and street congestion and in turn promoting pedestrian and bike travel, mixed-use communities minimize air pollution and promote energy conservation.

We always aim to deliver developments with complete social infrastructure, that includes green areas, shops, and restaurants, roads, sidewalks, and city furniture. When it is necessary, we always expand the public infrastructure, responding to the needs of the city and its inhabitants.

TARGET MARKETS

The residential market is divided into the following 4 tiers: ultra-high-end, high-end, premium (medium income) and affordable (mass-market). One United Properties operates on the first 3 tiers. The developments of One United Properties are known for the quality of the buildings, premium finishing, impeccable design as well as excellent infrastructure and prime location. These are the key reasons why One United Properties is a sought-after brand by the clients who wish to find quality and safe, healthy developments where they can settle with their families.

The target clients of One United Properties for the residential segment are:

- clients looking for developments located in the most exclusive areas of Bucharest (Herăstrău, Floreasca, Primăverii, Tei Lake), built by developers with excellent reputation, significant expertise on the residential market, offering unique architecture and design and a superior quality of the product. These clients have monthly incomes of €5,000-10,000 per family, or more.
- clients looking for premium developments, located in central and semi-central areas of Bucharest, built by developers with excellent reputation, ideally a well-known brand, a consistent experience on the residential market, and offering very good quality of the product. These clients have monthly incomes between €2,000 -5,000 per family.

Superior interior design is at the core of ONE's business. All of One United Properties developments are distinguishable by the exceptional interior design, made possible through the partnership with Lemon Interior Design. Lemon Interior Design is a multi-award-winning interior design and fit-out company based in Bucharest, with clients across Europe and Middle East. One United Properties has a strategic partnership with Lemon Interior Design through which all of ONE's clients, both on residential as well as office segment, benefit from complimentary interior design services offered by Lemon Interior Design, and a low margin on furniture purchases.

RESIDENTIAL DEVELOPMENT PROCESS

Prior to deciding to acquire land for development, the management carries out a thorough analysis on the investment opportunity, which can last between 2-6 months. Only after the feasibility analysis, urban and legal due diligence, defining and seeking feedback from the market on the architectural concept, the decision on the investment is made.

The sale process of the housing units begins as soon as possible after the permitting of the land for development. There are cases when certain areas of a project are sold prior to the acquisition of the land for development, to attract the capital needed for the acquisition of the land. Sales made in the early stages of construction are used to supplement the financial resources needed in the execution of construction works and to boost the return on equity.

Before the purchase of the land, a preliminary analysis is made with reference to the legal situation of the land (if it was an industrial area, hosted factories, etc.) including revising all past documentation. In addition, on-site visits are made with purpose to identify any contaminated lands. At the time of excavation works, if suspicious land is identified (suspicious smell, color, consistency, etc.), soil tests will be carried out to determine the degree of contamination in compliance with Law 74/2019 regarding the management of potentially contaminated sites and those contaminated, and in the event of discovery of any type of contamination, the legal provisions of Romanian Government Decision 1061/2008 regarding the transport of hazardous waste and Government Emergency Ordinance 92/2021 regarding waste management will be applied.



Promises of sale concluded with promising buyers include one of the following two payment options: a 30% advance upon signing and 70% payment upon delivery, well fitted for customers who want to access bank financing, or a payment of the price in equal instalments of 20% each, divided over the entire construction. The option of 100% payment upon signing is also available.

Payment methods (% of full price)	At signing the promise of sale	During Construction			At completion
1 Payment method	30%	0%	0%	0%	70%
2 Payment method	20%	20%	20%	20%	20%
3 Payment method	100%	0%	0%	0%	0%

The sales strategy of the Group's subsidiaries usually aims at the progressive increase of the sale price as the development reaches certain stages in the execution of the construction works, reflecting the increase in value associated with the respective housing units.



One United Properties has proven experience in managing and controlling all stages of development and sale of a project and relies on a strict verification process before investing in a property and initiating the design and construction of a project. This experience is further enhanced by:



The subsidiary real estate agency, Skia Real Estate, which is involved in each stage of the development of a residential project, primarily managing the sale, rental, and customer support in connection with the properties of One United Properties and its subsidiaries.



Integrated architecture practice, provided by X Architecture and Engineering Consult, One United Properties' subsidiary, known as an innovative architecture firm in Romania, which allows to combine intelligent design with business and technology management, both in the operational model and in developed buildings.

The business model of One United Properties includes the disciplined and systematized use of external contractors and subsidiaries, which allows the Company to have an increased capacity to absorb cyclical market movements, combined with control mechanisms that allow it to supervise and monitor external suppliers. The development process is organically embedded in the Company's values and is essential for its ability to deliver high quality products on time and cost-effectively.

SUSTAINABILITY OF THE RESIDENTIAL DEVELOPMENTS

One United Properties' priority is the constant improvement of ONE's developments' parameters to better serve the environment and consequently the communities. Each year the Company invests in reducing the negative environmental impact of its developments and optimizing environmental compliance. One United Properties innovates by using refined materials, improving its processes, and always striving to educate its partners and inhabitants.

One United Properties is a member of Romanian Green Building Council (RoGBC), an organization promoting environmental responsibility and energy efficiency, since 2015. As of 2017, all residential developments of One United Properties are "Green Homes" certified by the RBGC, which require the full compliance with the following environmental criteria:



- sorting for recycling in site;
- reducing the heat effect through light-colored roofing and terraced spaces;
- the optimization of water consumption through efficient irrigation;
- connected to smart BMS systems;
- efficient low-flow sanitary units;
- the elimination of light pollution by the installation of LED lamps;
- the use of sustainable building materials such as brick (Caparol <1 g / l compared to the standard 30 g/l);
- education for sustainable operating scales of the building (energy efficiency, waste sorting, compost etc.).

ABOUT GREEN HOMES CERTIFICATION

In 2008, the Romanian Green Building Council (RoGBC) was established. The Council was launched considering Romania's position as a leader in the sustainable construction sector in the region by developing the green construction industry, supporting the development of a set of legislative measures to promote sustainable construction, researching good practices in the region to facilitate adoption locally, as well as facilitating access to a range of training programs, to train a national group of experts in the field. RoGBC has also developed Green Homes certification, which evaluates and certifies the performance and sustainability of residential projects. More about the Green Homes certification, [HERE](#).

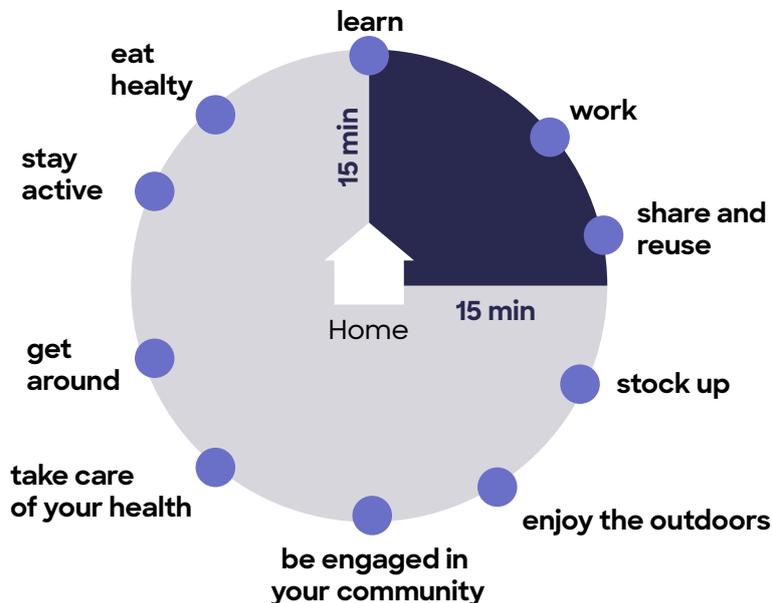


ONE'S 15-MINUTE CITY

A 15-Minute City is a residential urban concept in which most daily necessities can be accomplished by either walking or cycling from residents' homes. According to the concept the inhabitants can find within a 15-minute walking or biking radius the essential infrastructure for mobility, health, leisure, work, education, recreation, and supply, thus including grocery stores, restaurants, office, educational and medical facilities, childcare and schools, recreation, and green spaces as well as public transportation.

Due to the necessary proximity of all the facilities, infrastructure, including bike lanes, play an important role together with the charging stations for bikes and cars. All these measures help the residents build a deeper connection with their neighborhood as well as tackle the modern challenges such as: growing traffic, pollution, urban sprawl, and combat isolation.

The 15 minute city



The 15-minute city is a proposal for developing a polycentric city. Considering the business model of One United Properties where the developments are built in excellent premium locations, the 15-minute city can be exemplified through all of One's developments, but particularly One Floreasca City as well as One Cotroceni Park, developments which combine the residential, office and commercial component.

Alternative means of transport, such as bicycles, help streamline the traffic and maintain an active lifestyle. In 2022, in partnership with iVelo, currently the largest bike-sharing system in Romania, One United Properties introduced automated iVelo bicycle stations at One Floreasca City development. Residents and tenants, passerby's as well as clients of the restaurants and cafes located within the development, now have 14 bicycles available. The Company will continue expanding the partnership to other large-scale developments



PARTNERSHIP WITH VEOLIA FOR ENERGY INDEPENDENCE

In February 2022, One United Properties and Veolia România Soluții Integrate (VRSI) announced a partnership to implement innovative energy solutions that will further improve the sustainability parameters of ONE residential developments. VRSI is a company member of Veolia Romania and services provider for the operation, maintenance and management of water, sewerage, and heating systems.



Under the partnership, VRSI announced will invest in developing and operating a geo exchange heating and cooling system in One Lake District, One Peninsula, One Lake Club and One High District.

Geo exchange system is among the most energy-efficient solutions, environmentally clean, and cost-effective space conditioning systems available. Geo exchange solution does not emit carbon dioxide, carbon monoxide, or other greenhouse gases that contribute to air pollution. In addition, since the geo exchange systems do not burn significant amounts of fuel such as gas, oil, propane, or coal, they operate at a lower cost and are much cleaner. Consequently, the costs for heating and cooling with geo exchange solution are lower than traditional solution and it will be predictable and long-term consumption autonomy.

At One Peninsula, the first low-rise residential club in Bucharest with a geo exchange heat pumps system and the most exclusive complex in the capital city, VRSI will operate the system built by One United Properties. The geo exchange system consists of a heat pump and 270 geothermal boreholes with a depth of 120 linear meters each, which will provide both the heating agent and cooling water for the villas and apartments located within the One Peninsula complex. The system will save approximately 550 tons of CO2 emissions a year.

550t of CO2 emissions will be saved each year at One Peninsula



At One Lake Club, VRSI will invest 3.1 million euros in the green heating and cooling solutions that will benefit all the residents of the development. Located at the shores of Lake Tei, One Lake Club will be an exclusive lakeside complex, consisting of five residential buildings with modern apartments, with commercial spaces and various services available on the ground floor. The solution installed by VRSI will save approximately 905 tons of CO2 emissions a year.



905t of CO2 emissions will be saved each year at One Lake Club

At One High District, a community-based real estate concept, offering residents more than just a living space, VRSI will invest 3.6 million euros. The development totals 786 apartments spread over three towers with 20 floors - which will thus become the tallest residential towers in the Lake Tei area and among the tallest residential towers in Romania. One High District will benefit from the most advanced and environmentally friendly energy source, the geothermal heat pumps, which annually will save 995 tons of CO2 emissions.



995t of CO2 emissions will be saved each year at One High District

At One Lake District, a residential development located in sector 2 of Bucharest that will host over 2,000 apartments, VRSI will invest in constructing a geo exchange system that will provide renewable energy to all the inhabitants. By implementing a geo exchange solution at One Lake District compared with the traditional one, approximately 2,000 tons of CO₂ emissions a year will be avoided, which represents the equivalent of 2,000 cars, considering that one new car emits approx. 100 g CO₂/km and it runs 10,000 km / year. Following the investment, VRSI will operate the system for 30 years.



2,000t of CO₂ emissions will be saved each year at One Lake District

WASTE GENERATION

At the consolidated level, the Company centralizes the information about the waste generated by the Company within the year for all its construction sites. Each of the construction sites of One United Properties has internal procedures on waste management within the construction site.

Waste generated (tonnes)	Development under construction												Total
	OVP	OP	OM	OTN	OFL	OCP	OCP2*	OHV	ONL	OMN2	OLC	OFT	
Concrete	-	42	-	-	-	-	-	-	-	-	-	0.5	42.5
Cardboard, incl. packaging	14.5	11.3	11	0.2	9.5	0.9	31.8	-	-	-	-	-	79.2
Plastics, incl. packaging	4.1	0.9	8.2	0.1	5.7	0.6	5.8	-	-	-	-	-	25.4
Wood	6.8	368	15.5	1	15.2	8.9	13.9	-	-	-	-	-	429.3
Plasterboard	71.6	-	3.0	1.8	17.2	-	144	-	-	-	-	-	267.6
Metal & mixed Metals	4.4	26.7	2.1	-	2.8	31.5	1.6	-	-	-	-	2	81.3
Mixed construction & industrial waste	29.2	-	81.1	-	44.3	291.5	138.6	3.5	-	2.5	7.7	-	29.4
Mixed concrete, bricks, ceramics	-	-	-	-	-	12.3	18.6	-	-	-	-	-	30.9
Other incl. municipal, household waste	-	190.8	1.5	-	-	294.3	84.7	-	-	-	-	-	571.3
TOTAL	130.6	639.7	120.3	3.1	94.7	640	439	3.5	40.2	2.5	7.7	2.5	2,129.4

The waste generated in 2022 decreased significantly compared to 2021 due to the stage of the construction sites as well as the fact that in 2021, significant waste was generated on the construction site of One Cotroceni Park due to the excavation of the pre-existing infrastructure from the buildings that were demolished on site, as well as excavation of the soil for the 3 basements construction (where the entire quantity was used for backfilling in 2022).

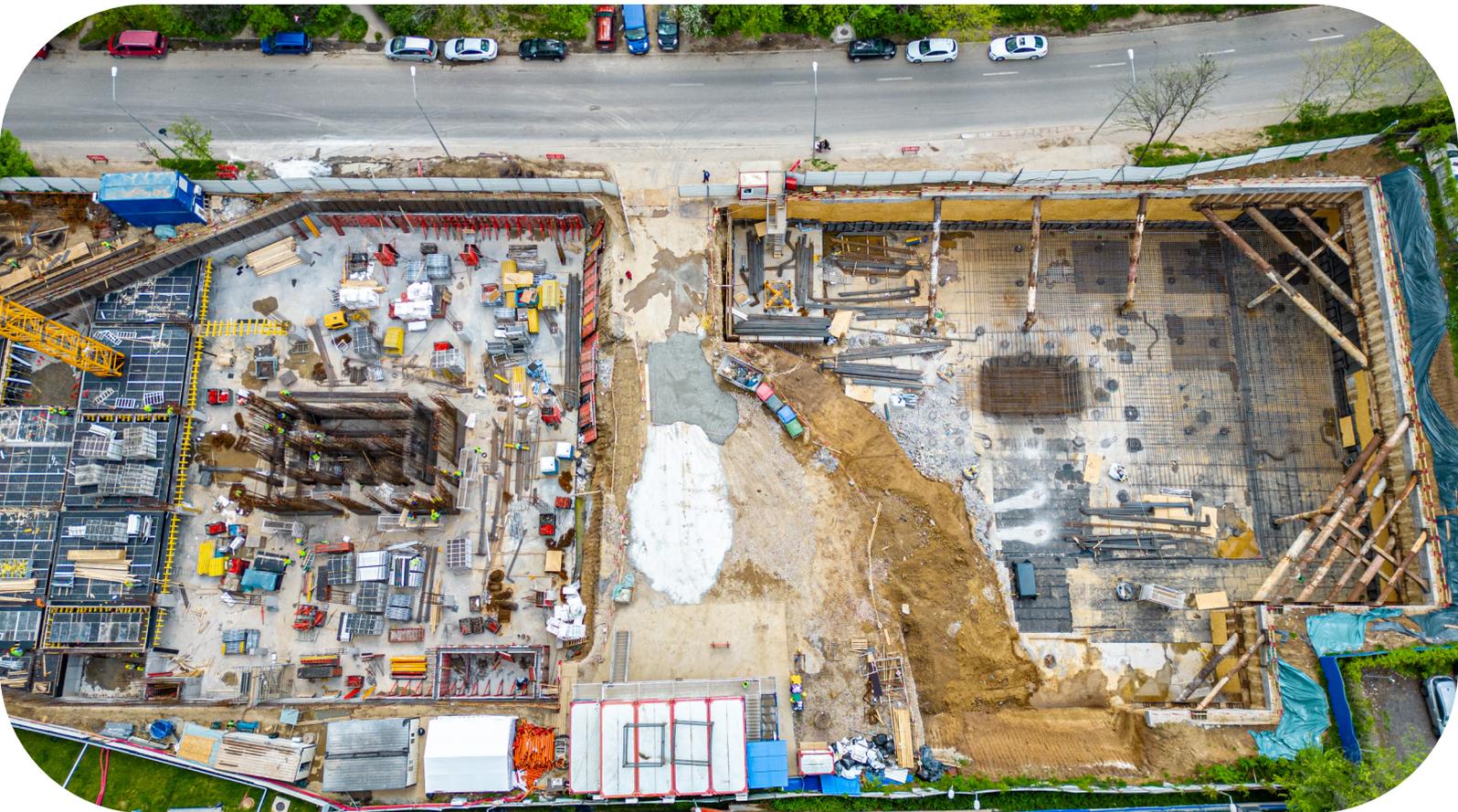
Out of 2,129.4 tons of waste generated at ONE construction sites in 2022, approximately 29.4% of waste was diverted. Details of the waste generated, split per category, and the share diverted, can be found in the questionnaires presented on the following pages.



One United Properties does not use dangerous chemicals on any of our construction sites. The concentration of dangerous substances used in the construction sites does not exceed the percentage required by the legislation so that they are included in this category. The substances used on ONE construction sites are not included in annex no. 1 of Law 59/2016 regarding the control of major accident hazards involving dangerous substances, as a result, 0% of waste from ONE's construction sites in 2022 was hazardous.

In the situation where the need to use these substances would be identified, the company complies with the legislative requirements according to Law 360/2003, on the regime of dangerous chemical substances and preparations.

There were no soil or groundwater contamination issues at any of One United Properties sites in 2022 or in any prior year.

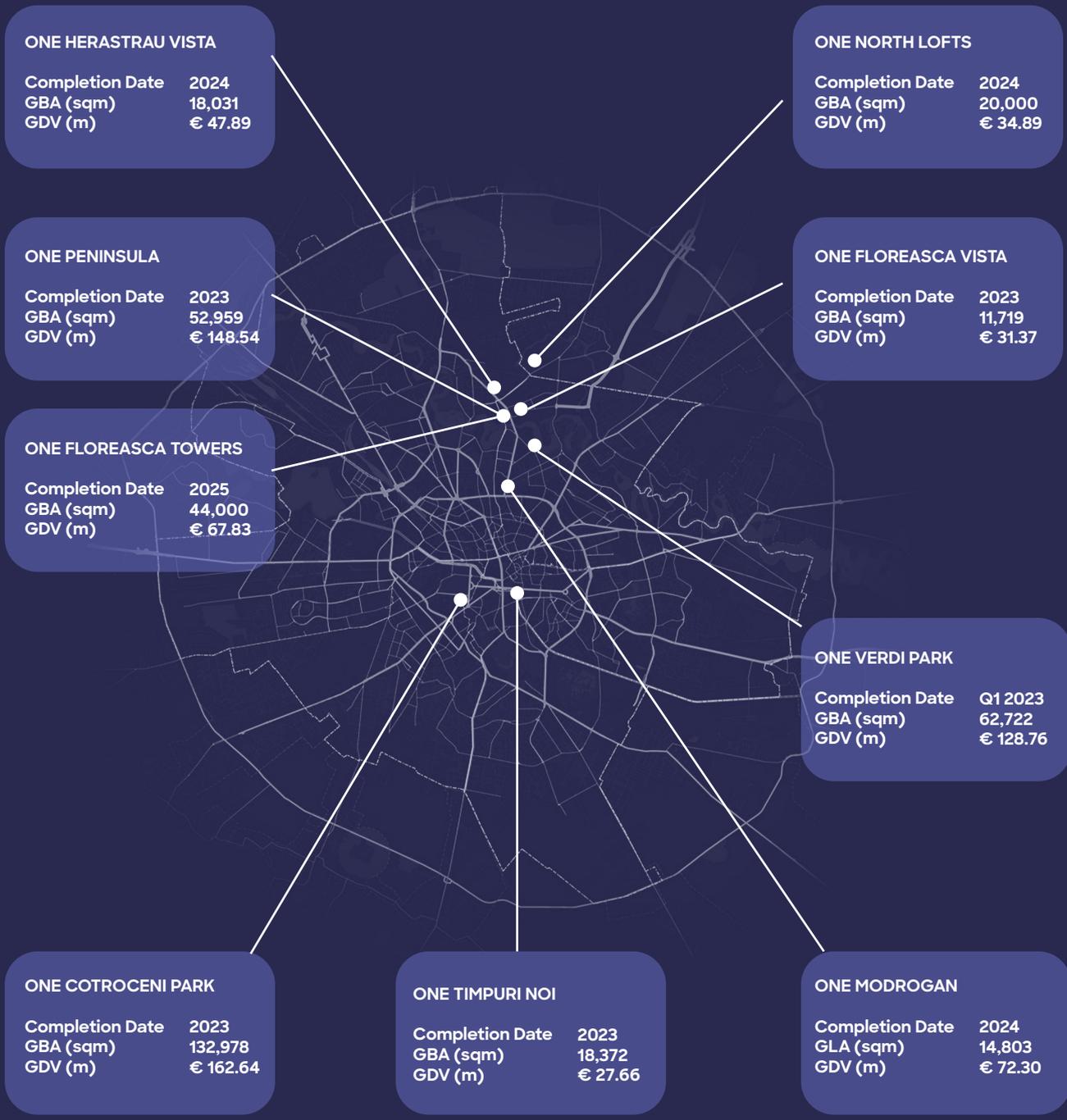


DEVELOPMENTS UNDER CONSTRUCTION

To present the impact of the developments on the environment, One United Properties developed a tailored questionnaire, which was answered by the project managers responsible for each development, together with their teams. For each of the developments, the responsible managers provided information about the energy and water consumption, emissions, sewage production, waste management as well as other items having an impact on the environment.

We believe that providing, on an annual basis, a questionnaire about our individual developments is the best way for our stakeholders to understand the detailed environmental impact of our buildings. In our view, providing individual rather than collective data provides a fairer approach for our stakeholders, including our clients, providing them with an opportunity to compare the impact that different developments have on the environment, helping in making an informed decision. Please note that the way the data is presented in individual questionnaires might slightly vary since they were prepared by the respective project managers.

RESIDENTIAL DEVELOPMENTS UNDER CONSTRUCTION IN 2022





ONE FLOREASCA VISTA is an exclusive boutique residence on the shore of Lake Floreasca. This development benefits from an elegant contemporary design with quality finishes and green building certificate attesting the use sustainable materials, energy efficiency, low pollution installation systems as well as great indoor environment quality.

Construction kickoff	06.05.2020
Construction completion	June 2023
Land	Land size: 3,440 sqm Built area:1,200 sqm
Apartments build	Total surface developed: 13,250 sqm 63 apartments
Certifications received	GREEN HOMES Certified Level by the Romania Green Building Council.
CONSTRUCTION PHASE	
Team	The team includes approximately 110 from specialized contractors and 4 team members from One United Properties.
Contractors	7 main contractor companies work on this project, delivering the following works: MEP and HVAC works, faade works, exterior works, finishes.
Waste generated during construction	Cardboard: 9.45 tons (diverted: 3.93 tons) Plastics: 5.74 tons (diverted: 2.87 tons) Wood: 15.23 tons (diverted: 6.74 tons) Metal: 2.78 tons (diverted: 1.82 tons) Plasterboard: 17.22 tons (diverted: 0 tons) Mixed waste: 44.32 tons (diverted: 31.12 tons)

Waste management	Paper, glass, mineral-wool, steel, wood is collected separately. The responsibility to recycle the reusable waste was assigned to the subcontractor who managed the waste.
Deforestation	There were no trees cut to deliver this project. Nonetheless, trees and greenery planting will be done during landscaping works and insects/ birds hotel will be installed.
Accidents	There were no accidents in 2022 at this development.
POST-DELIVERY PHASE	
Estimated energy consumption	Total estimated electric energy consumption of the building: 64.2 MWh/month. Total estimated electric consumption per year: 665 MWh/year
Energy sources	There are no green energy sources for this building. The building is powered only by a traditional energy source, namely gas with a maximum consumption of 110 Nm ³ /h.
CO2 emissions	0.2074 tons CO2 per year, 18% less compared to a standard apartment building located in Romania, 5% less than if no sustainability measures were implemented.
Water consumption	Average daily flow = 32.45 m ³ /day Maximum daily flow = 49.43 m ³ /day Peak hourly flow = 2.7 m ³ /hr
Sewage	Average daily flow = 81.2 m ³ /day Maximum daily flow = 254.76 m ³ /day Peak hourly flow = 4.01 m ³ /hr
Waste management	The building is equipped with waste separation recipients for four types of waste: plastic, metal, paper, cardboard, glass, household waste.
Electric charging stations	There are 12 electric car charging stations installed at the parking space, with possibility to add additional ones.
Innovative solutions	<ul style="list-style-type: none"> ● Ventilated façades with natural materials (stone); PVC membranes for the hydro insulation; ● HVAC system using VRV units; ● Air Handling Units with heat recovery for PB2 apartment.



ONE VERDI PARK is a landmark development of One United Properties, located across the Verdi Park in Floreasca neighborhood. With its two 77-meter-high towers, the compound offers ones of the most exclusive buildings in Bucharest. Serving as the perfect getaway, that is high up and away from the atmosphere of the busy city, it offers both exclusive design residential units and a commercial component.

Construction kickoff	01.11.2019
Construction completion	March 2023
Land	Land size: 8,184 sqm Built area: 3,815.5 sqm Total surface developed: 61,467 sqm
Apartments build	328 apartments
Certifications received	The development targets GREEN HOMES Certified Level by the Romania Green Building Council.

Team	The whole team that so far worked on this development included 712 workers form specialized contractors (35 companies), and 14 employees of One United Properties, from the project management team.
Contractors	35 main contractor companies work on this project, delivering the following works: excavation and enclosure works, reinforced concrete works, infrastructure insulation, MEP works, façade works, canopy mounting, doors mounting, finishing works, elevator mounting, parquet mounting, ceramic works, parking elevators equipment, natural stone works, epoxy works, terraces insulation, road construction, etc.
Waste generated during construction	Cardboard: 14.53 tons (diverted: 14.53 tons) Plastics: 4.1 tons (diverted: 4.1 tons) Wood: 6.8 tons (diverted: 6.8 tons) Metal: 4.37 tons (diverted: 4.37 tons) Plasterboard: 71.61 tons (diverted: 71.61 tons)
Waste management	Other industrial waste: 29.22 (diverted: 0 tons)
Use of recycled materials	The company implemented the procedure of sorting all the waste that resulted during the execution period. To have more control over waste management activity and not to mix resulted waste from different activities of execution (concrete with plastic or glass etc.), each contractor was designated an area to arrange the waste containers, fully separated, with special meshes to retain dust particles. Approximately 77.6% of all waste is diverted. Wood that has been used to make the formwork for the concrete structure was reused for 5 to 10 cycles.
Deforestation	According to the Environmental Office notification from 03.12.2019, 33 trees were identified as needed to be cut to start the excavation works. Deforestation permit was obtained for 12 trees necessary for building the connection between the sidewalk and the development. 14 trees were replanted during the landscaping works.
Accidents	There were no accidents in 2022 at this development.
Estimated energy consumption	Total estimation of the electric energy consumption of the building: 180-200 MWh/month (for apartments: approx. 100-110 MWh/month, common spaces: approx. 20-25 MWh/month, commercial spaces: approx. 60-65 MWh/month).

Energy sources	A minimum of 30% of the energy consumed by the building will come from green sources.
CO2 emissions	Total flue gas mass flow at nominal output of the boilers: 4,532 kg/h, of which 646 kg/h CO2 emissions (10.5% CO2). But, considering an average output per day of 70% (the boilers don't work at full capacity all the time) the CO2 emissions will be 452 kg/h. In case of no sustainability measures applied the CO2 emissions would have been 646 kg/h (around the nominal output of boilers).
Water consumption	Average daily flow = 156.56 m ³ /day Maximum daily flow = 187.87 m ³ /day Peak hourly flow = 35.35 m ³ /hr
Sewage	Average daily flow = 128.55 m ³ /day Maximum daily flow = 154.26 m ³ /day Peak hourly flow = 24.30 m ³ /hr
Waste management	The building will be equipped with waste separation recipients for four types of waste: plastic/metal, paper/cardboard, glass, residual waste. To prevent the mixing of rainwater and wastewater, it will be collected in different pipe systems. To prevent mixing of rainwater and polluted water (oil-water), an oil-water separator will be used.
Electric charging stations	The infrastructure will be provided for the owners to install the electric car charging stations.
Innovative solutions	<ul style="list-style-type: none"> ● The façade solution implemented is ventilated façade, claddings being made from fibrocement panels and bond enclosures. ● To create maximum comfort, underfloor heating system with thermohydraulic modules is used in for all the apartments. This equipment is used to produce domestic hot water and also for heating the water, for underfloor heating system. For cooling, VRV units are used, mounted in false ceiling. Each room has a separate climate control, one for heating, another one for cooling. ● All the apartments will have the electrical panel and the equipment installed (sockets and switches). All the apartments will be delivered to final clients with finished and all the appliances in the bathrooms. ● In the common area, the lighting system will be made using highly efficient LED light fittings. To save energy, lighting system activated by motion sensors will be used. ● All pumps used for water supply and for the heating plant will be equipped with frequency converter to allow an energy efficient flow control.



ONE TIMPURI NOI is situated in a focal point of Bucharest City Center, close to Splaiul Unirii. This development benefits from an elegant contemporary design with quality finishes and green building certificate attesting the use of sustainable materials, energy efficiency, low pollution installation systems as well as great indoor environment quality.

Construction kickoff	01.04.2019
Construction completion	July 2023
Land	Land size: 3,835 sqm Built area: 1,290 sqm Total surface developed: 23,357 sqm
Apartments build	147 apartments
Certifications received	GREEN HOMES Certified Level by the Romania Green Building Council.
Team	The team included on average 80 specialized contractors working daily on the project, plus additional 4 employees of One United Properties, from the project management team.
Contractors	Number of contractor companies working on this project: 20. Type of work delivered: structure, architectural works, installation works, finishing works, exterior landscaping, facade works.

Waste generated during construction	Cardboard: 0.2 tons (diverted: 0.1 tons) Plastics: 0.1 tons (diverted: 0.05 tons) Wood: 1 tons (diverted: 1 tons) Plasterboard: 1.8 tons (diverted: 0 tons)
Waste management	The company managed waste with help of the Sanitation Team of District 3. The total waste diverted amounted to 20%.
Use of recycled materials	Ceramics used as backfilling, wood reused for reinforcement of the plasterboard walls.
Deforestation	17 trees were replanted during the landscaping works.
Accidents	There were no accidents in 2022 at this development.
Estimated energy consumption	Total estimated electric energy consumption of the building: 123 MWh/month. Total estimated electric consumption per year: 1478 MWh
Energy sources	There are no green energy sources for this building. The building is powered only by traditional energy sources.
CO2 emissions	0.9/sqm tons CO2 per year, 30% less compared to a standard apartment building located in Romania, 30% less than if no sustainability measures were implemented.
Water consumption	Average daily flow = 140 m ³ /day Maximum daily flow = 170 m ³ /day Peak hourly flow = 20 m ³ /hr
Sewage	Average daily flow = 135 m ³ /day Maximum daily flow = 160 m ³ /day Peak hourly flow = 20 m ³ /hr
Waste management	The building will be equipped with waste separation recipients for four types of waste: plastic/metal, paper/cardboard, glass, residual waste. There are solutions implemented to prevent mixing of rainwater and wastewater as well as hydrocarbon separator installed on rainwater system collected for parking area.
Electric charging stations	There are 12 electric charging stations installed.
Innovative solutions	Ventilated façade, LED lighting, underfloor heating, multi-split system for AC systems, glass guardian double insulated glass low E.



ONE COTROCENI PARK is set to accommodate a green community of people living and working together, in which all residents/tenants will have priority access to numerous benefits. Designed under the Live/Work/Play holistic approach, One Cotroceni Park will offer to both employees and residents a large variety of integrated amenities: green spaces, restaurants, running and biking tracks, coffee shops, storefronts, gym, swimming pool, pharmacy, kindergarden, cleaning services, cinema, dynamic offices, exclusive living apartments, and educational facilities.

Construction kickoff	01.07.2021
Construction completion	December 2023
Land	Land size: 35,634 sqm Built area: 14,421 sqm Total surface developed: 146,198.44 sqm
Apartments build	898 apartments
Certifications received	The development received GREEN HOMES by the Romania Green Building Council pre-certification in February 2022.

Team	The average staff on site included 800 specialized contractors, 2 persons from ONE management team and 10 external project management company.
Contractors	11 contractor companies work on this project, delivering the following works: interior wall partitions, façade, exterior works, metal structure construction, doors, and elevator installations, hydro insulations.
Waste generated during construction	Cardboard: 0.92 tons (diverted: 0.92 tons) Plastics: 0.58 tons (diverted: 0.58 tons) Wood: 8.91 tons (diverted: 8.91 tons) Mixed metals: 31.5 tons (diverted: 31.5 tons) Mixed concrete, bricks, ceramics waste: 12.26 tons (diverted: 11.8 tons) Mixed construction waste: 291.5 tons (diverted: 0 tons) Household and mixed biodegradable waste: 2.81 tons (diverted: 0 tons)
Waste management	The company managed waste with help of 4 subcontractors specialized in waste management. The total waste diverted amounted to 15.4%.
Use of recycled materials	At the current stage of execution, the use of recycled materials is not applicable.
Deforestation	No trees were cut down. The plot it was occupied previously by industrial buildings and concrete platforms. One United Properties will implement greenery plan according to the Environmental endorsement, which will include tree planting and green terraces.
Accidents	There were no accidents recorded on the site in 2022.

At the current stage of execution, there are not yet precise details regarding the post-delivery phase. Those shall be provided in the 2023 Sustainability Report.



ONE PENINSULA developed in Floreasca Quarter in a quiet and green area, is the first residential club with geothermal heat pumps system and the most exclusive low-rise complex in Bucharest. Its spectacular lake-view residential villas and apartments offer the peace and privacy specific to areas outside the city, but right in the heart of it.

Construction kickoff	01.10.2020
Construction completion	Q1 2024
Land	Land size: 25,997 sqm Built area: 11,328.5 sqm Surface developed: 53,847 sqm
Apartments build	157 apartments and 8 villas The development targets GREEN HOMES
Certifications received	Certified Level by the Romania Green Building Council, and the Platinum Green Certificate.
Team	The average staff on site was 250 people from specialized contractors together with One United Properties team consisting of 10 people.
Contractors	7 main contractor companies work on this project, delivering the following works: installation, enveloping, exterior works, interior finishing, excavation works and piles, etc.

Waste generated during construction	<p>Cardboard: 11.29 tons Concrete: 42 tons Plastics: 0.9 tons Mixed metals: 26.73 tons Wood: 368 tons Other: 190.78 tons</p> <p>Note: For this development, in 2022, the waste was fully managed with the help of specialized company, and the company does not have visibility on the % of the waste that was diverted.</p>
Waste management	The waste was managed with the help of a subcontractor.
Use of recycled materials	Examples of materials used that have recycled components include wood and iron.
Deforestation	467 trees were cut down during the construction and 806 were replanted. Until the completion of the project, estimated 2,802 trees will be planted by One United Properties.
Accidents	No accidents were registered during the construction.
Estimated energy consumption	Total estimated electric energy consumption of the building: 135 MWh/month. Total estimated electric consumption per year: 1,600 MWh.
Energy sources	The energy in the development comes from gas, electric as well as ground source heat. In the building is installed a Ground source heat pump (GSHP) system. The total energy consumption for one year is 3,650,000 kWh/year. Without the GSHP, the estimate that the total consumption will reach at 5,000,000 kWh/year. The GSHP system brings a reduction of energy consumption of around 40%. Approximately 60% of energy comes from renewable sources.
CO2 emissions	1,286 tons CO2 per year, 20% less compared to a standard apartment building located in Romania, 30% less due to sustainability measures implemented.
Water consumption	<p>Average daily flow = 150 m³/day Maximum daily flow = 195 m³/day Peak hourly flow = 19 m³/hr</p>
Sewage	<p>Average daily flow = 120 m³/day Maximum daily flow = 155 m³/day Peak hourly flow = 18 m³/hr</p>
Waste management	The building will be equipped with waste separation recipients for four types of waste: plastic/metal, paper/cardboard, glass, residual waste.
Electric charging stations	There are 50 electric car charging stations installed at the parking space.
Innovative solutions	Ground source heat pump with 270 double ground loops at 120 meters deep and 3 heat pumps, 450 kW each. The total capacity of heat extraction for the ground loops is around 1,300 kW.



ONE MODROGAN is an upcoming residential development, set on a 4,200 sqm plot of land, near Kiseleff Park. It will comprise 3 blocks of apartments, with a total of 46 high-end units. It is located in an area infused with historical values, where any building is a true cultural heritage.

Construction kickoff	12.10.2020
Construction completion	2024
Land	Land size: 4,200 sqm Total surface developed: 14,802 sqm
Apartments build	46 apartments
Certifications received	GREEN HOMES Certified by the Romania Green Building Council.
Team	The average staff on-site in 2022 was 110 people from specialized contractors, plus 3 permanent representatives of ONE project management team and 6 shared with other sites.
Contractors	6 main contractor companies work on this project, delivering the following services: excavations and excavation safety works, reinforcing concrete structure, faade MEP and HVAC and finishing works.

Waste generated during construction	Cardboard: 10.975 tons (diverted: 10.975 tons) Plastics: 8.24 tons (diverted: 8.24 tons) Wood: 15.45 tons (diverted: 15.45 tons) Metal: 2.14 tons (diverted: 2.14 tons) Plasterboard: 3.02 tons (diverted: 3.02 tons) Glass: 1.45 tons (diverted: 1.45 tons) Mixed waste: 81.13 tons (diverted 2.13 tons)
Waste management	The company managed waste with the help of a specialized subcontractor.
Deforestation	28 trees and 21 shrubs were taken down during the construction phase, before 2022. At least the same number of trees will be replanted during the landscaping works.
Accidents	No accidents were registered during the construction.
Estimated energy consumption	Total estimated electric energy consumption of the building: 81.4 MWh/month. Total estimated electric consumption per year: 791.97 MWh / year.
Energy sources	There are no green energy sources for this building. The building is powered only by a traditional energy source, gas, with a maximum consumption of 77.3 m ³ N/h.
CO2 emissions	0.2167 tons CO2 per year, 18% less compared to a standard apartment building located in Romania, 5% less than if no sustainability measures were implemented.
Water consumption	Average daily flow = 29.18 m ³ /day Maximum daily flow = 39.39m ³ /day Peak hourly flow = 2.303 m ³ /hr
Sewage	Average daily flow = 71.1 m ³ /day Maximum daily flow =237.43 m ³ /day Peak hourly flow = 3.77 m ³ /hr
Waste management	The separate collection of waste from the building is done for household waste and for recyclable waste, meaning any type of packaging that can be completely emptied of its contents and recycled - paper, cardboard, metal, plastic, glass.
Electric charging stations	There will be 10 electric car charging stations, with the possibility to add more, depending on the inhabitants needs.
Innovative solutions	Ventilated façade, thermohydraulic modules for each apartment, Air Handling Units with heat recovery for underground spaces.



ONE NORTH LOFTS is premier residential development born from the transformation of the One North Gate office complex. With its coveted location in vibrant Pipera neighborhood, residents enjoy seamless access to Bucharest's bustling business center, ensuring a perfect balance between work and leisure.

Construction kickoff	October 2022
Construction completion	2024
Land	Land size: 11,336 sqm Built area: 2,196 sqm Total surface developed: 20,083 sqm
Apartments build	149 apartments
Team	The team includes specialized 80 contractors and 5 team members from One United Properties.
Contractors	4 main contractor companies work on this project, delivering the following works: structure repair work and architectural works.
Waste generated during construction	Metal: 5 tons (diverted: 5 tons) Plasterboard: 30 tons (diverted 27 tons) Aluminum: 0.2 tons (diverted 0.2 tons) Mixed metals: 5 tons (diverted 5 tons)
Waste management	The company managed waste with the help of a specialized subcontractor. Approximately 90% of waste was diverted.

Accidents	There were no trees cut to deliver this project. There were no accidents in 2022 at this development.
Estimated energy consumption	Total estimated electric energy consumption of the building: 110 MWh/month. Total estimated electric consumption per year: 1,330 MWh/year.
Energy sources	The building will have photovoltaic panels installed on the roofs.
CO2 emissions	0.2/sqm tons CO2 per year, 65% less compared to a standard apartment building located in Romania, 65% less than if no sustainability measures were implemented.
Water consumption	Average daily flow = 145m ³ /day Maximum daily flow = 170 m ³ /day Peak hourly flow = 20 m ³ /hr
Sewage	Average daily flow = 140 m ³ /day Maximum daily flow = 160 m ³ /day Peak hourly flow = 20 m ³ /hr
Waste management	The building is equipped with waste separation recipients for four types of waste: plastic, metal, paper, cardboard, glass, household waste. There will be a hydrocarbon separator installed on rainwater system collected for parking area.
Electric charging stations	The infrastructure will be provided for the owners to install the electric car charging stations.
Innovative solutions	<ul style="list-style-type: none"> ● Ventilated façades; ● Multi-split system for AC systems.
Community impact	There will be a new bus station near the project, as part of the land was donated to local municipality.



ONE HERASTRAU VISTA is a premium community-centered development abounding with sophisticated design, green spaces, and panoramic views. Given its location in a prestigious district of the city, close to Herastrau Park, the development grants access to a lot of green areas.

Construction kickoff	01.09.2022
Construction completion	2024
Land	Land size: 3,358 sqm Built area: 1,180 sqm Total surface developed: 19,686 sqm
Apartments build	117 apartments
Certifications received	In the process of obtaining GREEN HOMES Certified Level by the Romania Green Building Council.
Team	The team includes approximately 120 from specialized contractors and 6 team members from One United Properties (2 permanent and 4 shared).
Contractors	2 main contractor companies work on this project, delivering the following works: excavation, foundation, hydro-insulation and reinforced concrete structure.
Waste generated during construction	Other: 3.5 tons of mixed waste

Waste management	The company managed waste with the help of a specialized subcontractor.
Deforestation	There were no trees cut to deliver this project.
Accidents	There were no accidents in 2022 at this development.
Estimated energy consumption	Total estimated electric energy consumption of the building: 87 MWh/month. Total estimated electric consumption per year: 989 MWh/year
Energy sources	Minimum 30% of the energy will come from renewable sources, as assured by the electricity supplier. The building is powered only by a traditional energy source, namely gas and electricity.
CO2 emissions	No estimates on CO2 emissions are available at this stage.
Water consumption	Average daily flow = 39.67 m ³ /day Maximum daily flow = 55.2 m ³ /day Peak hourly flow = 7.1 m ³ /hr
Sewage	Average daily flow = 39.67 m ³ /day Maximum daily flow = 55.2 m ³ /day Peak hourly flow = 7.01 m ³ /hr
Waste management	The building is equipped with waste separation recipients for four types of waste: plastic, metal, paper, cardboard, glass, household waste. The retention tank will be provided.
Electric charging stations	There will be 24 electric car charging stations installed at the parking.
Innovative solutions	<ul style="list-style-type: none"> ● Ventilated façades; ● VRV units for cooling system.



ONE FLOREASCA TOWERS is a premium development located in the center of Bucharest's business district that includes a community with a wide range of residential units, with multiple benefits. The highlight of the development will be represented by the limited collection of exclusive penthouses with views superb panoramic to Lake Floreasca

Construction kickoff	November 2022
Construction completion	2025
Land	Land size: 5,627 sqm Built area: 1,527 sqm Total surface developed: 43,383 sqm
Apartments build	208 apartments
Certifications received	In the process of obtaining GREEN HOMES Certified Level by the Romania Green Building Council.
Team	The team includes approximately 100 from specialized contractors and 10 team members from One United Properties.

Contractors	4 main contractor companies work on this project, delivering the following works: structure repair work, architectural works.
Waste generated during construction	Metal: 1 tons (diverted: 1 tons) Concrete: 0.5 tons (diverted: 0.5 tons) Iron and steel: 1 tons (diverted 1 tons) Concrete: 0.5 tons (diverted: 0.5 tons)
Waste management	The company managed waste with the help of a specialized subcontractor. 100% waste was diverted.
Deforestation	There were no trees cut to deliver this project.
Accidents	There were no accidents in 2022 at this development.
Estimated energy consumption	Total estimated electric energy consumption of the building: 170 MWh/month. Total estimated electric consumption per year: 2,030 MWh/year
Energy sources	Minimum 30% of the energy will come from renewable sources, as assured by the electricity supplier. The building is powered only by a traditional energy source, namely gas and electricity.
CO2 emissions	0.2/sqm tons CO2 per year, 65% less compared to a standard apartment building located in Romania, 65% less than if no sustainability measures were implemented.
Water consumption	Average daily flow = 190 m3/day Maximum daily flow = 238 m3/day Peak hourly flow = 25 m3/hr
Sewage	Average daily flow = 175 m3/day Maximum daily flow = 208 m3/day Peak hourly flow = 25 m3/hr
Waste management	The building is equipped with waste separation recipients for four types of waste: plastic, metal, paper, cardboard, glass, household waste. Hydrocarbon separator will be installed on rainwater system collected for the parking area.
Electric charging stations	The infrastructure will be provided for the owners to install the electric car charging stations.
Innovative solutions	<ul style="list-style-type: none"> ● Ventilated façades; ● VRV units for cooling system;



ONE MAMAIA NORD 2 is the second phase of the unique development located on the Romanian seaside, surrounded by a wide variety of beaches and restaurants, with direct access to a private beach and only 50 meters away from the Black Sea shore. It is a boutique real estate concept, a mark of the seaside living quality, whether we are discussing holiday properties or permanent homes.

Construction kickoff	October 2022
Construction completion	2025
Land	Land size: 2,858 sqm Built area: 1,320 sqm Total surface developed: 18,500 sqm
Apartments build	86 apartments
Certifications received	In the process of obtaining GREEN HOMES Certified Level by the Romania Green Building Council.
Team	The team includes approximately 120 from specialized contractors and 6 team members from One United Properties (2 permanent and 4 shared).
Contractors	2 main contractor companies work on this project, delivering the following works: excavation, foundation, hydro-insulation, and reinforced concrete structure.

Waste generated during construction	Other: 2.5 tons of mixed waste
Waste management	The company managed waste with the help of a specialized subcontractor.
Deforestation	There were no trees cut to deliver this project.
Accidents	There were no accidents in 2022 at this development.
Estimated energy consumption	Total estimated electric energy consumption of the building: 67 MWh/month. Total estimated electric consumption per year: 489 MWh/year
Energy sources	Minimum 30% of the energy will come from renewable sources, as assured by the electricity supplier. The building is powered only by a traditional energy source, namely gas and electricity.
CO2 emissions	No estimates on CO2 emissions are available at this stage.
Water consumption	Average daily flow = 31.62 m ³ /day Maximum daily flow = 45.7 m ³ /day Peak hourly flow = 6.21 m ³ /hr
Sewage	Average daily flow = 31.62 m ³ /day Maximum daily flow = 45.7 m ³ /day Peak hourly flow = 6.21 m ³ /hr
Waste management	The building is equipped with waste separation recipients for four types of waste: plastic, metal, paper, cardboard, glass, household waste. The retention tank will be provided.
Electric charging stations	There will be 12 electric car charging stations installed at the parking.
Innovative solutions	<ul style="list-style-type: none"> ● Ventilated façades; ● VRV units for cooling system.



ONE LAKE CLUB is a large-scale premium development located on the shores of Lake Tei, which offers contemporary design apartments and several integrated facilities such as gym, spa and semi-Olympic pool with lake opening, commercial spaces on the ground floor and a 7,200 square meters park with playgrounds and relaxation areas.

Construction kickoff	July 2022
Construction completion	2025
Land	Land size: 30,358 sqm Built area: 5,215 sqm Total surface developed: 110,901 sqm
Apartments build	724 apartments
Certifications received	In the process of obtaining GREEN HOMES Certified Level by the Romania Green Building Council.
Team	The team includes approximately 90 from specialized contractors and 7 team members from One United Properties (2 permanent and 5 shared).

Contractors	4 main contractor companies work on this project, delivering the following works: excavation, foundation hydro insulation, reinforced concrete structure, foundation piles, reinforced concrete raft foundation, geothermal drilling
Waste generated during construction	Other: 3.03 tons of mixed site waste Construction site waste: 4.62 tons
Waste management	The company managed waste with the help of a specialized subcontractor.
Deforestation	There were no trees cut to deliver this project.
Accidents	There were no accidents in 2022 at this development.
Estimated energy consumption	Total estimated electric energy consumption: 454 MWh/month. Total estimated electric consumption per year: 5,448 MWh/year.
Energy sources	Ground thermal energy, gas, and electricity. Over 50% of the energy will be provided from the geothermal heat pumps.
CO2 emissions	No estimates on CO2 emissions are available at this stage.
Water consumption	Average daily flow = 247.64 m ³ /day Maximum daily flow = 304.9 m ³ /day Peak hourly flow = 38.11 m ³ /hr
Sewage	Average daily flow = 247.64 m ³ /day Maximum daily flow = 304.90 m ³ /day Peak hourly flow = 38.11 m ³ /hr
Waste management	The building is equipped with waste separation recipients for four types of waste: plastic, metal, paper, cardboard, glass, household waste. Separate systems provided to prevent mixing of rainwater and wastewater.
Electric charging stations	The final number will depend on the client requests.
Innovative solutions	<ul style="list-style-type: none"> ● Geothermal heat pumps ventilated façade ● Thermohydraulic modules for each apartment ● VRVs

COMMERCIAL SEGMENT IMPACT

one

Building on its residential success, One United Properties entered the office segment in November 2017 through the acquisition of One North Gate.

One United Properties office portfolio includes both buildings developed by the company, as well as developments that were acquired as part of strategy to increase the recurring rental revenues in the total turnover.

Landmark developments that make part of flagship mixed-use developments, One Tower and One Cotroceni Park, both developed by One United Properties hold the highest certifications attesting the benefits they provide to both occupiers and the environment. One United Properties' own office developments always use efficient HVAC, lighting, and water conservation measures that can significantly reduce utility expenses and optimize operational costs.

The growth of the ONE office portfolio is generated by four vectors:

- The strong trend of corporates that are taking the opportunity of the pandemic period to redraw their entire corporate real estate strategy and to relocate from older generation buildings to new, modern ones, to upgrade;
- The need to provide sanitary comfort to talent, in order to attract them back to the office, hence the prioritizing of LEED and WELL certified properties;
- The need to access integrated functions like residential and commercial within the same development, thus reducing commute time and offering near home amenities;
- The strategy to follow a hub and spoke office distribution throughout the city, opening several new satellite offices to dramatically reduce commute time of the employees, promoting a near home office environment.

The office segment is of strategic importance for One United Properties as it envisages the medium to long-term rental of spaces (minimum 5 years, preferred 7-10 years contracts), offering a predictable recurrent revenue, complementing the residential development business model.

As of December 31st, 2022, the company's office portfolio counted GLA of 95K sqm of office space, and it included One Tower (GLA of 24K sqm, leased out 100%), One Cotroceni Park Phase 1 (GLA of 46K sqm, leased out 87%), One Victoriei Plaza (GLA of 12K sqm, leased out 100%), One North Gate (GLA of 4.5K sqm, leased out 73%), and One Herastrau Office (GLA of 8K sqm, minority stake; leased out 100%). Technically, the office portfolio also includes Eliade Tower – a dated building acquired in 2022 for its land, adjacent to One Floreasca City. The GLA of approx. 8,000 sqm of this development is not counted in the total office GLA as this building is under analysis for repurposing. Together with the retail portfolio, Bucur Obor, the total commercial rental portfolio of One United Properties had as of December 31st, 2022 a GLA of approx. 121K sqm.



34.5K GLA of
green-certified office
space developed in
2022



95K of finalized office
GLA as of 31.12.2022



87% of green-certified
office portfolio by GLA

88%

of office revenues
from green-certified
developments

€269m

Market value of office
portfolio as of
31.12.2022

In 2022, the construction of One Cotroceni Park Phase 2 (GLA of 35K sqm, leased out 55% as of December 31st, 2022) was ongoing, and it was concluded in Q1 2023.

The market value of the office assets as of 31.12.2022 was 388.9 million euros, of which 93% was green certified.

SUSTAINABILITY OF THE OFFICE DEVELOPMENTS

All office buildings developed by One United Properties are certified or pre-certified under WELL Health and Safety and LEED Platinum certification by the US Green Building Council, one of the most demanding certifications on the environmental impact and performance.

BREEAM CERTIFICATION

Announced in 1990 in the UK by the Building Research Establishment (BRE), BREEAM (Building Research Establishment Environmental Assessment Method) is considered the longest-lived method of assessing and certifying the ecological performance of buildings. Factors analyzed for BREEAM certification include, but are not limited to building management, energy, health and well-being, proximity to transportation, water, construction materials used, waste, land use, and pollution. BREEAM is awarded to several types of projects: new buildings, existing buildings, renovation projects, or large community projects. The mechanism is used worldwide, with more than 500,000 buildings in about 86 countries receiving this certification to date. These include the One Herastrau Office and One North Gate developments.



LEED CERTIFICATION

The LEED (Leadership in Energy and Environmental Design) program was launched in 1993, at the initiative of the US Green Building Council (USGBC), to certify green buildings. In this regard, an evaluation system is used, that includes both the analysis of the project and construction, as well as the operation and maintenance of green buildings, houses, and neighborhoods. Thus, the protection of the environment and the efficient use of resources, but also of the quality of life are considered, since the buildings directly influence the quality of the way people live, work, and spend their free time. Among the categories of buildings that can obtain LEED certification are both residential and commercial centers, as well as schools, warehouses, medical and distribution centers. Two years ago, the USGBC celebrated the achievement of an important milestone: 100,000 LEED-certified commercial projects. Every day, over 2.6 million square meters of built space receive this certification. Currently at its fourth version, the certification has four rating levels: Certified, Silver, Gold, and Platinum, which are obtained based on a score given to each project.



In Romania, the first building to obtain the LEED v4 Platinum level certification - the highest level provided by this certification - is One Tower, part of One Floreasca City multifunctional development. One Cotroceni Park development has also received LEED Platinum v4 certification.

WELL CERTIFICATION

Launched by the Well Building Institute (IWBI), WELL certification is designed to attest to the standards of human well-being offered by buildings and indoor spaces. Therefore, it focuses exclusively on their impact on the well-being and health of the occupants, as buildings are the spaces where people spend about 90% of their time. The seven categories analyzed for granting the WELL standard are water, air, food, light, sports, comfort, and mental state. Buildings must obtain a certain score for each category to receive this certification. Following the submission of documentation and an audit, projects are given a certain level of rating: Silver, Gold, or Platinum. A year ago, IWBI launched a new version of this tool, WELL v2, which brings together the experience of a significant number of physicians, construction specialists, public health experts, and scientists from around the world. One Tower and One Cotroceni Park received the WELL Health & Safety certification.



IMPACT OF OFFICE PORTFOLIO ON THE ENVIRONMENT

One Tower (OT) is the office component of the One Floreasca City development and the first office building developed by One United Properties, with a total GLA of 24K sqm. One Tower is included in the category of Class A office buildings and is arranged on GF+17 floors, with an innovative post-tensioned structure without interior pillars and beams. The building has a regular shape and allowing a good use of natural light, as well as efficient space planning. The One Tower project is LEED Platinum v4 certified, one of the highest ratings in terms of performance and environmental impact. The latest enhancements to LEED Platinum v4, designed to be flexible and to enhance the overall project experience, are based on materials, performance, smart grid and water efficiency.



One Cotroceni Park (OCP) is the office component of One Cotroceni Park development. The office was delivered in two phases - one at the end of 2021 (OCP 1 with GLA of 46.3K sqm), and the second in Q1 2023 (OCP 2 with GLA of 34.5K sqm). Built on a total land surface of 5.8 hectares, One Cotroceni Park, developed on the site of the former Ventilatorul industrial platform, is the largest urban regeneration development in the center of Bucharest. One Cotroceni Park is set to accommodate a green community of people living and working together, in which all residents/tenants will have priority access to numerous benefits. The development has LEED PLATINUM certification and is also WELL certified, with emphasis on the employee experience, level of health, and happiness. Tenants will also benefit from an increased level of comfort due to the 3 meters clear height in all office areas as well as the latest implemented technologies of LED, energy recuperating HVAC & Elevators, and openable windows.



One Victoriei Plaza (OVP) is an office building with GLA of 12K sqm located in the heart of Bucharest that One United Properties acquired in July 2022 as a part of strategy of increasing the recurring rental revenues. The Company is in the process of obtaining LEED certification for this asset.



One North Gate (ONG) is one of the key office developments in the Metropolitan North area, divided into two separate buildings. One North Gate was developed in 2007, and purchased by One United Properties in 2017. In October 2022, One United Properties announced it will convert the larger building within the One North Gate complex, with GLA of 18.5K sqm, to the residential development One North Lofts, and in May 2023, the Company sold the remaining office building within the complex, with GLA of 4.5K sqm.



Bucur Obor (BU) is a shopping center in Bucharest that opened its doors in 1975. It is an emblematic location for the city of Bucharest and its inhabitants. Today, the center accommodates stores of all sizes, from family businesses to well-known international brands. The shopping complex offers a multitude of stores, in a unique mix in Bucharest, a combination of family business such as haberdashery, fabrics, footage, windows & mirrors, leather goods, gold, jewelry and more, along with international brands. The acquisition of the majority stake in Bucur Obor, a company listed on the AeRO market of the Bucharest Stock Exchange, was finalized in February 2022. The development will undergo in 2023 a series of improvements in order to improve the environmental parameters of the building.



Eliade Tower (ET) is a dated office development, acquired by One United Properties in October 2022 with the purpose of tearing down the old building and building a new development that will be part of One Floreasca City since the plot of land is adjacent to it. While the building is leased approximately 50%, the Company does not take this development into consideration as part of its office portfolio since does not intend to hold it in the existing state and it is not representative of the ONE sustainability, quality, and design standards. It also does not actively pursue rental of the space within this development. Nonetheless, for transparency purposes, the emissions generated by this development in 2022, since the acquisition, are provided below.



One Herastrau Office (OHO)) was acquired (minority stake) by One United Properties in 2020 and it is currently undergoing LEED Gold certification - the rigorous certification system for sustainable construction, based on criteria such as energy efficiency, reduced water consumption, carbon dioxide emissions, and improved inside air quality. The building also benefits from an innovative solution with photovoltaic panels integrated into the facade and on the roof, which contributes to the substantial reduction of energy consumption, an air conditioning solution with radiant ceiling, but also a useful upper height of at least 3 m, all these providing a great end-user experience. One United Properties held in 2022 a minority stake in One Herastrau Office. The consumption generated in 2022 was therefore not included when calculating the CO2 footprint of the Group. Nonetheless, the Company presents the data related to this asset for transparency purposes. In April 2023, One United Properties sold its stake in One Herastrau Office due to strategy of focusing on consolidating its position in the office segment around core, landmark assets.



ENERGY CONSUMPTION

The energy consumption of the commercial portfolio, detailed per month of 2022 and per development, is presented below:

Energy consumed per month /commercial development (KWh)								
Month of 2022	OT	OCP 1	OVP	ONG	BU	ET	OHO	Total KWh
GLA (sqm)	24,039	46,252	12,000	23,024 ¹	26,000	8,000	8,074	
Lease as of 31.12.2022	100%	87%	100%	73% ²	92%	50%	100%	
January	193,600	-	188,732	40,524	420,567	-	63,454 (549) ³	906,877
February	185,600	-	149,492	31,432	344,276	-	54,580 (830)	765,380
March	212,800	-	178,348	32,468	386,101	-	65,802 (1,515)	875,519
April	185,600	217,952	112,608	21,972	255,743	-	65,280 (1,847)	859,155
May	214,400	241,080	98,176	24,456	276,738	-	70,134 (2,447)	924,984
June	204,800	261,456	103,116	22,972	319,735	-	65,718 (2,449)	977,797
July	203,200	286,928	119,656	25,652	366,128	-	73,188 (2,599)	1,074,752
August	209,600	318,960	122,408	26	382,985	-	79,844 (2,084)	1,113,823
September	201,600	277,296	96,560	22,804	545,281	34,821	72,268 (1,654)	1,250,630
October	204,800	321,536	96,108	18,172	-	29,061	66,734 (1,219)	736,411
November	203,200	311,584	133,674	19,524	286,250	30,762	59,860 (492)	1,044,854
December	198,400	361,580	141,921	2,338	367,984	30,648	58,738 (392)	1,161,609
Total	2,417,600	2,598,372	1,540,799	262,340	3,951,788	125,292	795,600 (18,077)	11,691,791

¹ In October 2022, One United Properties announced the reconversion of the larger building within One North Gate office development to a new residential development, One Nort Lofts. Consequently, by the end of the year, the GLA of the remaining office building was 8,500 sqm.

²The lease applicable to the remaining office building within the development, of 8,500 sqm.

³The value in green is the green energy produced by photovoltaic panels installed on the rooftop of the development

WATER CONSUMPTION

The water consumption of the commercial portfolio, detailed per month of 2022 and per development, is presented below:

Water consumed per month / development (m3)								
Month of 2022	OT	OCP 1	OVP	ONG	BU	ET	OHO	Total m3
GLA (sqm)	24,039	46,252	12,000	23,024	26,000	8,000	8,074	
January	442	-	497	281	920	-	147	2,287
February	422	-	474	270	1029	-	158	2,353
March	547	405	586	293	1149	-	187	3,167
April	460	815	562	349	822	-	288	3,296
May	667	1057	708	262	1007	-	373	4,074
June	902	784	613	371	889	-	492	4,051
July	1011	518	521	256	894	-	490	3,690
August	1024	780	506	284	1112	-	503	4,209
September	768	737	511	316	933	-	426	3,691
October	749	599	344	247	966	150	387	3,442
November	684	619	354	332	1121	143	342	3,595
December	533	655	496	238	883	146	270	3,221
Total	8,209	6,969	6,172	3,499	11,726	439	4,063	41,077

WASTE GENERATED

The waste generated by the commercial portfolio, detailed per month of 2022 and per development, is presented below:

Waste generated per month by standing assets (in tons)

Month of 2022	OT	OCP 1	OVP	ONG	BU	ET	OHO	Total T
GLA (sqm)	24,039	46,252	12,000	23,024	26,000	8,000	8,074	
January	55.5	11.0	-	6.7	8.0	-	8.0	89.2
February	47.5	9.6	-	5.7	13.0	-	9.4	85.2
March	50.2	14.5	-	6.6	12.8	-	13.3	97.4
April	45.5	2.6	11.9	6.7	11.0	-	10.6	88.3
May	72.9	7.6	12.8	7.5	22.2	-	13.4	136.4
June	62.2	14.5	11.1	6.0	15.6	-	12.9	122.3
July	42.5	12.9	11.6	4.1	4.6	-	12.7	88.4
August	63.2	17.2	11.8	2.9	4.3	-	12.3	111.7
September	-	16.5	12.9	7.5	3.0	83.3	13.3	136.5
October	31.9	22.9	12.6	7.4	4.9	8.0	12.6	100.3
November	41.5	27.2	13.2	4.7	3.1	9.6	15.9	115.2
December	29.7	19.6	13.5	6.8	3.3	9.9	16.5	99.3
Total	542.6	176.1	111.4	72.6	105.8	110.8	150.9	1270.2

CO2 EMISSIONS

Company	Scope 1 (tonnes Co2 ech)	Scope 2 (tonnes Co2 ech)	Scope 3* (tonnes Co2 ech)	Total tonnes CO2 ech
One North Gate SA	0,25	392.17	50.87	443.29
One United Tower SA	0,00	2,086.13	243.62	2,329.75
One Cotroceni Park Office SA	0,19	1,972.04	63.95	2,036.17
Bucur Obor SA	0,00	2,770.20	49.00	2,819.21
One Victoriei Plaza SRL	0,00	1,096.56	65.59	1,162.14
Eliade Tower SRL	0,00	289.86	49.45	339.31

SCOPE 1

Scope 1 emissions refer to a category of greenhouse gas (GHG) emissions that originate directly from sources owned or controlled by One United Properties. These emissions are a result of our own activities, operations, and infrastructure, and for the commercial segment, they include:

- Emissions from the combustion of own vehicle fleet
- Emissions from the energy consumption of generators

SCOPE 2

Scope 2 emissions refer to a category of GHG emissions that are associated with the consumption of purchased electricity and gas by One United Properties. These emissions are indirect and occur outside of our owned or controlled sources, but they are still considered relevant to our carbon footprint. For the commercial segment, they include:

- Emissions associated with electricity purchased for consumption
- Emissions associated with gas purchased for consumption

SCOPE 3

Scope 3 emissions refer to a broader category of indirect GHG emissions that occur throughout our value chain but are outside direct control. These emissions are a result of activities and processes associated with our upstream and downstream activities, including suppliers, customers, and other stakeholders. For commercial segment, these include:

- Emissions associated with generated waste by tenants
- Emissions associated with water consumption by tenants

OFFICE DEVELOPMENTS UNDER CONSTRUCTION

In 2022, construction was ongoing on one office development of One United Properties, the second phase of One Cotroceni Park, building with a total GLA of 35K sqm. The construction was concluded in Q1 2023, and the development entered the fit-out phase for its new tenants.



ONE COTROCENI PARK OFFICE - PHASE 2 is an office component of One Cotroceni Park development, delivered in two phases - one in 2021, another in 2022. Built on a total land surface of 5.8 hectares, One Cotroceni Park is the most visionary urban regeneration project, developed on the site of the former Ventilatorul industrial platform. The development is set to accommodate a community of over 12,000 people living and working together. Designed under the Live/Work/Play holistic approach, a variety of benefits will be available around the concept of «wellbeing» - running and biking tracks, gym with swimming pool, plus a comparable to a mall area-wide retail gallery.

Construction completion	Q1 2023
Land	Land size: 7,268 sqm Built area: 2,719 sqm Total surface developed: 48,352 sqm
GLA	35,273 sqm
Certifications received	The building received LEED - v4 pre-certification awarded by the U.S. GREEN BUILDING COUNCIL and WELL Health-Safety Rating Certification.
Team	The average staff on site included 250 specialized contractors and 11 persons from ONE management team.
Contractors	10 main contractor companies work on this project, delivering the following works: structural works, architectural works, low and strong currents work, mechanical and ventilation works, façade, hydro, epoxy works, vertical systematization as well as additional contracts for the fit outs.

Waste generated during construction	<p>Cardboard: 31.8 tons (diverted: 17.4 tons) Plastics: 5.77 tons (diverted: 5.2 tons) Wood: 13.93 tons (diverted: 0.25 tons) Metal: 1.6 tons (diverted: 1.6 tons) Plasterboard: 144 tons (diverted: 111 tons) Cables: 6 tons (diverted: 6 tons) Mixed brick, ceramics, concrete: 18.6 tons (diverted: 18 tons) Mixed construction waste: 222.9 tons (diverted: 180 tons) Biodegradable waste: 84.7 tons (diverted: 0 tons) Other insulation materials: 9.72 tons (diverted: 0 tons)</p>
Waste management	<p>The company managed waste with help of 5 subcontractors specialized in waste management as well as the Sanitation Team of District 5. The total waste diverted amounted to 46%, excluding household waste.</p>
Use of recycled materials	<p>Examples of materials used that have recycled components include: gypsum boards, steel, crushed concrete, raised floor panels, steel profiles for the gypsum boards, plastic components.</p>
Deforestation	<p>No trees were cut down. The plot it was occupied previously by industrial buildings and concrete platforms. One United Properties will implement greenery plan according to the Environmental endorsement, which will include tree planting and green terraces.</p>
Accidents	<p>There were no accidents recorded on the site in 2022.</p>
Estimated energy consumption	<p>Total estimated electric energy consumption of the building: 235 MWh/month. Total estimated electric consumption per year: 2,820 MWh. The sources of the energy are electrical and gas methane energy, the building is using 100% electrical energy.</p>
Energy sources	<p>According to the NZEB study, the CO₂ emissions related to the energy consumption of the building in the 2019 project phase are 33.1kg CO₂/sqm/year. The CO₂ emissions related to the energy consumption of the building in the execution phase 2021 (after the application of the energy efficiency solutions presented in the study) are of 23.52 kg CO₂/sqm/year.</p>

CO2 emissions	According to the NZEB study, the CO2 emissions related to the energy consumption of the building in the 2019 project phase are 33.1kg CO2/sqm/year. The CO2 emissions related to the energy consumption of the building in the execution phase 2021 (after the application of the energy efficiency solutions presented in the study) are of 23.52 kg CO2/sqm/year.
Water consumption	Average daily flow = 53.02 m ³ /day Maximum daily flow = 64.51 m ³ /day Peak hourly flow = 6.34 m ³ /hr For both phases, the total water consumption was reduced by 45% compared to the reference values, for all sanitary objects, according to the purpose of the project
Sewage	Average daily flow = 53.02 m ³ /day Maximum daily flow = 64.51 m ³ /day Peak hourly flow = 6.34 m ³ /hr
Waste management	There are waste separation recipients provided as well as solutions implemented to prevent mixing of rainwater and wastewater. There were moreover implemented procedures, waste containers inventory, regular unannounced inspections implemented. There are monthly training of employees as well as monthly environmental meetings organized for tenants.
Electric charging stations	There are 22 electric charging stations installed in the underground parking.
Innovative solutions	<ul style="list-style-type: none"> ● Energy recuperating HVAC and elevators; ● Air Treatment Units with a supply of 100% fresh air and a percentage of 75% recovery of the temperature from the exhausted air. ● Boilers with gas operation have efficiency of 96% ● Chillers with a performant coefficient higher than usual (EER=3.2).



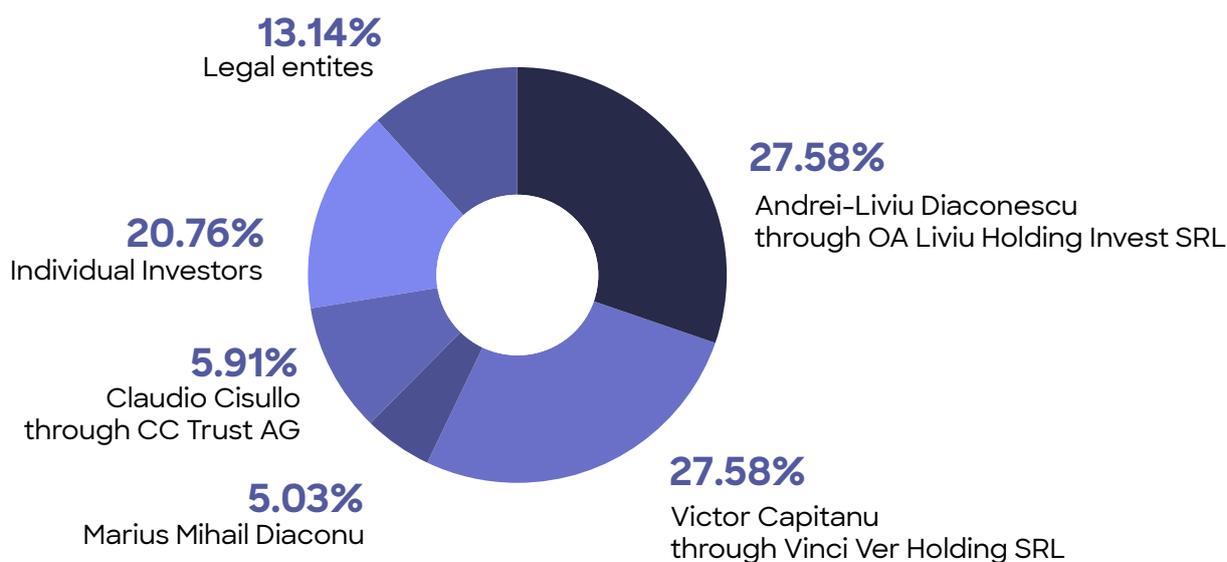
PEOPLE AND GOVERNANCE

SHAREHOLDERS AND ISSUED CAPITAL

One United Properties S.A. is a joint-stock company incorporated in accordance with the Romanian laws. Following a successful IPO, during which the company raised RON 260 million, One United Properties listed on the Main Market of the Bucharest Stock Exchange on July 12th, 2021.

In 2022, the share capital of One United Properties was raised due to a new capital increase, which took place between June 27th and August 3rd, 2022. The process consisted of two stages - first, within which existing shareholders subscribed new shares based on their preference rights, and second, within which the new investors participated in a private placement. The final price per share for both stages was established at RON 1.25 and the Company raised a total of RON 253.7 million in the process. The operation was finalized on August 19th, 2022, when the ONE shares that were subscribed in the operation were transferred into the investors' accounts.

The company's shareholding structure as of December 31st, 2022, was as follows:



Consequently, the share capital of One United Properties as of December 31st, 2022, was RON 740,563,717.20 divided into 3,702,818,586 shares with a nominal value of RON 0.2 per share. As of December 31st, 2022, One United Properties had 6,373 shareholders (+101% compared to the situation post-IPO).



ORGANIZATIONAL STRUCTURE

The General Shareholders Meeting is the highest decision body of the One United Properties. The company is managed by a Board of Directors consisting of seven Members who are collectively responsible for the Company’s strategy and development, as well as oversee the Executive Management team.

The Ordinary General Shareholders Meeting elects and revokes the members of the Board of Directors. The candidates for the positions of member of the Board of Directors may be proposed by the shareholders or by other members of the Board of Directors in office, through the Nomination & Compensation Committee.

The Company’s operations are divided into several departments: Project Development, Architecture, Urbanism, Design, Financial, Legal, Sales, Leasing, Marketing, Aftersales, Investor Relations, Investments, Asset Management and Human Resources. Internal Audit and Compliance departments respond directly to the Board of Directors.

One United Properties’ organizational structure is presented below:



The detailed powers, tasks and organization of the General Meeting, the Board of Directors and the Executive Management are described in the Articles of the Association of the Company, available [HERE](#).

GENERAL MEETINGS

In 2022, One United Properties convened two meetings – the annual General Meeting on April 26th, 2022, and the bi-annual meeting on September 28th, 2022. In both meetings, all of ONE’s shareholders were able to cast their votes in person as well as online, using eVote solution that streams in real time the GMS as well as allows for shareholders connecting remotely to vote in real time.



Since its IPO, for all of the General Meetings, One United Properties has always provided all shareholders the option to follow the meeting bilingual, in both Romanian and English, and to vote remotely using the eVote platform.



BOARD OF DIRECTORS

The Board of Directors of One United Properties consists of five non-executive, independent members as well as two executive members, Victor Capitanu and Andrei-Liviu Diaconescu, the company's co-founders. Five members of the Board are independent, thus forming a majority.

Following the General Meeting of the Shareholders from April 26th, 2022, the term in office of the Board Members was reduced 1 year mandate to increase accountability, flexibility, and adaptability, ensure better alignment with shareholder interests and stimulate confidence and trust of shareholders as well as enhanced the board diversity. Consequently, Board Members are elected each year at the Annual General Meeting of the Shareholders which takes place in April.

The annual election of the Board Members serves as the process of evaluation of the performance of the highest governance body, as the Board Member proposals are recommended by the Nomination & Compensation Committee to the Board of the Directors. The Board Members who do not receive a positive evaluation of their performance in the past year are therefore not recommended for the Board seat in the following year.

In the same General Meeting of the Shareholders from April 26th, 2022, the shareholders elected a new Board of Directors of One United Properties, comprising of seven Members: Claudio Cisullo (elected by the Board as the Chairman of the Board of Directors), Victor Capitanu, Andrei-Liviu Diaconescu, Marius-Mihail Diaconu, Augusta-Valeria Dragic, Dragos-Horia Manda, and Magdalena Souckova.

In 2022, the position of the Chairman of the Board of Directors was held by Mr. Claudio Cisullo. Consequently, Mr. Cisullo is the chair of the highest governance body of One United Properties. The Chairman of the Board of Directors is appointed by the members of the Board of Directors, with the simple majority of the present members.



CLAUDIO CISULLO

Chairman of the Board of Directors, independent

Born in 1964, Mr. Cisullo is the founder and Chairman of CC Trust Group AG, an internationally active family office invested in biotech, private aviation, leisure, pharmaceuticals, professional services, real estate, and technology sectors. With over 30 years of experience in corporate finance, M&A, venture capital and private equity, Mr. Cisullo ranks among the 300 wealthiest people in Switzerland and is an active investor on the Romanian residential and commercial property market.

Mr. Cisullo was appointed as Member of the Board of Directors of One United Properties on 28.09.2020 and President of the Board of Directors of One United Properties on 20.05.2021.

Number of ONE shares held on 31.12.2022: 218,703,478 shares held through CC Trust Group AG.



VICTOR CAPITANU

Executive Member of the Board of Directors

Born in 1979, Victor is the co-founder and Executive Member of the Board of Directors at One United Properties, coordinating Sales, Leasing, Marketing, and Investments.

Victor is a CFA charter holder, with a degree in Financing & Banking from Bucharest Academy of Economic Studies and has attended Executive Private Equity and Executive Real Estate programs at Harvard University and an Executive program at Singularity University in Silicon Valley.

Number of ONE shares held on 31.12.2022: 23,926,462 shares held directly and 1,021,349,895, held through Vinci Ver Holding SRL.



ANDREI-LIVIU DIACONESCU

Executive Member of the Board of Directors

Born in 1975, Andrei is the co-founder and Executive Member of the Board of Directors of One United Properties, coordinating Operations, Financial and Legal. Andrei holds an EMBA from ASEBUSS and an International Law Degree from the University of Macedonia, Thessaloniki.

Andrei Diaconescu was appointed as Member of the Board of Directors at One United Properties on 09.05.2016.

Number of ONE shares held on 31.12.2022: 23,926,462 shares held directly and 1,021,349,895 held through OA Liviu Holding Invest SRL.



MARIUS-MIHAIL DIACONU

Non-executive Member of the Board of Directors, independent

Born in 1973, Mr. Diaconu is an active investor and executive with an experience of 20+ years. His projects cover animal health, real estate, IT, agriculture, entertainment, industrial services, and have been developed in Europe, Asia, and the US. Marius is the founder (1999) and CEO of Altius SRL, a market leader for animal health products and the largest importer in Romania, with a regional presence including Bulgaria and Moldova. Mr. Diaconu holds a degree in Marketing from Bucharest Academy for Economic Studies (1997).

Mr. Diaconu was appointed as Member of the Board of Directors of One United Properties on 28.09.2020.

Number of ONE shares held on 31.12.2022: 186,246,728 shares held directly and 9,122,582 through Altius SA.



AUGUSTA-VALERIA DRAGIC

Non-executive Member of the Board of Directors, independent

Mrs. Dragic co-founded the Superbet Group in 2008 with Mr. Sacha Dragic. Since opening their first shop more than a decade ago, the Group has since grown to be the clear Romanian market-leader, expand internationally and include multiple brands across Europe. Superbet Group operates a leading online offering powered by proprietary technology built in their Tech Hubs in Bucharest, Zagreb, and London, a network of 1,000+ national betting agencies across its markets, and a global team of approximately 4,800 employees. In 2019, Superbet secured a €175m minority investment from Blackstone, a US based global investment Group, to supercharge its growth.

Mrs. Dragic was appointed as Member of the Board of Directors of One United Properties on 26.04.2022.

Number of ONE shares held on 31.12.2022: 2,490,666 through D Craig Investment SA.



DRAGOS-HORIA MANDA

Non-executive Member of the Board of Directors, independent

Born in 1960, Mr. Manda is chairman of Patria Bank's Board of Directors and Managing Partner of Axxess Capital. He has 17+ years of private equity experience in S-E Europe and an impressive track record as Chairman / member of the Board of various PE funds such as the Romanian American Enterprise Fund, Balkan Accession Fund and Emerging Europe Accession Fund. In his career, Mr. Manda has overseen capital investments of €200+ million in industries such as IT, retail, financial services, energy, and manufacturing.

Mr. Manda was appointed as Member of the Board of Directors of One United Properties on 24.04.2019.

Number of ONE shares held on 31.12.2022: 28,487,047.



MAGDALENA SOUCKOVA

Non-executive Member of the Board of Directors, independent

Mrs. Magdalena Souckova is a seasoned executive, with broad, 30+ years of experience in providing audit and advisory business services. Mrs. Souckova was Country Managing Partner for EY in the Czech Republic from 2008 until December 2021. Between 2011 and 2020 she was also the Managing Partner for the Central Cluster at EY, which includes Czech Republic, Slovakia, Hungary, Slovenia, Serbia, Croatia, Bosnia, Herzegovina, and Montenegro. Under her leadership, the Cluster has almost doubled in size into a 220 million dollars business, with 80 partners and a team of 2,500 professionals. Mrs. Souckova graduated from the University of Massachusetts. She is a Certified Public Accountant and a member of the American Institute of Certified Public Accountants. She is also a Czech statutory auditor and a member of the Chamber of Auditors of the Czech Republic.

Mrs. Souckova was appointed as Member of the Board of Directors of One United Properties on 26.04.2022.

Mrs. Souckova did not hold ONE shares on 31.12.2022.

During 2022, 18 Board meetings took place, of which 17 meetings held with full attendance of all Board Members and 1 meeting held with 6 out of 7 members.

CONSULTATIVE COMMITTEES

RISK AND AUDIT COMMITTEE

The Board of Directors established the Risk and Audit Committee in 2021, ahead of the IPO. The Risk and Audit Committee have a consultative role regarding internal and external audit procedures, appraisal of the integrity and quality of the financial reporting, the effectiveness of the Company's internal risk management and control systems, and the assessment of any conflict of interest.

According to the internal rules, the Committee shall consist of at least three members with financial expertise and industry know-how, of whom one is elected chairman. The majority shall be made up by independent members while by the way of exception one of the founders and the CFO may be part of this committee.

The members of the Risk and Audit Committee as of December 31st, 2022, were:

- Dragos-Horia Manda, Chairman
- Marius-Mihail Diaconu, Member
- Andrei-Liviu Diaconescu, Member
- Magdalena Souckova, Member

In 2022, 6 meetings of the Risk and Audit Committee took place, all of them in full attendance.

NOMINATION AND REMUNERATION COMMITTEE

The Board of Directors established the Nomination and Remuneration Committee in 2021, ahead of the IPO.

The Nomination and Remuneration Committee establishes the principles for the selection of candidates and engaging in the selection process for the appointment or re-appointment as members of the Board of Directors. It prepares proposals to be submitted to the Board of Directors for compensation of the Company's directors and managers. The Committee shall consist of three members, the majority being represented by independent members plus one of the founders, of whom one is elected chairman.

The members of the Nomination and Remuneration Committee as of December 31st, 2022, were:

- Claudio Cisullo, Chairman
- Victor Capitanu, Member
- Augusta-Valeria Dragic, Member

In 2022, 1 meeting of the Nomination and Remuneration Committee took place, to which all members were present.

ESG COMMITTEE

In April 2022, One United Properties appointed the Environmental, Social and Governance Committee, charged with the mission to assist the Board of Directors in defining the sustainability strategy. It is the first-ever ESG Committee appointed by the Board of Directors of a Romanian blue-chip company.

The ESG Committee comprises of the members of the Board of Directors, as well as external experts and advisors in the field and it reports to the Board of Directors on the current, and emerging topics relating to ESG Matters that may affect the business, operations, performance, or public image of the company or are otherwise pertinent to the company and its stakeholders and, if appropriate, detail actions taken in relation. The Committee monitors actions or initiatives taken to prevent, mitigate and manage risks related to ESG matters which may have a materially adverse impact on the company or are otherwise pertinent to its stakeholders and provide guidance hereon. It also oversees the company's policies, practices, and performance with respect to ESG Matters, as well as coordinates the preparation of the annual sustainability report and oversee the process of obtaining an ESG rating.

The ESG Committee to the Board is the body responsible for preparing and approving the annual Sustainability Report of the Company as well as overseeing and managing the Company's impact on economy, environment, and people, as delegated by the Board of Directors. The ESG Committee is also responsible for preparing the materiality matrix, approving the topics indicated in the matrix and confirming the scope of the reported data. The members of the Environmental, Social, and Governance Committee as of December 31st, 2022, were:

- Victor Capitanu, Chairman
- Andrei-Liviu Diaconescu, Member
- Zuzanna Kurek, Member

In 2022, 1 meeting of the ESG Committee took place, to which all members were present.

EXECUTIVE MANAGEMENT

Victor Căpitanu and Andrei-Liviu Diaconescu act as co-CEOs of One United Properties, jointly coordinating the activity of the Company. Andrei Diaconescu coordinates the operations, financial and legal departments, while Victor Căpitanu oversees investments, capital markets, sales, and marketing. The position of the CFO is occupied by Cosmin Samoila.



COSMIN SAMOILA

Chief Financial Officer

Cosmin is One United Properties' CFO since 2021. He has over 17 years of experience in multiple regions and business lines. He was for 4 years the CFO of Sixt Romania Group and 10 years at Adama Holding Group (part of Immofinanz AG) where, as Head of Controlling and Managing Director, he has coordinated all financial aspects of more than 60 assets, located in Romania and several countries in SE Europe. Cosmin began his professional career at Ernst & Young, where he was a senior auditor. He graduated the Academy of Economic Studies, is a certified expert accountant in Romania and a fellow member of ACCA.

Number of ONE shares held on 31.12.2022: 367,379.

EMPLOYEE RELATIONS

As of December 31st, 2022, the Group had 100 employees, all of whom are based in One United Properties head office in Bucharest, Romania. In parallel, One United Properties permanently cooperated with 91 experts and advisors - these are people with whom the company cooperates permanently but on basis of contracts other than employment contracts. This mainly applies to qualified professionals and experts who provide consulting services (e.g. lawyers) as well as sales professionals and the project managers who oversee the construction of our developments.

As of December 31st, 2021, 60% of all the employees were women.
All the employees were Romanian.

The company had a total of 20 managers and executive directors (excluding Board Members), and 30% of the managers were women. On the Board of Directors sat two foreign directors. At the level of the Board of Directors, 29% of the Board of Directors of One United Properties were female directors. The split of employees, managers as well as Members of the Board of Directors by gender as of December 31st, 2022, is provided below.

Employees



Managers



Board of Directors



The average age of employees was 35-40 years, with majority of employees, 75% being between 30-50 years old. The company had as of December 31st, 2022, 18% of employees below 30 and 7% above 50 years old.



In June 2022, One United Properties signed the Diversity Charter, an initiative by the European Commission with a local chapter in each EU member country, which is a pledge by the company to support diversity and inclusion through its activity. By adhering to the Diversity Charter, One United Properties committed to:

- Develop an organizational culture based on mutual respect, recognition, and appreciation of individual differences and talents;
- Apply the principles of equal opportunities and promotion of diversity as much in the company's (organization's) decision-making as in its human resource management with special focus on equal treatment and opportunities in recruitment, training, career development, and remuneration;
- Endeavor to reflect the diversity of Romanian society in the workforce;
- Raise awareness, train, and involve management and staff on diversity issues;
- Communicate the diversity's commitments and the results of the diversity actions to all stakeholders;
- Monitor the progress in achieving the objectives of this Charter and its effects regularly;
- Reflect, where possible and appropriate, within company's reports the commitment to non-discrimination and diversity.

As of December 31st, 2022, 98% of employees who are working for One United Properties had indefinite contract, with only 2 employees with definite work contracts (1 man and 1 woman). 92% of employees worked full-time as of the end of 2022, and 8% were part-time employees (3 men and 5 women) – these are primarily employees who are still following their studies and therefore need to retain their flexibility to finalize their degrees.

FEMALE	MALE	OTHER	NOT DISCLOSED	TOTAL
Number of total employees (head count as of 31.12.2022)				
60	40	-	-	100
Number of permanent employees (head count as of 31.12.2022)				
59	39	-	-	98
Number of temporary employees (head count as of 31.12.2022)				
1	1	-	-	2
Number of non-guaranteed hours employees (head count as of 31.12.2022)				
-	-	-	-	0
Number of full-time employees (head count as of 31.12.2022)				
55	37	-	-	92
Number of part-time employees (head count as of 31.12.2022)				
5	3	-	-	8

The part-time employees receive the same benefits as the full-time employees. The benefits include:

- Birthday bonuses (fixed amount);
- Easter holiday bonus (fixed amount);
- Annual performance bonus (variable bonus, calculated using as reference the net salary and is dependent on the annual performance)
- Private medical subscription;
- Fresh fruits and coffee at the office.

The medical services offered by our medical service provider have a wide range of specializations that One United Properties employees are benefitting of free of charge or at a considerable discount depending on the number or type of investigation performed.

Out of all employees, 92% had a university degree, with other 8% holding as of the end of 2022 the high school diploma. One United Properties has among its employees University students who hold junior roles within the company, who are currently in the process of obtaining their university degree.

Employees by age



Employees by degree



Employees by type of contract



Employees turnover



In 2022, the employee turnover at One United Properties amounted to 18%, down from 22% registered in 2021, and 33% registered in 2020. The formula for calculating the employee turnover is presented below:

$$\frac{\text{Employees who left}}{\text{Average number of employees}} = \frac{17}{93} = 18\%$$

The dynamics of the number of employees were positive, registering an increase of 18% compared to 2021. Out of 17 employees that left One United Properties in 2022, 47% were women and 53% were men. Out of the new hires (32 employees), 69% were women and 31% were men. The Company does not track its employee's religious affiliation thus it does not hold any statistics in this regard.

At the level of One United Properties and its subsidiaries there are no organized unions and so far, no collective bargaining agreements have been concluded.

In 2022, there were 240 illness (working) days taken by the employees of One United Properties, resulting in a little over 2 working days taken per employee during the year, significant decrease versus 5 working days taken per employee during 2021. There were no employees who left on parental leave in 2022 and one employee who left on parental leave in 2021 and returned in 2022 back to work.

There were no injuries reported during work by One United Properties employees at headquarters or in other workplace locations as well as no work-related fatalities in 2022.

In 2022, One United Properties introduced training for its employees. Therefore, the financial, legal, HR and sales departments benefitted from a wide range of trainings to increase their skillset and advanced in the career. The average number of training hours per employee per department as well as total training hours per department and across the company, attended in 2022 is presented below:

Department	Average training hours per person	Total training hours per department
Financial	112	672
Legal	24	48
HR	24	24
Sales	32	672
Total	192	1,416

In total, in 2022, employees from financial, legal, HR and sales departments attended 1,416 hours of training, improving their skills through different types of external training. This results in over 14 training hours per employee in 2022. Some of the topics of the trainings included: negotiation in sales process (sales), compensation and benefits (HR), IFRS Standards Reporting (financial).

In 2022, **100%** of employees underwent a performance and career development review. One United Properties offers its employees an opportunity to transfer to another department within the company, considering, of course, the graduated studies and the medium-term professional objectives.

REMUNERATION

In line with good governance and applicable legal provisions, at the General Meeting of the Shareholders from April 26th, 2022, the shareholders of One United Properties approved the Remuneration Policy of the Company, which applies to the members of the Board of Directors and to the managers of One United Properties.

The Remuneration Policy applies the following principles:

- qualified and expert persons, capable to deliver the Company's strategy, are recruited and retained, by ensuring the alignment of executive and non-executive remuneration, as the case may be, with the level of responsibility of the relevant position at the level of the Company, the professional experience of the respective persons, as well as ensuring that the remuneration is competitive when compared with similar businesses;
- members of the Board of Directors, respectively managers are rewarded in accordance with the Company's performance, without however encouraging them to act in their own interest or to take risks that are not in line with the Company's strategy and risk appetite; and
- executive and non-executive remuneration is used as a tool which contributes to the Company's business strategy and its sustainability, being appropriate to the dimension and the structure of the Company, as well as to the nature, business sector and the complexity of the business.

By applying the above-mentioned principles, long term value is created by the Company for its shareholders and other stakeholders by employing qualified and expert individuals, with the Remuneration Policy providing shareholders with the framework to assess and understand how members of the Board of Directors/managers are remunerated. The Remuneration Policy of One United Properties is available **HERE**.

The Policy stipulates that the financial and non-financial performance criteria for variable compensation in the form of cash bonuses and/or stock options granted under stock options plan may include (without limitation):

Financial:

- the Company's ordinary shares traded on the regulated market operated by the Bucharest Stock Exchange reach a certain price threshold.

Non-financial:

- being a director or manager of the Company on the date the variable remuneration is granted; and/ or
- non-financial performance indicators linked to environmental, social and corporate governance aspects, as such may be put in place at the level of the Company from time to time.

In March 2023, ahead of the annual General Meeting of the Shareholders, the Company published its first remuneration report for 2022, where the remuneration received by the Company's directors for the financial year 2022 was presented in detail. The report is public, available in the Company's IR section, **HERE**.

The remuneration is determined:

- The fixed fee for **non-executive directors of the Company** is set at market-appropriate levels, on the basis of a decision of the Ordinary General Meeting of Shareholders, upon the recommendation of the Company's Nomination and Remuneration Committee. Non-executive directors do not have any other benefits.

- The remuneration package of the **executive members of the Board of Directors** consists of stock options granting the right to receive free shares in the Company, as provided in the Stock Option Plan approved by the Ordinary General Meeting of Shareholders of the Company under no. 54/April 19, 2021, as it may be amended and updated from time to time following an approval issued by the Ordinary General Meeting of Shareholders.
- The remuneration package of a **manager** (who is not an executive member of the Board of Directors) consists of a fixed base remuneration and may include a variable compensation, linked to performance. The fixed based remuneration is set in such a manner that it reflects the relevant individual's role, responsibilities, and experience. It is set at market-appropriate levels to attract and retain the persons needed to implement the Company's strategy.

The Company's Nomination and Compensation Committee evaluates the performance of the executive members of the Board of Directors and the managers and decide upon each award of performance-linked cash bonuses and/or stock options granted under the stock options plans which are or which may be put in place at the level of the Company, as part of variable compensation, taking into account the performance conditions for each individual executive member of the Board of Directors and manager, within a maximum of three (3) months from the beginning of a new financial year, for the previous financial year.

REMUNERATION OF THE WIDER EMPLOYEE-BASE

The Company's executive directors and managers are in charge with the remuneration aspects at the level of the Company's wider employee base, having adopted compensation levels designed to be competitive in the labor market and business to attract, motivate and retain qualified and expert persons. The Company uses a variety of compensation components to strengthen its position as an attractive employer, such as fixed and variable, monetary and non-monetary elements.

To maintain long-term competitiveness, remuneration packages at the level of the Company's wider employee base are set to achieve internal equity, but at the same time to remain competitive in the markets in which the Company operates, promoting sustainable results and adding value to the Company's business.

Overall pay and employment conditions of the Company's employee base were considered upon the preparation of the Remuneration Policy of One United Properties, by adhering to the same performance-based approach and delivery of the Company's strategy and objectives.

In 2022, the average remuneration based on the full-time equivalent of the Company's employees increased **7.06%** compared to 2021.

**7.06% increase in the FTE
remuneration in 2022 vs 2021**

ANNUAL COMPENSATION RATIO

3.05 is the ratio of the total annual compensation of the best-paid person in One United Properties to the median annual total compensation for all employees (excluding the best paid person).

1.84 is the ratio of the percentage increase in the annual total compensation for the best-paid person in One United Properties to a median percentage increase in annual total compensation for all employees (excluding the best paid person).

Note: For the calculation of the total compensation, the base remuneration as well as variable remuneration (cash bonuses) was taken into consideration. For the calculation of the compensation, the members of the Board and the executives were excluded.

3.05 ratio of the total annual compensation of best paid person to median of all employees

0.97 ratio of basic salary of women to men

GENDER PAY GAP

The ratio of the average monthly basic salary of women to men employed by One United Properties on the employment contract (excluding the Board of Directors) at the end of 2022 was **0.97** (including managers) and **0.79** (excluding managers).

The disparities in average total salary between women and men can be attributed to the employment structure and dynamics of the labor market. Within our organization, a part of our employees consists of engineers and architects who hold positions of high responsibility and are compensated accordingly based on market rates. Considering the prevailing characteristics of the labor market and the educational in the technical fields, it is notable that most engineers are men. Consequently, these factors contribute to the observed differences in average salaries between women and men within our company.

The ratio of base remuneration of women to men occupying similar seniority within the group, excluding managers, is presented below:

Seniority	Gender	Number of employees	Ratio women-men
Junior ¹	Women	16	0.75
	Men	6	
Specialist	Women	26	0.78
	Men	23	
Senior	Women	14	1.01
	Men	10	

¹Junior position includes both positions offered to students, who are in the process of obtaining their degrees, as well as professionals with university degree, who are at the beginning of their career. For the junior employees with a University education, the gender pay gap is equal to 0.70.

We are committed to establishing transparent pay structures, address any identified gender-based pay gaps, and create an inclusive and equitable work environment. However, we would like to draw the attention to certain limitations of the gender pay gap calculations for companies such as One United Properties, with 100 employees as of 31.12.2022, namely:

- 1 Limited Sample Size:** At One United Properties, the overall number of employees is relatively small. Due to this limited sample size, there is not sufficient representation of different job roles, departments, or seniority levels to provide a comprehensive and statistically significant analysis of the gender pay gap.
- 2 Occupational Segregation:** In real estate industry as well as across several of our departments, there is occupational segregation, where certain roles are traditionally dominated by either men or women. In Company of our size, this segregation may be more pronounced due to the limited range of positions available. As a result, comparing the salary ratio between men and women across the entire company may not provide an accurate reflection of gender-based pay disparities.
- 3 Variations in Roles and Seniority:** We have significant variations in job roles, responsibilities, and seniority levels. These differences can make it challenging to find truly comparable positions between men and women for the purpose of calculating the salary ratio. Comparing salaries without considering these variations may lead to misleading conclusions about gender-based pay discrepancies.

Therefore, the salary ratio in case of One United Properties is not a reliable indicator of gender pay equity. Due to the low number of employees, the salary ratio only takes into account the salaries of men and women in the same seniority. However, there are other factors that contribute to the gender pay gap, such as the type of work that women and men do, the number of hours they work, and the benefits they receive.

*At One United Properties, we believe in **equal pay for equal work.***

Instead of focusing solely on the salary ratio, we prioritize ensuring equal pay for equal work. This involves analyzing and addressing any gender disparities within specific job roles or departments where there are comparable positions, rather than attempting to assess the overall company-wide gender pay gap.

CONSTRUCTION SITE SAFETY

The contractors working on One United Properties construction site must adhere to the strict local statutory provisions. One United Properties abides by high-quality standards when selecting suppliers and opts for companies that pay respect to the environment, safety in the workplace and employee protection. One United Properties manages by way of the contracts concluded with its contractors all concerns related to environmental protection and safety in construction.



In 2022, there were no occupational accidents or fatalities by the One United Properties employees or by the contractors working on our construction sites.

Type of work-related injury

2022

Number of fatalities because of work-related injury	0
Number of high-consequence work-related injuries (excl. fatalities)	0
Number of recordable work-related injuries	0
Number of fatalities as a result of work-related ill health	0

Due to the nature of work, there were no cases of occupational diseases recorded among our employees. However, we do not have access to data on occupational diseases concerning employees of our subcontractors.

The contractors working on One United Properties construction site must adhere to the strict local statutory provisions. One United Properties abides by high-quality standards when selecting suppliers and opts for companies that pay respect to the environment, safety



ETHICS AND STANDARDS OF CONDUCT

One United Properties operates based on ethics, integrity, and responsibility. All these values are equally applicable to our employees as well as business partners.

For Employees, the Company has developed a Code of Conduct that promotes the development of professional skills at the level of each employee, stimulating team spirit by supporting loyal competitiveness, initiatives, professional autonomy, affirmation of honesty and attachment to the Company, within the framework of a positive work climate.

The Code of Conduct covers, among other items:

- Safety and health at work
- Non-discrimination
- Rights and obligations of the employer and employees
- Professional trainings
- Anticorruption and loyal competition
- Business ethics
- Confidentiality of information
- Loyalty towards the employer
- External communication

The Code of Conduct also defines how to act in situations of:

- conflict of interest,
- corruption,
- irregularities,
- proposals,
- cooperation with questionable partners.

Our values:



Integrity



Professional autonomy



Respect



Initiative



Loyal competitiveness



Honesty



Responsibility

ONE UNITED PROPERTIES COMMITMENT TO COMPLIANCE WITH THE UNIVERSAL DECLARATION OF HUMAN RIGHTS

One United Properties fully complies with the Universal Declaration of Human Rights.

Universal Declaration of Human Rights



We, the undersigned executives of One United Properties, are committed to upholding the highest standards of human rights and ensuring that our company operates in alignment with the principles set forth in the Universal Declaration of Human Rights (UDHR).

At One United Properties, we firmly believe that respect for human rights is not only a moral imperative but also an integral part of sustainable business practices. We recognize that the UDHR, adopted by the United Nations General Assembly on December 10, 1948, provides a comprehensive framework for the protection and promotion of fundamental human rights.

As a company, we pledge to fully comply with the principles outlined in the Universal Declaration of Human Rights. We are committed to promoting and respecting the following fundamental rights:

- 1 Dignity and Equality:** We are dedicated to treating all individuals with dignity and respect, regardless of their race, color, gender, religion, national origin, or any other protected characteristic. We are committed to providing equal opportunities and fostering an inclusive and diverse work environment.
- 2 Freedom and Liberty:** We support the principles of freedom of thought, conscience, religion, and expression, both within our company and in the communities we serve. We respect the right to peaceful assembly and association and recognize the importance of individual freedoms in a democratic society.
- 3 Fair Labor Practices:** We are dedicated to ensuring fair labor practices throughout our operations and supply chain. We oppose all forms of forced labor, child labor, and any practices that infringe upon the rights of workers. We are committed to providing fair wages, safe working conditions, and promoting the well-being of our employees.
- 4 Environmental Responsibility:** We acknowledge the interconnectedness of human rights and the environment. We strive to minimize our environmental impact, promote sustainability, and protect the rights of future generations to a clean and healthy environment.
- 5 Community Engagement:** We actively engage with local communities to understand their needs, aspirations, and concerns. We seek to contribute positively to the communities where we operate, fostering economic development, and respecting the cultural heritage and human rights of community members.

To ensure the effective implementation of these commitments, we will:

- Regularly assess and monitor our operations to identify and address any potential human rights risks and impacts.
- Provide training and resources to our employees to ensure they are aware of their responsibilities and the importance of human rights within our organization.
- Collaborate with stakeholders, including employees, customers, suppliers, and community representatives, to promote dialogue and transparency on human rights matters.

Continuously review and improve our policies, procedures, and practices to align with evolving human rights standards and best practices.

By signing this statement, we affirm our personal commitment as co-founders and co-CEOs of One United Properties to uphold the principles of the Universal Declaration of Human Rights throughout our operations. We encourage all our employees to embrace and champion these principles in their work and interactions with stakeholders.

Together, let us foster a culture that respects and promotes human rights, contributing to a just and sustainable future for all.

Victor Capitanu

Andrei Diaconescu

At the level of the mother company as well as all the subsidiaries, the following additional policies and procedures have been implemented that bound all One United Properties employees and collaborators. The codes, policies and procedures are briefly elaborated upon below.

CORPORATE GOVERNANCE CODE

Corporate governance code is a set of principles and guidelines that provide a framework for how One United Properties should be governed and operated. The Code serves as a reference point for best practices in corporate governance, aiming to enhance transparency, accountability, and the overall effectiveness of corporate boards and management. In 2022, One United Properties updated the Corporate Governance Code, elaborating the sponsorship rules as well as clearly prohibiting awarding any sponsorships or granting any contributions to any political parties or any other associations that conduct political activities or have political purposes.

INTEGRITY POLICY

Integrity is one of the fundamental values of One United Properties. It must be included in the value system of the persons operating within all the Group's entities, in their attitudes and actions, so that the Group and its affiliates undertake to comply with all legal rules regarding integrity and do not tolerate the commission of acts incompatible with these values. As part of this commitment, all forms of corruption, fraud or conflicts of interest will be treated seriously and in accordance with the Company's Policy.

WHISTLEBLOWING POLICY

After its thorough preparation throughout 2022, in 2023, One United Property implemented the Whistleblowing Policy. Whistleblowers can raise concerns about illegal activities, corruption, fraud, or other forms of misconduct, even if they are not personally affected by the wrongdoing.

The company encourages its Employees and Collaborators to report and bring to the attention of the Company any acts of corruption or misconduct that exist or about which they have suspicions. The Company enforces a strict policy prohibiting retaliation against Employees and Collaborators who disclose information to the Company regarding the existence of acts of Corruption or violations of the law.

Retaliation is understood as any action or omission, direct or indirect, occurring in a professional context, which is caused by internal or external reporting or public disclosure and causes or may cause harm to the Employee or Collaborator who makes a report or publicly discloses information concerning violations of the law obtained in a professional context. Violations of the law refer to actions or inactions that constitute non-compliance with legal provisions in areas such as public procurement, product safety and compliance, environmental protection, public health, consumer protection, etc.

Within the Company, a Designated Person has been appointed by the Executive Members of the Board of Directors, responsible for receiving, recording, examining, taking subsequent actions, and resolving reports. This person is the Chairman of the Board of Directors, Mr. Claudio Cisullo. His appointment was communicated to the Employees and Collaborators together with the contact details as well as online platform that was made available to the employees to use for reporting purposes.

Reporting of ethical violations can be done:



**Directly, to the Designated
Person via email or in person**



**Online, through dedicated
platform FaceUp**

The company encourages its employees to report suspected violations of human rights policy and ensures confidentiality.

In 2022, there were no human rights violations at One United Properties. In 2022, there were no dedicated trainings on human rights policies or procedures concerning aspects of human rights.

GRIEVANCE

The company recognizes the importance of proactive stakeholder engagement and encourages all stakeholders to report any identified negative impacts caused or contributed to by the organization. While we do not have a specific policy in place for this purpose, One United Properties strongly believes in fostering an open and transparent culture that values the input and feedback of stakeholders. The Company actively encourage stakeholders to come forward with their concerns - the annual materiality matrix is one of the channels through which they can report any potential or actual negative impacts. By fostering a culture of accountability and collaboration, we aim to ensure that all identified impacts are effectively addressed and remediated in a timely manner.

CONFLICT OF INTERESTS

The company has a dedicated policy on the Management of Conflicts of Interest. All Employees and Collaborators must avoid Conflicts of Interest. All Employees and Collaborators in leadership positions should always monitor if a Conflict of Interest arises regarding their subordinates.

The Company is committed to ensuring that Employees and Collaborators can confidently report any concerns or seek assistance in accordance with this Policy. If an Employee or Collaborator suspects or identifies a situation that contradicts this Policy, they have an obligation to report it to the Company.

The resolution of conflict of interest cases is done on an individual basis, always considering the integrity and reputation of the Company. Depending on the impact of the situation, the Company will seek solutions that minimize risk while protecting the interests of the Employee/Collaborator to the extent possible.

Any person holding one of the following responsibilities:

- Member of the Company's Board of Directors;
- Any person within the Company who negotiates or manages relationships with product or service suppliers in any way (requests for proposals, negotiations, disputes, etc.), those responsible for business dealings, partnerships of any kind, or sponsorships, as well as their superiors, and also all persons holding the position of Director or Responsible within any department of the Company (regardless of whether they are Romanian or foreign citizens);
- Any person involved in real estate projects (land identification, buildings, rehabilitation, sales, etc.);
- Any person who is to occupy one of the above positions (existing or newly hired employee at the time of signing the individual employment contract).

The Declaration must be provided annually, by January 31 of each year, to the Director of the Human Resources Department the Declaration of Conflict of Interest where must disclose their connections concerning:

- Present activities within any organization or in relation to an organization (company, NGO, independent professional activities, etc.) and the position held (e.g., partner, shareholder, administrator, position within the management structure, employee, member, contractor, collaborator);
- The occupation and workplace of their spouse and adult child;
- Any public positions held;
- Whether there is any direct or indirect personal connection, their spouse's, adult child's, or relatives' up to the fourth degree of kinship (e.g., parents, children, siblings, grandparents, grandchildren, uncles/aunts, cousins), with any supplier or business partner of the Company or public institution;
- If the person completing the declaration has personal relationships with someone who holds decision-making authority within an entity that is a public authority, competitor, supplier of goods or services.

CONTRACT PROCEDURE

The purpose of the contract procedure is to ensure the best management of contractual risks and to ensure compliance with a unitary framework for negotiating, drafting, reviewing, internal approval, signing, and archiving contracts.

RISK MANAGEMENT PROCEDURE

One United Properties has developed the risk management procedure to comply with the requirements of the applicable regulations regarding the prevention of money laundering and terrorist financing. The need for the procedure lies in ONE's commitment to compliance to reduce the risk of money laundering and terrorist financing and to reduce the likelihood of the Group being used for illicit purposes. As a result of the risk assessment, One United Properties identifies those categories of risk to which they are most vulnerable and which require mitigation measures, considering the controls implemented at Group level.

One United Properties has a risk management procedure that assesses, for each contract, the risk associated with the products or services delivered. The procedure assesses the following risks: novelty risk, association risk, usage risk, product destination risk, transparency risk, transaction risk, distribution channel risk. Under the risk management procedure, each contract receives a scoring which provides risk class associated with products or services. Below 230 points, the risk is considered low, between 231 and 460 is average, and between 461 and 700 it is deemed high.

Risk appetite is determined by an internal analysis of the possibility of conducting business in an environment where the likelihood of materialization of the risk and the resulting impact are high or whether it is preferable to avoid the risk of materialization as much as possible by giving up all or part of the category of customers, products, transactions, distribution channels or geographical areas that do not fall within this risk appetite. The Company does not accept risk levels for which it is not willing to take equally effective mitigation measures.

The management has the overall responsibility for determining risk management objectives, policies and processes while retaining ultimate responsibility in this respect. The overall objective of the management is to set policies that aim at mitigating risks as much as possible without unjustifiably affecting the Group's competitiveness and flexibility.

ANTI-CORRUPTION POLICY

Acts of corruption can adversely affect the Company's business. One United Properties has a zero-tolerance policy regarding corruption, including extortion and bribery, and it obliges all employees to comply with all legal rules regarding corruption. As part of this commitment, all forms of corruption are treated seriously and in accordance with the Anti-corruption policy, to which all the employees and collaborators are bound. All employees were informed about the anti-corruption policies and procedures, this being standard procedure for new hires.

There was no case of corruption at One United Properties in 2022.

SEXUAL HARASSMENT POLICY

One United Properties strives to provide a safe environment for all its employees and collaborations, free from discrimination, intimidation and / or harassment in the workplace. To achieve this goal, the Company undertakes to comply with all legal provisions regarding harassment and discrimination. The employees can report cases of sexual harassment, mobbing, and discrimination to the HR Director.

There was no case of sexual harassment or discrimination at One United Properties in 2022.

POLICY AND PROCEDURE ON PREVENTING AND COMBATING MONEY LAUNDERING AND TERRORIST FINANCING

One United Properties undertakes, at individual as well as consolidated level, in accordance with the legal provisions on preventing and combating money laundering and terrorist financing. One United Properties adopted the measures for the implementation of the provisions of Law no. 129/2019 for preventing and combating money laundering and terrorist financing, as well as for amending and supplementing some normative acts, that can prevent and detect suspicious activities. money laundering or terrorist financing. Consequently, in line with its corporate culture, One United Properties condemns and shows zero tolerance for any act committed by commission or omission that could have the content or significance of an action contrary to national and international legislative provisions in the field of AML / CFT. The company has developed a policy on preventing and combating money laundering and terrorist financing, which is addressed to all persons working for One United Properties, either under an individual employment contract or under an equivalent contract.

The company has also a separate procedure for reporting transactions to the National Office for Prevention and Control of Money Laundering.

KNOW YOUR CLIENT PROCEDURE

One United Properties has a thorough Know Your Client Procedure, directly connected with the AML policy of the company. The purpose of the KYC is to reduce the risk of identity theft, money laundering, financial fraud, and the financing of criminal organizations.

In 2021, One United Properties appointed a department specializing in AML / KYC / KYI activities, appointed at the level of the group exclusively with responsibilities in the application of law 129/2019. As of 2021, the Group has audit policies, procedures and relevant forms that are according to the legal requirements.

In 2022, the AML/KYC officer received a total of 287 KYC questionnaires for pre-SPAs and SPAs. Among these questionnaires, 4 were classified as very high risk, while 60 were categorized as high risk. The proportion of high-risk prospects remained consistent with the previous year, with 22% in 2022 compared to 19% in 2021. It is worth noting that in 2022, there were no notifications made to the ONPCSB (National Office for Prevention and Control of Money Laundering). This was primarily due to the diligent efforts of the Company's AML/KYC officer, who promptly identified the individuals classified as very high risk, reported them to the superiors, and subsequently, the Company decided not to proceed with selling units to these individuals.

In 2023, One United Properties underwent a full review of 2021 and 2022 implementation of the AML Procedure.

CONFIDENTIALITY OF INFORMATION POLICY

The Company's Employees and Collaborators will receive and transmit Confidential Information in the execution of their obligations towards the Company. As unauthorized access to Confidential Information may cause significant harm to both the Company and its partners, compliance with this Policy is mandatory.

There were no case of confidentiality of information breach at One United Properties in 2022.

GDPR POLICY

In our relationship with clients, contractors, and business partners we are guided by the highest standards of ethics. Especially the client data security is a priority for our sales team. We process sensitive data related to individuals and to companies, therefore the processing of personal data is carried out in compliance with the measures and procedures for the protection of personal data, as outlined by the GDPR Policy. The GDPR Policy implements the provisions of the legislation on the protection of personal data, including without limitation the General Regulation on Data Protection no. 679/2016 and Law no 190/2018 on measures to implement the GDPR.

There were no third-party or supervisory authority complaints in 2022 regarding the GDPR infringement by One United Properties or any other privacy complaints.

Data security and privacy is also included in the GDPR (General Data Protection Regulation) Policy. There were no cybersecurity breaches at One United Properties in 2022.

REGULATORY COMPLIANCE

At the level of One United Properties and all the subsidiaries, the Group adheres to all the competition laws, protecting and promoting free and fair competition. Moreover, on an ongoing basis, the Company ensures that its activities comply with the law, regulatory requirements as well as with internal regulations that set out clear rules of cooperation.

In 2022, there were no legal actions pending or completes for anti-competitive behavior, anti-trust or monopoly practices. In 2022, the Company did not receive any reports of suspected fraud or irregularities. None of the companies from the Group were sanctioned for non-compliance with the laws or regulations in 2022.

In 2022, neither One United Properties nor any of the companies that are part of One United Properties Group received significant fines for non-compliance with the environmental laws and regulations.

BUSINESS PARTNER RELATIONS

In its day-to-day activity, One United Properties collaborates with many contractors. In 2022, One United Properties collaborated with approximately 1,100 third-party suppliers, out of which approximately 4% were important suppliers. The estimated value of all the contracts signed in 2022 with suppliers is RON 2.4 billion, of which 84% were for construction and land-development investments, and 16% were related to the headquarter operations.

On operations and development side, these include construction companies, architects and building planners, building material, furniture and fit-out companies, technical consultants, real estate agents, utility providers, facility providers, and other specialist providers (security, waste removal, etc.). Out of all these partners, a particularly important group are the contractors who develop One United Properties projects. On the corporate side, One United Properties collaborates on a regular basis with lawyers, auditors, evaluators, corporate and business advisors, and specialists in particular areas. In 2022, there were no particular changes to the supply chain of One United Properties.

One United Properties developed in 2021 the Code of Conduct for Suppliers, defining the core values of ethics and conduct that the Company wishes to share with all its suppliers, to develop long-term partnerships based on mutual respect and compliance with applicable legal provisions. In 2022, the Company achieved a full deployment of the Code of Conduct with all its material suppliers.

The Company's relationship with its Suppliers is governed by the following general principles:

- developing and maintaining mutual trust based on transparency and impartiality, meaning that both the Company and the Suppliers will act in good faith in fulfilling their obligations under the contracts;
- maintaining the balance between the Contracting Parties according to the type and specificity of each Contract and the risks associated with it;
- fair and customary competitive selection of Suppliers, without prejudice to the Company's right to award certain Contracts directly in accordance with the negotiations with the selected suppliers;
- the avoidance and complete elimination of any conflict of interest;
- the prohibition in any form of bribery, corruption and influence trafficking;
- respect for the confidentiality of business information disclosed in the ordinary course of business between the Company and its suppliers;
- compliance with the laws, regulations and standards applicable to each Provider, depending on the specifics of the activity, as well as this Code of Conduct;
- compliance with all authorizations, permits, notices and other regulations applicable to each Supplier, depending on the specifics of the activity;
- compliance with any court decision and / or administrative act to which the Company and the Supplier must comply.

4% of One United Properties suppliers are considered material

RON 2.4 billion is value of contracts signed with suppliers in 2022.

All of One United Properties contractors are required to observe high ethical standards, including adhere to the anti-corruption and human rights principles, as outlined in the Code of Conduct for Suppliers.



The Code of Conduct for Suppliers is divided into 5 sections covering labor law and respect for human rights (which covers non-discrimination, prevention of undeclared work, prevention of forced labor and trafficking in human beings, protection of young people, work schedule, salaries and benefits, freedom of association), occupational health and safety (which covers labor protection, physical work, facilities, emergency preparedness, first aid, preparation for disease prevention, occupational health and safety policies), ethical values (covering business integrity, avoidance of Conflict of Interest, non-solicitation, intellectual property, confidentiality of data and information, anticorruption, fair competition, protecting those who report irregularities), environment protection (which covers environmental permits, pollution avoidance, resource efficiency, management of emissions of hazardous or polluting substances, disposals) as well as reporting nonconformities.

All our suppliers whenever they sign a contract, they will declare that they obey the Code of Conduct for Suppliers, including the respect for human rights, including that they do not use slave labor, and that they respect workers' rights including the right to association. There were no controversies nor identified issues in 2022 related to the non-fulfillment of the Code of Conduct for the Suppliers. However, it is beyond the Company's capacity to verify the working conditions of all the companies we work with on projects other than One United Properties'.

MEMBERSHIP OF ASSOCIATIONS

One United Properties is a member of the following associations

Since 2015:



Since 2017:



Since 2021:



Since 2021:



Since 2021:



Since 2022:



SOCIAL IMPACT

At One United Properties, we support local communities as responsibly as possible, having a particular focus on three areas: urban regeneration and environmental protection, education, sports, & entrepreneurship and healthcare & research. In 2022, One United Properties made donations amounting to a total of RON 7,467,118, with the split per category presenting as follows:

54%

Urban regeneration & environment

RON 4,027,027

43%

Education, sports & entrepreneurship

RON 3,213,314

3%

Healthcare & research

RON 212,199

Total donations in 2022: RON 7,467,118

Under the URBAN REGENERATION & ENVIRONMENTAL PROTECTION vertical, in 2022 One United Properties supported the following causes:

Association Transform Bucharest

One United Properties supported Association Transform Bucharest with total donations of RON 1.2 million in 2022. The mission of the NGO is to regenerate abandoned locations, in particular the green areas of Bucharest. In 2022, Association Transform Bucharest refurbished two playgrounds in District 5 of Bucharest.



Foundation Saint Tecla

In 2022, One United Properties donated a total of RON 2.4 million to Foundation Saint Tecla for the construction of Saint Tecla Church, located in sector 2, in the proximity of Soseaua Fabrica de Glucoza and several of the Group's developments: One Verdi Park, One Lake Club, One High District, One Floreasca Towers and One Lake District. The location will contribute to the socio-economic development of Bucharest as it will serve as a religious place, but it will also host a nursing home and children's home, with diverse interaction programs between the elderly and children.





Other initiatives supported in 2022 under the Urban regeneration & environmental protection vertical included:



Ion Mincu Architecture and Urbanism University, Bucharest Real Estate Club as well as Association for Urbanism Rights.

Under the **EDUCATION, SPORTS & ENTREPRENEURSHIP** vertical, in 2022 One United Properties supported the following causes:

Foundation of the Bucharest University of Economic Studies



In 2022, One United Properties continued supporting the Bucharest University of Economic Studies following the partnership started in years prior. The total value of the sponsorships granted was RON 772.5K marking the ongoing partnership between One United Properties and the Bucharest University of Economic Studies.

Under this partnership, One United Properties supported the restoration of the largest interior mural in Romania, located in the Aula Magna of the Academy Palace of Economic Studies in Bucharest (ASE). "History of the Romanian commerce", a mural made by the artist Cecilia Cuțescu-Storck 88 years ago, which is unique in its design, with an area of over 100 square meters. The restoration began in the fall of 2021 and was completed in March 2022, and on April 6, on University Day, the unveiling of the restored painting took place.

Moreover, also in 2022, One United Properties supported the 110th anniversary of the establishment of the Bucharest University of Economic Studies, which also took place in April 2023. The occasion was marked by a series of events that honored academic excellence, dedicated to the university's history, its outstanding personalities, and present-day students.



Romanian Chess Federation

In 2022, One United Properties supported the Romanian Chess Federation with a donation of RON 640K with the purpose of increasing the notoriety of chess in Romania and attracting the public of all ages to the game of chess. One United Properties encourages performance and fair play and is a long-standing supporter of chess promotion as well as chess competitions.



Moreover, One United Properties continued supporting in 2022 of the annual Superbet Chess Classic Romania 2022, which is the first of the five stages of the international Grand Chess Tour, one of the most important chess tournaments in the world. Ten great chess masters, among the best players in the world, as well as the number 1 player in Romania, dueled in the competition which took place between May 5th and 14th. Andrei Diaconescu, co-founder of One United Properties and chess enthusiast made the first move in one of the games



Other initiatives supported in 2022 under the Education, sports & entrepreneurship vertical included:



Association Project Romania 2030, Brand Minds Association, Football Club SFR, Open Romanian Golf Association, CSA Steaua Bucharest, Sports Club ASE Bucharest, Association Sfintii Romani, Foundation Acasa in Muscel, Her Majesty Crown Custodian's House Association, Association Natie prin Educatie, and multiple other initiatives.



Under the HEALTHCARE & RESEARCH, in 2022 One United Properties supported the following causes:

Romanian Society for Metabolic Surgery

At One United Properties, we believe in a healthy, active society. Yet obesity, the disease of the XXI century, is consistently on the rise, globally and in Romania. Therefore in 2022, One United Properties continued supporting this cause by donating RON 50k to the Romanian Society for Metabolic Surgery. The role of the association is to disseminate the knowledge and to establish national standards of care for the treatment to obesity and its metabolic morbid consequences and to allign them to international standards and guidelines.



Other initiatives supported in 2022 under the Healthcare & research vertical included:



Association Zambet pentru Rares, Association pentru Suflet, Philanthropic Foundation Metropolis, Hope and Homes for Children association and Foundation Hospice Casa Sperantei.



ABOUT THIS REPORT

ABOUT THE REPORT

This sustainability report covers the period from 1 January 2022 to 31 December 2022. This is the period identical to One United Properties' financial year. The Sustainability Report of One United Properties is published once a year, with the first Sustainability Report of the Company covering financial year 2020.

This report was prepared in accordance with Global Reporting Initiative (GRI) Standards 2021, and it was published on August 4th, 2023. The previous Sustainability Report, for 2021, was published on July 7th, 2022.

For feedback, comments or questions related to this report, please contact:

Zuzanna Kurek
IR & Sustainability Manager
One United Properties S.A.

zuzanna.kurek@one.ro



There are no restatements of information previously presented nor changes in reporting. All material information presented in this report is comparable to the data published in previous reports, unless the information is published for the first time.

This report has been prepared internally by the One United Properties team. The process of preparing this document included employees spanning multiple departments, with key involvement from Investor Relations, Legal, Financial, and HR managers as well as with important contributions from the Project Development, Architecture, Urbanism, and Design teams. The preparation of this report was overseen by the ESG Committee to the Board of Directors. This report has not been subject to external reassurance.

The report was not subject to external verification by an independent auditor.

MATERIALITY

In the preparation of this report, the management has identified topics that are of key importance to the company as well as to all the stakeholders – shareholders, prospective investors, clients, employees, business partners, regulators, and local organizations.

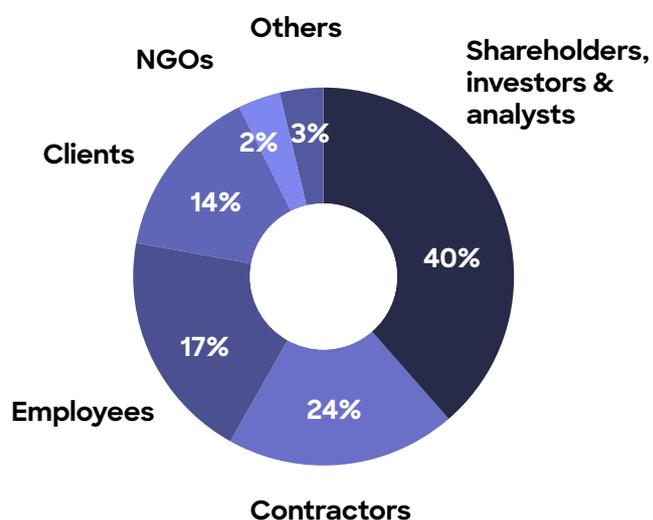
This process involved analyzing the findings and feedback on the 2020 and 2021 Sustainability Report as well as included ESG Materiality Survey. The stakeholders have participated in the survey, which then has served for the preparation of the materiality matrix with the combined input from all our stakeholders.

The 2022 Materiality Survey of One United Properties was launched on December 30th, 2022 and was concluded on May 16th, 2023. The Survey took place online, through an online form (see it **HERE**). The Materiality Survey was announced via a current report published to the Bucharest Stock Exchange (**HERE**). The process of carrying out the survey involved three steps:

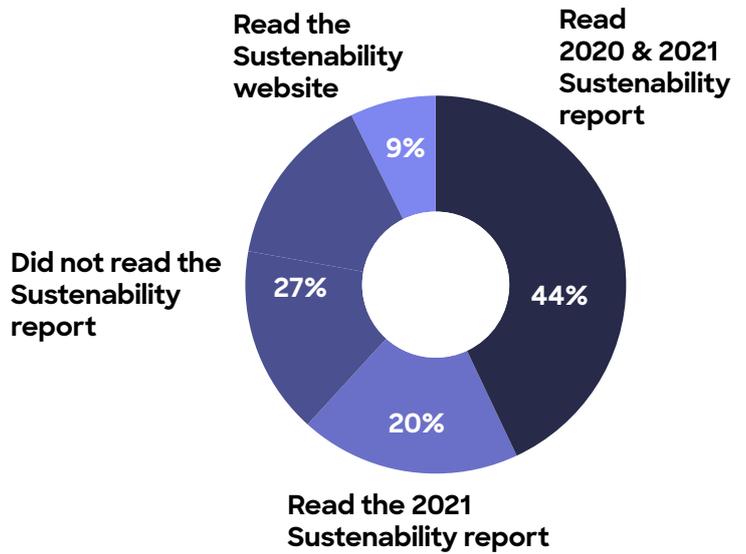
- preparing a list of material topics related to the sustainable development of the Company and the social, governance, and environmental aspects important to our business and that could affect the company's ability to create value in the short, medium, and long term. The list of material topics built on the 2021 edition of the survey;
- creating a list of key stakeholder groups to whom the online survey was addressed in order to identify topics considered material;
- evaluating relevant topics. Each aspect was rated on a scale of 1-10 in terms of the importance to One United Properties stakeholders.

Apart from publishing the current report to the Bucharest Stock Exchange as well as including the survey link in the 2022 preliminary financial results report and the Q1 2023 report, the company also directly invited stakeholders to join the survey, as well as published the link to the survey on its LinkedIn profile.

The responses were collected anonymously. A total of 107 stakeholders participated in the survey. The following stakeholder groups participated in the survey: shareholders, investors, and capital market analysts (43 representatives), contractors and suppliers (26 representatives), employees (18 representatives), clients for residential, office and retail segment (15 representatives), NGOs (2 representatives) and other stakeholders (3 representative).



Out of all the participants, more than half read either both 2020 and 2021 Sustainability Report (44%) or read the latest, 2022 Sustainability Report (20%). A bit over a quarter (27%) did not read any of One United Properties' sustainability reports prior to participating in the survey, while 9% didn't read any of the reports, but studied the sustainability section on www.one.ro website.



The results of the survey, paired with the counter-assessment made at the level of the Company, are presented below. The key change was the reshuffling of the environmental priorities, with responsible construction becoming the key priority to the stakeholders of One United Properties, followed by the quality infrastructure, energy efficiency as well as urban regeneration. The environmental aspects remain key preoccupation for our stakeholders, outweighing the focus on social and even governance factors.



In 2022, the scope of reporting on material topics as expanded – particularly the detailed inclusion of CO2 footprint and the details on the emissions, water and waste were added in this report.

There were no material changes to the measurement methods used in this report compared to the previous reports.

GROUP COMPANIES

One United Properties S.A. is the holding company of the Group. The Group's activity is carried out through the subsidiaries. The mother company supervises, co-implements as well as raises and provides funds for the implementation of the development projects.

The main subsidiaries of One United Properties S.A. are presented below. These companies were established or acquired with the purpose of performing certain tasks - either implementing specific developments, or assisting in the process of developing, leasing and/or selling apartments or office properties. As of December 31st, 2022, the Group consisted of 48 subsidiaries of full consolidation.

Whenever this report refers to the Group, it means the mother company, together with all direct and indirect subsidiaries, that are otherwise included in the financial reporting of the Company.

One Modrogan SRL	Real estate developer in Bucharest	99.99%
One Peninsula SRL	Real estate developer in Bucharest	100.00%
One Charles de Gaulle Residence SRL	Real estate developer in Bucharest	99.99%
One Herastrau Plaza SRL	Real estate developer in Bucharest	98.00%
One Verdi Park SRL	Real estate developer in Bucharest	95.00%
X Architecture & Engineering Consult SRL	Architecture services for group and non-group projects	80.00%
One Mircea Eliade Properties SRL	Real estate developer in Bucharest	100.00%
One Long Term Value SRL	Real estate developer in Bucharest	98.00%
One Herastrau Towers SRL	Real estate developer in Bucharest	100.00%
One Cotroceni Park SRL	Real estate developer in Bucharest	80.00%
Skia Real Estate SRL	Operational services -	51.00%
One Lake District SRL	real estate brokerage	
	Real estate developer in Bucharest	98.00%
One North Gate SA	Real estate developer in Bucharest	67.69%
One United Tower SA	Real estate developer in Bucharest	70.24%
Neo Floreasca Lake SRL	Real estate developer in Bucharest	95.00%
One Mamaia Nord SRL	Real estate developer in Bucharest	95.00%
Neo Timpuri Noi SRL	Real estate developer in Bucharest	95.00%
One Herastrau Vista SRL	Real estate developer in Bucharest	95.00%
One Floreasca Towers SRL	Real estate developer in Bucharest	99.99%
One Long Term Investments SRL	Real estate developer in Bucharest	100.00%
One Cotroceni Park Office SA	Real estate developer in Bucharest	57.25%
One Cotroceni Park Office Faza 2 SA	Real estate developer in Bucharest	57.25%

As of November 2021, One United Properties decided to drop the NEO brand due to difficulty to position it at a competing level with ONE, despite the high quality and the design of the product. Consequently, all the developments that used NEO name were rebranded. New names are as follows: One Mamaia Nord (former Neo Mamaia), One Floreasca Vista (former Neo Floreasca Lake), One Timpuri Noi (former Neo Timpuri Noi) and One Herastrau Vista (former Neo Herastrau Park).

One Cotroceni Park Office Faza 3 SA	Real estate developer in Bucharest	80.00%
One Mamaia SRL	Real estate developer in Bucharest	99.99%
One High District S.R.L.	Real estate developer in Bucharest	100.00%
One Plaza Athenee SRL	Real estate developer in Bucharest	100.00%
One Project 4 SRL	Real estate developer in Bucharest	100.00%
One Project 5 SRL	Real estate developer in Bucharest	100.00%
One Lake Club SRL	Real estate developer in Bucharest	100.00%
One Herastrau City SRL	Real estate developer in Bucharest	100.00%
One Carpathian Lodge Magura SRL	Real estate developer in Bucharest	66.72%
One Project 8 SRL	Real estate developer in Bucharest	100.00%
One City Club SRL	Real estate developer in Bucharest	100.00%
One Project 10 SRL	Real estate developer in Bucharest	100.00%
One United Italia SRL	Real estate developer in Bucharest	90.00%
Bo Retail Invest SRL	Real estate developer in Bucharest	100.00%
Bucur Obor SA	Lease of retail space	54.44%
One United Management Services SRL	Management services	100.00%
One Project 11 SRL	Real estate developer in Bucharest	100.00%
One Project 12 SRL	Real estate developer in Bucharest	100.00%
One Project 14 SRL	Real estate developer in Bucharest	100.00%
One Project 15 SRL	Real estate developer in Bucharest	100.00%
One Victoriei Plaza SRL	Renting office premises in Bucharest	100.00%
Eliade Tower SRL	Renting office premises in Bucharest	100.00%
One Project 16 SRL	Real estate developer in Bucharest	100.00%
One Project 17 SRL	Real estate developer in Bucharest	100.00%
One Project 18 SRL	Real estate developer in Bucharest	100.00%
One Project 2 SRL	Real estate developer in Bucharest	100.00%

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