



# 2024 ESG Report

Establishing and managing  
thriving, Sustainable Spaces

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# Table of Contents

03

A message from the CEO  
of Ashtrom Properties

04

A message from  
the ESG Leadership

05

About Ashtrom  
Properties

14

Our Commitment to  
Advancing ESG

21

Managing a Sustainable  
Environment

41

Fostering Connected  
Communities

65

Promoting Ethics  
and Trust

83

Appendices



# A Message from the CEO of Ashtrom Properties

I am proud to share with you Ashtrom Properties' first ESG report.

As a leading company in the development, acquisition, and management of real estate assets where people want to work, live, shop, and spend their time, we view sustainability as an integral part of our business and ethical approach.

Sustainability enables us to create spaces that form a complete ecosystem—integrating employment, leisure, housing, and services—places that foster a sense of belonging, purpose, and connection to the environment.

This approach is at the heart of everything we do, and it is what has made Ashtrom Properties one of the leading income-generating real estate companies in Israel.

Our operations in the UK and Germany strengthen our position as an innovative company that adopts advanced sustainability standards, well before they become industry norms. We are committed to promoting compliance with international green building standards for new projects: **LEED** in Israel and **BREEAM** in both the UK and Germany. For our existing properties, we work to obtain green certifications under **LEED O&M** and **BREEAM In-Use**.

As part of our deep commitment to sustainability, we have chosen to publish a dedicated ESG report focused exclusively on Ashtrom Properties, in addition to the ESG report of our parent company, Ashtrom Group Ltd.

This report reflects our vision, actions, and future plans to ensure Ashtrom Properties continues to lead the way on our ESG journey.

On October 7, 2023, the State of Israel endured a brutal terrorist attack that devastated thousands of families, shook the Israeli society as a whole, and forced us into a long and bitter war. Ashtrom Properties, like all companies within the Ashtrom Group, immediately mobilized to support its employees — especially those directly affected or called up for reserve duty — by providing a supportive framework aimed at ensuring as safe and stable a passage through this challenging period as possible, while reinforcing a sense of belonging and personal security.

Alongside supporting its employees, Ashtrom Properties took broader initiative to support society as a whole, driven by a deep sense of civic duty and a commitment to strengthening communities during times of crisis. The company allocated resources, spaces, and infrastructure to assist evacuees, IDF soldiers, and the wider community. It carried out numerous initiatives, including hosting volunteer activities, making donations, providing logistical aid, launching community programs, and supporting the daily needs of those directly impacted by the war, all to strengthen Israel's social resilience.

Even now, as the fighting continues, we remain committed to ensuring business continuity while maintaining a united, inclusive, and supportive work environment. We view this as a vital element of our ESG journey — a journey that is not only about business growth, but also about shaping a strong, cohesive, and sustainable society.

The period since the outbreak of the war has sharpened our awareness that we have no other homeland — and that the only way to face the many challenges still ahead is by preserving unity, mutual responsibility, and mutual respect. Only through this can we ensure a safe and secure future for our children and future generations in a democratic, liberal, and inclusive country that respects all its citizens, regardless of their religion, nationality, gender, or beliefs.

I would like to thank all those who contributed to the writing and development of this report, and I wish you an insightful and meaningful read.

As part of our commitment to open dialogue and continuous improvement, we welcome your feedback.

Sincerely,



**Yaron Rockman**  
CEO, Ashtrom  
Properties

**The Capital • Jerusalem**





RISHO • Rishon Le Tzion

# Message from the ESG Leaders at Ashtrom Group and Ashtrom Properties

## Dear Readers,

Building on three years of ESG reporting by Ashtrom Group, we are proud to launch the first solo ESG report of Ashtrom Properties. This report reflects the significant and wide-ranging efforts we have been advancing in the field of ESG in recent years.

In recent years, we conducted an in-depth materiality analysis tailored to the company's unique character and future vision. We established sustainability strategy focus areas for Ashtrom Properties, along with a detailed work plan to guide our path forward and ensure progress in this field. We set clear ESG goals and appointed ESG trustees within the company's core units to support the effective and continuous integration of sustainability principles across our operations.

## Our Commitment to Sustainability: A Journey of Growth, Learning, and Impact.

This report reflects the milestones we've reached so far and marks another significant step in our ongoing journey. We remain dedicated to deepening our impact, driving innovative solutions that promote sustainability, strengthen the company's resilience, and contribute to a better future.

We invite you to join us and follow Ashtrom Properties' progress on its path toward sustainability.

Warm regards,



**Maya Fuyer**  
Head of  
Sustainability  
& Innovation  
Ashtrom Group



**Gil Ashkenazi**  
Innovation  
& ESG  
Manager  
Ashtrom Group



**Noa Maman**  
Environmental  
Affairs  
Manager  
Ashtrom Group



# About Ashtrom Properties

Ashtrom Properties Ltd. ("Ashtrom Properties" or "the Company") is engaged in the development, acquisition, construction, marketing, and management of income-generating real estate assets in Israel and abroad. The Company is wholly owned by Ashtrom Group Ltd. ("Ashtrom Group")<sup>1</sup>.

Ashtrom Properties was founded in 1969 as a private company. In 1990, it became a public company, and in 2020, its shares were delisted from the stock exchange, returning to the status of a

The Company operates in the following areas: office and employment space, commercial centers, mixed-use developments, industrial and logistics facilities, and real estate development. Today, the company, together with its partners, manages 59 income-generating properties in Israel and abroad, totaling approximately 1,000,000 m<sup>2</sup>. Ashtrom Properties operates in both the Israeli and international markets, specializing in the management, leasing, and enhancement of its income-generating assets; in identifying, initiating, and developing new projects; as well as acquiring income-generating properties in Israel, Germany, and the UK.

Ashtrom Properties began its international activity in 2008 with its entry into the German market through Ashtrom Properties Germany Ltd. Since early 2018, the company has also expanded into the UK's income-generating real estate market via Ashtrom Properties UK Ltd.

The company leads a long-term investment strategy focused on income-generating properties, emphasizing meticulous asset management, high-level maintenance, and tailored tenant services. This approach ensures consistently high and stable occupancy rates over time.

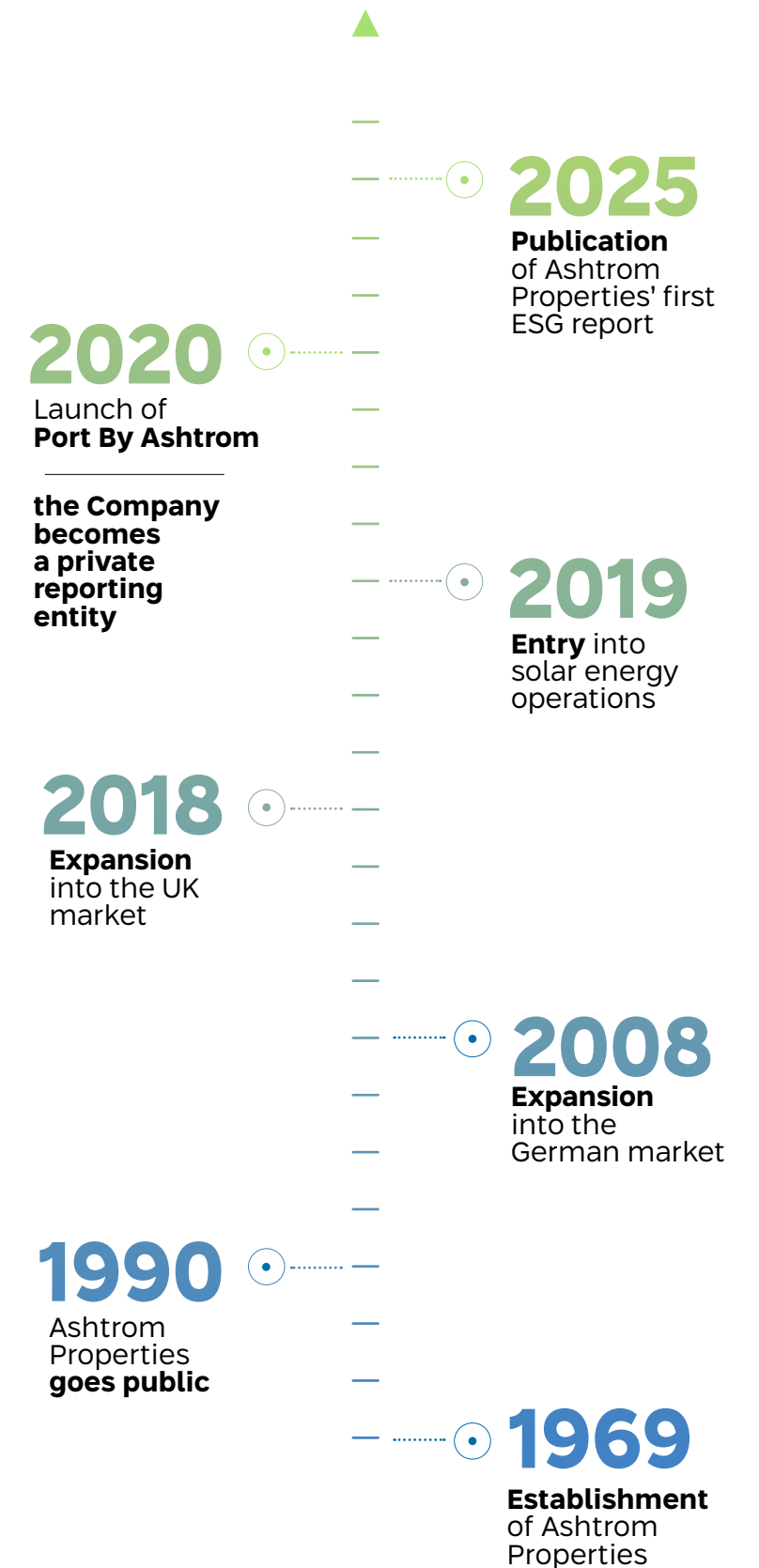
Ashtrom Properties' bonds are traded on the Tel Aviv Stock Exchange under the ticker symbol ASPR. The bonds are rated by S&P Maalot with the following ratings: Secured bonds (Series 11–12): A+ Unsecured bonds<sup>2</sup> (Series 9–10).

1. For the organizational structure, see Appendices

2. All data in this report is accurate as of December 31, 2024.



LYFE Towers • Bnei Brak





# Ashtrom Properties in Numbers

**55**

years of activity  
since 1969

Approx **1M<sup>3</sup>**

under management  
and operation

**330<sup>4</sup>**

million ₪  
NOI

**3**

regions of  
operation

**108**

employees in Israel  
and internationally

**2.6<sup>5</sup>**

million ₪  
in equity

**59**

income-producing  
properties in Israel  
and abroad

Approx **900K<sup>3</sup>**

in development  
& construction

LYFE Towers • Bnei Brak

3. In partnership with business partners

4. Data is based on the consolidated report as of December 31, 2024, including proportionate consolidation of affiliated companies.

5. Following a dividend distribution of NIS 731 million over the past decade.

# Ashtrom Properties: Vision & Values

The company's vision is to continue being a leading player in the income-producing real estate sector by acquiring, developing, building, and managing properties where people want to work, shop, socialize, and live.

The Company's operations are guided by core values of excellence, professionalism, integrity, fairness, and environmental responsibility—values that are reflected in every property across its portfolio.



## Leadership

To maintain a leadership position in the real estate markets where we operate.



## Belonging & Community

To redefine the customer experience, creating safe, stable, and welcoming spaces that foster a sense of community and belonging.



## Growth

To drive the continued expansion of operations and strengthen the company's asset base.



## Quality & Service

To our brand identity as one associated with excellence, service, and sustainability.



# Income-Generating Real Estate Investments

Ashtrom Properties operates directly, through subsidiaries and affiliated companies, as well as via partnerships and joint ventures. The Company offers a wide range of properties for lease in Israel and abroad (currently in Germany and the UK), including shopping centers, office and employment buildings, industrial facilities, and more. As part of this activity, Ashtrom Properties also provides property management services for most of its assets. This is carried out through agreements with various service providers who handle on-site maintenance services such as cleaning, security, and surveillance.

Ashtrom Properties is active in real estate development across Israel, with a focus on commercial, office, and mixed-use projects that may also include residential components. This activity encompasses land acquisition, value enhancement, development, project construction, and ultimately—marketing the space through sales or lease to a diverse range of clients. The Company works with construction firms—most often turnkey contractors—for the execution of construction works in these projects.

## Ashtrom Properties manages and maintains its assets in the following manner:


1. Either directly or through dedicated management companies established specifically to oversee individual assets. Ownership in these companies reflects Ashtrom Properties' share in the respective property. A similar approach is used for managing parking facilities within some of the company's assets.
2. In triple-net leased properties occupied by a single tenant, the tenant is responsible for the management and maintenance of the property.





High Tech Park • Hod Hasharon

## Offices

Ashtrom Properties is redefining the modern work environment to meet the growing need for balance between professional and personal life, enabling optimal time management in a dynamic setting. Our office buildings and Port by Ashtrom campuses are designed by leading architects, featuring meticulous design, a wide range of services, and prime locations. We offer advanced workspaces equipped with innovative technologies to enhance the tenant experience, while promoting energy efficiency and sustainable development.

 Number of Properties **22**  
Approx. Area: 272,000 m<sup>2</sup>


 Areas of Operation  




BIG Fashion Mall • Bat-Yam

## Retail

Ashtrom Properties owns and manages shopping malls, open-air retail centers, neighborhood shopping centers, and retail spaces within office buildings across Israel. The tenant mix in each complex is diverse, offering retailers high-level service, strategic locations, and extensive marketing activities aimed at boosting foot traffic and increasing sales.

 Number of Properties **14**  
Approx. Area: 103,000 m<sup>2</sup>

 Areas of Operation  






Kanot logistic center

## Industry & Logistics

Ashtrom Properties owns and manages industrial, storage, and logistics complexes across Israel, from north to south. The Company provides a safe working environment, high-level management and maintenance services, and promotes energy efficiency throughout its operations.

Number of Properties **23**  
Approx. Area: 209,000 m<sup>2</sup>



The Capital • Jerusalem

## Projects Under Development

Ashtrom Properties initiates, plans, and advances the construction of various projects, which are expected to meet advanced green building standards. These projects are set to serve as a significant growth engine for the Company in the coming years.

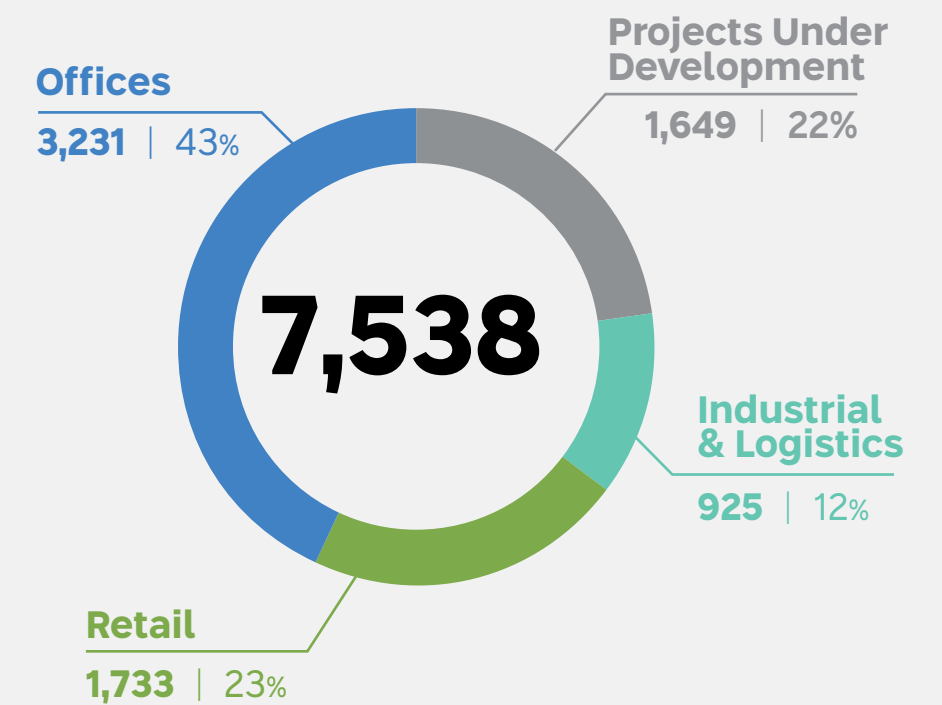
Number of Properties **14**  
Approximately 900K m<sup>2</sup> of approved building

and around 570K m<sup>2</sup> in UBP processes, in partnership with others.



## Breakdown of Investment Property Value

(in NIS millions and as a percentage of total value)



### Global Breakdown by Investment Property Value



**63%**  
Israel



**22%**  
Germany



**15%**  
UK



# Port By Ashtrom

Ashtrom Properties offers managed office campuses for growing companies under the brand Port by Ashtrom ("**Port**")– a unique concept that combines the development and management of office spaces along with tailored and experience-driven services that meet the evolving needs of tenants and users.

Port campuses provide a modern, advanced, and flexible work environment with customized solutions that include innovative technology, contemporary design, and a dynamic atmosphere that encourages productivity.

Within the Port campuses, tenants can find stylish meeting rooms, a premium business lounge, a fully equipped fitness area with studio classes and showers, classrooms for various audiences and purposes, an auditorium for professional gatherings, training sessions, and events, as well as a dedicated event planner for Port tenant activities.

**Port**

Hod Ha'sharon

- 📍 High Tech Park | Hod HaSharon
- 🚩 The first Port campus
- 📅 January 2021

**Port**

LYFE

- 📍 LYFE Towers | Bnei Brak
- 📅 April 2023

**Port**

TLV

- 📍 Tel Aviv
- 📅 January 2024

**Port**

RISHO

- 📍 Rishon Lezion

Coming  
Soon

Port Hod Ha'sharon



# Asset Distribution in Israel and Worldwide

OLIO • Bat-Yam



## Shopping & Commerce

Hutzut HaMifratz Outlet, Haifa  
BIG FASHION Mall, Bat Yam  
Commercial Center in Shoham  
Kiryat HaMemshala Mall, Beer Sheva  
Rosh Pina Shopping mall  
Arad Shopping mall  
The Marine, Ashdod  
Hayetzira, Ramat Gan (Gas station)  
LYFE Towers, Bnei Brak  
Linor, Beer Sheva  
Dilgit, Beer Sheva



## Offices

High Tech Park, Hod HaSharon  
(including the Port Campus)  
Beit HaGavish, Netanya  
A.M High Tech, the Negev area, Sderot  
A.N. Between Cities (Petah Tikva)  
COMM-U, Jerusalem  
PORT LYFE, Bnei Brak  
Port TLV. Tel Aviv



## Logistics

Sderot Logistics Center 1  
Sderot logistic center 2  
Beer Sheva logistics center  
Ramat Hovav logistics center  
Ashkelon logistics center  
Arad logistics center  
Netivot Logistics Center  
Kannot logistic center  
Barkan Logistics Center  
Beit Shemesh logistics center  
Carmiel Logistics Center 1  
Carmiel Logistics Center 2  
Afula logistics center  
Alon Tavor logistics center  
Nahariya logistics center  
Tiberias logistics center  
Migdal Haemek logistics center  
Ramat Gavriel logistics center  
Hamovil Yavne logistics center  
Ashkfar Yavne logistic center  
Amtal Eilat logistics center  
Ashtzipor Tziporit logistics center



## Under Development and Construction

The Capital, Jerusalem  
Ashtrom Yavne Campus  
Comm-U (stage B), Jerusalem  
Olio, Bat Yam  
High Tech park, Hod Hasharon  
Givat Shmuel Petah Tikva  
LYFE, Bnei Brak  
Hayetzira, Ramat Gan  
Risho, Rishon Le Tzion  
HaOrgim, Beer Sheva  
LYFE C, Bnei Brak  
Nes VaDegel, Nes Tziyona  
Kiryat HaMada, Nes Tziyona



## Germany

Euskirchen  
Dortmund  
Leipzig  
Essen  
Red Rocks, Dusseldorf  
Norderstedt  
Hamburg  
Wolfsburg  
Dusseldorf  
Boblingen  
Mannheim  
Meerbusch  
Leonberg










## The UK

Exchange Flags, Liverpool  
No. 8 First Street,  
Manchester  
Colmore Gate,  
Birmingham  
GWA, Birmingham  
Central Square,  
Leeds

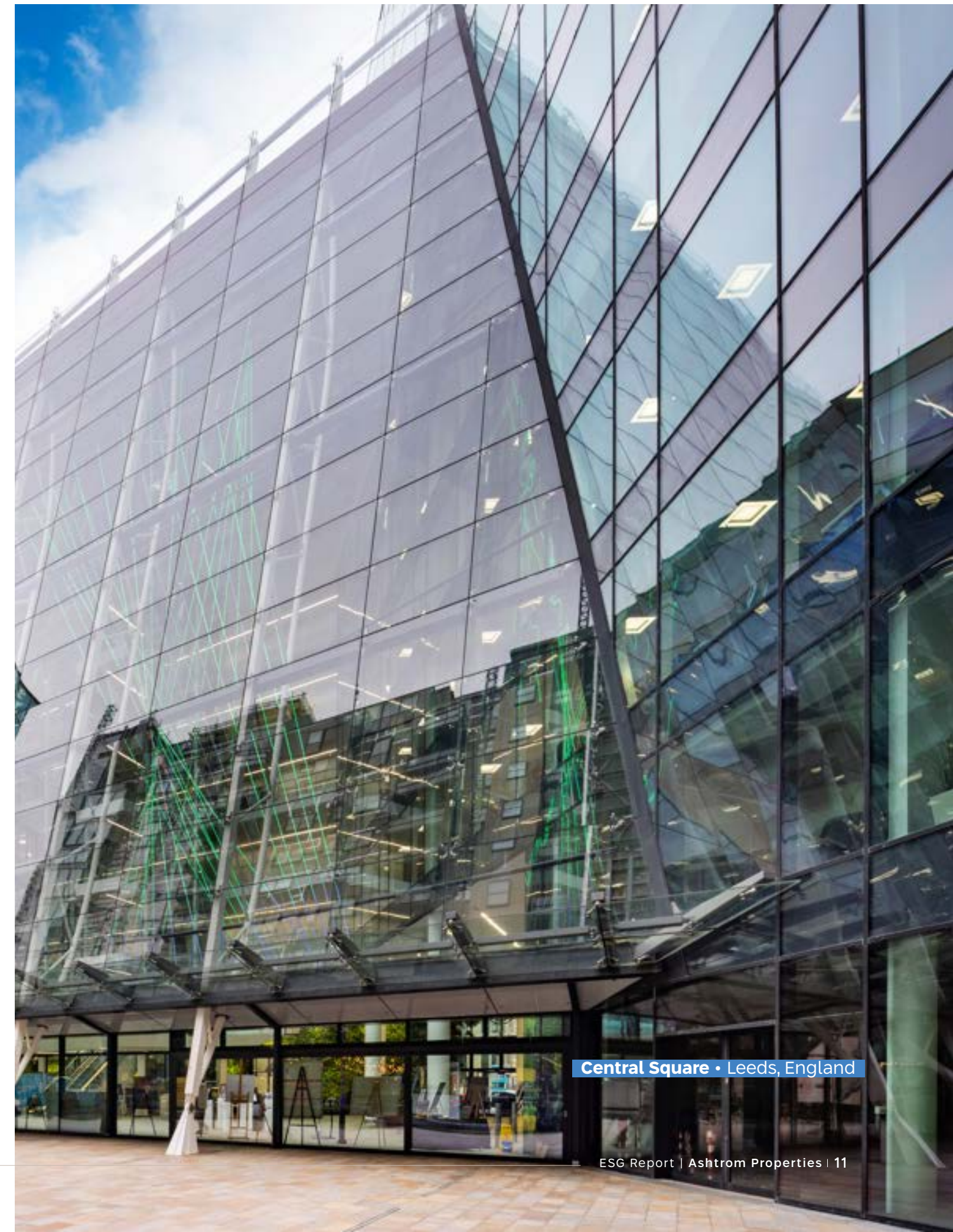


# Ashtrom Properties Portfolio Breakdown<sup>6</sup>

	 Properties	 Buildings	 Sqm	 Occupancy Rate %
	Offices	<sup>7</sup> 8	<sup>8</sup> 60,320	<sup>8</sup> 91%
	Industrial & Logistics	22	198,231	94%
	Commerce	11	96,408	92%
	<b>Total<sup>9</sup></b>	<b>41</b>	<b>354,959</b>	<b>93%</b>
	Offices	12	156,541	91%
	Logistics	1	10,732	96%
	<b>Total</b>	<b>13</b>	<b>167,273</b>	<b>91%</b>
	Offices	4	71,036	87%
	commerce	1	3,063	67%
	<b>Total<sup>10</sup></b>	<b>5</b>	<b>74,099</b>	<b>86%</b>
	<b>Total</b>	<b>59</b>	<b>596,331</b>	<b>92%</b>

\* For details on all of Ashtrom Properties' material assets, refer to the financial statements.

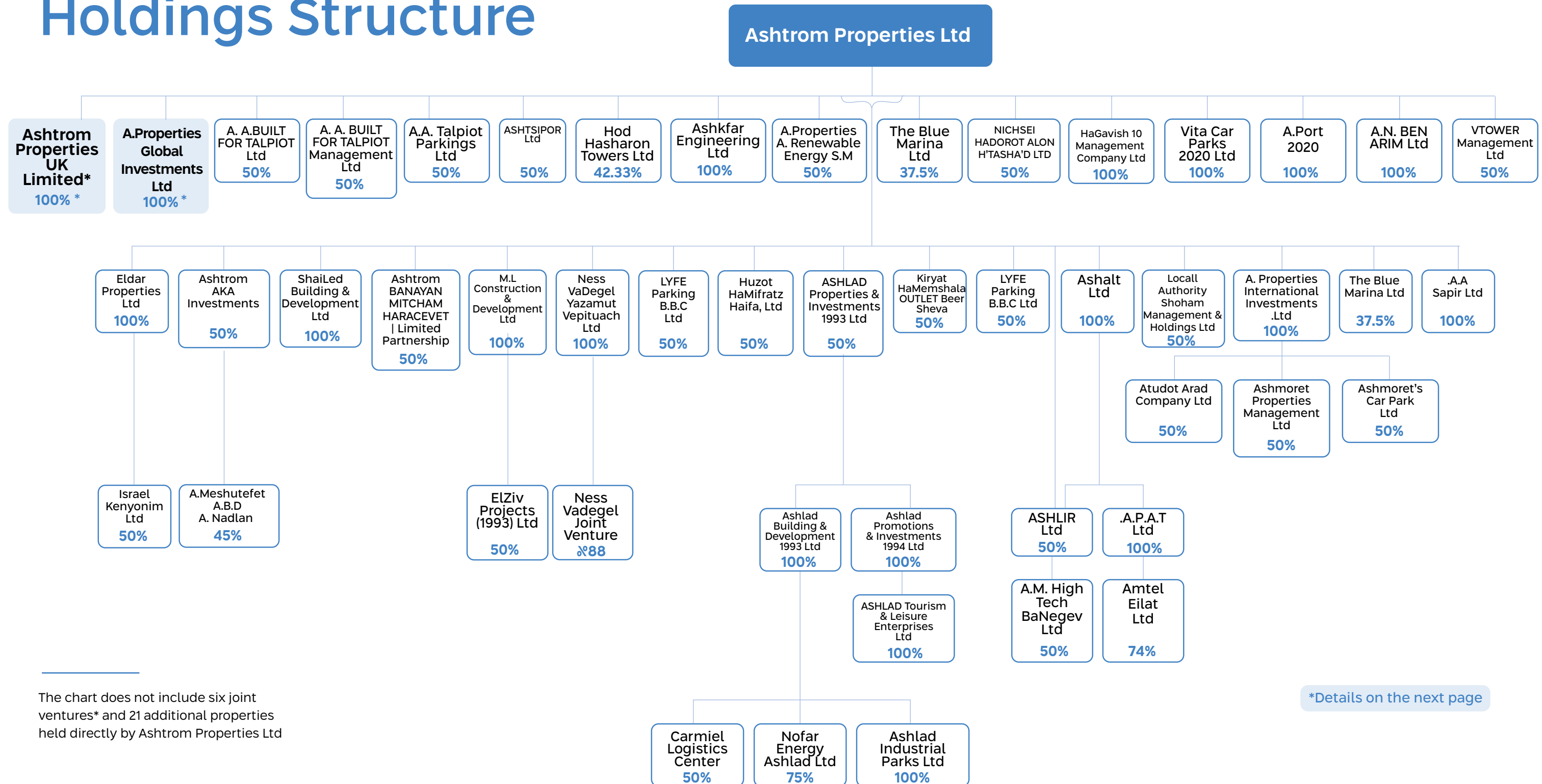
- <sup>6</sup>. The data refers to the company's share and is reported based on the consolidated report as of December 31, 2024, including the proportional consolidation of associated companies."
- <sup>7</sup>. Includes PORT complexes, as well as the Tel Aviv Port complex, which is under a lease agreement and listed among the company's assets.
- <sup>8</sup>. Excludes areas of the PORT complexes, in accordance with the presentation in the company's financial report.
- <sup>9</sup>. Includes four partially income-generating projects currently in the development process.
- <sup>10</sup>. Area and occupancy data exclude the Colmore property, which is designated for vacating, renovation, and enhancement.



Central Square • Leeds, England



# Ashtrom Properties Holdings Structure

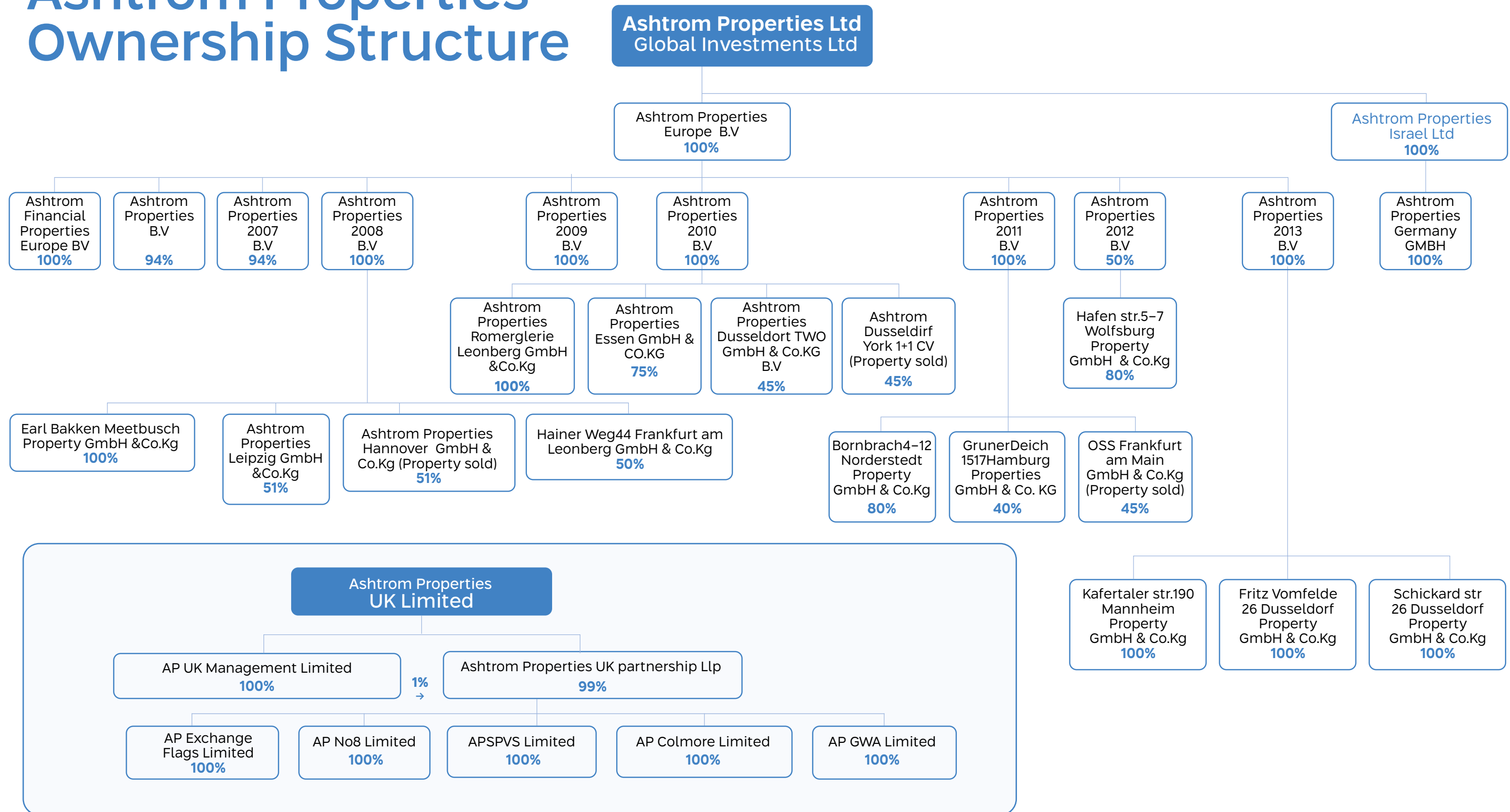


The chart does not include six joint ventures\* and 21 additional properties held directly by Ashtrom Properties Ltd

\*Details on the next page



# Ashtrom Properties Ownership Structure





# Committed to Advancing ESG



HaYetzira Complex (Visualization) • Ramat Gan



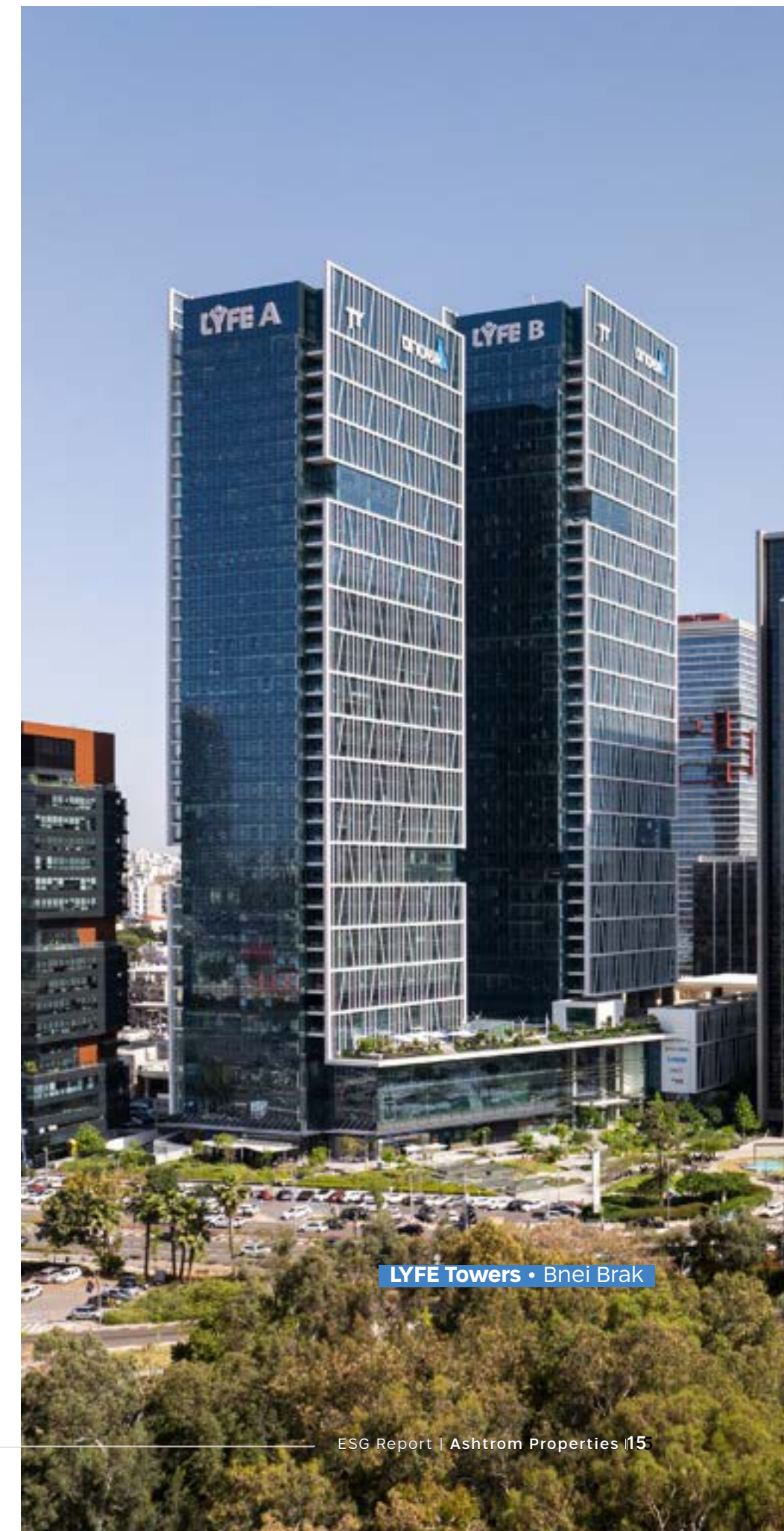
# Ashtrom Properties Sustainability Approach

Ashtrom Properties operates with a long-term perspective and a deep sense of responsibility toward future generations, implementing a holistic sustainability strategy aimed at creating lasting value while minimizing environmental impact and maximizing social contribution.

Our commitment to sustainability is reflected throughout every stage of our operations: from the planning and construction of energy-efficient buildings, through the improvement of property management and maintenance processes, to upgrading the sustainability performance of existing assets and maintaining transparent dialogue with our stakeholders.

As a Company that develops and manages income-generating properties in Israel and abroad, we are committed to fostering communities and living environments that promote growth, development, and prosperity for individuals and society as a whole.

Sustainable Spaces,  
Thriving Places



LYFE Towers • Bnei Brak



# Materiality Analysis

As part of shaping our sustainability strategy, we conducted an in-depth analysis of the material topics relevant to Ashtrom Properties' operations. The goal was to maximize impact and define focused, meaningful objectives

In 2024, we completed an impact-based materiality analysis, which included distributing questionnaires to company executives, conducting thorough analytical work, and holding significant internal discussions. Based on the findings, the company's strategic focus areas were defined.

## The Analysis Process Included:

- **Mapping and Engagement:** Conducting surveys, questionnaires, and interviews with internal and external stakeholders to understand their expectations of the company and its conduct.
- **Identification and Analysis of Material Sustainability Topics with an emphasis on the income-generating real estate sector, based on:**
  - Local and international benchmarking
  - Review of research, emerging regulations, local challenges, and global trends
  - Analysis of ESG ratings, such as GreenEye
  - Review of the United Nations Sustainable Development Goals (SDGs)
- **In-depth review of international standards such as GRI, SASB, and GRESB**
- **Internal discussions:** Analysis of the current and potential impacts of sustainability issues on the company's business activities, including the identification of emerging opportunities and risks highlighted throughout the process.

## Outcomes of the Analysis:

Based on the findings, we formulated a focused list of strategic topics that guide our activities and support the realization of the company's vision in the areas of sustainability and impact.

Ranking	Material Topic for Disclosure	Impact on the Company	Impact of the Company
1	Green Building Planning & Certification	Opportunities to enhance reputation and increase satisfaction among stakeholders	Reduction of emissions
2	Climate Policy	Risk management and long-term business resilience	Reduction of emissions and an increase in productivity
3	Carbon Footprint	• Opportunities for energy efficiency • Long-term business resilience]	Reduction of emissions
4	Ethics and Business Conduct, Anti-Bribery and Corruption	• Opportunities to enhance reputation and build strong partnerships with stakeholders • Long-term business resilience	Establishing a culture of ethical business practices among partners and suppliers
5	Employee Health, Safety, and Well-being	• Increased productivity • Long-term business resilience	Increasing productivity while strengthening employee alignment with the company's vision
6	Energy Management	Opportunity for energy efficiency	Reduction of emissions
7	Tenant Safety, Well-being, and Satisfaction	• Long-term business resilience • Strengthening stakeholder relationships	Opportunities to enhance reputation and increase satisfaction among stakeholders
8	Employee Development and Empowerment	• Increased productivity • Long-term business resilience	Enhancing productivity, strengthening employee alignment with the company's vision, and increasing their sense of belonging and job security
9	Water Management	• Opportunities for efficiency improvement • Promoting a culture of sustainability	Resource conservation
10	Innovation Management – Technologies for Efficiency, Monitoring, Reporting, and Management	• Operational excellence • Increased productivity • Long-term business resilience	Increased productivity and enhanced competitive advantage
11	Transport Accessibility	Opportunities to enhance reputation and increase satisfaction among stakeholders	Reduction of emissions and improved accessibility
12	Diversity, Equity, and Inclusion	Long-term business resilience	Increased productivity, integration of the company's vision and ethical standards.

COMM-U • Talpiot, Jerusalem



# Ashtrom Properties' ESG Strategy and Goals

## E Managing a Sustainable Environment

- Reducing the environmental impact of the Company assets through energy efficiency and resource management
- Planning buildings in line with leading green building standards to drive operational savings
- Adapting existing assets to meet environmental standards and regulations, including improving environmental performance

## S Fostering Connected Communities

- Promoting Employees' Well-Being, Safety, and Professional Development
- Creating an accessible, safe, and high-quality work environment to ensure customer and tenant satisfaction
- Strengthening community resilience through local engagement and the design of long-term, community-supportive spaces

## G Promoting Ethics and Trust-Based Relationships

- Responsible and transparent governance that builds trust with stakeholders, regulators, and investors
- Promoting strong corporate governance, professional ethics, and risk management—including climate change and responsible supply chain practices
- Encouraging innovation and high ESG ratings as tools for attracting investment and gaining financial preference

### By 2050 – We aim to

- Net Zero** Net zero emissions (Scope 1 & 2)
- 100%** Green Certification for the company's assets, with a goal of achieving LEED Gold or higher for projects in development

### By 2040 – We aim to

- 75%** Electricity consumption from renewable energy in the company's significant assets
- 50%** reduction in Scope 1 and 2 GHG emissions

### By 2030 – We aim to

- 100%** Implement a waste recycling system across 100% of key assets in Israel

### By 2035 – We aim to

- 40%** Female representation in middle and senior management
- Expand employee engagement in ongoing, structured volunteer activities
- Distribute tenant satisfaction surveys across 100% of key assets in Israel
- Community support through various donations, as part of Ashtrom Group's overall donation strategy

### By 2035 – We aim to

- 0** Zero ethical incidents<sup>12</sup>
- 100%** ESG evaluation of key suppliers
- 100%** Adoption of the Code of Ethics among key suppliers and strategic partners

<sup>12</sup> Events that are material in terms of their financial value and impact on Ashtrom Properties' operations and reputation.



# Our Impact

## Our Economic Impact

### A Meeting Point for Communities and Businesses

We manage offices, retail spaces, and industrial buildings that serve as a foundation for economic and consumer activity, driving the ongoing development of the local economy.

### Fair Employment and Local Procurement

We ensure job security for employees while prioritizing their health, safety, and well-being. We foster strong relationships with suppliers, giving clear preference to local procurement — in 2024, approximately 95% of procurement was sourced locally.



## Our Environmental Impact

### Sustainable Property Development

**Israel:** When developing a new project, Ashtrom Properties meets the requirements of the national **Green Building Standard** and aspires to exceed them by targeting at least **LEED Gold certification**.

All building plans comply with legal requirements and incorporate the use of environmentally friendly materials that do not pose health risks to users or the public. Health and safety impacts are assessed during the planning stage, before receiving a building permit.

**UK and Germany:** The companies follow a property acquisition and improvement policy aimed at certifying all assets under the BREEAM standard.

### Sustainable Property Management

Ashtrom Properties integrates renewable energy solutions into many of its owned buildings, according to the technical and regulatory specifications of each asset. In Israel, this activity is carried out in partnership with Ashtrom Renewable Energy.

Additionally, the company invests in technological systems for smart and efficient resource consumption management—electricity, water, diesel, and gas—and is expanding charging infrastructure for electric vehicles across its properties.

The company has launched multiple **LEED O&M** certification processes for its key, long-standing assets, with one asset completing certification in 2024—covering the majority of its area.

During 2024, all properties in Germany were certified under the **BREEAM In-Use** standard, and the company is working to advance similar certifications for its properties in the UK.

## Our Social Impact

### Community Building & Service Orientation

Ashtrom Properties takes a people-first approach to property management, creating vibrant, community-oriented spaces that enrich the experience of work, shopping, leisure, and everyday life.

As part of this approach, the Company offers a range of advanced digital tools, including:

- Ashtrom Host – a platform for property management and tenant communication
- Tenant Portal – providing full transparency for customers

### Transport, Physical and Digital Accessibility in Israel

In Israel, approximately 95% of the Company's physical and digital assets comply with mandatory accessibility standards. The company's assets in Germany and the UK also adhere to local accessibility regulations. In Germany, properties are certified as "Handicap Friendly", while in the UK, accessibility is implemented according to the British Disability Discrimination Act (DDA).

As part of its strategic focus, Ashtrom Properties promotes mixed-use developments that integrate employment, retail, and residential spaces located near public transportation hubs (light rail and heavy rail). The Company also examines the operation of shuttle services to remote properties to help reduce private vehicle usage and commuting-related emissions.

### Community Support

Ashtrom Properties promotes a variety of community support initiatives, both through employee engagement and as part of its ongoing activities within the Port By Ashtrom complexes.



# Dialogue with Stakeholders

We are committed to open and honest communication with our stakeholders.

As part of Ashtrom Group's strategic planning process, we conducted a comprehensive mapping of our key stakeholder groups and the communication channels through which we engage with them. This mapping was designed to ensure effective communication, receive feedback, and deepen our mutual dialogue.

We rely on the collaboration of our managers and employees, who maintain regular contact with stakeholders and share key insights arising from daily interactions and conversations. This approach allows us to proactively address stakeholder needs and preferences and strengthen these important relationships.

## Mapping Dialogue Channels and Topics with Key Stakeholder Groups



Group	Dialogue Channels	Key Topics
<b>Employees</b>	<ul style="list-style-type: none"> <li>One-on-one meetings</li> <li>Workplan sessions</li> <li>Conferences and events</li> <li>Manager training sessions</li> </ul>	<ul style="list-style-type: none"> <li>Employment conditions, promotion opportunities, professional development, and work-life balance</li> <li>Employee health, safety, and well-being</li> <li>Improvement and optimization of work processes, and preparedness for climate-related and other risks</li> <li>Social engagement and community contribution</li> </ul>
<b>Tenants</b>	<ul style="list-style-type: none"> <li>Company website</li> <li>Tenants' portal</li> <li>Property managers' dialogue</li> <li>Conversations and meetings</li> </ul>	<ul style="list-style-type: none"> <li>Operational excellence, energy efficiency, and resource management</li> <li>Technological solutions and digitization to improve service and the on-site experience</li> <li>Improved accessibility and green mobility solutions at property sites</li> <li>Compliance with green building standards and international ESG criteria</li> </ul>
<b>Business Partners</b>	<ul style="list-style-type: none"> <li>Meetings and conversations</li> </ul>	<ul style="list-style-type: none"> <li>Ethics, transparency, and responsible business conduct</li> <li>Reducing environmental impacts</li> <li>Promoting innovation to improve workflows and increase efficiency</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>Ongoing dialogue</li> <li>Supplier satisfaction surveys</li> <li>Periodic ESG evaluations</li> </ul>	<ul style="list-style-type: none"> <li>Ethics, transparency, and responsible business conduct</li> <li>Ensuring the health, safety, and well-being of supplier employees</li> <li>Quality control and adherence to professional standards</li> <li>Integration of technological systems for project management and process improvement</li> <li>Compliance with green certification for existing assets</li> </ul>
<b>Communities and Social Organizations</b>	<ul style="list-style-type: none"> <li>Ongoing community engagement</li> <li>Tenant inquiry lines to property managers</li> </ul>	<ul style="list-style-type: none"> <li>Community contribution and social involvement</li> <li>Environmental impacts and ways to reduce disruptions</li> <li>Infrastructure development and making shared spaces accessible for the benefit of the public</li> </ul>
<b>Investors / Shareholders and Stakeholders</b>	<ul style="list-style-type: none"> <li>Business meetings</li> <li>Investor calls</li> <li>Investor presentations</li> <li>Compliance with reporting requirements</li> </ul>	<ul style="list-style-type: none"> <li>Business ethics, transparency, and full disclosure regarding assets, competition, and market</li> <li>Asset quality and maintenance, including transport accessibility and value preservation</li> <li>Financing terms, capital management, and resource mobilization</li> <li>Risk management and adaptation to changing market conditions, including responsible supply chain management</li> <li>Growth strategy and development of future investments</li> <li>Human capital management: employee development, health, and well-being</li> <li>Promotion of innovation and technologies for management, monitoring, and reporting</li> </ul>
<b>Government Bodies, Regulators, and Local Authorities</b>	<ul style="list-style-type: none"> <li>Business meetings (conferences and discussions for program advancement)</li> <li>Calls and conversations</li> </ul>	<ul style="list-style-type: none"> <li>Ethics, transparency, anti-bribery and anti-corruption compliance, and regulatory adherence</li> <li>Ensuring tenant safety, well-being, and satisfaction</li> <li>Environmental impact management, compliance with green standards, and sustainability reporting</li> <li>Innovation management – implementation of technologies for efficiency, monitoring, reporting, and operations</li> <li>Collaboration with authorities for infrastructure and transportation development, accessibility, and building safety</li> <li>Contribution to local economic development and implementation of public policy</li> </ul>



# Corporate Governance for ESG Advancement

As part of shaping our ESG vision and goals, we have established a corporate governance framework to manage and promote ESG across the Company. This framework is tailored to the Group's activities and is based on our core principles and the practical ways in which we implement them.

## ESG Discussions at the Board Level

### 🎯 Objectives

Monitoring progress and updates  
Overseeing ESG management  
Approving the annual ESG report

### 🔄 Meeting Frequency:

Once a year

### 👤 Committee Lead:

Chairman of the Board of Directors

## ESG Steering Committee

### 🎯 Objectives

- Monitoring the implementation of the strategy, progress of managers and content leads across various areas, and the status of target achievement
- Consulting and making decisions at key decision-making points
- Budgeting and approving work plans
- Assigning tasks and responsibilities
- Identifying opportunities for continuous improvement

### 🔄 Meeting Frequency

Up to four times a year, and at least once per half-year.

Additionally, an annual status presentation is held for the company's executive management.

### 👤 Committee Leads

- CEO of Ashtrom Properties
- Relevant Vice Presidents and Senior Managers
- Sustainability Managers of the Ashtrom Group
- Head of Innovation and ESG at Ashtrom Properties

## ESG Management

### 🎯 Objectives

- Ongoing management of the ESG field at Ashtrom Properties, in line with the approved strategy
- Monitoring target achievement, preparing for reporting to various entities, managing initiatives with all relevant stakeholders, and flagging key issues for management and the board
- Acting as a gatekeeper in business activities related to environmental and social matters

### 🔄 Meeting Frequency

Ongoing / As needed

### 👤 Activity Leads

- Head of Innovation & ESG at Ashtrom Properties
- ESG Representatives in the various business units
- The Head of Innovation & ESG at the company is regularly supported by the Head of Sustainability at Ashtrom Group



# Managing a Sustainable Environment

Tiberias logistics center



# Managing a Sustainable Environment

Income-generating properties are a key component of the built environment and have a significant impact on the environmental footprint of urban spaces. These assets operate over many years, consume energy continuously, require ongoing maintenance, and often host thousands of visitors, employees, and customers each day—making the management of their environmental sustainability a critical and complex challenge.

The distinct nature of income-generating properties presents significant environmental challenges—but also offers meaningful opportunities for positive impact. Given their scale, long operational lifespan, and the ability to influence how they are managed, these assets can become a central platform for environmental improvement. By enhancing energy efficiency, reducing emissions, conserving water, improving waste management, and transitioning to renewable energy, it is possible to significantly reduce their environmental footprint while also generating long-term economic value.

According to the UN's latest report published in 2024, greenhouse gas emissions from property operations and building materials reached record highs in 2022, accounting for approximately 37% of total global emissions. Of these, around 70% stemmed from the ongoing operation of buildings—primarily electricity consumption, which alone is responsible for about 35% of global energy use. Ashtrom Properties is actively working to reduce carbon emissions, achieve green certifications, lower water consumption, and implement advanced waste management through environmental management, clear goal-setting, and ongoing investment in sustainability.

13. UNEP (2024). 2023 Global Status Report for Buildings and Construction: Beyond the Foundations – Integrating Sustainable Solutions to Reduce Emissions from the Building Sector. Nairobi. [https://wedocs.unep.org/bitstream/handle/20.500.11822/45095/global\\_status\\_report\\_buildings\\_construction\\_2023.pdf](https://wedocs.unep.org/bitstream/handle/20.500.11822/45095/global_status_report_buildings_construction_2023.pdf)



Commercial Center in Shoham



# The company's objectives for sustainable environmental management

**By 2030**  
We aim to:



**100%**

**Implement a comprehensive waste recycling system across 100% of key assets in Israel**

**By 2040**  
We aim to:



**75%**

**Source electricity from renewable energy in key assets**



**50%**

**In Scope 1 and 2 GHG emissions**

**By 2050**  
We aim to:



**Net Zero**  
**100%**

**Carbon Neutrality in Scopes 1 & 2**

**Green-certified assets, aiming for LEED Gold+ for all new developments**

**OLIO • Bat Yam**



# Green Building Certification: From Vision to Practice

## Global Trends in Green Certification Policies

Estimates indicate that the built environment will double by 2060, driven by one of the most significant growth waves in human history and the resulting demand for increased employment, commercial, and residential spaces. This reality highlights the critical need for sustainable planning, smart construction, and environmental innovation to lead the way toward a more balanced future.

In response to this challenge, many countries around the world are formulating advanced green building policies, recognizing that the only way to cope with the expected construction boom is through a forward-looking and sustainable regulatory framework.

Global green building policy is evolving rapidly, driven by growing climate change awareness, technological advances, and stricter regulations. For example, the European Union revised its Energy Performance of Buildings Directive (EPBD), mandating that all new buildings meet zero-emission targets by 2030, with a complete phase-out of fossil fuels expected by 2040. Similar policies have been adopted in France (RE2020), Denmark, California, the UK, Singapore, China, and Sri Lanka.

Alongside growing regulation, green building certification systems—whether voluntary or mandatory—are playing an increasingly important role. These frameworks are designed to define, measure, and promote sustainable construction. The World Green Building Council (WorldGBC) is leading efforts to reduce carbon emissions throughout the building lifecycle, with particular focus on retrofitting existing buildings.

To the best of the Company's knowledge, over 60 international certification systems are currently in use worldwide. Leading examples include BREEAM (UK), CASBEE (Japan), DGNB (Germany), EDGE (by the World Bank, with a focus on emerging markets), Green Star (Australia), LEED (USA), and WELL, which focuses on health and user well-being.

14. Why The Built Environment. Architecture 2030. Reviewed in May 2025 via the [following link](#)

15. Why The Built Environment. Architecture 2030. Reviewed in May 2025 via the following link. 2024. [Available on the website.](#)



Ashtrom Yavne Campus





Tiberias logistics center

## Green Certification Across Ashtrom Properties' Portfolio

With approximately 900,000 m<sup>2</sup> of approved building rights, Ashtrom Properties places great importance on promoting buildings with outstanding environmental performance, flexible design, and a reduced carbon footprint. The Company initiates projects in Israel that meet at least the GOLD LEED standard, incorporating eco-friendly materials, advanced construction methods, and innovative technologies as an integral part of its corporate responsibility.

Ashtrom Properties operates according to a holistic approach that integrates sustainability and innovation, aiming to create high-quality, healthy, and efficient living and working environments while emphasizing environmental quality and tenant well-being. This approach is reflected in the incorporation of green spaces, smart management systems, and advanced maintenance practices.

The Company actively promotes compliance with green building standards for both existing assets and new developments, including LEED (USA), BREEAM (UK), DGNB (Germany), and Israel's Green Building Standard (5281). All properties are managed according to strict standards that ensure the use of sustainable building methods and solutions, as well as a healthy working environment. As part of its environmental investment strategy, the Company is working to obtain **LEED M&O certification for key properties under its ownership and management.**

**In 2024, Ashtrom Properties achieved several significant milestones toward implementing green certification across all its assets in every region of operation:**

- Achieved 100% green certification for all properties in Germany, with 15 certifications under the **BREEAM** In-Use standard, rated **Good and Very Good**
- Acquired a property in London rated **BREEAM Outstanding** — the highest level in this leading global sustainability standard.
- Earned a **LEED GOLD O&M** certification in Israel, its office space in Beit HaGavish, a company-owned property built in 2011, and is currently exploring expansion of certification to additional assets.
- Joined the **DGNB** organization, a leading body for promoting and certifying sustainable buildings in Germany, further strengthening Ashtrom Properties' position as a sustainability leader in green building.

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**16.** 100% of the project areas, together with partners



# Green Building Standards in Ashtrom Properties' Portfolio



## LEED

### Buildings in Planning with Preliminary Certification

- 🌿 RISHO RISHO, HaElef Complex, Rishon LeZion (Phase A) – LEED Gold (Design Phase Certification)

### Assets in Planning / Under Construction / In Process:

- 🌿 Building C, LYFE Towers  
LEED GOLD
- 🌿 HaYetzira Complex, Ramat Gan –  
LEED GOLD (evaluating upgrade to Platinum)
- 🌿 Olio Bat Yam  
LEED GOLD
- 🌿 The Capital Jerusalem LEED SILVER  
(evaluating upgrade to Gold)
- 🌿 Building B, Hi-Tech Park Hod  
HaSharon LEED GOLD
- 🌿 Ashtrom Campus Yavne  
LEED GOLD
- 🌿 LYFE, Bnei Brak  
LEED GOLD



## BREEAM

### Existing Buildings

- 🌿 Central Square, Leeds Certified  
BREEAM Outstanding  
**acquired this year**
- 🌿 8 First Street, Manchester Certified  
BREEAM Excellent
- 🌿 Colmore Gate, Birmingham  
Renovation scheduled to begin  
in 2025 in preparation for BREEAM  
Excellent certification



## Israeli Green Building Standard 5281

### Existing Buildings

- 🌿 Buildings A and B in the LYFE project  
Rated 2 stars under the Israeli Green  
Building Standard 5281



## LEED O&M + BREEAM IN USE

### Existing Buildings

- 🌿 Beit HaGivish, Netanya (Office Areas)  
Certified LEED GOLD **This Year**
- 🌿 All Ashtrom Properties assets in  
Germany  
are certified under the BREEAM  
standard, including 6 properties rated  
BREEAM Very Good **This Year**
- 🌿 Hi-Tech Park Hod HaSharon  
& Port By Ashtrom complexes  
Undergoing green certification  
processes



## <sup>17</sup>EPC

### Existing Buildings

- 🌿 8 First Street, Manchester  
Rated A under the EPC
- 🌿 Central Square, Leeds  
Rated A under the EPC scale
- 🌿 Colmore Gate, Birmingham  
Undergoing advanced renovation to  
improve EPC rating to A
- 🌿 Walker House and Horton House in the  
Flag Exchange project, Liverpool Rated  
B under the EPC scale
- 🌿 GWA, Birmingham  
In the process of receiving an EPC  
rating B

<sup>17</sup> Energy Performance Certificate





## Central Square Outstanding BREEAM-Certified Property

In 2024, Ashtrom Properties acquired a new asset in England — Central Square in Leeds — certified Outstanding under the BREEAM standard and rated A under the EPC energy scale. The building features a Winter Garden and a Sky Garden, along with 128 parking spaces, dedicated EV charging stations, a bicycle storage area, showers, and changing rooms.

### For more information about the property

- 📌 **BREEAM Outstanding** is the highest rating in the BREEAM method (Building Research Establishment Environmental Assessment Method) — a leading global sustainability assessment method for buildings and infrastructure. This rating reflects the building's environmental, social, and economic sustainability performance, based on criteria such as energy use, health and wellbeing, materials, water, waste, pollution, land use, and ecology. A BREEAM rating signifies holistic sustainability and excellence across multiple categories, often achieved through the integration of advanced technologies and innovative sustainable design.
- 📌 **EPC Rating A** is the highest grade in the Energy Performance Certificate (EPC) system used in the UK and across the European Union. This rating indicates maximum energy efficiency and minimal environmental impact of the building. The rating is based on parameters such as thermal insulation, **heating and cooling systems, use of renewable energy, and smart energy management**. A building rated A typically demonstrates low energy consumption, reduced operational costs, and lower carbon emissions, in line with the strict standards of sustainable building.



Central Square • Leeds, England





## Beit HaGavish Building was certified LEED O&M GOLD

The retail and office space at the Beit HaGavish Building spans approximately 14,700 m<sup>2</sup>. Among the property's major tenants are leading companies such as eBay, Decathlon, and others. As part of the certification process, the building underwent a comprehensive upgrade, including energy efficiency improvements, enhanced recycling systems, and measures to reduce its environmental impact. Following these upgrades, in 2024, the office areas—comprising around 60% of the total retail and office space—were awarded LEED GOLD O&M certification.

This certification marks a significant milestone in Ashtrom Properties' ongoing efforts to embed sustainability principles into the daily management of its assets.

The Company intends to expand the implementation of the LEED O&M standard to other eligible properties across its portfolio.



## Ashtrom Properties Germany Joins DGNB

In 2024, **Ashtrom Properties Germany** joined DGNB, the leading sustainability certification body for construction in Germany and across Europe. The DGNB certification sets the gold standard for sustainable building practices, based on a comprehensive assessment of environmental, economic, social, and innovative aspects throughout a building's lifecycle. Beyond its environmental benefits, this certification enhances the appeal of properties to prospective tenants and supports financing opportunities.

Our membership in DGNB reinforces the Company's commitment to managing high-performing, environmentally responsible assets. It also grants access to cutting-edge knowledge, professional resources, and best practices in sustainable design and construction.

The first property expected to receive DGNB certification is a building owned by the company—together with partners—in Leipzig, Germany.



Hafenstraße 3A+5+7 • Wolfsburg, Germany



# Carbon Emissions Reduction

**Ashtrom Properties** is committed to reducing greenhouse gas emissions from its operations, in line with **the Group's environmental sustainability policy**. This policy, led at the corporate level, promotes awareness and action toward achieving the ESG goals we have set for ourselves.



The Blue Marina • Ashdod

## Carbon Emissions Calculation Methodology

Ashtrom Properties calculates its carbon emissions for Scopes 1, 2, and 3 based on the GHG Protocol, using data entered into its financial data management system (ERP), alongside other internal systems.

In 2024, the Company developed a tailored methodology that accounts for relevant assets in accordance with **operational control, financial control, and the definition of material assets** as outlined in the company's annual report. This methodology is aligned with the GHG Protocol, GRESB guidelines, and accounting standards.

In accordance with this definition, and before calculating emissions, the company performs the following steps:



This methodology is applied to emissions calculations for the years 2023 and 2024. Calculations of energy intensity, carbon intensity, and water intensity are based on the managed area in square meters (m²).

As with all reporting presented in this report, the data excludes companies and/or assets in which the holding is less than 50% or whose activity is negligible, except for assets defined as material in the company's annual financial report.

In 2024, the Ashtrom Group began formulating a detailed decarbonization plan tailored to each of its business units—including Ashtrom Properties. This plan focuses on reducing emissions from Scopes 1 and 2 in accordance with predefined targets and incorporates interim milestones on the path toward achieving long-term goals.



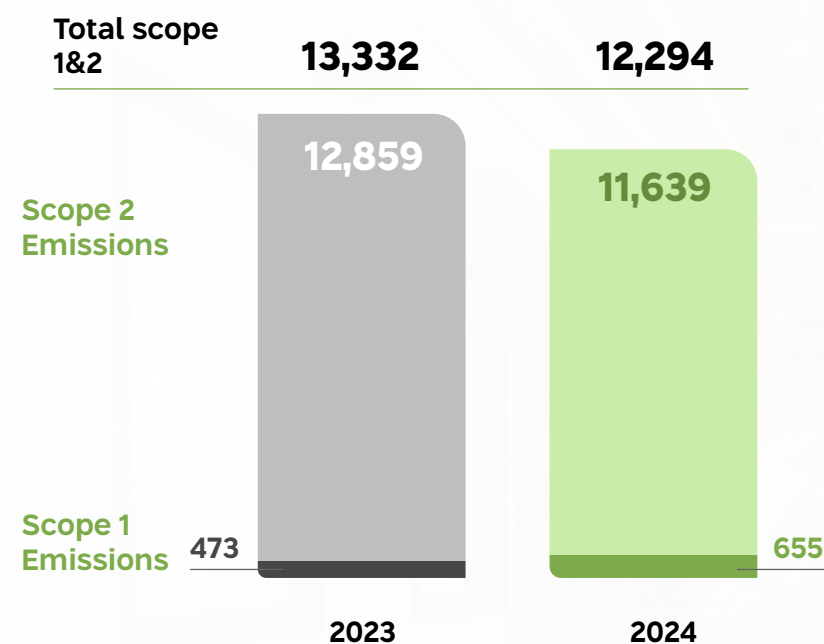
# Carbon Footprint Data

Below are the carbon footprint data of Ashtrom Properties, based on energy consumption and categorized according to the following scopes of emissions:

- **Scope 1** – Refers to direct greenhouse gas emissions from sources owned or controlled by the company (e.g., fuels).
- **Scope 2** – Reflects indirect emissions resulting from the electricity the company purchases as part of its regular operations.
- **Scope 3** – Represents indirect emissions not under the company's direct control but originating from its value chain – such as resource consumption (fuels and water) and employee commuting.

## ► Total Greenhouse Gas Emissions – Scope 1 and 2

(Tons CO<sub>2</sub>eq) GRI – 305:

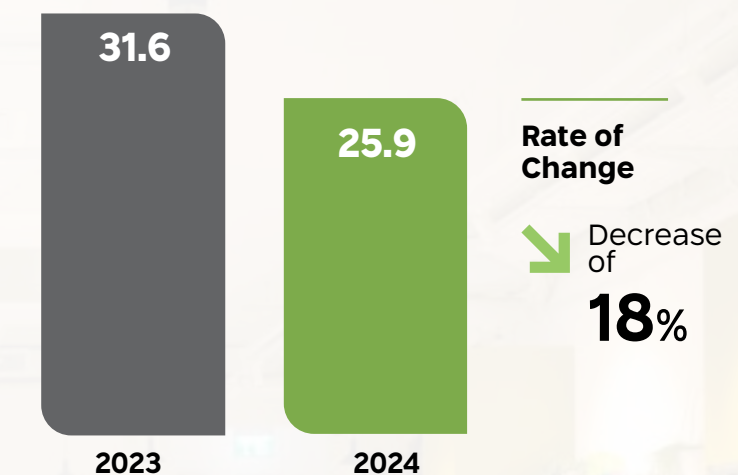


scope 1&2  
Reduction **8%**

**Most of the reduction in total Scope 1 and 2 emissions is attributed to the company's transition to green procurement agreements for its properties in the UK.**

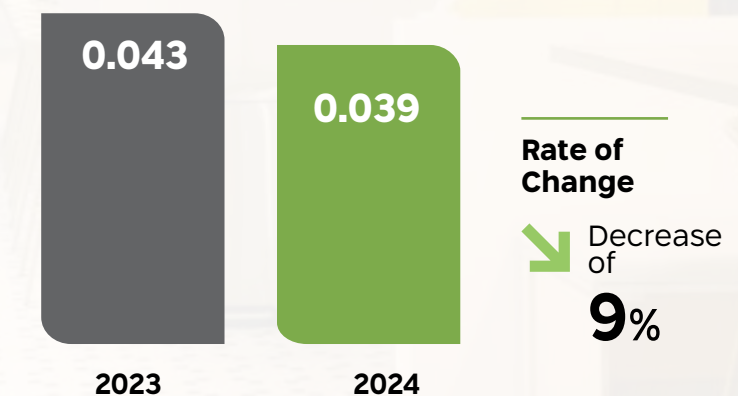
## ► Carbon Intensity by Revenue

(Tons CO<sub>2</sub>eq/Million ₪) GRI–305:



## ► Carbon Intensity per Square Meter

(Tons CO<sub>2</sub>eq/m<sup>2</sup>) GRI–305



**18.** Some of the environmental data for Ashtrom Properties UK for 2023 were completed using estimates, due to the change in the management company.



## Scope 3 – Indirect Emissions

In 2024, Ashtrom Group published for the first time data on Scope 3 greenhouse gas emissions, based on selected reporting categories for the initial phase. Including data from all three scopes provides a broader and deeper view of the company's environmental impact, supporting its ongoing efforts

to better manage its carbon footprint and reduce environmental effects. The Company aims to report transparently on Scope 3 emissions annually, explore expanding the scope of reporting to additional categories, and deepen its understanding of emission sources — as part of its commitment to reducing its overall carbon

### ► Total Scope 3 Greenhouse Gas Emissions

Metric tons of CO<sub>2</sub> equivalent (tCO<sub>2</sub>e)



**4,452**

Ton of carbon dioxide

#### Electricity and Fuel Consumption

(Category 3):

Upstream emissions resulting from the company's electricity and fuel use across its facilities and operations



**18**

Ton of carbon dioxide

#### Employee Flights

(Category 6):

Emissions originating from employee business travel, including flights and accommodations.



**109**

Ton of carbon dioxide

#### Employee Commuting without Company Vehicles

(Category 7):

Indirect emissions from commuting by employees based at the company's headquarters in the LYFE Towers, Israel.



**4,579 Tons**

of carbon dioxide

Total Scope 3 Emissions for Ashtrom Properties in Categories 3, 6, and 7

While Ashtrom Group measured emissions from downstream transportation to customers (Category 9), this category was not relevant for inclusion in Ashtrom Properties' solo report.

LYFE Tower • Bnei Brak

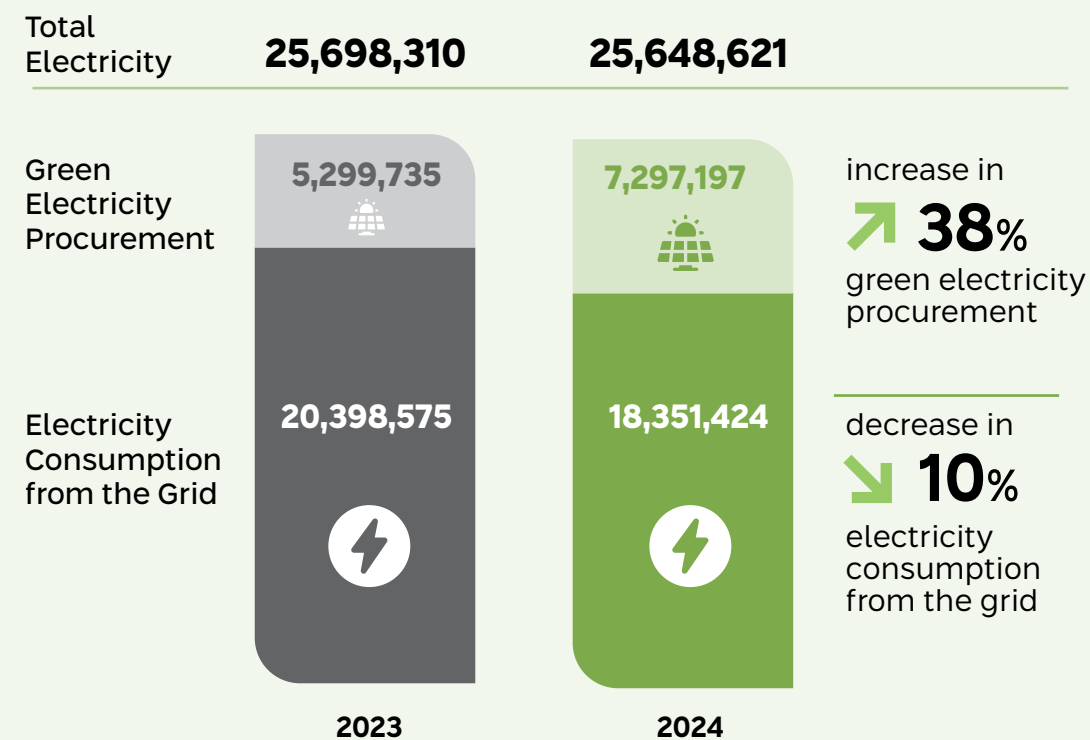


# Energy Consumption

Reducing the use of electricity, fuels, and natural gas is a key component of Ashtrom Properties' efforts to lower carbon emissions and protect the environment. Cutting energy consumption not only supports the fight against climate change but also improves operational efficiency and reduces costs.

## Electricity Consumption

GRI – 305, kWh



During 2024, as part of the Company's policy, Ashtrom Properties completed the transition to green power purchase agreements (PPAs) for its properties in the UK . These agreements for 100% renewable energy accounted for approximately 30% of the company's total electricity consumption for the year.

Ashtrom Yavne Campus



## Fuel Consumption For Travel

(GRI-305):

### Gasoline consumption for travel

Liters<sup>19</sup>

88,976



2023

73,937



2024

there was a  
**17%** decrease

The decrease in gasoline consumption for travel is attributed to a reduction in the Company's workforce in Israel. Across all its divisions, including Ashtrom Properties, Ashtrom Group emphasizes efficient and ongoing maintenance of its vehicle fleet to minimize or prevent environmental impact. In 2024, the Group set targets to expand its vehicle fleet with low-emission vehicles—such as hybrid, plug-in hybrid, electric, or other alternative-fuel vehicles. For more details, please refer to the [Ashtrom Group's 2024 Annual Report](#).

<sup>19</sup>. Applicable to Israeli employees only

### Total Energy Consumption and Energy Intensity (GJ)

(GRI-305):

	2023	2024
<b>Total Energy Consumption (GJ)</b>	129,301	<b>133,447</b>
<b>Total Energy Intensity (GJ/ Million ₪)</b>	306	<b>281</b>
<b>Energy Intensity (GJ/ m²)</b>	0.413	<b>0.424</b>

Government Complex Mall • Be'er Sheva



## Energy Efficiency Measures:

Ashtrom Properties is leading a global initiative to enhance energy efficiency across its assets by integrating advanced technologies. This includes the installation of energy management control systems, LED lighting, solar panels, electric vehicle charging infrastructure, and smart energy management. The initiative is being implemented extensively in the Company's properties in Israel, Germany, and the UK, tailored to the unique characteristics of each country.

### Israel

- **Energy Efficiency**  
90% of Ashtrom Properties' assets in Israel are equipped with LED lighting, with plans to expand this across additional relevant properties. Advanced control systems have also been installed, enabling automatic lighting management and electricity control.
- **Electric Vehicle Charging and Transportation Access**  
The Company is promoting, where feasible, the deployment of EV charging infrastructure in its parking lots. Selected properties also include bicycle parking and designated lockers for battery charging and storage.
- **Energy System Upgrades**  
Proactive inspections are conducted to improve energy systems, including replacing old chillers, updating HVAC settings, and upgrading transformers and air conditioning systems.
- **Solar Roof Installations** Ashtrom Properties is advancing the installation of solar panels on rooftops found technically and regulatorily suitable. To date, 54 solar systems have been installed across its assets—10 of which were added in 2024. Additional installations are planned in the coming years. This initiative is carried out in collaboration with Ashtrom Renewable Energy. The company is also exploring energy storage solutions in partnership with the Israel Electric Corporation.

### United Kingdom

- **Transition to Renewable Energy in Assets**  
In 2024, as part of the Company's sustainability strategy, Ashtrom Properties' UK assets transitioned to green energy procurement agreements. The Power Purchase Agreements (PPAs) for 100% renewable energy accounted for approximately 30% of the Company's total electricity consumption that year.
- **Energy and Carbon Emissions Monitoring** The Company began installing smart meters to enable remote energy consumption monitoring. The first phase was implemented in a pilot property, allowing real-time data collection for more accurate and efficient energy management. In addition, Scope 1, 2, and 3 carbon emissions were calculated for all assets, except for Central Square, which was acquired at the end of 2024.
- **Lighting Upgrades and Improved Energy Ratings**  
Advanced LED lighting systems were fully installed in key assets, with plans underway to extend these upgrades to additional properties.

### Germany

- **ESG Management and Sustainability Monitoring**  
Assets are managed using the Alasco platform, which enables tracking, reporting, and monitoring of ESG metrics to enhance transparency and support data-driven decision-making. In addition, Ashtrom Properties Germany is installing smart metering systems for real-time energy consumption monitoring, with plans to expand the rollout across all assets.
- **Energy Efficiency**  
All public area lighting has been replaced with energy efficient LED systems. Smart heating systems and valve technologies have also been installed to improve energy performance.
- **Solar Roof Installations**  
In 2024, solar panels were installed on the Bornbarch property in Germany as part of a broader plan to expand the initiative to additional assets. Ashtrom Properties Germany continues to explore innovative energy storage solutions.



Kanot logistic center



# Waste Management

**Ashtrom Properties** promotes advanced and comprehensive waste management solutions, focusing on reducing landfill waste, encouraging recycling, and minimizing the environmental impact of its operations.

## Israel

In 2024, a smart monitoring system was installed in the **LYFE Towers** for wet waste compactors, optimizing waste volume usage and reducing disposal frequency. Ashtrom Properties is also expanding infrastructure for separating additional waste streams, such as deposit bottles and packaging, through the acquisition of dedicated bins and partnerships with relevant recycling corporations. Oil recycling is carried out in the commercial areas of the Company's assets.

## Germany

Properties are equipped with designated bins for sorting various types of waste, including cardboard, plastic, organic waste, and general refuse. This system enables efficient recycling, significantly reduces landfill use, and ensures

## UK

Ashtrom Properties UK promotes a sustainable waste management strategy across all assets. This includes signage with clear instructions for proper waste and energy use, along with orientation for new tenants on recycling practices. At **No 8 First Street**, all construction waste is recycled and converted into energy through RDF (Refuse-Derived Fuel) instead of being sent to landfill. Recycling facilities are already operational at key assets such as **No 8 First Street** and **Square Central**, and installation planning has been completed for **Exchange Flags**. The Company continues to expand its recycling infrastructure and improve waste management processes throughout its UK portfolio.

### Waste Treatment

(tons) for 2024 (GRI-306):



#### Concrete

For recycling **19** Ton

for landfill **7** Ton



#### Cardboard

For recycling **314** Ton

for landfill **43** Ton



#### Nylon

For recycling **28** Ton

for landfill **157** Ton



#### General Waste

For recycling **211** Ton

for landfill **1,452** Ton

**2,231** Ton | **26%**  
Recycling Rate

Red Rocks • Dusseldorf, Germany





## Waste Management at the LYFE Towers

As part of ongoing efforts to improve waste management at the LYFE Towers, a comprehensive program was developed in 2024, outlining a series of efficiency measures in this area.

The program was based on a thorough mapping of the site's main waste streams and was designed to address operational challenges while reducing environmental impact.

Most of the planned actions are currently in various stages of implementation, demonstrating the company's commitment to creating value for both tenants and the environment.

- 
**Upgrading Waste Disposal Systems:**  
 Completion of the deployment of designated bins for on-site waste collection and sorting; replacement of scattered oil collection barrels in the commercial areas with designated containers to allow for organized collection and recycling, including selling the oil for further use; installation of a monitoring system for wet waste compactors to maximize load efficiency and reduce collection frequency.
- 
**Improving Waste Management Infrastructure:**  
 Establishment of structured procedures for the collection and recycling of deposit bottles and packaging waste, as well as collaboration with relevant recycling corporations..



LYFE Towers • Bnei Brak

## Promoting Awareness of Waste Management Solutions

In December 2024, a Sustainability Awareness event was held at the Hod HaSharon Towers project, in collaboration with the ecological-social organization "Yarok Hevrat", which works to make recycling more accessible to businesses and companies. During the event, representatives from the organization provided professional guidance to company representatives on implementing routine recycling practices and waste separation.

In addition, a recycling machine for deposit bottles was installed on-site. Proceeds from the collected bottles will be donated to "Transparent Album", a nonprofit organization that supports combat veterans in their transition to civilian life.





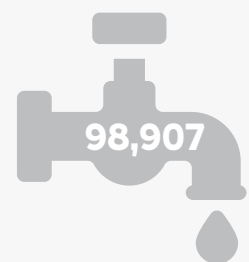
# Water Consumption

Reducing water usage is a key component of responsible management in income-generating real estate, aimed at preserving natural resources and minimizing environmental impact. The integration of innovative water management solutions — such as leak detection systems, water recycling technologies, and the use of water-efficient landscaping — helps reduce consumption and ensures the efficient use of this valuable resource. This approach not only contributes to lower operating costs but also reflects the Company's commitment to sustainability and the conservation of vital resources for future generations. We strive to reduce water consumption across our properties by expanding the implementation of advanced systems that prevent water damage, and by promoting additional initiatives for water reuse.

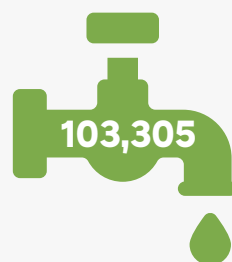
The Blue Marina • Ashdod

## ► Total Water Consumption and Water Intensity

(GRI-303):



**2023**  
Water consumption  
(m<sup>3</sup>)



**2024**  
Water consumption  
(m<sup>3</sup>)

## ► Water Intensity (m<sup>3</sup>/million NIS)

2023

234

2024

217

## ► Water Intensity (m<sup>3</sup>/m<sup>2</sup>)

2023

0.316

2024

0.328





High-Tech Park • Hod HaSharon

## Water Efficiency Initiatives:

### Israel

- Implementation of smart water management solutions, including the WINT system for real-time monitoring and leak detection, with plans to expand its use to additional properties
- Conducting pilot programs for using drones to clean windows.
- Promoting water recycling projects, such as water softening in cooling towers at the Bat Yam Mall, increasing water reuse by up to threefold
- Planning of projects to recycle air conditioning condensate for irrigation, as well as graywater recycling, both expected to contribute to water savings and improved operational efficiency across properties.

### Germany

Implementation of smart water management systems such as 360 Leak, which enable continuous monitoring and real-time leak detection. These systems help prevent water waste, enhance operational efficiency, and reduce the environmental impact at key properties.

### UK

Promotion of responsible water use through the installation of sub-meters across all properties, allowing for accurate consumption monitoring and encouraging tenants to adopt more responsible water usage practices.

## Stormwater Management

Ashtrom Properties operates in accordance with environmental and green building standards, including LEED certification (Gold level and above), which requires dedicated stormwater management solutions. In addition to regulatory compliance, the Company recognizes the importance of flood preparedness and infrastructure protection, while also leveraging opportunities to harvest and reuse stormwater.

All new projects incorporate hydrological planning, in collaboration with professional consultants, to ensure proper stormwater handling through solutions such as blue roofs, detention basins, and local infiltration systems. Any new regulations in this area are implemented immediately in projects at the planning and execution stages, reflecting the company's commitment to reducing environmental impact, preventing flooding, and enhancing urban resilience.

## Oil Waste Management

Over the past year, we advanced oil waste collection and recycling across the food service areas within our managed properties by implementing advanced centralized containers. This solution enables efficient and responsible collection of used cooking oil, reducing the risk of leaks and environmental contamination, as well as preventing oil from entering the wastewater system.



# Biodiversity Conservation

Ashtrom Properties considers the preservation of biodiversity and the protection of ecosystems to be a core element of its environmental responsibility. These considerations are integrated into all aspects of the Company's operations, including the planning of new projects and the renovation of existing buildings.

The Company actively works to minimize the environmental impact of its activities and promotes solutions that support the restoration and conservation of local ecological systems, in line with the [biodiversity policy](#) established by the Ashtrom Group. In addition, the Company works to raise awareness of this important issue.

Ashtrom Properties conducts environmental impact assessments where required and implements measures such as tree preservation and relocation, in accordance with the guidelines of local authorities and forestry officials. As part of its planning processes, the company also engages in landscape rehabilitation and the development of green public spaces, with the goal of conserving and restoring ecological systems.

In selected projects, biodiversity-supporting solutions are integrated, such as green roofs (for example, in the residential building at the **The Capital project**), green development zones, native vegetation that supports biodiversity, and ornamental ponds in projects such as **LYFE C, OLIO, and RISHO**.

In LYFE projects in Bnei Brak and Bat Yam, old garage and parking lot areas were converted into developed and landscaped spaces, including soil remediation and the rehabilitation of contaminated areas. In the

HaYetzira project, plans include the removal of a polluting gas station, the preservation of a historic building, and the development of a green area spanning several hundred square meters.

## A Few Examples from the Company's Properties in the UK:

- At the **No. 8 First Street project** in Manchester, a green roof has been built featuring active beehives that produce several honey harvests per year, which are distributed to the building's tenants.
- At the **Colmore Gate project** in Birmingham, which is undergoing a comprehensive renovation and upgrade, a large green roof terrace — one of the biggest in the city — will be established, featuring extensive planting of trees, shrubs, and various wildflowers to promote biodiversity in the heart of the urban space.
- At the **Central Square project** in Leeds, the roof terrace already includes trees, shrubs, and insect hotels. In 2024, additional planting is planned to expand the vegetation and deepen the contribution to local ecological systems.

Ashtrom Properties works in ongoing collaboration with environmental and green building consultants, including agronomists and hydrologists, as part of its project planning and execution processes. Their involvement supports environmentally sensitive planning and the integration of elements that contribute to the preservation of local ecosystems.



## Spotlight on the HaOrgim Project in Be'er Sheva

**Ashtrom Properties' HaOrgim project** in Be'er Sheva sets a new standard for sustainable urban development, offering a smart mixed-use model over an area of approximately 9 hectares. The complex is planned as a holistic environment that integrates residential, employment, education, commercial, and leisure functions.

The architectural design—created in collaboration with OKA Architects—draws inspiration from "Blue Zones" around the world: areas that promote a healthy, accessible, and community-connected lifestyle.

At the core of the concept is the belief that the built environment should cater to all age groups—from early childhood to old age—while promoting environmental sustainability, equitable accessibility, and adaptability to Be'er Sheva's future needs.

The project incorporates advanced tools for addressing climate challenges in arid regions, including:

- 🌿 Green/blue roofs with desert-adapted vegetation – for stormwater retention, thermal insulation, and energy savings.
- 🌿 Tree habitat systems – increasing tree canopy coverage, supporting water drainage, and enhancing local biodiversity.

**The Capital • Jerusalem**



# Environmental Management and Compliance

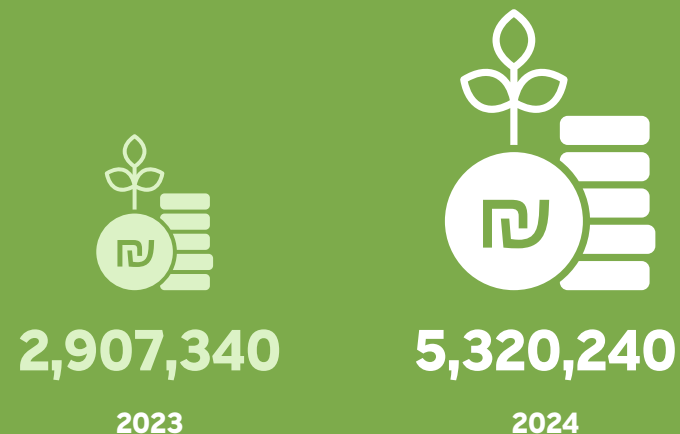
The Company operates in accordance with applicable environmental regulations, integrating environmental considerations into planning and operational decisions, while continuously improving processes to reduce negative impacts. During the reporting period, no incidents occurred that resulted in significant environmental fines. The Company continues to evaluate its operations in light of legislative updates and to implement necessary adjustments, with the goal of reducing emissions, conserving resources, and maintaining transparency with stakeholders.

Ashtrom Properties manages its environmental efforts with a strong emphasis on regulatory compliance, while also promoting initiatives aligned with its strategic environmental priorities and defined targets. Environmental performance is addressed across multiple dimensions simultaneously:

- **Raising Environmental Sustainability Awareness** – through expanding internal knowledge and encouraging employee participation in relevant courses, workshops, and conferences
- **Establishing Policies and Procedures** – for the structured management of property operations and maintenance, including renovation and construction activities, with respect to procurement of building materials, construction waste management, and indoor air quality control during execution. In line with Company policy, these procedures promote the use of green materials and the separation of waste streams for recycling and proper treatment.
- **Developing a Greenhouse Gas (GHG) Emissions Calculation Methodology** – aligned with the GHG Protocol and based on the principles of operational and financial control. The methodology will be reviewed and updated periodically as needed.
- **Setting Clear Targets** – aligned with the Company's defined strategic environmental priorities.
- **Advancing Initiatives to Upgrade Assets and Systems, alongside the implementation of innovative solutions** – to meet green building certification standards and reduce GHG emissions.
- **Ongoing Monitoring and Control** – to consistently measure progress against targets, with a focus on quantitative monitoring of GHG emissions.

## ► Environmental Investment Management

Total Investments and Expenditures  
for Advancing Environmental Aspects (NIS)



In 2024, the company recorded an increase in environmental sustainability-related expenditures and investments compared to 2023, primarily due to an extensive green certification initiative carried out during the year, which included obtaining **BREEAM In-Use** certification for 13 properties in Germany.

HaYetzira Complex • Ramat Gan



# Fostering Connected Communities





# Fostering Connected Communities

At Ashtrom Properties, we believe that human capital is one of the most valuable assets of a successful organization. This belief is at the core of our management strategy. Accordingly, we invest significant resources in nurturing and empowering our people at every stage – from a rigorous recruitment process for top-quality manpower, to professional training programs, ongoing managerial support, and tools for both personal and professional growth.

Ashtrom Properties is committed to creating a safe, supportive, and inclusive environment for its employees, as well as for its tenants and clients. We place strong emphasis on optimizing user experience across our assets – including enhanced transportation accessibility to our properties, in line with residents' needs and expectations.

**By 2034 – We aim to**



**40%**

female representation in middle and senior management



**Distribute tenant satisfaction surveys across 100% of key assets in Israel**



**Community support through various donations, as part of Ashtrom Group's overall donation strategy**



**Expand employee engagement in ongoing, structured volunteer activities**

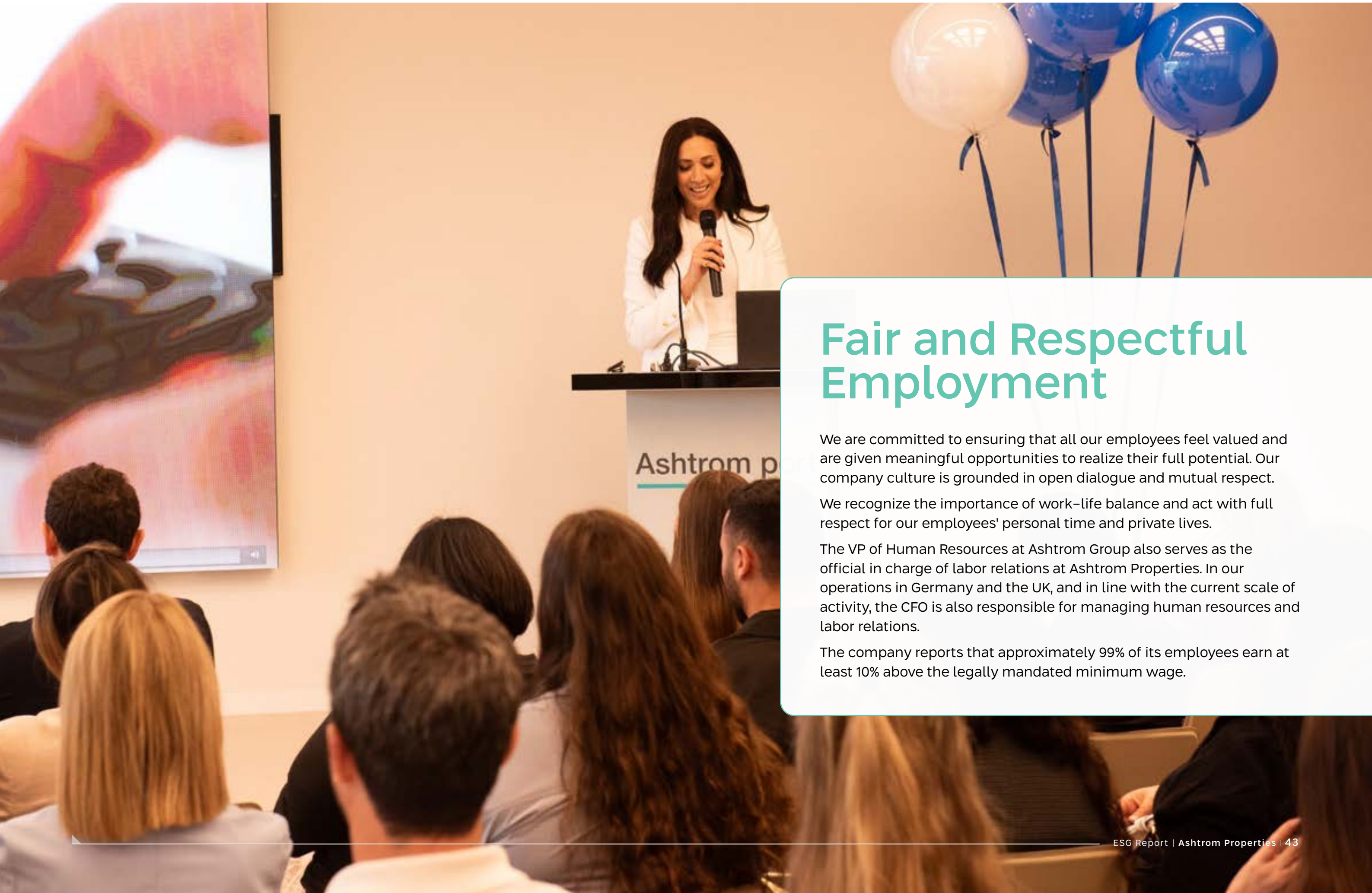
We believe all people are equal and are fully committed to upholding human rights and ensuring the well-being of all our employees. We strictly prohibit any form of discrimination based on gender, age, religion, disability, political opinion, sexual orientation, marital or personal status, economic standing, social background, or any other discriminatory basis.

We place great importance on providing equal opportunities for all employees and job candidates – across all roles, appointments, and opportunities for professional advancement.

The company operates in accordance with the [Human Rights Policy](#) established by the Ashtrom Group and actively promotes awareness of this topic among its employees.







## Fair and Respectful Employment

We are committed to ensuring that all our employees feel valued and are given meaningful opportunities to realize their full potential. Our company culture is grounded in open dialogue and mutual respect.

We recognize the importance of work-life balance and act with full respect for our employees' personal time and private lives.

The VP of Human Resources at Ashtrom Group also serves as the official in charge of labor relations at Ashtrom Properties. In our operations in Germany and the UK, and in line with the current scale of activity, the CFO is also responsible for managing human resources and labor relations.

The company reports that approximately 99% of its employees earn at least 10% above the legally mandated minimum wage.



## ► Ashtrom Properties Workforce

(GRI-405):

Organizational Unit	2023	2024
Israel	91 (49% Women)	81 (52% Women)
Germany	12 (50% Women)	16 (56% Women)
UK	10 (30% Women)	11 (36% Women)
<b>Total</b>	<b>113</b> (48% נשים)	<b>108</b> (51% Women)
<b>Turnover Rate(%)<sup>21</sup></b>	<b>33%</b>	<b>28%</b>
<b>Employee Seniority<sup>21</sup></b>	<b>6.71</b>	<b>7.53</b>

In 2024, a decrease in the workforce in Israel was recorded, partly due to the transfer of several employees to employment under management companies jointly owned with business partners.

## ► Employee Turnover Rate

(GRI-401):

		2023			2024		
		Women	Men	Total	Women	Men	Total
<b>Employees and managers hired</b>	Total <30	7	0	<b>7</b>	10	4	<b>14</b>
	Total 30-50	7	15	<b>22</b>	5	4	<b>9</b>
	Total >50	0	3	<b>3</b>	3	0	<b>3</b>
	<b>Total</b>	<b>14</b>	<b>18</b>	<b>32</b>	<b>18</b>	<b>8</b>	<b>26</b>
<b>Employees and managers whose employment ended</b>	Total <30	4	1	<b>5</b>	5	3	<b>8</b>
	Total 30-50	7	13	<b>20</b>	11	5	<b>16</b>
	Total >50	1	5	<b>6</b>	2	5	<b>7</b>
	<b>Total</b>	<b>12</b>	<b>19</b>	<b>31</b>	<b>18</b>	<b>13</b>	<b>31</b>



<sup>21</sup>. Applies to Israeli employees only



## Nature of Employment

Employees of Ashtrom Properties are employed under individual employment agreements, with no application of collective agreements. Employees may receive bonuses from time to time, based on performance and the effort invested, in accordance with the Company's compensation policy. There is currently no labor union representation within the Company.

### ► Employment Type Breakdown

(GRI-401):

	2023			2024		
	Men	Women	Total	Men	Women	Total
Employees with Global Salary	39	42	<b>81</b>	34	40	<b>74</b>
Employees with Monthly Salary	18	12	<b>30</b>	18	15	<b>33</b>
Employees with an Hourly Wage	–	1	<b>1</b>	–	–	<b>–</b>
Service Providers (Freelancers)	1	–	<b>1</b>	1	–	<b>1</b>
<b>Total Number of Salaried Employees</b>	<b>58</b>	<b>55</b>	<b>113</b>	<b>53</b>	<b>55</b>	<b>108</b>
Total Number of Full-Time Employees	56	42	<b>98</b>	53	49	<b>102</b>
Total Number of Part-Time Employees	2	13	<b>15</b>	–	6	<b>6</b>
<b>Total Number of Employees</b>	<b>58</b>	<b>55</b>	<b>113</b>	<b>53</b>	<b>55</b>	<b>108</b>

## Contracted Workers

The Company is committed to ensuring the rights of all individuals working within its premises, including contracted workers in areas of cleaning, security, and maintenance. Service providers are required to present a valid certificate from an external wage auditor confirming that their employees' employment terms and wages comply with legal requirements. In doing so, the Company upholds a high standard of responsibility toward workers who are not directly employed by it, as part of its commitment to social responsibility across the supply chain.



## Fostering Employee Dialogue

Ashtrom Properties places great importance on strengthening organizational culture, fostering a sense of belonging, and enhancing employee engagement. The Company maintains an ongoing dialogue with its employees through regular meetings with managers and by promoting an open-door policy.

In 2024, a comprehensive internal communication plan was developed, led by the Internal Communications Manager of the Ashtrom Group. The plan aims to embed a culture of open dialogue and strengthen the connection between the Company and its employees. Communication channels include real-time email and SMS updates, TV screens at headquarters and production sites, as well as an open-door policy with managers and senior leadership. In addition, HR managers conduct regular one-on-one check-ins with employees.

In 2024, the Company also expanded its social media presence through official Facebook and Instagram pages, offering a behind-the-scenes look at the Company's activities and the people behind them. This initiative further deepens engagement with current employees and potential candidates. Dedicated career pages were also launched on the new corporate websites, with an emphasis on employee experience.

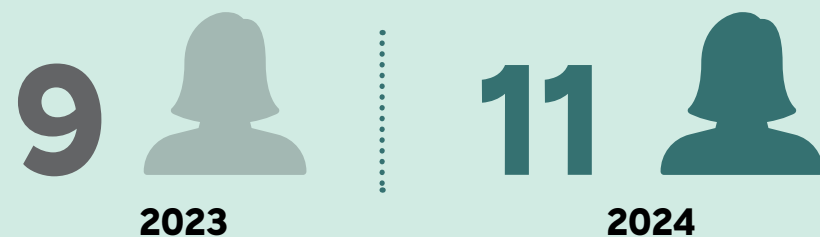


# Diversity and Inclusion

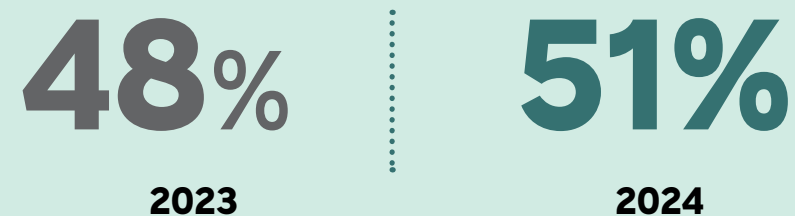
Diversity and inclusion are fundamental pillars of Ashtrom Properties' organizational culture, reflecting our deep commitment to respecting and valuing every individual. We are dedicated to fostering a safe, respectful, and inclusive work environment—one where differences are seen as an asset that enriches dialogue, drives innovation, and leads to excellence. We believe that respect, equality, and inclusion form a solid foundation for shared success and empower us all to grow—both as individuals and as a united, strong community.

## ► Diversity Data (GRI-405-1):

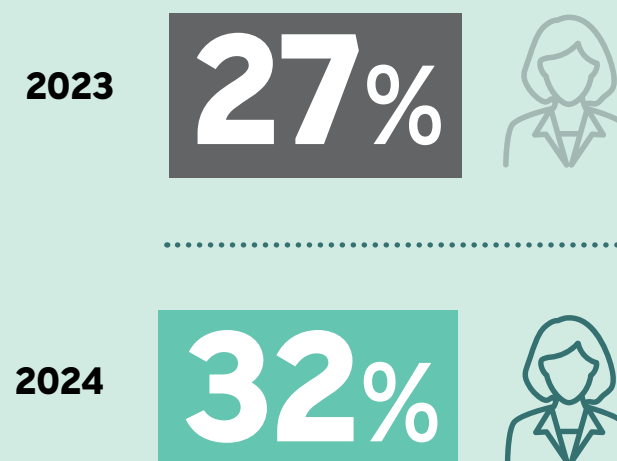
### Women in Senior and Mid-Level Management



### Percentage of Women in the Workforce



### Percentage of Women Managers out of Total Managers



### Percentage of Employees Over Age 50 in the Workforce





## Employment Data by Role and Age

	2023			Total	2024			Total
	Under 30	Ages 30–50	Over 50		Under 30	Ages 30–50	Over 50	
Total Senior Managers	–	11	2	13	–	9	4	13
Total Mid-Level Managers	–	15	5	20	2	14	5	21
Total Non-Managerial Employees	21	40	19	80	19	38	17	74
<b>Total</b>	<b>21</b>	<b>66</b>	<b>26</b>	<b>113</b>	<b>21</b>	<b>61</b>	<b>26</b>	<b>108</b>



### Age Diversity in the Workforce

In 2024, Ashtrom Properties maintained a balanced age distribution across its workforce. Employees over the age of 50 accounted for approximately 24% of all staff—similar to 2023—reflecting employment stability and the retention of valuable knowledge and experience. Within senior management, the proportion of managers over age 50 rose from 15% in 2023 to 31% in 2024. At the same time, younger employees under the age of 30 began to enter mid-level management roles, indicating the opening of advancement pathways for early-career professionals. These trends reflect a deliberate strategy to balance accumulated managerial experience with the cultivation of future leadership, demonstrating a long-term vision for developing human capital.

### Employment of People with Disabilities

Ashtrom Properties views the employment of people with disabilities as both a privilege and a meaningful contribution to society. As part of the broader Ashtrom Group, we actively collaborate with organizations specializing in the integration of individuals with disabilities into the workforce.

These partnerships include organizations such as “Shekulu Tov” (which focuses on employment for individuals coping with mental health challenges), “Belev Echad” (which supports the integration of IDF veterans with disabilities), and “Israel Elwyn”.

### Pay Equity

Ashtrom Properties is proud to comply with the Equal Pay Law and to publicly disclose gender pay gaps—reflecting its commitment to transparency, equal opportunity, and the promotion of a fair and inclusive work environment.

We view this step as an important tool for identifying gender gaps and ensuring that all employees are compensated fairly and equitably based on their skills, achievements, and contributions to the organization.

Ashtrom Properties publishes an annual report on wage disparities in Israel. The latest report reveals that in 4 out of 5 employee segmentation groups, no gender-based wage gaps were identified. In one group, a wage gap in favor of men was found, primarily due to differences in seniority, experience, role characteristics, and associated benefits.

**2024 Equal Pay Report (GRI-405)**

24%



Percentage of Employees  
Over Age 50

31%



Percentage of Senior Managers  
Over Age 50



# Employee Development and Training



Ashtrom Properties views human capital development as a key pillar of its success and invests in professional training and development programs tailored to various roles and organizational needs. Training initiatives are conducted both within the Ashtrom Group and through external programs. In addition, as part of employee development, we encourage participation in seminars, exhibitions, and professional training—both in Israel and abroad.

## Our Key Focus Areas for Employee Development and Empowerment:

### Regulatory Training

Ashtrom Properties is committed to ensuring a safe and healthy work environment for its employees, **in full compliance with regulatory guidelines and the highest professional standards.**

In 2024, the Company conducted a range of training sessions focused on employee health and safety. These included fire safety training, forklift refresher courses, maintenance safety updates, first aid, and safety representative training for management personnel, among others.

**556 Hours**   
Total Regulatory  
Training Hours in 2024

### Internal Training and Development

Training and learning processes are a central pillar in developing employees' professional and personal capabilities, and contribute significantly to improving overall organizational performance.

Professional courses such as multi-level Excel, effective presentation workshops, and sessions on digital trends, equip employees with practical tools to enhance performance. In addition, our employees receive training in soft skills such as negotiation, workplace creativity, and participation in inspiration-focused conferences.

Innovative training programs—such as **CANVA PRO** workshops and **Generative AI** sessions—connect employees to the evolving technological landscape and help ensure their adaptability to changes in the labor market.

Additional initiatives held in 2024, such as dedicated events for returning reservists and inspirational gatherings, further strengthened employees' sense of belonging, motivation, and engagement.

**510 Hours**   
Total Internal Training  
and Development  
Activities in 2024



## Participation in Seminars and Conferences

Professional development through participation in seminars and conferences serves as a key tool for enhancing employee skills, expanding knowledge, and deepening understanding in the company's core areas of activity. Industry events such as the Engineers Association Conference, the Green Innovation Forum, and the Sustainability Conference for Greenhouse Gas Reduction, provide exposure to cutting-edge technologies, global market trends, and advanced work methodologies.

Additional conferences, such as the Annual Accountants Conference or the Operations Managers Forum for Shopping Centers, also contribute to strengthening professional ties with peers and industry experts, serving as a platform for professional collaboration. These initiatives enhance organizational capabilities and have a direct impact on company performance—particularly in key operational areas such as fire safety, engineering planning, and marketing.

**863**   
**hours**

**In 2024, our employees participated in seminars and conferences totaling.**

## Academic Support for Employees

Ashtrom Properties employees are eligible for support in pursuing academic degrees and external professional courses. In 2024, four employees received company assistance to advance their academic studies and participate in external training programs.

### ► Training Activity

(GRI 404-1, 403-5):

Total Training Hours:

**1,928** 

Average Training Hours per Employee

**18** 





# Employee Health, Safety, and Well-Being

## A Safe and Respectful Work Environment

At Ashtrom Properties, we place the highest importance on providing a pleasant, safe, and respectful work environment, guided by the belief that employee well-being and safety are essential to both personal and organizational success. We are committed to maintaining proper working conditions while fostering a strong sense of security and support.

Ashtrom Properties upholds a zero-tolerance policy toward any form of violence, maltreatment, bullying, or mistreatment in the workplace. As part of this policy:

- Periodic training sessions are held to raise awareness of respectful conduct, in accordance with legal requirements and the Group's ethical code.
- The Group's Code of Conduct for the Prevention of Sexual Harassment

**In 2024, no complaints were received regarding sexual harassment or workplace maltreatment.**

The Company operates in accordance with the [employee health and safety policy](#) established by Ashtrom Group, while promoting broad organizational awareness on these issues.

### Embedding a Culture of Safety and Emergency Preparedness

Recent events have highlighted the importance of the training and protocols implemented across the organization, which have enabled employees and managers to respond effectively to unexpected emergency situations.

We take pride in the level of safety we have established—not only in protecting the lives of our employees, but also in ensuring operational continuity and business resilience, even during challenging times.

### Road Safety – Raising Awareness and Protecting Lives

Ashtrom Properties is committed to promoting road safety through periodic reminders and updates issued by Ashtrom Group's vehicle department, with special focus during high-risk periods such as winter, holidays, and the start of the school year. We encourage cautious driving, maintaining a safe distance, and avoiding distractions—to safeguard both our employees and all road users.

### Contracted Workers Safety

The safety of all individuals present at the Company's properties — including contractor personnel — is a top priority. In certain properties, dedicated safety training sessions for contractor workers are conducted by the property management companies. In addition, periodic safety inspections are carried out to systematically assess safety conditions for employees, contracted workers, and visitors alike, with a focus on identifying potential hazards and providing immediate solutions.

### Construction Site Safety

The Company implements a uniform safety policy across all its operational sites, including active construction sites. Periodic safety surveys are conducted throughout all properties and projects — as part of a comprehensive commitment to protecting the health and safety of employees and visitors on-site.

The monitoring process is carried out in collaboration between the Engineering and Asset Management departments, through regular meetings focused on risk assessment, findings analysis, and the implementation of necessary improvements. Ashtrom Properties considers safety supervision at construction sites an integral part of its corporate responsibility.

## Work Accident Data in Israel

(GRI 403-9):

### Number of Work-Related Road Accidents

2023

2

2024

1

### Number of Lost Work Days Due to Work Accidents

2023

24

Total Lost Work Days

2024

20

Total Lost Work Days

### TRIR

2023

0

2024

0



## Employee Well-Being

At Ashtrom Properties, the employee experience is built on values of community, personal connection, and professional purpose. In 2024, we continued to cultivate a supportive organizational environment that promotes resilience, teamwork, and recognition — as a foundation for long-term business success.

The Company regularly celebrates holidays, milestones, and special occasions with its employees, alongside team-building activities and social events held throughout the year. These initiatives are designed to strengthen a sense of belonging, community, and mutual appreciation.

Through a structured well-being policy, community-oriented initiatives, and stronger ties between management and staff, the company aims to foster a meaningful and lasting work experience.

We believe that well-being is not just about fun events — it is a key to building human connection, organizational identity, and a sense of purpose. Therefore, our well-being programs are shaped by employee feedback, cross-departmental collaboration, and a holistic view of day-to-day work life. These elements empower Ashtrom Properties to lead not only in real estate, but also in people.





# Healthy, High-Quality Living Environment for Residents

Ashtrom Properties is committed to creating a high-quality, healthy, accessible, innovative, and community-oriented living environment, placing residents' well-being and overall experience at the forefront. The Company promotes mixed-use projects that include shared spaces designed to enhance residents' quality of life, including co-working areas for corporations and startups. We invest in a unique customer experience by integrating advanced technological systems that improve communication with residents and ensure seamless, ongoing property maintenance.

During the planning phase, Ashtrom Properties collaborates with development consultants to design green open spaces for residents and the wider community. We also prioritize underground infrastructure to conceal operational areas (loading zones, waste rooms, etc.) and utilize rooftops as a "fifth façade" for resident-friendly amenities. Additional emphasis is placed on smart mobility and accessibility, with services such as showers, bike rooms, and electric vehicle charging stations.



Port Hod Ha'sharon



# Ashtrom Properties works to create thriving, sustainable spaces

Ashtrom Properties plays a significant role in creating spaces that empower and inspire the communities in which it operates. Through the management of high-quality income-generating assets, the Company strengthens the connection between people and their workplaces, while supporting the development of shared hubs for both businesses and local communities.

## OLIO

A dynamic mixed-use project that blends residential, commercial, and leisure spaces, seamlessly linked to Bat Yam Mall via a landscaped rooftop above the retail floor. Designed with open areas that encourage an active lifestyle, the project also features smart architectural solutions that conceal infrastructure and minimize noise — ensuring a pleasant environment for both residents and visitors.

The complex offers a unique, all-in-one experience: spacious sea-view apartments, modern workspaces, and direct access to a vibrant boulevard of shops, cafes, and restaurants. Ideally located near major transportation hubs, the project offers excellent accessibility—just minutes from the Yoseftal Interchange on Ayalon Highway, a 10-minute walk to the Yoseftal train station, and 4 minutes from the Nissenbaum light rail station.

## LYFE

The living environment at the LYFE complex, located in northern Bnei Brak, blends work and leisure with green views of HaYarkon Park, a fully equipped gym, a vibrant culinary hub, and convenient transportation access — all enhancing residents' quality of life. The complex also features the Port by Ashtrom complex, which includes a green rooftop for residents' wellbeing and a conference center for business events and gatherings.

Conveniently situated near key roads and transit routes, the complex is just minutes away from the Ben Gurion light rail station. In addition, the top floor of the above-ground parking facility was redesigned and converted into landscaped green areas that connect Towers A and B to the future Tower C, offering added communal space at the expense of existing parking.

## RISHO

A state-of-the-art business complex in Rishon LeZion's HaElef District, covering approximately 6 hectares and anchored by a 1-hectare green park. Phase A features three office towers totaling around 132,000 m<sup>2</sup>, alongside the Phoenix Campus. Phase B will introduce three additional buildings, adding another 177,000 m<sup>2</sup> of built space. Tenants enjoy green spaces, bike paths, excellent public transport access, and proximity to entertainment hubs — offering maximum convenience and a healthy work-life balance.

Strategically located near major traffic arteries, the project sets a new benchmark for urban mobility, offering direct access to the train station, connections to three planned light rail lines, and seamless movement throughout the complex via pedestrian walkways and dedicated bike lanes.



# Ashtrom Properties works to create thriving, sustainable spaces

## The Capital

business district. Located at the city's main entrance, this 70,000 m<sup>2</sup> project comprises two towers that seamlessly integrate residential units, office spaces, and retail areas. The complex also includes green spaces, bike paths, a swimming pool, and a spa.

The office tower will feature curtain walls that maximize natural light, spacious sun balconies, a green roof, and a wide range of services and amenities designed to enhance the work experience.

The residential tower will include 219 apartments, all equipped with high-end specifications and meticulous design to the highest standards. Residents will enjoy a green rooftop terrace, a pool and sauna area, a private residents' club, a business lounge, and a meeting room.

The Capital, Jerusalem, is strategically located near the courthouse complex and the government offices, offering easy access to the light rail, central bus station, national railway, major traffic arteries, and the lively Mahane Yehuda Market. In October 2024, the Company

## Comm-U

In recent years, Talpiot has emerged as Jerusalem's vibrant urban core, driven by extensive renewal efforts that have reshaped the neighborhood into a dynamic district inspired by leading global city centers. Ideally located just 100 meters from Hadar Mall and directly on the light rail route, the project offers residents close access to three upcoming light rail stations and the HaMesila Park. Combining forward-thinking urban planning, abundant green spaces, and seamless connectivity, this exceptional project creates an ideal intersection of work, leisure, and lifestyle in the heart of the city.

## HaOrgim Complex

A mixed-use project in Be'er Sheva, spanning approximately 9 hectares, will feature commercial and employment areas alongside some 1,500 residential units, with a total built area of around 275,000 m<sup>2</sup>. The complex will be built according to the 'Blue Zones' model, which offers an innovative urban vision based on principles such as community-oriented living and the reduction of polluting traffic. This forward-thinking approach prioritizes the creation of well-designed spaces that meet the needs of residents, businesses, and the wider community. As a strategic investment, the project is set to play a key role in driving urban renewal and regional growth while delivering meaningful social and economic impact.



# Ashtrom Properties works to create thriving, sustainable spaces



## Colmore Gate

Colmore Gate is an office building located in the heart of Birmingham's business district, acquired in 2021. In 2025, the Company initiated a comprehensive renovation and upgrade of the property.

The renovation includes a full upgrade of the building's systems, incorporating best-in-class sustainability features and focusing on energy efficiency and green building principles. The Company aims to reuse materials removed during the renovation — such as granite — as raw materials for future interior finishes.

As part of the project, one of the largest rooftop terrace gardens in the city will be created, enhancing tenant comfort and introducing new green spaces to the building. The renovation is designed to strengthen the connection between people and their workplaces, creating spaces for interaction, business support, and community engagement.



## Central Square

completed the acquisition of Central Square in Leeds, UK —one of the largest commercial real estate transactions in the city in recent years. The building features 11 office floors above a retail level, spanning approximately 21,000 m<sup>2</sup>, along with an underground parking offering 128 spaces. It includes large, column-free floorplates of around 2,300 m<sup>2</sup>, a winter garden, and a rooftop garden that provide tenants with spaces for leisure and social interaction. The building holds an Outstanding BREEAM certification and an Energy Performance Certificate (EPC) rating of A.

Completed in 2016, Central Square is a unique office and retail complex that serves as an architectural landmark in the heart of Leeds' business district, located at a major intersection and within walking distance of the city's main train station and shopping center. The project was developed with a holistic sustainability approach, incorporating renewable energy sources, and was the first multi-tenant office building in the UK to achieve an Outstanding BREEAM rating with a score of 89.7%, alongside an EPC A rating.

The building integrates innovative technologies, including a low-carbon synthetic gas Combined Heat and Power (CHP) unit that supplies all hot water and electricity needs, as well as water-saving features like dual-flow taps. It is designed to maximize natural daylight and views while ensuring excellent ventilation.

Its strategic location near the train station promotes high accessibility and encourages the use of public transportation. The building also supports sustainable mobility through end-of-trip facilities such as bike storage, showers, and changing rooms, as well as EV charging stations in the underground car park.



## Promoting Tenant & Resident Well-Being

As part of a project in the **HaYetzira complex** in Ramat Gan, the Company is advancing a plan that includes the preservation of two historically and culturally significant buildings — Beit Sharet (the home of Israel's second Prime Minister, Moshe Sharet), and the historic "Kiehl" Printing House. These efforts strengthen the city's connection to its heritage and contribute to the physical preservation of its cultural assets. The project will allocate approximately 4,100 m<sup>2</sup> within the tower for public use, supporting the development of a high-quality public realm along HaYetzira Street.

At **The Capital** Jerusalem project, a kindergarten was expanded with an additional floor, and an entire floor was designated for music and dance activities.

In the **Olio** project in Bat Yam, the company allocated about 1,000 m<sup>2</sup> for a fitness center accessible to neighborhood residents.

During property operations, asset managers actively engage with local communities and maintain ongoing communication with residents, tenants, neighborhood initiatives, and municipal authorities.

The Company also organizes family-friendly and child-focused activities at its shopping centers, especially during school holidays and weekends. These events — such as performances, creative workshops, and interactive experiences — are designed to enrich public spaces and foster a stronger sense of community and belonging.



LYFE Towers • Bnei Brak





## Port By Ashtrom Complexes

**Port** workspaces offer a comprehensive and inviting work environment that brings together premium office spaces, thoughtfully designed public areas, fitness facilities, coffee corners, and community events—all under one roof.

The **Port** concept is tailored to meet the evolving needs of growing companies. Tenants enjoy high-standard offices and a full suite of services designed to support a balanced life-work experience. These include a fully equipped gym, studio classes, a shared rooftop lounge, and enriching events.

The first Port complex was launched in the Hi-Tech Park of Hod HaSharon. Since then, additional locations have been established at the LYFE Towers in Bnei Brak and on Kremenitzki Street in Tel Aviv, with a new Port set to open soon as part of the RISHO project in Rishon LeZion's HaElef District.

To enhance the tenant experience and streamline daily office management, tenants have access to the Ashtrom Host app — a digital platform that enables a wide range of services at the tap of a button. These include guest registration, communication with the tenant community, meal ordering from the on-site culinary hub, and signing up for fitness classes at the gym.



Port Hod Ha'Sharon



## Committed to Transportation Accessibility

As part of EY's annual real estate conference, Yaron Rockman, CEO of Ashtrom Properties, participated in a panel discussion titled "Opportunities and Challenges in Income-Producing Real Estate" alongside senior industry leaders. The panel addressed topics such as economic uncertainty during wartime, the gap between high office space supply and moderate demand, the impact of the war on retail and commercial sectors, and the entry of international companies into the Israeli market amid challenging conditions.

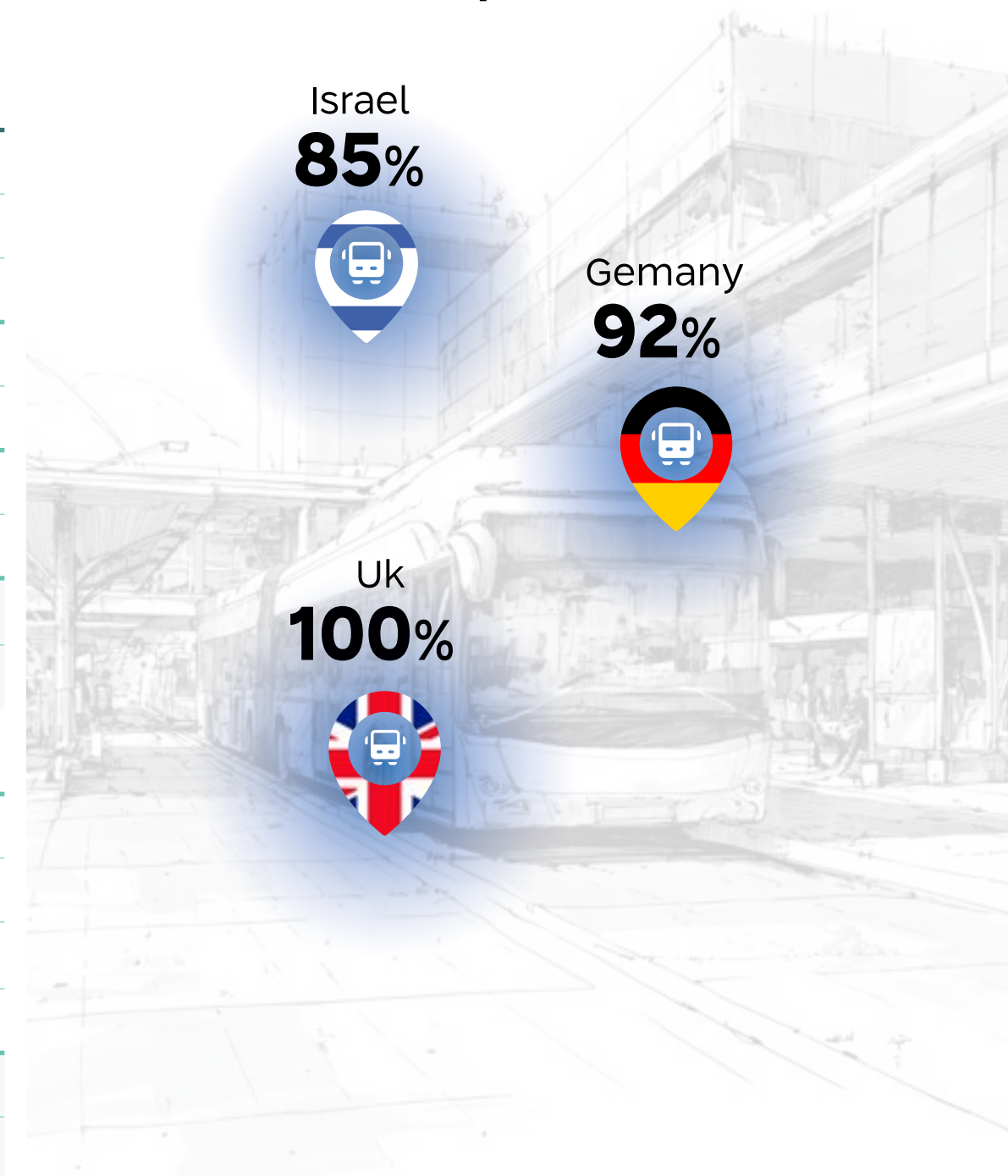
Despite the difficulties posed by the war since October 7th, Rockman stated: "If you offer a high-quality, well-priced product, companies will want to lease your properties. Transportation accessibility plays a major role, which is why we strive to develop buildings near public transit routes, light and heavy rail lines, and advanced transportation infrastructure".

## Transportation Accessibility to Ashtrom Properties' Assets

A breakdown of the number of properties by distance from public transportation stations (in meters):

	Total	Up to 250 meters	251–500 meters	Over 500 meters
Commerce & Retail	11	11	0	0
Offices	8	8	0	0
Industrial Area	22	16	6	0
Offices	12	11	1	0
Industrial Area	1	1	0	0
Commerce & Retail	1	1	0	0
Offices	4	4	0	0
<b>Total Income – Producing Properties</b>	<b>59</b>	<b>52</b>	<b>7</b>	<b>0</b>
<b>Relative Percentage</b>	<b>100%</b>	<b>88%</b>	<b>12%</b>	<b>0%</b>
<b>Development – Stage Properties</b>				
Mixed Use Properties	11	11	0	0
Offices	3	2	0	1
<b>Development – Stage Properties</b>	<b>14</b>	<b>13</b>	<b>0</b>	<b>1</b>
<b>Relative Percentage</b>	<b>100%</b>	<b>92%</b>	<b>0%</b>	<b>7%</b>
<b>Total</b>	<b>73</b>	<b>65</b>	<b>7</b>	<b>1</b>
<b>Relative Percentage</b>	<b>100%</b>	<b>89%</b>	<b>10%</b>	<b>2%</b>

## Percentage of Properties Located Within 250 meters of Public Transportation Stations:





## Promoting the Safety of Tenants and Residents

Ashtrom Properties proactively works to create safe and secure environments for tenants, visitors, and all stakeholders.

### Key Safety Initiatives Include:

- Holding eight cross-departmental safety committees annually, in accordance with legal requirements and company policy. These meetings involve the Company's safety officer, senior management, and safety professionals, and are supervised by an external safety consultant who advises and oversees the process. The committees operate under established procedures that form the foundation of the Company's safety practices.
- Conducting routine safety audits across all company-owned assets and construction sites, led by the Company's safety officer. These are accompanied by regular training sessions on topics such as working at heights and first aid.
- Developing and implementing multiple two-way communication platforms between tenants/residents and the operations team for reporting safety issues, including the Host app, AdTV, and BuzzTech.
- Producing emergency safety videos distributed to tenants via the Host system in relevant properties, to raise awareness and improve preparedness in case of emergency.
- Ongoing safety management is carried out according to an annual plan that includes risk analysis and established procedures.
- A dedicated safety protocol has been developed for contractor work, aimed at managing safety risks during renovation and maintenance activities across properties.
- A designated representative from the external safety firm is responsible for monitoring the implementation of safety inspections and addressing open safety calls via the VISITT system.

All properties undergo regular safety inspections in accordance with legal requirements, including checks of fire detection systems, electrical systems, elevators, emergency signage, and physical safety measures. The Company's safety framework also includes preparedness for emergency scenarios such as security incidents, and encompasses systems and features such as: emergency elevators, fire doors, generators, ventilation systems, isolated fire zones, sprinkler systems, and other protective measures in accordance with relevant standards.



**~6.6 Million NIS**

**invested in safety initiatives  
over the past two years**

**OLIO • Bat Yam (Visualization)**





## Security

The security operations across Ashtrom Properties' assets are managed through external contracting companies, operating in accordance with legal requirements and relevant regulatory standards. Training, certification, and professional protocols for security personnel are carried out by the service providers, and guard deployment follows mandatory security standards, including guidelines issued by the Israel Police.

The Company ensures that all agreements with service providers are legally compliant and aligned with internal compliance and oversight procedures.

## Advancing Physical & Digital Accessibility

In 2024, Ashtrom Properties continued to promote both physical and digital accessibility across its assets, in accordance with Israel's Service Accessibility for People with Disabilities Regulations, as well as local accessibility standards in Germany and the UK.

In the area of physical accessibility, upgrades were made to buildings and infrastructure based on accessibility audits and in collaboration with property maintenance managers.

As for digital accessibility, all of Ashtrom Properties' digital assets in Israel were made accessible. In addition, the company launched a new digital platform for managing its websites, streamlining the digital accessibility process. All files, including reports and disclosures, were adapted to meet accessibility standards.

Central Square • Leeds, England



# Customer Service As a Core Value: Commitment to Quality and Personalized Service

Ashtrom Properties' customer service is grounded in a commitment to providing professional, personalized, and timely support to all tenants and business partners. We aim to deliver an exceptional service experience by actively listening to needs, resolving issues in real time, and continuously improving our service processes. Through advanced systems and a dedicated team, we ensure top-tier service that meets tenant expectations and emphasizes long-term trust and transparency.

Our customer service is available via direct contact with our service center and property managers, as well as through innovative digital platforms. These include the **tenant portal**, which enables users to conveniently access a wide range of services—such as viewing up-to-date account information and relevant documents, submitting inquiries to the appropriate company departments, and receiving real-time updates on project status and progress.

## Enhancing the Tenant Experience with Ashtrom Host

**Ashtrom Host** is a mobile app developed and designed by Ashtrom Properties as part of its innovative vision to lead in service excellence and tenant experience across its properties. The app provides tenants and clients with a seamless, convenient, and comprehensive service platform that supports their day-to-day needs within the building.

From real-time updates, service requests, and status tracking, to guest registration, fitness class sign-ups, room and facility reservations via the Port workspace, and even ordering meals from on-site restaurants—Ashtrom Host offers a holistic, user-friendly experience.

These digital tools enhance service accessibility, ensure high availability and full transparency in property operations, enable more efficient responses, and help strengthen tenants' sense of trust, security, and satisfaction.





# Supporting the Community

**Ashtrom Properties** is proud to play an active role in social impact initiatives across Israel. The Company supports a variety of organizations and non-profits, including ALUT (the Israeli Society for Autistic Children), Special in Uniform ("Gdolim Bemadim"), the Shanti House, Yad Sarah, Lotan's Way ("Derech Lotan"), hospitals, YELADIM (Fair Chance for Children), the Equalizer, and more.

We place great value on employee involvement in our community initiatives and actively encourage participation in volunteer activities, in line with the Group's updated community engagement policy introduced in 2024.

## International Donations

For over six years, Ashtrom Properties **Germany** has provided annual support to Seret, an organization dedicated to promoting Israeli television productions in Germany.

Ashtrom Properties UK donates to various charities and organizations, most recently supporting the Royal Marines through a dedicated fundraising event. The company has also recently appointed a dedicated advisor who is currently developing a structured action plan focused on charitable and social initiatives.

All philanthropic and volunteer activities are carried out in accordance with Ashtrom Group's [Donations and Employee Volunteering Policy](#), with an emphasis on raising awareness and promoting social engagement.

## Ashtrom Properties Plants Seeds of Hope in Ibim

In October 2024, Ashtrom Properties employees took part in a volunteer agricultural initiative at the Ibim Absorption Center—an inspiring home for Ethiopian immigrants in the Gaza border region, operated by the Jewish Agency. This area, which was severely affected at the onset of the war, is now striving to rebuild and honor the legacy of its late regional council head, Ofir Libstein, who played a significant role in supporting immigrant absorption.



## Donation Overview

Ashtrom Properties places a strong emphasis on community giving through the use of its assets and employee volunteerism. The company maintains a consistent framework for community contributions as part of its long-standing commitment to social responsibility.

► **Donations in 2023**  
in thousands of NIS

**534**



**2023**

► **Donations in 2024**  
in thousands of NIS

**527**



**2024**





## Supporting Evacuees from the Gaza Envelope, Soldiers, and the Community During the War

Throughout the war period, Ashtrom Properties has acted with deep commitment to its employees, tenants, and stakeholders, standing by them and providing tailored support to meet evolving needs. In addition, the Company has initiated and led a variety of community-focused activities across its properties, driven by a strong sense of mission, mutual responsibility, and a genuine desire to strengthen social resilience during this challenging time.

### Community Support Activities Across Ashtrom Properties' Assets:

- **Arad Mall** – A logistics command center was established on-site to collect food and supplies for soldiers. In addition, a dedicated rest and preparation room for soldiers was opened free of charge. The room, which had operated even before the war, was significantly expanded to meet the growing needs of soldiers in the area.
- **Rosh Pina Mall** – A display with photos of the hostages was installed, alongside a coffee station offering hot and cold beverages for soldiers.
- **Bat Yam Mall** – A blood donation station was opened in collaboration with the Bat Yam Municipality and Magen David Adom (MDA).
- **LYFE Towers and Shoham Center** – Hosted farmers' markets to support agricultural producers from conflict-zone communities.
- **Hod HaSharon Towers** – A bottle recycling machine was installed, with all proceeds donated to Invisible Album ("Album Shakuf"), a nonprofit organization that assists soldiers transitioning back to civilian life.

### Partnership with the "Invisible Album" Organization

Over the past two years, we have been proud to partner with "Invisible Album", a social initiative that supports discharged combat soldiers suffering from post-trauma. The organization offers a unique documentary-artistic platform that allows them to share their personal stories as part of a healing and recovery process.

Ashtrom Properties has been supporting this initiative even prior to October 7, but in the context of the current war, we find it especially important not to remain indifferent to those whose "pain is invisible." In times of crisis, we believe it is our responsibility to stand present and offer a warm, supportive, and inclusive environment to those who need it most.

On the past two Memorial Days, we held memorial ceremonies led by the "Invisible Album" organization, in collaboration with bereaved families and the families of hostages. These moments provided an opportunity for us to come together as a community, to share in pain and remembrance, and to express our deep appreciation and solidarity with those who carry profound personal loss close to their hearts.

### Community Support Activities at the Port Workspaces

During the war, Port by Ashtrom allocated space in its facilities to support the community in various ways:

- Provided office and conference spaces free of charge for evacuated residents and businesses from conflict zones in need of temporary workspaces.
- Designated rooms for organizing, storing, and distributing donations to IDF soldiers.
- Organized and hosted blood donation days in collaboration with Magen David Adom and the national blood bank at both LYFE Port and Port Hod HaSharon.
- Hosted the FrontLife organization at LYFE Port for the launch event of "Back to Life" mentoring program, bringing together discharged soldiers and senior industry professionals.

### Community Initiatives

Ashtrom Properties, together with Mivtach Shamir, made two company-owned food trucks—permanently located in the Hod HaSharon Hi-Tech Park—available for community use. With support from additional partners, the food trucks were repurposed into mobile distribution and support stations, operated by renowned chef Haim Cohen and the "Tzeva VeTa'am" catering team on a volunteer basis. These food trucks served multiple locations, including the entrance to Soroka Medical Center in Be'er Sheva, IDF bases, assembly and staging areas for security forces, hotels housing evacuees, and rehabilitation centers for the wounded.









## Hosting the Urban Planners' Conference – Recovery and Resilience in Times of Crisis

In light of the current reality in Israel, where entire regions are non-operational and many communities have been displaced from their homes, there is a pressing need to rethink approaches to recovery and urban planning. In June, Ashtrom Properties hosted the Urban Planners' Conference at the LYFE Towers, in collaboration with the Municipality of Bnei Brak. The conference focused on crisis response and the rehabilitation of urban and community spaces. The event emphasized the essential collaboration between the business sector and civil society as a cornerstone of national resilience and a key to securing the country's future.

### Key topics discussed at the conference included:

-  Rehabilitating communities after crises
-  Developing urban employment hubs
-  Redesigning urban and rural spaces
-  Integrative planning challenges for all life stages

The event served as a meaningful platform for dialogue and collaboration among diverse planning professionals, grounded in the understanding that rebuilding the nation requires vision, innovation, and collective effort.



**The war is still ongoing, and even now, discharged reservists need continued support and guidance as they return to daily life. Our role on the home front is to keep standing by them—to support and care for the families, employees, tenants, and surrounding communities. Out of a sense of social responsibility and a deep understanding of the challenges this period presents, we remain committed to providing assistance, strength, and a sense of security to all those affected.**

Yaron Rockman



# Promoting Ethics and Trust-Based Relationships



The Capital • Jerusalem



# Promoting Ethics and Trust-Based Relationships

Ashtrom Properties is committed to strengthening corporate governance, transparency, and ethical conduct across all areas of its operations and in all interactions with stakeholders.

We believe that strong corporate governance is the foundation for building mutual trust, ensuring stability, and driving long-term growth.

As part of this commitment, we promote transparent and responsible decision-making and foster an organizational culture based on integrity, respect, and equality. These principles support the creation of sustainable relationships with customers, employees, business partners, and investors.

Ashtrom Properties' governance practices are built on the robust framework established by Ashtrom Group and implemented across all its business units.

Our goals in this area include:

 **0**  
Ethical violations<sup>22</sup>

 **100%**  
ESG evaluation of key suppliers

 **100%**  
Implementation of the Code of Ethics among key suppliers and business partners.

<sup>22</sup>. Material events in terms of financial impact and scope of influence on Ashtrom Properties' operations and reputation.





# Ethical Business Conduct

Ashtrom Properties operates in accordance with the ethical framework established by Ashtrom Group. As part of this commitment, the Company upholds a comprehensive Code of Ethics that applies to all stakeholder groups. Any violation of this code may result in disciplinary action.

The Company has adopted and complies with the Group's broader **ethical framework and policy documents**, which, beyond the Code of Ethics, include clear guidelines on critical topics such as anti-bribery and anti-corruption, data and information security, employee health and safety, protection of human rights, and fair employment practices. In addition, the Company is committed to promoting diversity and inclusion, supporting the community, and protecting the environment and biodiversity. This policy reflects Ashtrom Properties' commitment to corporate responsibility and to upholding the principles of integrity, transparency, and fairness across all areas of its activity.

## Ashtrom Group's Code of Ethics

**The Code of Ethics** represents the Group's commitment to proper and fair business conduct, in accordance with accepted ethical standards and legal requirements. It also outlines clear guidelines for employee conduct, including both general principles for addressing ethical dilemmas and specific behavioral expectations.

Beyond legal obligations, every executive or employee is expected to uphold high standards of ethical behavior, both personally and professionally. This includes demonstrating honesty, reliability, and integrity in all interactions with colleagues, customers, suppliers, the public, the business community, and public or governmental entities.

Employees may report any concerns related to potential Code violations at any time. Such reports are handled with discretion and sensitivity, while protecting the identity of the reporter, including the option to submit an anonymous report.

Reports can be submitted to the Code of Ethics Officer, the HR Department, the CEO of Ashtrom Group, and/or the Chair of the Audit Committee. If the report involves senior executives, it may also be submitted to the Chairman of the Board.

Violations of the Code of Ethics are considered disciplinary offenses and may result in disciplinary action, termination of employment, review by company leadership, or an internal audit. In cases involving legal breaches, civil or criminal consequences may also apply.

Over the past several years, no anonymous complaints have been submitted concerning violations of the Code of Ethics or any conduct within the Ashtrom Group that warranted special attention.



~97.5%

of employees in Israel signed the Code of Ethics in 2024

We are in the process of implementing the Code of Ethics in the UK and Germany

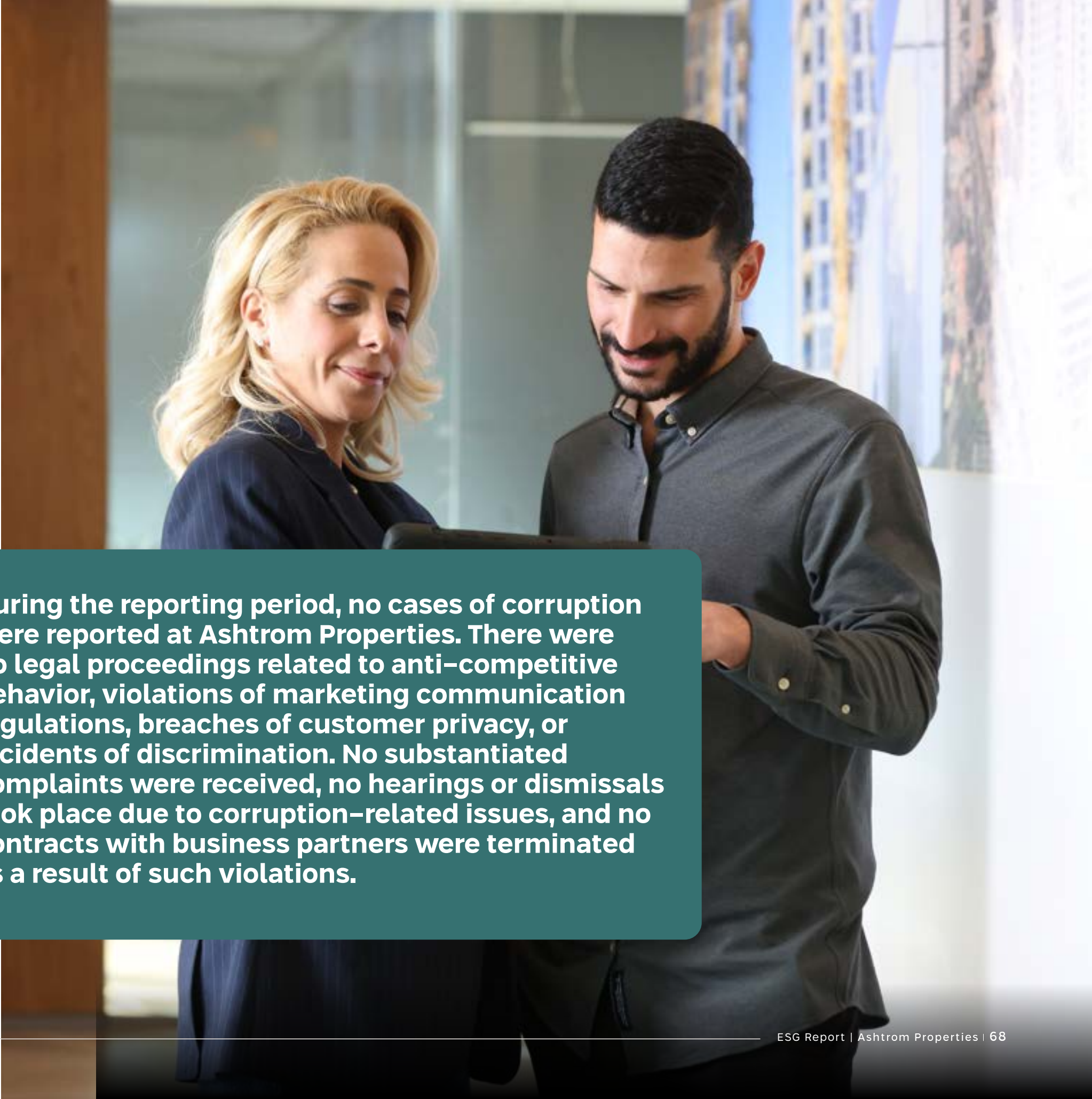


# Preventing Bribery and Corruption

Ashtrom Properties is committed to upholding the principles of integrity, ethics, and proper governance across all its activities. The Company takes clear and proactive measures to prevent bribery and corruption, in accordance with local and international laws and regulations, as well as the guidelines set by Ashtrom Group.

The Company's policy includes the implementation of a Code of Ethics, ongoing employee training, and mechanisms for monitoring and reporting improper conduct. Ashtrom Properties views these principles as an integral part of its business practices and a foundation for building trust and transparency with customers, business partners, and employees.

The Company operates in alignment with the [Anti-Bribery and Anti-Corruption Policy](#) established by Ashtrom Group and actively promotes awareness of this issue.



**During the reporting period, no cases of corruption were reported at Ashtrom Properties. There were no legal proceedings related to anti-competitive behavior, violations of marketing communication regulations, breaches of customer privacy, or incidents of discrimination. No substantiated complaints were received, no hearings or dismissals took place due to corruption-related issues, and no contracts with business partners were terminated as a result of such violations.**



# Ashtrom Properties Management

## Yaron Rockman

CEO

Yaron Rockman is the CEO of Ashtrom Properties, a position he has held since May 2017. Mr. Rockman brings over 30 years of experience in real estate and finance, both in Israel and abroad. He previously served as CEO and co-founder of the Rekah Group and was a member of the Israeli Association of Investment Managers.

He holds a bachelor's degree in Political Science and an M.B.A. in Business Administration with a specialization in Finance from Tel Aviv University.

## Eddy Hasson

CEO, Ashtrom Properties Germany

Eddy Hasson joined Ashtrom Properties in 2008 as CEO of Ashtrom Properties Germany. Before that, he held several key positions in the real estate and finance sectors in both Europe and Israel. He has a bachelor's degree in Economics and Management from the the College of Management Academic Studies.

## Guy Levinson

CEO, Ashtrom Properties UK

Guy Levinson joined Ashtrom Properties in 2019 and established the company's operations in the UK. Before that, he held several key positions in large-scale real estate and private equity ventures in London. He holds a bachelor's degree in Economics and Management from Tel Aviv University and an M.B.A from INSEAD Business School.

## Ziv David

Chief Financial Officer

Ziv David currently serves as the Chief Financial Officer of Ashtrom Properties, a role he has held since December 2022. Before this role, he served as the company's Controller beginning in May 2018. He is a Certified Public Accountant and holds a bachelor's degree in Business Administration from the College of Management and an M.B.A with a specialization in Finance from Bar-Ilan University.

## Eyal Cohen

VP of Engineering

Eyal Cohen serves as Vice President of Engineering at Ashtrom Properties, a role he has held since July 2020.

He previously held key engineering and management positions, including as a company Engineer at Amot Investments, Chief Engineer and Executive Board Member at Electra Investments and Construction, and a project manager at Moshe Aviv Group.

Eyal Cohen specializes in the management, planning, development, and execution of large-scale projects. He holds a B.Sc. in Civil Engineering from the Technion – Israel Institute of Technology, which he completed in 1997.

## Revital Ofer, Adv.

VP of Marketing and Sales

Revital Ofer joined Ashtrom Properties in 2024 and currently serves as the Vice President of Marketing and Sales. Before this role, she held various key positions in marketing and sales at leading companies in the Israeli market and also worked as an attorney at Gornitzky & Co. Ms. Ofer holds a Bachelor's degree in Law with a specialization in civil-commercial law.

## Benny Osmo

VP of Development

Benny Osmo currently serves as Vice President of Development at Ashtrom Properties, a position he has held since May 2018. He began his career at the Company in 2011 as the CEO's Assistant. Mr. Osmo holds a Bachelor's degree in Economics and Management and an M.B.A. with a specialization in Finance from the College of Management.

## Avi Shuchman

Vice President of Asset Management

Avi Shuchman has served as Vice President of Asset Management at Ashtrom Properties since August 2020.

He joined the Company in 2012 as Deputy Head of the Asset Management Division, and in 2016 was appointed CEO of the Bat Yam Mall.

Mr. Shuchman holds a Bachelor's degree in Economics and Management from the Tel Aviv-Yaffo Academic College.

## Neta Luxemburg-Naamani

Vice President of Business Development

Neta Luxemburg-Naamani joined Ashtrom Properties as Business Development Manager at its subsidiary Eshelad Ltd., and since 2018 served as Vice President of Business Development at Ashtrom Properties. On December 31, 2024, Ms. Luxemburg-Naamani concluded her role, and a successor was appointed.

Ms. Luxemburg-Naamani holds a Bachelor's degree in Sociology and Anthropology from Tel Aviv University, a diploma in Organizational Consulting from the College of Management, and an M.B.A. from the University of Haifa



## Compensation Policy

Ashtrom Properties' compensation policy is based on the principles and guidelines of Ashtrom Group policy, in effect since July 2014. The policy is designed to offer appropriate compensation solutions that encourage executive officers and incentivize managerial excellence, while maintaining professionalism, fairness, and business integrity toward all stakeholders.

The policy includes various compensation components such as fixed salary, bonuses, options, and additional benefits, with the aim of striking a balance between individual incentives and the company's best interests. It is grounded in the principles of transparency, fairness, and competitiveness in the labor market and is tailored to the roles, responsibilities, achievements, and contributions of the executives.

This policy is approved by the Board of Directors and is intended to promote managerial excellence while preserving the company's financial stability and sustainable growth.

# Ashtrom Properties' Board of Directors

## Board Diversity GRI 405

**25%** women

**37.5%**  
independent and  
external directors

**25%**  
external directors

The Board of Directors of Ashtrom Properties is chaired by Avraham (Rami) Nussbaum, Chairman of Ashtrom Group. Mr. Nussbaum brings extensive experience in the real estate and construction sectors, combining financial and managerial expertise with a deep understanding of the real estate market, all aimed at leading Ashtrom Properties to continued success.

All independent and external directors possess financial expertise and serve as members of the Company's Audit Committee.

Members of the Board of Directors take part in dedicated tours of key assets. In January 2024, a special tour was held for the external directors, during which they were introduced to Ashtrom Properties' flagship projects, including the Hod HaSharon Towers, Port Hod HaSharon, Shoham Center, Bat Yam Mall, the **OLIO** project, and the **RISHO** project in the HaElef District.

The Audit Committee is composed of directors with proven financial expertise. As part of its routine work, the committee held a meeting in the presence of the internal auditor and the external auditor, and without the participation of Company executives, to review potential deficiencies in the Company's business conduct. The committee also continuously monitors mechanisms for handling complaints, as part of the board's broader oversight responsibilities.

Colmore Gate • Birmingham, England



# Ashtrom Properties' Board of Directors

Hutzut HaMifratz Outlet • Haifa

## Avraham (Rami) Nussbaum

Chairman of the Board  
Ashtrom Group

Mr. Nussbaum began his career at the Group in 1979 and is one of its controlling shareholders. He currently serves as Chairman of the Board of Ashtrom Properties and as a board member in several Group subsidiaries. He holds a bachelor's degree in economics.

## Dalia Shasho

Board Member

Ms. Shasho has served as a member of the Board of Directors of Ashtrom Properties since 2014 and currently serves as the Head of Finance of the Ashtrom Group.

## Gil Gueron

CEO  
Ashtrom Group

Mr. Gueron began his career at the Group in 1985 and is one of its controlling shareholders. He currently also serves as Chairman of the Board of Ashtrom Residences and as a board member in additional Group subsidiaries. He holds a degree in civil engineering from the Technion – Israel Institute of Technology.

## Ela Felder

External Director

Ms. Felder has served as an external director of Ashtrom Properties since 2018 and holds board positions in other leading companies in Israel and abroad. She possesses financial expertise and holds a bachelor's degree in Business Administration and a master's degree in Finance. Ms. Felder is a member of the Audit, financial statements, and compensation committees.

## Yaron Meshorer

Deputy CEO, Concessions  
Ashtrom Group

Mr. Meshorer began his career at the Group in 1989 and currently serves as Deputy CEO for the Concessions Division, overseeing marketing, branding, and advertising for the Group. He also serves as a board member in additional Group subsidiaries. He holds a general B.A. degree.

## Menachem Brenner

External Director

Mr. Brenner has served as an external director of Ashtrom Properties since 2017. In the past, he served as a board member and senior capital markets advisor to leading financial institutions in Israel and abroad. He possesses financial expertise and holds a bachelor's degree in Economics and both a master's and a PhD in Finance and Economics. Mr. Brenner is a member of the Audit, financial statements, and compensation committees.

## Alex Lifshitz

Board Member

Mr. Lifshitz has served as a member of the Board of Directors of Ashtrom Properties since 2014. He holds a bachelor's degree in Economics, Social Sciences, and Political Science from Tel Aviv University.

## Yitzhak Palumbo

Independent Director

Mr. Palumbo has served as an independent director of Ashtrom Properties since 2022. He holds financial expertise, is a certified public accountant, and has a bachelor's degree in Accounting and Economics from Tel Aviv University. From 1999 to 2020, he served as a partner at the accounting firm PwC Israel (Kesselman & Kesselman). Mr. Palumbo is a member of the Audit, financial statements, and compensation committees.



Internal auditing at Ashtrom Properties is conducted by an internal auditor who reports directly to the Audit Committee. The internal auditor operates independently and does not hold any securities of the Company, ensuring complete neutrality and objectivity in the execution of their duties. The auditor plays a key role in strengthening control mechanisms, identifying risks, and ensuring compliance with corporate governance principles and regulatory requirements.



## Preventing Conflict of Interest

Ashtrom Properties is committed to the responsible, transparent, and ethical management of conflict of interest issues, as part of the broader policy framework of Ashtrom Group. This policy includes guidelines for transactions involving related parties, adherence to a code of ethics, and the prevention of bribery and corruption.

The Company operates according to structured procedures for formulating transactions and managing situations with potential conflicts of interest, including disclosure obligations for employees, managers, and relevant officeholders.

Ashtrom Properties strives to uphold a corporate culture of professionalism, fairness, and objectivity, while maintaining public trust.

## Strategy and Innovation at the Board Level

To ensure the continued growth of the Company and strengthen its leading position in the real estate market, Ashtrom Properties operates in accordance with a multi-year work plan, which is reviewed and updated annually in response to market conditions and the Company's overall strategy.

The plan is based, among other factors, on identifying future market trends, evaluating strategic investment opportunities, and conducting risk analyses. It also addresses areas such as energy and operational efficiency. As part of advancing the Company's innovation approach, the adoption of advanced systems and technological developments is regularly considered, with the goal of enhancing the efficiency of business units, streamlining property management, and providing better and more effective service to tenants and clients.

The Company's management periodically presents the Board of Directors with strategic plans and additional topics related to its development, including innovation, IT systems, business development, and more.

No. 8 First Street • Manchester, England



# Risk Management

At Ashtrom Properties, risk management is an integral part of the Company's business strategy. The Company places strong emphasis on the early identification of risks, their analysis, and comprehensive preparedness to address potential impacts, in alignment with Ashtrom Group's overall policy.

## Environmental Risk Management

Ashtrom Properties integrates principles of resilience, sustainability, and technological innovation into its planning and construction processes, aiming to reduce environmental risks and enhance the long-term durability of its assets. This approach is implemented through the use of advanced materials, smart management systems, and optimal resource planning, in alignment with the TCFD (Task Force on Climate-related Financial Disclosures) framework, as further detailed below.

Many of the Company's projects have achieved advanced international green building certifications, such as LEED and BREEAM, as outlined in the Green Building Certification section.

Prior to the commencement of construction, and as needed, preliminary site assessments are conducted based on the project's environmental context. These may include soil contamination tests, groundwater assessments, and tree surveys. Building design also addresses stormwater and rainfall runoff based on climate change-related extreme weather scenarios.

In certain cases, project-specific preparations are carried out. For example, in the Emed Project, a regulated asbestos removal plan is implemented, including obtaining a disposal permit, conducting air quality tests, and maintaining professional oversight throughout the removal process.

## Climate Change: Managing Risks and Opportunities

Preparing for climate-related risks has, in recent years, become an integral part of risk management and long-term strategic planning for leading companies. Climate phenomena such as floods, heatwaves, wildfires, and shifts in precipitation patterns are already taking a tangible toll, affecting infrastructure, financial assets, and supply chains.

The income-generating real estate sector stands at the forefront of climate change challenges — both due to its significant share of global greenhouse gas emissions and its high exposure to climate-related events. However, this sector also holds immense potential to lead impactful solutions, including resilient building infrastructure planning, low-carbon construction, and strengthening community resilience

**Climate change preparedness is a key pillar in Ashtrom Properties' strategic planning and risk management. This approach reflects the Company's deep understanding that climate change poses significant challenges, while also presenting meaningful business opportunities.**



OLIO • Bat Yam



## Great Western Arcade • Birmingham, England

### Implementing the TCFD Approach

As part of its commitment to environmental sustainability and the growing importance of climate change preparedness, Ashtrom Properties has adopted the TCFD (Task Force on Climate-related Financial Disclosures) framework as a tool for assessing and analyzing climate-related risks within its broader risk management strategy.

The assessment is based on the identification of both **physical risks** — such as extreme weather events and rising sea levels — and **transition risks**, including new regulations, carbon pricing, technological advancements, and market pressures.

The Company applies TCFD recommendations through an integrated approach that includes scenario analysis, sensitivity assessments, and the incorporation of findings into its decision-making processes. The analysis was conducted at the portfolio level in Israel, evaluating risks and opportunities arising from the impact of climate change on Ashtrom Properties' operations and the surrounding environment.

### Findings of the Climate Risk Assessment

In 2023, Ashtrom Properties conducted a risk and opportunity analysis related to climate change, in accordance with the TCFD methodology and focusing on its assets in Israel. In 2024, the assessment was updated, and all previously evaluated topics were thoroughly reviewed. The process involved active participation from department managers and senior leadership. Discussions were held with management, followed by an additional review round by key executives leading the topic.

The results of the assessment indicated that **no material risks were identified. Moreover, several opportunities emerged to expand existing activities in preparation for both physical and transition-related climate risks. These climate-related opportunities were approved for implementation.**



## Key Highlights of the TCFD Implementation Process in the Company

### Integration into Company Strategy

Ashtrom Properties conducts a comprehensive risk and opportunity analysis related to climate change. This process includes mapping extreme climate scenarios, assessing their potential implications, and evaluating preparedness and/or response measures. The analysis distinguishes between physical risks and transition risks, such as regulatory, market, and reputational risks.

The analysis was based on the **RCP 4.5** climate scenario — an intermediate scenario projecting a global temperature rise of at least 2°C by the year 2100 — adapted to local conditions in Israel. The process is led by senior management and incorporates an assessment of both financial impacts and risk mitigation opportunities.

The potential impacts were evaluated across three time horizons: short-term (up to 5 years), medium-term (5 to 10 years), and long-term (over 10 years). The identified risks were deemed non-material, with most requiring only an expansion of existing activities to ensure minimal impact.

### Governance and Management Mechanism

**The Vice President of Engineering at Ashtrom Properties is responsible for overseeing the area.**

Risk and opportunity management related to climate change is led by the Company's Head of Innovation and ESG, who is in charge of mapping, analyzing, and deepening the understanding of climate-related risks and opportunities. The findings are presented to a dedicated management-level working group and are further validated by senior managers from relevant divisions across the Company.

**Implementation and Monitoring**

Operational decisions received during the process are implemented by the relevant managers, subject to management approval and the allocation of necessary resources.

The Company has established an internal and external monitoring and reporting framework on **an annual basis** — including through the annual ESG report — as part of its ongoing and high-priority risk management efforts.

### Climate-Related Risk Assessment

Risks with the potential to cause significant changes in operations, revenues, or expenses.

The Company conducted a comprehensive assessment of risks and opportunities arising from climate change, distinguishing between physical risks and transition risks (such as market risks, regulatory changes, and more) across all its operations **in Israel**.

The analysis was based on the **RCP 4.5** extreme climate scenario, which assumes a global temperature rise of at least 2°C by 2100. The assessment examined potential impacts, likelihood of occurrence, and relevant timeframes, with a focus on conditions specific to Israel.

As part of its macro risk analysis, Ashtrom Properties considers natural disasters that may affect its assets, primarily weather-related damages and earthquakes. The company operates in accordance with the stringent building standards for resilience against flooding, fires, and extreme weather events. It is important to note that, in line with common insurance policies in Israel, Ashtrom Group's divisions are subject to deductibles in the event of earthquake-related damages.

The Company's property insurance policy includes coverage for fire and flood events, as well as coverage for loss of income.

### Metrics and Targets for Managing the Topic

Methods Used for Risk Management

The Company has defined a set of metrics to monitor and track climate-related risks, preparedness efforts, and an established process for ongoing risk management. The selected metrics focus on physical risks and opportunities identified as most relevant for continued monitoring.

In addition, the Company has set environmental targets aimed at reducing the environmental impact of its operations.



# Data Security and Privacy



Ashtrom Properties considers data security and privacy to be essential pillars of its responsibility towards its stakeholders — employees, clients, tenants, business partners, and suppliers. The Company operates in accordance with relevant standards and regulations, and invests significant resources in implementing advanced information security management systems. Through structured procedures, ongoing employee training, and the use of advanced technologies, Ashtrom Properties aims to ensure maximum protection of sensitive information and prevent unauthorized access.

The Company's data security and cybersecurity activities are managed by a dedicated unit within Ashtrom Group, in accordance with applicable regulations. The activity is led by a designated manager with relevant expertise, supported by external cybersecurity consultants. Ashtrom Group conducts regular security assessments and reports to management on an ongoing basis, in line with a structured operational procedure.

In 2024, Ashtrom Group experienced attempted cyberattacks aimed at gaining access to the organization's information assets. Despite these threats, no business disruptions or exposure of sensitive data occurred, thanks to the Group's advanced information security systems, continuous monitoring and response mechanisms, and strict cyber and privacy policies.

Throughout the year, Ashtrom continued to strengthen its information security infrastructure across multiple areas. As part of these efforts, the Group expanded and updated employee training and awareness programs, with a strong focus on information security, privacy, and cybersecurity. In addition, the Group conducted system backup drills and crisis simulations, including disaster recovery processes, to ensure preparedness and system resilience.

Ashtrom Group continuously improved its monitoring and response scenarios through the advanced integration of organizational tracking and control systems, while deepening its collaboration with external security monitoring centers. The Group also invested in new information security and cybersecurity technologies, implementing upgrades and updates to existing systems to enhance resilience against evolving threats.

The Company operates in accordance with the Ashtrom Group's [comprehensive Information Security, Cybersecurity, and Privacy Policy](#), promoting awareness of these issues among all employees across the organization.



## Cyber Insurance

The Company holds a cyber insurance policy designed to provide financial, legal, and operational protection in the event of cyber incidents. These may include breaches of information systems, leaks of sensitive data, or disruptions to digital service availability.

The policy offers varying levels of coverage, including expenses related to cyber incident management, data recovery efforts, ransom payments, compensation for income loss due to operational downtime or business continuity interruptions, as well as liability for claims by third parties or regulators resulting from privacy breaches or data leaks—all subject to the terms, conditions, and exclusions of the policy.

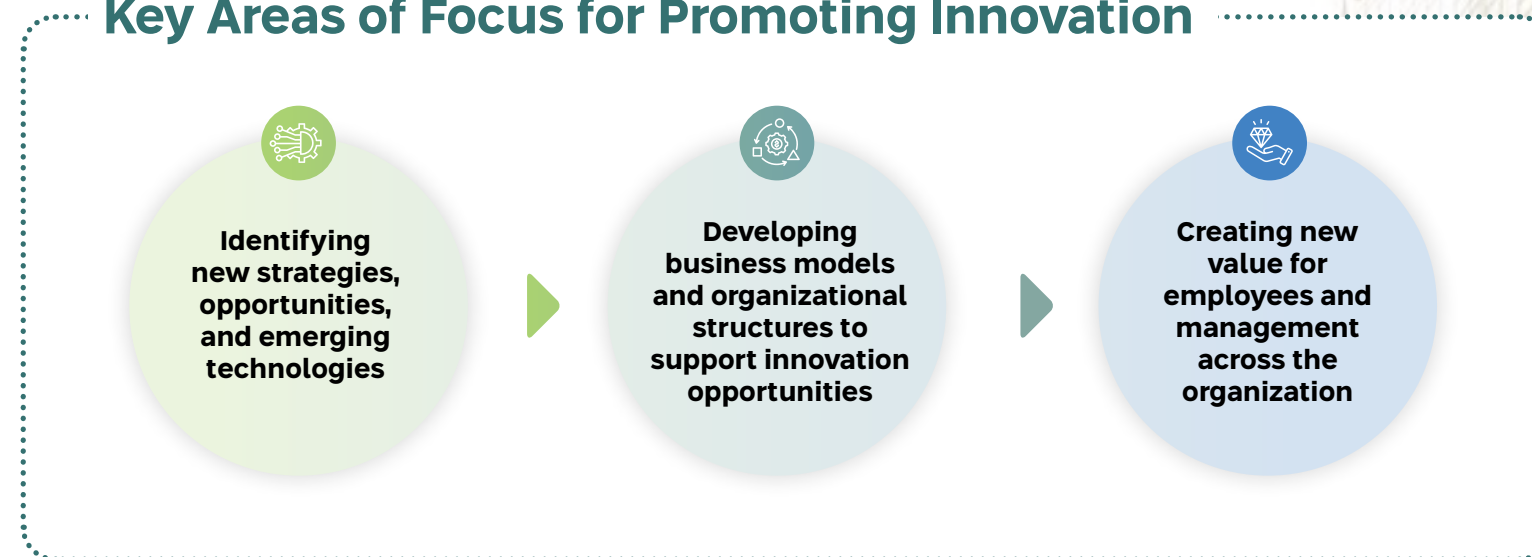


# Driving Sustainable Innovation

Given the Company's diverse operations, innovation is a cross-organizational domain that addresses challenges along the entire value chain—from planning and construction, through leasing or sales, to asset management and tenant relations.

The innovation function is led by the Company's Head of Innovation and ESG, who holds a cross-functional role that interfaces with all business units. This includes identifying needs, recognizing opportunities, and promoting innovative initiatives as an integral part of the Company's overall strategy and policy in the field.

## Key Areas of Focus for Promoting Innovation



**The goal is to promote and initiate innovation processes within the organization that enhance operational efficiency, increase productivity, improve employee and customer satisfaction, and strengthen the Company's ability to operate and grow in a dynamic environment. These processes also aim to shape an organizational culture that aligns with and supports the Company's vision and leadership.**



## The innovation strategy is divided into several key areas within Ashtrom Properties' operations:



### Acquisition and Execution

Implementing advanced tools for feasibility analysis, market trend evaluation, and understanding the future needs of potential customers — while examining leading global projects and leveraging advanced analytics to identify strategic opportunities with added value.



### Planning and Licensing

Enhancing the development process through the implementation and advancement of systems that provide management with accessible information, enable data-driven decision-making, and ensure goal achievement by aligning tasks, budgets, and cash flow.



### Customer Profiling and Marketing

Integrating advanced technologies for innovative, personalized marketing — supported by trend analysis and precise pricing — while maintaining strong customer relationships and full transparency even after the point of sale.



### Finance and Reporting

Automating financial processes to improve budget control and cash flow management. Digital tools enhance data transparency and enable fast and effective reporting to management.



### Property Management and Leasing

Implementing and developing technological tools to enhance customer experience and streamline the marketing, management, and operation of the Company's assets, such as the Ashtrom Host app. These efforts are complemented by the promotion of green operations focused on waste reduction, energy and water savings, and improved sustainability performance.



### Operations & Maintenance

**5**

Systems Implemented

**4**

Under Evaluation

**5**

Rejected/Cancelled



### Information Systems

**4**

Systems Implemented

**4**

Under Evaluation



### Management & Marketing

**4**

Systems Implemented

**5**

In Expansion Stage

**8**

Under Evaluation

**11**

Rejected/Cancelled

In 2024, the Company strengthened its infrastructure and improved work processes to better align its operations with evolving needs. At the same time, efforts were invested in enhancing the customer experience and streamlining asset management and operations — all guided by a responsible, efficient, and sustainable approach to resource management.



## Innovation and Digitization in Tenant Engagement and Asset Marketing

The **Ashtrom Host** app provides a convenient, accessible, and fully digital service experience that addresses the needs of tenants and clients. Through the app, users can submit maintenance requests, manage guest entry, reserve the gym, register for classes, book lecture rooms and classrooms, and access various content services.



### Services

Meeting room reservations, event and conference hall bookings, and a gym management system for class registration and fitness session scheduling.



### Tenants

Enhancing the experience of building guests by allowing tenants to send meeting invitations that include meeting details, directions, and parking information.



### Maintenance

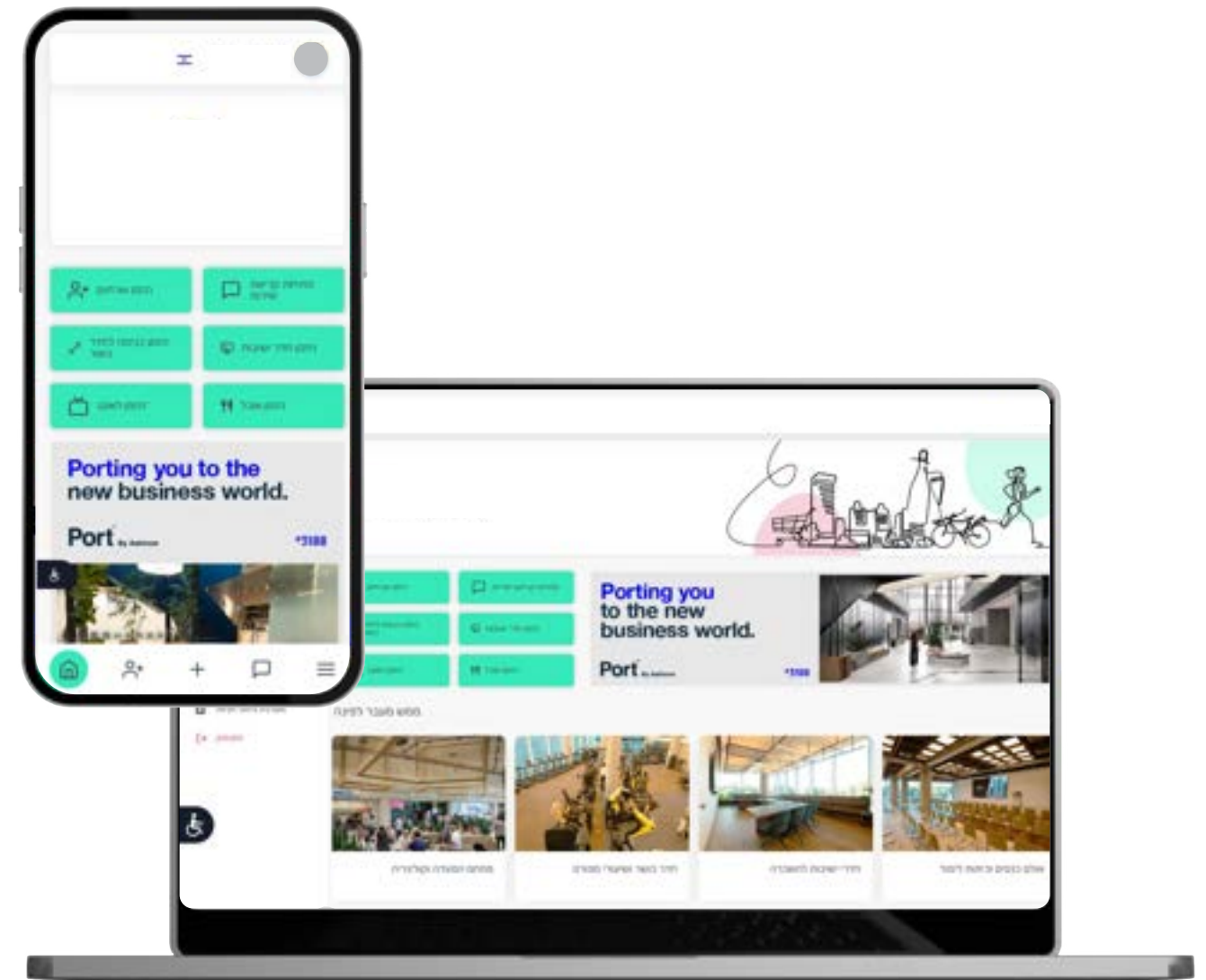
Direct communication with the facility's maintenance and management teams, including the ability to submit service requests for reporting malfunctions and defects.



### Guests

Enhancing the experience of building visitors by providing detailed meeting invitations that include parking location and entry authorization from the host.

In addition, 8 innovative systems are currently being evaluated to improve building maintenance and operations. These include the use of AR for virtual environment visualization, advanced real estate data analytics to support informed decision-making, management of shared workspaces, smart desks and collaborative products, as well as the development of an advanced marketing dashboard.





## Innovation and Digitization in Asset Management and Operations

The **WINT** system, designed to prevent water damage, is currently in use across various properties of the Company. The system collects and analyzes real-time water flow data to detect anomalies and identify potential leak sources — issuing alerts and even automatically shutting off the water supply when necessary. Its implementation has led to water savings and a significant reduction in leak-related damages. The system has been fully deployed at the LYFE project, and a decision was made to implement it in all assets currently in the development phase.

Additional systems in the application:

- **Visitt** – Asset maintenance management system through service calls submissions, inventory tracking, and document management, including alerts for missing documentation. The system has been fully implemented across the Company's income-generating properties in Israel and is now also in use at the **LYFE project**.
- **BuzzTech & AdTV** – Real-time reporting of malfunctions to maintenance and cleaning teams via advanced touchscreens installed in public areas. These systems improve the cleaning level in shared spaces and enhance tenant satisfaction. The systems have been installed at the Company's properties in **Shoham, Beit HaGavish, Rosh Pina, and LYFE**.
- **DPM** – Smart parking management system designed to optimize parking space usage within the building's parking structure, helping residents save time and costs by quickly locating available spots. The system has been fully implemented at the **LYFE Towers**.
- **Genio** – Smart sensor-based waste monitoring system that monitors waste levels in real time, streamlining waste collection processes and reducing pickup frequency. The system has been installed at the **LYFE Towers**.





# A Responsible Supply Chain

Ashtrom Properties is committed to the responsible and sustainable management of its relationships with business partners and suppliers. The Company views collaboration with external stakeholders as an opportunity to promote values of transparency, ethics, and environmental responsibility. In line with this approach, Ashtrom Properties seeks to foster open dialogue with its business partners to ensure cooperation based on social and economic responsibility, aligned with the Company's vision for sustainable growth.

The Company makes every effort to ensure that service contractors operating in properties under its management uphold human rights principles and do not engage in child labor or forced labor. These requirements are embedded in contractual agreements and are enforced through regular oversight by property managers, along with periodic supplier questionnaires regarding ESG compliance.

In 2025, the Company added clauses to supplier agreements addressing environmental standards and fair employment practices.

Ashtrom Properties operates in accordance with the Human Rights Policy established by Ashtrom Group and actively promotes awareness of this topic among all employees.

## Supplier and Business Partner Assessment

Ashtrom Properties communicates its ESG expectations to suppliers through dedicated questionnaires designed to evaluate their practices in this area.

In 2023, the Company initiated its first round of ESG questionnaires targeting key suppliers. Responses from suppliers in the UK revealed that most have sustainability policies in place, are engaged in environmental initiatives, comply with ISO certification standards, and adhere to environmental regulations. In Israel, suppliers demonstrated strong ethical foundations, though a lower rate of participation in environmental initiatives was observed.

In 2024, supplier oversight was expanded significantly, with a larger number of questionnaires distributed. The response rate was particularly high—approximately 95%—among key suppliers in Germany and the UK, with findings showing that most have established policies on key ESG topics. Around half of them hold ISO certifications for environmental and quality management, and no recent environmental claims were reported.

Surveys conducted among Israeli suppliers indicated that over 80% maintain formal ESG policies. Additionally, about 50% of the suppliers are small businesses, located in peripheral regions or owned by women.

## Promoting a Responsible Supply Chain (GRI 204)

	2023	2024
Procurement from Local Suppliers	95%	95%
Supplier Assessments	80% of Key Suppliers	95% of Key Suppliers





# About This Report

Ashtrom Properties' ESG Report outlines the Company's commitment to sustainability, social responsibility, and environmental management. It provides a comprehensive overview of the Company's activities in these areas throughout the year, including those of its subsidiaries in Germany and the UK. This report reflects the Company's responsible and professional conduct while upholding the principles of transparency, ethics, and regulatory compliance. It covers the core pillars of Environmental, Social, and Governance (ESG) responsibility, detailing the Company's efforts to reduce its environmental impact, promote social well-being, and strengthen sound governance practices.

Ashtrom Properties places sustainability and the pursuit of sustainable development at the core of its operations. This report serves as a key tool for communicating with all stakeholders — including investors, employees, suppliers, and customers — with the goal of promoting corporate responsibility and supporting the foundation for long-term returns.

To effectively determine the qualitative and quantitative topics covered in this report, we conducted a comprehensive benchmark analysis and reviewed the core requirements of leading reporting frameworks such as GRI and SASB. We believe the topics presented reflect the most material aspects relevant to our business sector.

This report, including all data referenced in the GRI Content Index, covers the period from January 1 to December 31, 2024, and adheres to the GRI 2021 Standards. Unless explicitly stated otherwise, the data presented throughout this report represents the Company's full range of activities across all properties.

This report was prepared with the support of external ESG experts — Ariyoz Ltd. and Eitan Fuss on behalf of Rise Green. The graphic design and production were carried out by visual-i. While the report has not undergone formal verification by an accredited body, internal reviews and third-party checks were conducted to validate the data presented. We have reasonable confidence in the accuracy of the information and practices disclosed, which we believe accurately reflect the Company's activities as of the report's publication date. However, as is customary in reports of this nature, certain generalizations, estimates, inaccuracies, errors, or omissions may be present.

Ashtrom Properties is not responsible for any inaccuracies unknown to the Company and does not authorize any party to rely on the information contained in this document. In the event of any discrepancy between the information presented in this report and the information disclosed in the Company's official public filings—including differing formats or presentations made pursuant to the Israeli Securities Law, 1968 (the "Securities Law")—the information provided in the official filings, including Ashtrom Properties' financial statements, shall prevail.

This report contains forward-looking information as defined in the Israeli Securities Law. Such information includes, among other things, forecasts, estimates, and projections by Ashtrom Properties regarding future events, the realization of which is uncertain and not within the Company's control, and which may differ materially from what is presented in this report. It is further clarified that forward-looking information does not constitute a proven fact and is based solely on Ashtrom Properties' perspective and subjective assessment as of the date of this report's publication. The Company is under no obligation to update or revise any such information following its publication, even if new information becomes available.

The information presented in this report is based on the data available to the Company as of the report's publication date, as well as on methodologies and estimates developed to support the required calculations, particularly with regard to environmental data.

As part of our commitment to open dialogue, we welcome any feedback, comments, or suggestions from our stakeholders.

For inquiries or responses regarding the 2024 ESG Report, please contact:

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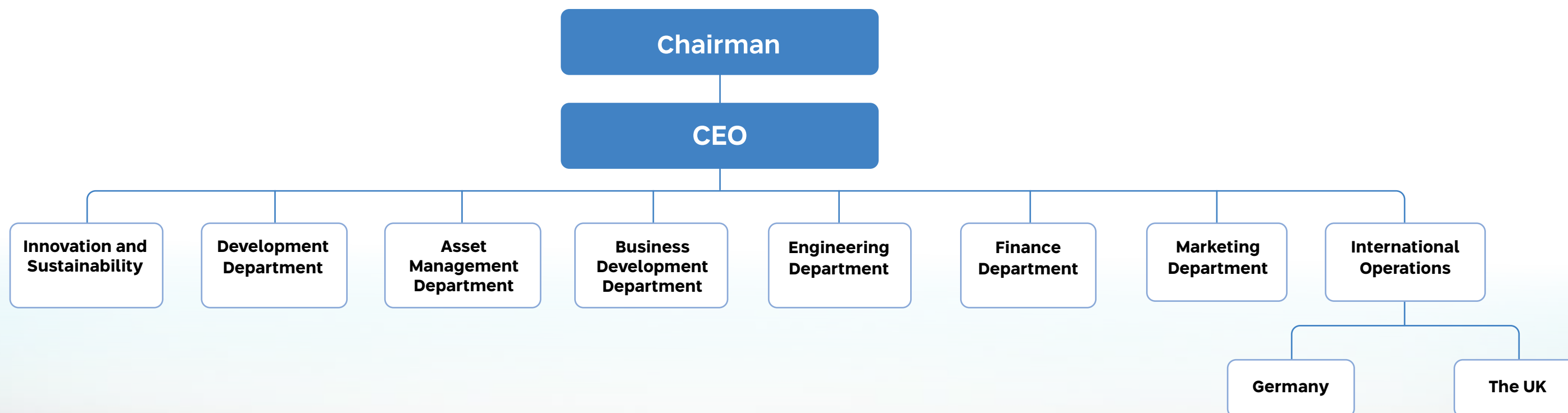
# Appendices



Port Hod Ha'sharon



# Organizational Structure of Ashtrom Properties



Ashtrom Yavne Campus



## GRI Table

Statement of use	Ashtrom Properties has reported the information cited in this GRI content index for the period January 1, 2024 to December 31, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

## GRI Standard

### GRI 2: General Disclosures 2021

Disclosure	Location
2-1 Organizational details	See "About Ashtrom Properties"
2-2 Entities included in the organization's sustainability reporting	See "About This Report"
2-3 Reporting period, frequency and contact point	See "About This Report"
2-6 Activities, value chain and other business relationships	See "About Ashtrom Properties"
2-7 Employees	See "Fostering Connected Communities" Chapter
2-8 Workers who are not employees	See "Fostering Connected Communities" Chapter
2-9 Governance structure and composition	See "Promoting Ethics and Trust" Chapter
2-11 Chair of the highest governance body	See "Promoting Ethics and Trust" Chapter
2-12 Role of the highest governance body in overseeing the management of impacts	See "Promoting Ethics and Trust" Chapter
2-13 Delegation of responsibility for managing impacts	See "Promoting Ethics and Trust" Chapter
2-14 Role of the highest governance body in sustainability reporting	This report was approved by the Board of Directors before its publication
2-15 Conflicts of interest	See "Promoting Ethics and Trust" Chapter
2-16 Communication of critical concerns	See "Promoting Ethics and Trust" Chapter and the Company's Annual Financial Reports
2-17 Collective knowledge of the highest governance body	See "Promoting Ethics and Trust" Chapter
2-19 Remuneration policies	See "Promoting Ethics and Trust" Chapter
2-20 Process to determine remuneration	See "Promoting Ethics and Trust" Chapter
2-21 Annual total compensation ratio	See "Promoting Ethics and Trust" Chapter
2-22 Statement on sustainable development strategy	See a message from the CEO
2-23 Policy commitments	See "Ashtrom Properties' Sustainability Approach"
2-24 Embedding policy commitments	See "Ashtrom Properties' Sustainability Approach"
2-27 Compliance with laws and regulations	See "Promoting Ethics and Trust" Chapter
2-29 Approach to stakeholder engagement	See "Ashtrom Properties' Sustainability Approach"



GRI Standard	Disclosure	Location
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	See "Ashtrom Properties' Sustainability Approach
	3-2 List of material topics	See "Ashtrom Properties' Sustainability Approach
	3-3 Management of material topics	See the introduction to each material topic
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	See "Responsible Supply Chain" in the "Promoting Ethics and Trust" Chapter
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	See "Promoting Ethics and Trust" Chapter
	205-2 Communication and training about anti-corruption policies and procedures	See "Promoting Ethics and Trust" Chapter
	205-3 Confirmed incidents of corruption and actions taken	See "Promoting Ethics and Trust" Chapter
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See "Promoting Ethics and Trust" Chapter
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization	See "Managing a Sustainable Environment" Chapter
	302-3 Energy intensity	See "Managing a Sustainable Environment" Chapter
	302-4 Reduction of energy consumption	See "Managing a Sustainable Environment" Chapter
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource	See "Managing a Sustainable Environment" Chapter
	303-5 Water consumption	See "Managing a Sustainable Environment" Chapter
<b>GRI 304: Biodiversity 2016</b>	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	See "Managing a Sustainable Environment" Chapter
	304-2 Significant impacts of activities, products and services on biodiversity	See "Managing a Sustainable Environment" Chapter
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	See "Managing a Sustainable Environment" Chapter
	305-2 Energy indirect (Scope 2) GHG emissions	See "Managing a Sustainable Environment" Chapter
	305-3 Other indirect (Scope 3) GHG emissions	See "Managing a Sustainable Environment" Chapter
	305-4 GHG emissions intensity	See "Managing a Sustainable Environment" Chapter
	305-5 Reduction of GHG emissions	See "Managing a Sustainable Environment" Chapter



GRI Standard	Disclosure	Location
<b>GRI 306: Waste 2020</b>	306–3 Waste generated	See “Managing a Sustainable Environment” Chapter
	306–4 Waste diverted from disposal	See “Managing a Sustainable Environment” Chapter
	306–5 Waste directed to disposal	See “Managing a Sustainable Environment” Chapter
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308–2 Negative environmental impacts in the supply chain and actions taken	See “Responsible Supply Chain” in the “Promoting Ethics and Trust” Chapter
<b>GRI 401: Employment 2016</b>	401–1 New employee hires and employee turnover	See “Fostering Connected Communities” Chapter
<b>GRI 403: Occupational Health and Safety 2018</b>	403–1 Occupational health and safety management system	See “Fostering Connected Communities” Chapter
	403–2 Hazard identification, risk assessment, and incident investigation	See “Fostering Connected Communities” Chapter
	403–3 Occupational health services	See “Fostering Connected Communities” Chapter
	403–4 Worker participation, consultation, and communication on occupational health and safety	See “Fostering Connected Communities” Chapter
	403–5 Worker training on occupational health and safety	See “Fostering Connected Communities” Chapter
	403–6 Promotion of worker health	See “Fostering Connected Communities” Chapter
	403–8 Workers covered by an occupational health and safety management system	See “Fostering Connected Communities” Chapter
	403–9 Work-related injuries	See “Fostering Connected Communities” Chapter
<b>GRI 404: Training and Education 2016</b>	404–1 Average hours of training per year per employee	See “Fostering Connected Communities” Chapter
	404–2 Programs for upgrading employee skills and transition assistance programs	See “Fostering Connected Communities” Chapter
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405–1 Diversity of governance bodies and employees	See the “Fostering Connected Communities” Chapter; see also “Promoting Ethics and Trust”
	405–2 Ratio of basic salary and remuneration of women to men	See “Fostering Connected Communities” Chapter
<b>GRI 406: Non-discrimination 2016</b>	406–1 Incidents of discrimination and corrective actions taken	See “Promoting Ethics and Trust” Chapter



GRI Standard	Disclosure	Location
<b>GRI 408: Child Labor 2016</b>	408–1 Operations and suppliers at significant risk for incidents of child labor	See the “Fostering Connected Communities” Chapter and “Responsible Supply Chain” in the “Promoting Ethics and Trust” Chapter
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409–1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	See the “Fostering Connected Communities” Chapter and “Responsible Supply Chain” in the “Promoting Ethics and Trust” Chapter
<b>GRI 413: Local Communities 2016</b>	413–1 Operations with local community engagement, impact assessments, and development programs	See “Fostering Connected Communities” Chapter
<b>GRI 414: Supplier Social Assessment 2016</b>	414–2 Negative social impacts in the supply chain and actions taken	See the “Fostering Connected Communities” Chapter and “Responsible Supply Chain” in the “Promoting Ethics and Trust” Chapter
<b>GRI 416: Customer Health and Safety 2016</b>	416–1 Assessment of the health and safety impacts of product and service categories	See “Fostering Connected Communities” Chapter
	416–2 Incidents of non–compliance concerning the health and safety impacts of products and services	See “Fostering Connected Communities” Chapter
<b>GRI 417: Marketing and Labeling 2016</b>	417–3 Incidents of non–compliance concerning marketing communications	See “Promoting Ethics and Trust” Chapter
<b>GRI 418: Customer Privacy 2016</b>	418–1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	See “Promoting Ethics and Trust” Chapter



## SASB Real Estate Industry Standard | Version 2023-06

Metric	Code	Company response
<b>Energy Management</b>		
Energy consumption data coverage as a percentage of total floor area, by property sector	IF-RE-130a.1	See "Managing a Sustainable Environment" Chapter
(1) Total energy consumed by portfolio area with data coverage, (2) percentage grid electricity and (3) percentage renewable, by property sector	IF-RE-130a.2	The company generates renewable energy but does not consume it. See the "Managing a Sustainable Environment" Chapter.
Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property sector	IF-RE-130a.3	See "Managing a Sustainable Environment" Chapter
Percentage of eligible portfolio that (1) has an energy rating and (2) is certified to ENERGY STAR, by property sector	IF-RE-130a.4	The company is not ENERGY STAR certified. For details on existing certifications, refer to the "Managing a Sustainable Environment" chapter.
Description of how building energy management considerations are integrated into property investment analysis and operational strategy	IF-RE-130a.5	See the "Managing a Sustainable Environment" Chapter – Ashtrom Properties initiates projects certified LEED GOLD and above, and continuously promotes energy efficiency in the management and operation of its assets.
<b>Water Management</b>		
Water withdrawal data coverage as a percentage of (1) total floor area and (2) floor area in regions with High or Extremely High Baseline Water Stress, by property sector	IF-RE-140a.1	See "Managing a Sustainable Environment" Chapter
(1) Total water withdrawn by portfolio area with data coverage and (2) percentage in regions with High or Extremely High Baseline Water Stress, by property sector	IF-RE-140a.2	See "Managing a Sustainable Environment" Chapter
Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property sector	IF-RE-140a.3	See "Managing a Sustainable Environment" Chapter
Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-RE-140a.4	See the "Sustainable Environment – Water Risk Management" section (in development)  The majority of water consumption is in Israel, which is classified as a water-stressed country. 52% of Ashtrom Properties' water consumption is attributed to its operations in Israel



Metric	Code	Company response
<b>Management of Tenant Sustainability Impacts</b>		
(1) Percentage of new leases that contain a cost recovery clause for resource efficiency related capital improvements and (2) associated leased floor area, by property sector	IF-RE-410a.1	NA
Percentage of tenants that are separately metered or submetered for (1) grid electricity consumption and (2) water withdrawals, by property sector	IF-RE-410a.2	Electricity consumption is not measured per tenant but rather per property, in accordance with the calculation methodology detailed in the "Managing a Sustainable Environment" chapter
Discussion of approach to measuring, incentivising and improving sustainability impacts of tenants	IF-RE-410a.3	See the "Managing a Sustainable Environment" chapter – Integration of Digitalization in Managing Environmental and Community Impacts
<b>Climate Change Adaptation</b>		
Area of properties located in 100-year flood zones, by property sector	IF-RE-450a.1	A physical risk assessment for each site will be conducted during 2025.
Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-RE-450a.2	The main findings of the Climate Risk Management survey are presented in the "Risk Management" section of the "Promoting Ethics and Trust" chapter.

## Activity Metrics

Metric	Code	Company response
Number of assets, by property sector	IF-RE-000.A	See the “About Ashtrom Properties” Chapter
Leasable floor area, by property sector	IF-RE-000.B	See the “About Ashtrom Properties” Chapter
Percentage of indirectly managed assets, by property sector	IF-RE-000.C	See the “About Ashtrom Properties” Chapter
Average occupancy rate, by property sector	IF-RE-000.D	See the “About Ashtrom Properties” Chapter – approximately 90% on average





# **ASHTROM** *Properties*

[www.ashtromproperties.co.il](http://www.ashtromproperties.co.il)