

An aerial photograph of a city skyline featuring several prominent skyscrapers. The most striking is a tall, modern building with a distinctive white, diamond-shaped lattice facade. Other buildings with glass facades and traditional architectural styles are visible in the background. The sky is clear and blue.

MELISRON

**Environment, Social,
& Governance Report**

ESG

March 2024

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DISCLAIMER

This ESG report was prepared by Melisron Ltd (“Melisron” or “the Company”) and provides information and updates on the Company’s work in ESG activities. The information contained in this report is limited to properties that are owned and managed by Melisron and its subsidiaries and does not include information on the activities of its subsidiary, Aviv Real Estate Development and Management Ltd. The report was drafted in line with global reporting guidelines.

This report is designed to offer general information about the Company’s operations and does not constitute an offer to purchase or sell the Company’s securities or a solicitation of such offers. The information contained in this report does not constitute a recommendation, opinion, or basis for investment decision making, and does not constitute a substitute for investors’ own judgment.

This report constitutes a summative and general presentation of the Company’s operations in the areas relevant to the report only. The Company clarifies that the report is not drafted according to the Securities Law, 5728-1968, and the regulations enacted under it, and is not intended to constitute a substitute for perusal of the Company’s public reports issued according to applicable law. Therefore, to obtain a complete picture of the Company’s operations and the risks they entail, readers are referred to the Company’s shelf prospectus and its immediate, periodic, and quarterly reports published on TASE filing system (“the public reports”). This report includes data and information that are presented and edited otherwise than the information contained in the public reports or the information that may be calculated from the data included in the public reports. In the case of a conflict between the information contained in the public reports and the information contained in this report, the information contained in the public reports prevails.

This report may contain projections, assessments, estimates, and information related to future events whose realization is uncertain and is not in the control of the Company as well as information on project development and construction and the Company’s intentions or plans concerning future projects and/or new areas of operations, which constitute forward-looking

information as this term is defined in Section 32A of the Securities Law, 5728-1968. Such forward-looking information is based on the Company’s subjective good faith assessments, based on its experience and professional knowledge, facts and information concerning the current status of the businesses of the Company and its investees, and macroeconomic facts and data published by external sources and/or other parties (that were not independently reviewed by the Company), as this information was known to the Company on the date this report was drafted. The Company’s results may, however, vary or significantly from its assessments and plans and may be influenced by factors that cannot be assessed in advanced or are not in the Company’s control, including risk factors that characterize the Company’s operations as well as changes in the economic and geopolitical environment (global and local), the security situation, government policy and the policies of government agencies, agreements with third parties, and the performance of agreements by third parties.

This report may include images of future projects that are in various stages of planning or construction. The Company clarifies that these images are for the sake of illustration only and projects may be subject to design or other changes, and no reliance should be made on the images regarding the final appearance of the projects upon completion.

This report reflects the information known to the Company on its publication date. The Company undertakes no obligation to update and/or modify any projection and/or assessment to reflect events or circumstances that occur after the date the report is drafted.

A Message From Melisron's CBOD and CEO

Dear respected investors, employees, customers, suppliers, and readers of the report,

We are honored to present Melisron's first ESG report, which showcases the Company's work in the areas of environment, society, and corporate governance, and the Company's vision, goals, and targets in these areas.

D Melisron believes that in addition to setting and achieving its business targets, it is obligated to lead, promote, and develop environmental, social, and organizational values and embed them across our operations and in our future goals. We therefore have chosen to manage our ESG activities within the Company's ongoing business management function.

Melisron is a leading real estate company, and one of the largest and established companies of its kind in Israel. We are committed to contribute to the development of the country and Israeli society, and to its economic growth.

Melisron invests efforts to promote social and environmental values and takes steps to increase the efficiency of its operations so as to reduce its environmental impact. The Company also follows stringent standards of corporate governance and demonstrates transparency to its investors, employees, suppliers, tenants, and customers.

As a real estate company that focuses in retail, office, and residential spaces in Israel, Melisron may be affected by changes in these sectors, as well as changes in the political and security situation, macroeconomic changes, social changes, and climate change effects. Our aim is to address these challenges and to continuously use the most effective tools available to create the best possible product for our users and add value for our investors through responsible actions and careful risk management.

Israel is currently embroiled in the Iron Swords War, which was triggered on October 7, 2023 by murderous terrorist attack on innocent civilians in Israel. At this difficult hour, we applaud and support IDF soldiers and our security forces who are fighting to reinstate security for Israel's citizens. We send our condolences to the families of the fallen soldiers and murdered victims, wish a speedy recovery to the wounded, and hope for the quick return of the hostages.

We believe that at the end of this difficult war, which has been forced upon us, we will emerge stronger as a nation and as a state. Hoping for safer, quieter and better days ahead.



Ofir Sarid,
CEO



Liora Ofer,
CBOD

Introduction to the ESG Report and the Reporting Methodology

This report showcases Melisron's work in managing all aspects of ESG. The Company's ESG goals were defined after a long, thorough examination and adjustment to the Company's business strategies and goals.

In recent years, corporate governance, which includes consideration of environmental, social, and governance issues, has become increasingly important for the public in Israel and worldwide, and stakeholders, including investors, consumers, and regulators, are now demanding adoption of an ESG framework as a basic requirement for public companies. This demand is rooted in multiple environmental and developmental factors that are in constant flux, including the climate crisis, energy challenges, political crises in and outside Israel, social and demographic crises, changes in consumers' tastes and considerations, and changing circumstances and technological developments (such as AI). All these factors require leading companies and leaders in general to adopt a proactive and dynamic approach to manage the risks and opportunities that these factors represent.

Melisron, its managers, and its shareholders, have always attributed great significance to transparency, accountability, and fairness in its stakeholder interactions.

This report was written according to the guidelines of the Global Reporting Initiative (GRI) and the reporting standards of the Sustainability Accounting Standards Board (SASB). The Company also decided that this report will reflect an assessment of the contribution of Melisron's operations in relation with the UN's sustainable development goals (SDGs). Melisron, its managers and employees, are proud to present, in this report, the Company's commitment to ESG principles, assessed alongside a review of the Company's operations,

strategy, and vision, and its integration within the Company's values and commitments for future years. This report represents the Company's main ESG practices as of the report publication date (with the exception of certain data that are updated as of 2022), and complements the quarterly and periodic reports that the Company files by law.



CREATING PLACES THAT PEOPLE LOVE



Overview of Melisron

Melisron is one of Israel's largest and leading public real estate companies in Israel



MALLS

18 malls and shopping centers
2,400 tenants
70,000 annual mall visits
NIS 10 billion in annual mall sales
20,000 parking spaces

99.3% occupancy rate | 515,000 sqm under management



OFFICES

5 high-tech parks and office buildings
330 tenants
3.1 years Average rental duration
6,000 parking spaces

98% occupancy rate | 357,000 sqm under management



RESIDENTIAL

Through Aviv Development **AVIV**
19 projects in advanced planning stage
16 projects in preliminary planning stage
5 projects under construction in 2024

917,000 sqm under management

917,000 sqm under management

NIS 24 B in total assets

Rating: (AA-)/Positive

Controlled by Ms. Liora Ofer (47%, through Ofer Investments)

Future Development Projects

Projects in Planning and under Construction

18
development projects

306,000
sqm
Total area of development projects

33%
Expected NOI growth rate



LANDMARK (offices),
Tel Aviv



Ofer Yokneam (offices,
Building D), Yokneam



Ofer Rehovot (offices),
Rehovot



Ofer Hutzot Hamifratz (retail),
Haifa



Ofer Yavneh (offices and retail),
Yavneh



Ofer Lincoln (offices),
Tel Aviv



Ofer Nof Hagalil (retail),
Nof Hagalil

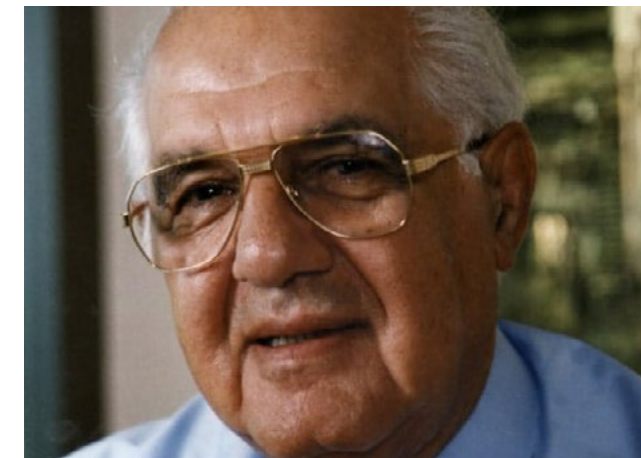


Ofer Hasharon (offices and
retail), Netanya

Our History

Melisron's roots can be traced to the 1950s, several years after the independence of the State of Israel, when the need to develop the nascent state fused with the ambitions of a young, highly motivated entrepreneur at the beginning of his career, with a passion for the world of real estate.

In 1957 the late brothers Yuli (Yehuda) and Sammy Ofer founded The Ofer Brothers, which later changed its name to Ofer Investments. In its early years, with operations concentrated in shipping, investments, and holdings, the company quickly assumed a leading role in many key business transactions in and outside Israel.



The Founder – The late Yuli Ofer was born in Romania in 1924 and immigrated to Israel as an infant. In 1957 he founded The Ofer Brothers together with his brother, the late Sammy Ofer. The company eventually changed its name to Ofer Investments and the scope of their business activities expanded.

Melisron was founded in 1987 and was soon after acquired by the Ofer Brothers.

Alongside his many business interests, which included real estate, finance, shipping, and other sectors, Yuli Ofer was known as a generous philanthropist. In 2011, Yuli Ofer passed away and was succeeded by his daughter, Liora Ofer who currently controls Melisron through Ofer Investments. Liora Ofer has served as the chair of the board of Melisron since 2008.

In 1987, Melisron constructed Kiryon, its first shopping mall, on the site of the crumbling Ata textile factory in Kiryat Bialik. Over the years, the mall expanded to become Israel's largest shopping mall.



The Kiryon's success prompted Melisron to expand its investments in this sector.

In 2008, as the world was struck by a global financial crisis, Melisron astutely exploited the opportunities created by the crisis, and adopted an expansionary strategy for its mall business. Less than six months later, the Company purchased Ramat Aviv Mall and Savyonim Mall from Africa Israel.

In 2011, Melisron acquired British Israel, a shopping mall company that owned 27 properties including Ofer Grand Mall Petach Tikva, Ofer Rehovot, Ofer Grand Mall Haifa, Ofer and Grand Mall Beer Sheva.

OFER MALLS

Following these two acquisitions, which marked a turning point in Israel's shopping mall market, Melisron became Israel's largest shopping mall company.

Milestones

1957

Brothers Yuli and Sammy Ofer found their company, The Ofer Brothers
(later known as "Ofer Investments," currently wholly owned by Liora Ofer)

1987

Melisron is founded and subsequently acquired by Ofer Investments

1992

Melisron lists its shares on the Tel Aviv Stock Exchange (TASE)

2009

Melisron acquires Ramat Aviv Mall in one of the largest deals in the shopping mall market

2011

Melisron acquires control of British Israel

2014

Melisron is included in the TA-35 Index (comprising the 35 companies with the highest market cap in the TASE)

2015

Melisron acquires land for Landmark, its flagship office-retail-residential project in Sarona, Tel Aviv

2022

Melisron enters the residential real estate market and acquires 50% of Aviv Real Estate Development and Construction, which specializes in residential development and urban renewal projects

Our Strategic Plan

Melisron's strategic plan is based on two main business activities:

1 **Activities in the Company's core businesses designed to expand and add value to the core businesses and adjust to changing market trends, to support the Company's continued leadership in Israel's rental property sector.**

2 **Activities to diversify the Company's business segments and mitigate the risks stemming from its portfolio's sector concentration, and to use available resources to drive growth in additional areas through synergies that lever the Company's real estate expertise.**

As part of its move to diversify its operations, Melisron takes steps to appreciate and maximize the value of its current asset portfolio by applying existing and future building rights to create mixed-use properties (office, residential, retail, and hotel uses).

As part of its strategy to enter into new operating sectors and diversify its revenue sources, in 2022 Melisron entered the residential market by acquiring 50% of Aviv Real Estate Development and Construction, a company that specializes in residential property development and urban renewal. As of the date of this report, the Company is involved in the construction of 4,000 residential units in prime locations, mainly in the Gush Dan (Tel Aviv metropolitan) area.

In 2022, the Company also acquired additional properties and land in its core business areas. These include land for an open-air shopping center project (Ofer Yavneh)

in which the Company partners with Yohananoff, and for an office building on Lincoln Street in Tel Aviv.

In the area of digital innovation, Melisron is investing efforts to upgrade My Ofer, the Ofer Malls' customer loyalty club app, and to embed personalization features to improve customer satisfaction. The company recently launched a hybrid mall platform to generate added value by combining an opportunity to shop online directly from the mall's brick-and-mortar stores and benefit from "pick, pack & ship" solutions for customer logistics.

Melisron is also promotes energetic innovation. The Company signed a series of agreements to shift electricity consumption in most of its properties to renewable energy sources, in order to increase energy efficiency and significantly reduce the carbon footprint of its properties and their customers.



Our Core Values

Meliron's core values first and foremost guide its managers and employees, but also enhance and increase the efficiency of its work procedures and practices, position the Company as a role model for its stakeholders, and generate a positive impact on the Company's business environment.



Professionalism, excellence, and leadership

Meliron is committed to outstanding professional performance as a way of life. The Company invests resources and efforts to ensure continuous improvement, learn from its experience, and generate new insights, while maintaining high standards of excellence in its operations. The Company believes in leadership based on innovation and an entrepreneurial spirit, and takes action to ensure that it remains one step of its competitors and serves as a role model and source of inspiration in its business environment.



Loyalty, respect, and devotion to others

Meliron champions respect, dignity, consideration, and sensitivity to the needs of others – employees, managers, customers, suppliers, and business partners. Meliron believes in integrity and dedication to the Company's core values and business practices and expects no less from its employees and managers.



Synergy, fraternity, and caring

Meliron believes in collaboration, effective team work, and interpersonal communications that enhance the Company's performance, help its employees and managers achieve superior results and gain a personal and professional sense of accomplishment.



Fairness and transparency

Meliron is committed to honesty, fairness, and transparency in its interactions with its stakeholders – employees, customers, suppliers, service providers, investors, and shareholders.

Melisron's ESG Approach

Environmental, social, and corporate governance values are an integral part of Melisron's core values. In addition to its efforts to achieve its business goals, Melisron aspires to lead, promote, and develop social and qualitative values and standards. Therefore, Melisron's ESG activities are managed within its ongoing business management functions and risk management activities.

Melisron invests resources to continuously improve and expand its engagement in its ESG journey.

Melisron has therefore adopted strong corporate governance frameworks that promote transparency, improve environmental processes in its properties, and promote social and community values. The Company established a senior executive forum that integrates its ESG approach in all its business functions and is responsible for ESG reporting. Within its efforts, the Company mapped the current state of its ESG risks and opportunities, defined ESG goals and targets, which are presented in this report, and developed a work plan and a reporting infrastructure for its properties.

Adopting the UN's Sustainable Development Goals (SDGs)

Within its ESG work on sustainability and the publication of this ESG report, Melisron's management decided to join the important efforts to achieve the UN sustainable development goals and targets (SDGs). Melisron continues to invest efforts to promote and embed specific SDGs goals across its business activities.¹

SUSTAINABLE DEVELOPMENT GOALS



¹ The UN's sustainable development goals were originally defined in 2005 as a global guideline for sustainable development, based on the United Nations Conference on Sustainable Development (Rio+20), which took place in Rio de Janeiro, Brazil in 2012, which resulted in a focused political outcome document which contains clear and practical measures for implementing sustainable development. See <https://sustainabledevelopment.un.org/rio20>. In 2016, member states, including Israel, adopted the 17 Sustainable Development Goals (SDGs), which are divided into 160 targets, with 232 measures. See <https://www.un.org/sustainabledevelopment/development-agenda-retired/#:~:text=On%201%20January%202016%20%20the,Summit%20%E2%80%94%20officially%20came%20into%20force.>

In preparing this report, Melisron conducted a comprehensive mapping of its operations with respect to the UN's 17 SDGs and 169 targets.

The Company adopted the following goals and targets:



Goal 13. Take urgent action to combat climate change and its impacts

Target 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters

Melisron's contribution to the achievement of Goal 13 and Targets 13.1: Melisron takes action to reduce its environmental impact, and in its development projects it ensures that the buildings have a relatively small carbon footprint.



Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Target 4.5. Eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations

Melisron's contribution to the achievement of Goal 4 and Target 4.5: Melisron regularly makes donations to organizations and NGOs that focus on education, including education for children with special needs, and children and youngsters at risk.



Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable

Target 11.6 Reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management

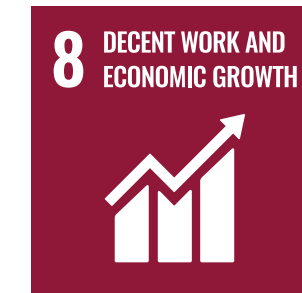
Melisron's contribution to the achievement of Goal 11 and Target 11.6: Melisron integrates environmental considerations in its development projects, in compliance with environmental planning and building standards, including use, promotion, and conservation of nature and natural resources; prevention of environmental hazards; and installation of electric car charging stations in many of its projects.



Goal 5. Achieve gender equality and empower all women and girls

Target 5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life

Melisron's contribution to the achievement of Goal 5 and Target 5.5: Melisron is committed to promoting equal gender representation within the organization. Currently women account for 44% of all board members, including its CBOD, Ms. Liora Ofer, and 47% of the Company's property managers.



Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Target 8.5 Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
Target 8.8 Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

Melisron's contribution to the achievement of Goal 8 and Targets 8.5, 8.8: Melisron carefully maintains equal and fair employment conditions. Safety is a key principle in all the Company's activities and it carefully complies with the relevant safety laws and regulations.



Goal 6. Ensure availability and sustainable management of water and sanitation for all

Target 6.4 Substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity

Target 6.6 Protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes

Melisron's contribution to the achievement of Goal 6 and Targets 6.4, 6.6: Melisron takes action to increase efficiencies and reduce water consumption in its properties by adopting technologies to reduce water consumption efficiencies in its properties' landscaped areas, such as the installation of smart water meters and replacement of irrigation systems. In its development projects, Melisron complies with laws and regulations on ground water protection and water conservation to enrich the aquifer.



Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all

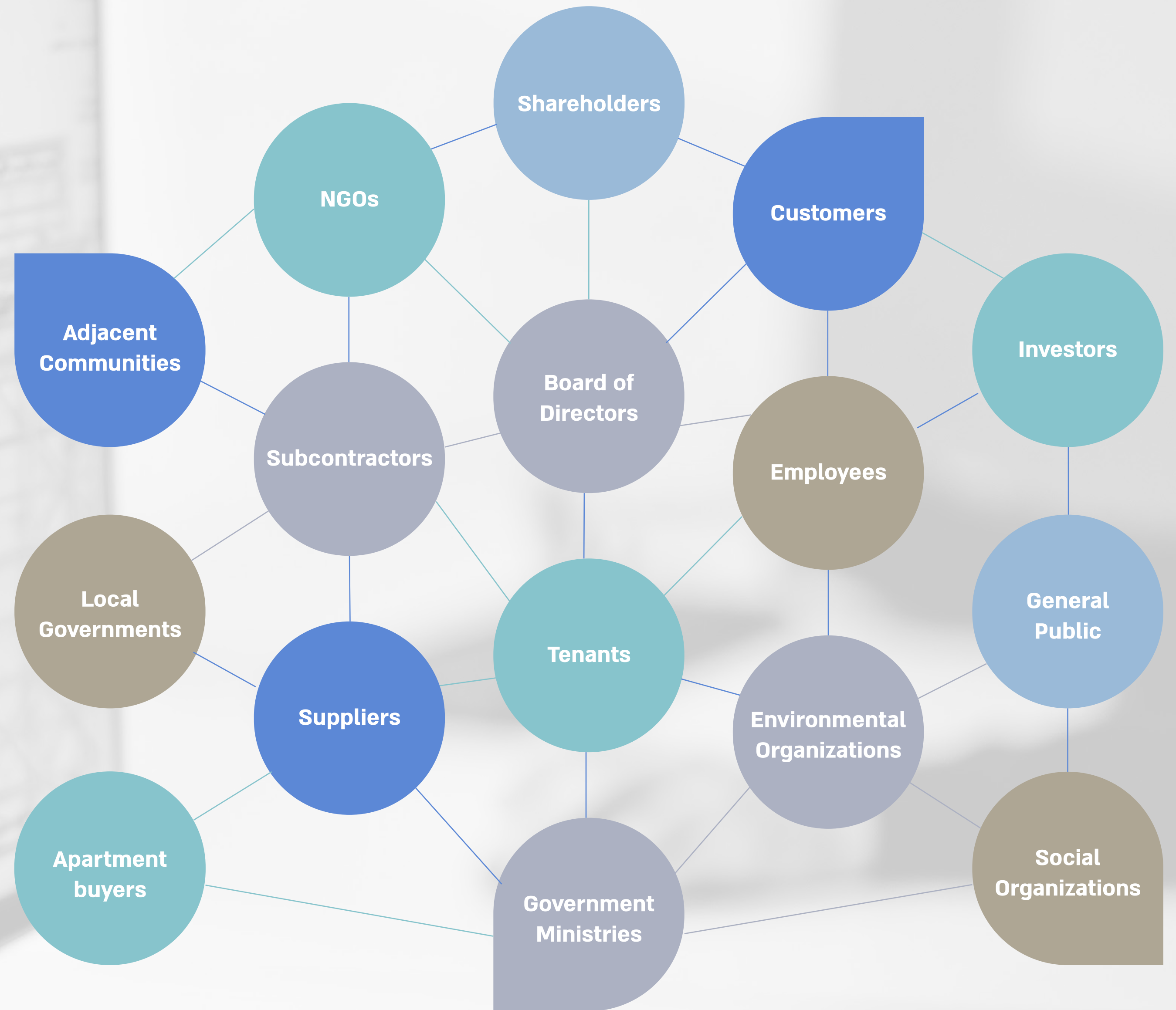
Target 7.2 Increase substantially the share of renewable energy in the global energy mix
Target 7.3 Double the global rate of improvement in energy efficiency

Melisron's contribution to the achievement of Goal 7 and Targets 7.2, 7.3: Melisron promotes changes to achieve greater energetic efficiency in existing buildings, designing energy-saving building and maximizing roof areas in its properties to install photovoltaic systems. Melisron took steps to shift most of the electricity consumption in its properties to renewable energy sources.

Our Stakeholders

Melisron’s stakeholders include its employees, shareholders, investors, customers, business partners, suppliers, subcontractors, governmental entities, and the communities in which it operates.

Transparency is an extremely important foundation of Melisron’s relationships with its stakeholders. The Company’s filings, reports, and presentations demonstrate its compliance with the highest standards of the law. Melisron is committed to maintaining a continuous, transparent dialogue with its stakeholders.



Environment

in recent years we have seen a surge in awareness of climate issues, environmental protection, and a desire to increase positive environmental effects, and their importance. Conscious of its environmental responsibility, Melisron continuously works to systematically reduce the environmental effects of its operations and stringently complies with environmental standards.

Melisron entered into an innovative agreement and the first of its kind in the Israeli market to shift the majority of its electricity consumption to renewable energy sources. The estimated annual value of the agreement is NIS 100 million, subject to actual consumption, and Melisron is eligible to claim an International Renewable Energy Certificate (I-Rec) in the amount equal to the Company's total electricity consumption. Completing the transition to renewable energy in a gradual process in 2024-2025 is expected to create a significant reduction in the carbon footprint from electricity consumption of the Company and its tenants in the Company's properties.

The Company also carefully and continuously works and invests in the environmental sustainability of its existing and future properties in multiple ways, including installation and upgrading of solar energy systems, replacement of AC systems, converting lighting to LED, increasing the efficiency of its AC and other significant electricity consuming systems, and limiting the use of disposable cutlery, plates, and cups in the Company's offices.

E

Key Environmental Targets



2024

Continue development of the work plan, and improve ESG mapping and measurement procedures



Beginning from **2024**

Gradual change in the composition of energy sources and reduction of Scope 2 GHG emissions



Beginning from **2024**

Installation of hundreds of electric car charging stations



Beginning from **2025**

Electricity generation from solar systems for the Company's properties will reach 4-4.5 MKWH



Beginning from **2023**

100% of the new office properties will be meet environmental construction regulations



2024
Q1

Publication of our first ESG report



2025

Continue in-depth review of energetic efficiency in the Company's properties

GHG Emissions and Climate Change

Climate change and global warming are terms that describe the natural global effects of greenhouse gases released during human activities, mainly the combustion of fossil fuels such as coal, oil, and natural gas. Climate change poses multiple threats caused by physical changes (physical threats), and the need for humans to adjust these changes (transition risks), yet also creates business opportunities that can bolster the Company's resilience to cope with climate change. Growing awareness of climate change proceeded hand in hand with increased recognition of climate risks and their potentially significant impact on companies' business operations. As a company that operates in the real estate sector, both as a developer and a property manager, Melisron is subject to the various climate risks that are relevant to its operations.

Melisron is engaged in promoting action to reduce the environmental impact of its carbon footprint, and reduce the energetic consumption of its properties and operations through projects that increase its energetic efficiency, including installation of solar panels on the roofs of its properties and entering into agreements to purchase green electricity, which will reduce most of the Company's Scope 2 carbon emissions.

Within the process to review, measure, set, and manage goals and targets for ESG matters, Melisron completed a calculation of its Scope 1 and Scope 2 GHG emissions, in accordance with the Ministry of Environmental Protection's methodology and the GHG Protocol. Emissions were calculated on the basis of the Pollutant Release and Transfer Register (PRTR) managed by the Ministry of Environmental Protection.

It is important to note that in the real estate sector, GHG emissions originate from the energy used to operate buildings over their lifetime (see Scope 2 below) and from emissions generated by the construction process, material production and fabrication, and shipping of building materials from suppliers to construction sites (Scope 3). Melisron carefully reviews the potential environmental effects of its properties in both the planning and the construction phases.



Goal 13.

Take urgent action to combat climate change and its impacts

Target 13.1 Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters

Melisron take steps to reduce its environmental impacts and promotes the construction of buildings with a limited environmental footprint.

Melisron's Carbon Footprint

Scope 1

Total direct GHG emissions generated by installations owned or regularly used by the Company. Specifically for Melisron, Scope 1 includes the diesel consumed to operate the Company-owned generators and the gasoline consumed by the Company's vehicle fleet².

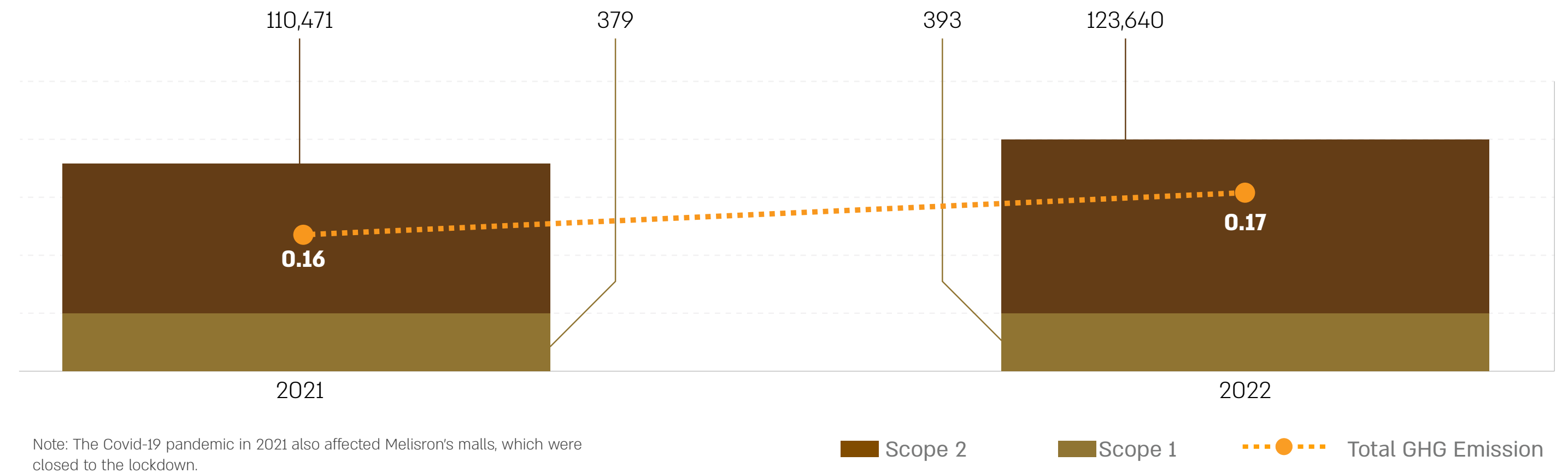
Scope 2

Total indirect emissions generated by energy production, including electricity, steam, and hot water, required by the Company but produced by other energy suppliers. The energy is purchased from third parties, such as the Israel Electricity Company (IEC), and routed to the Company's properties. We calculated these emissions based on the effective electricity consumption of Melisron's properties.

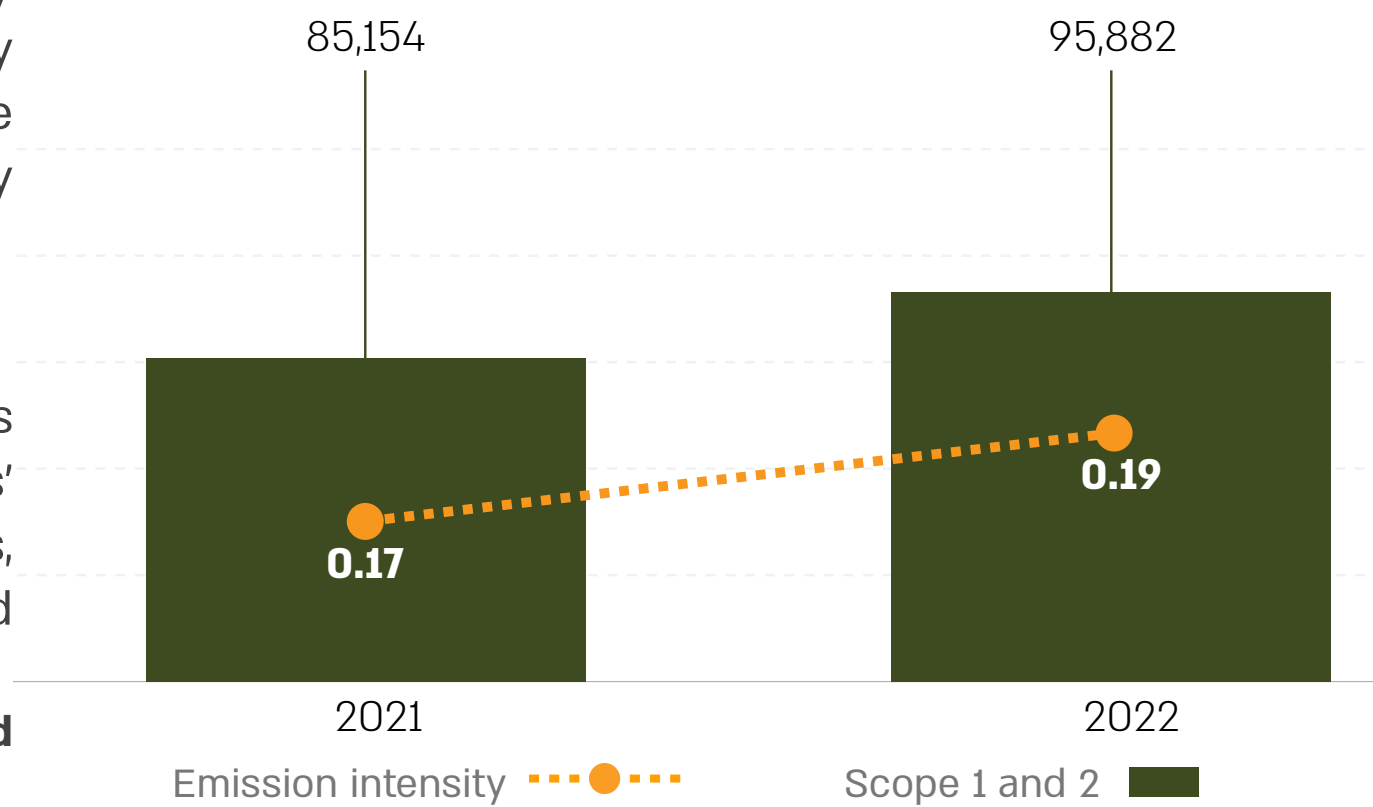
It is important to note that Melisron will continue to measure and monitor its carbon footprint and in the future may reconsider separating between tenants' energy consumption and the consumption in the common areas of its properties, performing various environmental changes to its existing properties, and transitioning to renewable energy³.

In 2021, due to the Covid-19 pandemic, Melisron's properties were temporarily closed and GHG emissions diminished accordingly.

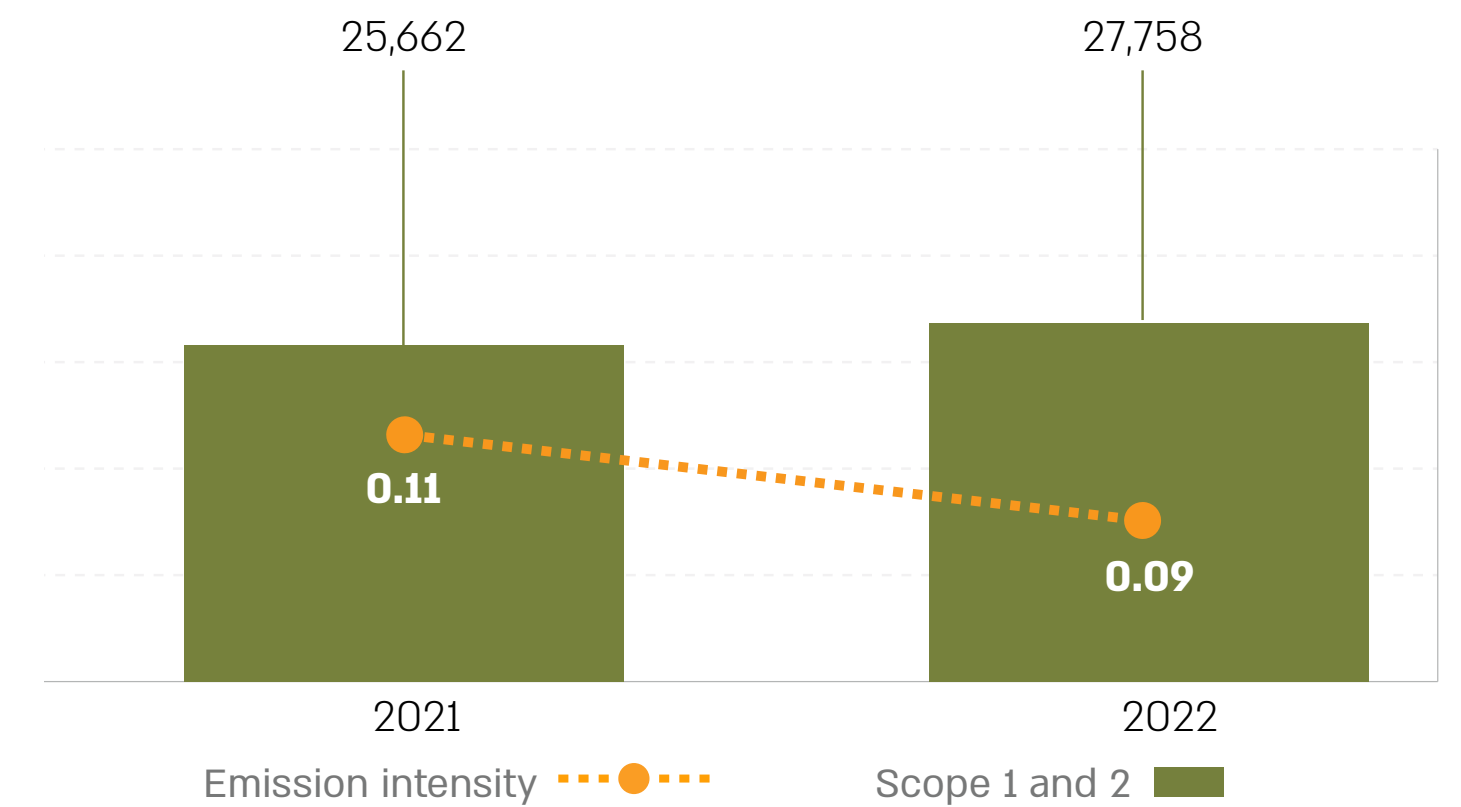
Total GHG Emissions (Scope 1 and 2) - in TC02



GHG Emissions – Shopping Centers



GHG Emissions – Office Spaces



² This Scope does not include GHG emissions from HVAC systems resulting from wear and tear. Melisron has commenced a project to replace its HVAC systems.

³ Based on regulatory reporting rules for Scope 3 in the real estate sector, Melisron will review the separation of electricity consumption in the common areas from tenants' electricity consumption. As a result, future emission figures in Scope 2 and Scope 3 are expected to change.

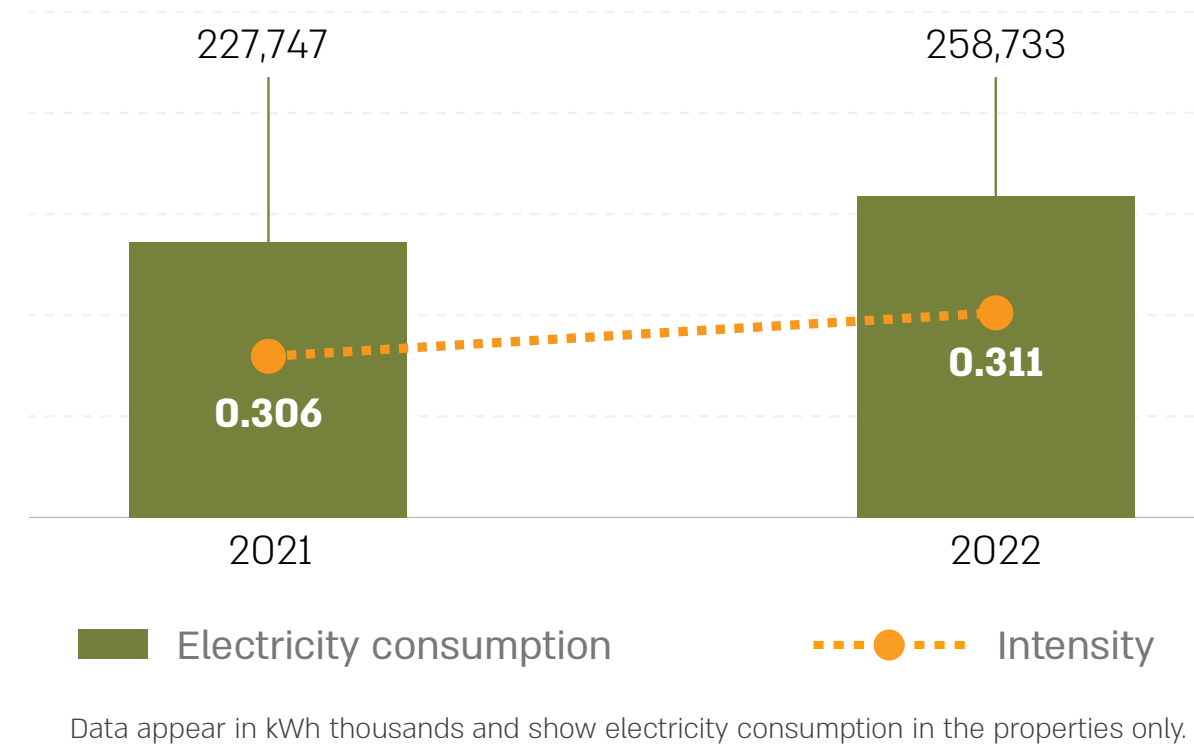
Energy Consumption

Melisron carefully and frequently reviews its internal energy systems, including electricity consumption in the Company's properties and fossil fuel consumption (which includes consumption of gasoline for the Company's vehicle fleet), and introduces energy efficiency improvements.

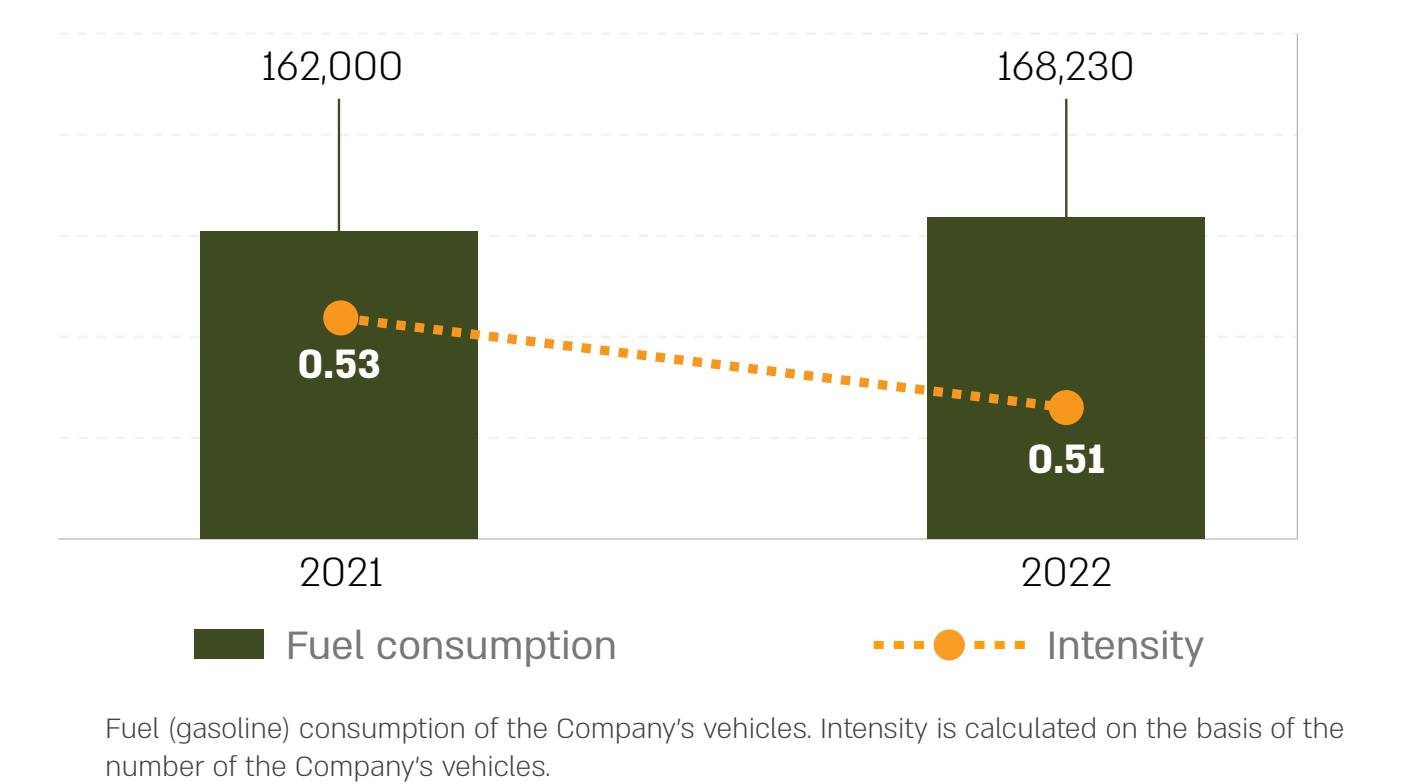
In 2021, the Company's malls were closed for an extended period due to pandemic-related lockdowns, and as a result electricity consumption that year declined.

Over the years, Melisron has initiated several projects to increase energy efficiency, including replacement of all lighting in the malls, replacement of cooling towers, and upgrading of its HVAC systems. In early 2024, Melisron signed agreements with two leading firms in Israel to install electric charging stations in the Company's properties, scheduled to be completed in 2024. The nationwide installation project includes level-2 and level 3 (fast-charging) stations for electric vehicles in over 20 sites, and the charging stations will be powered mostly from renewable energy sources.

Energy Consumption (kWh thousands) – Total Group

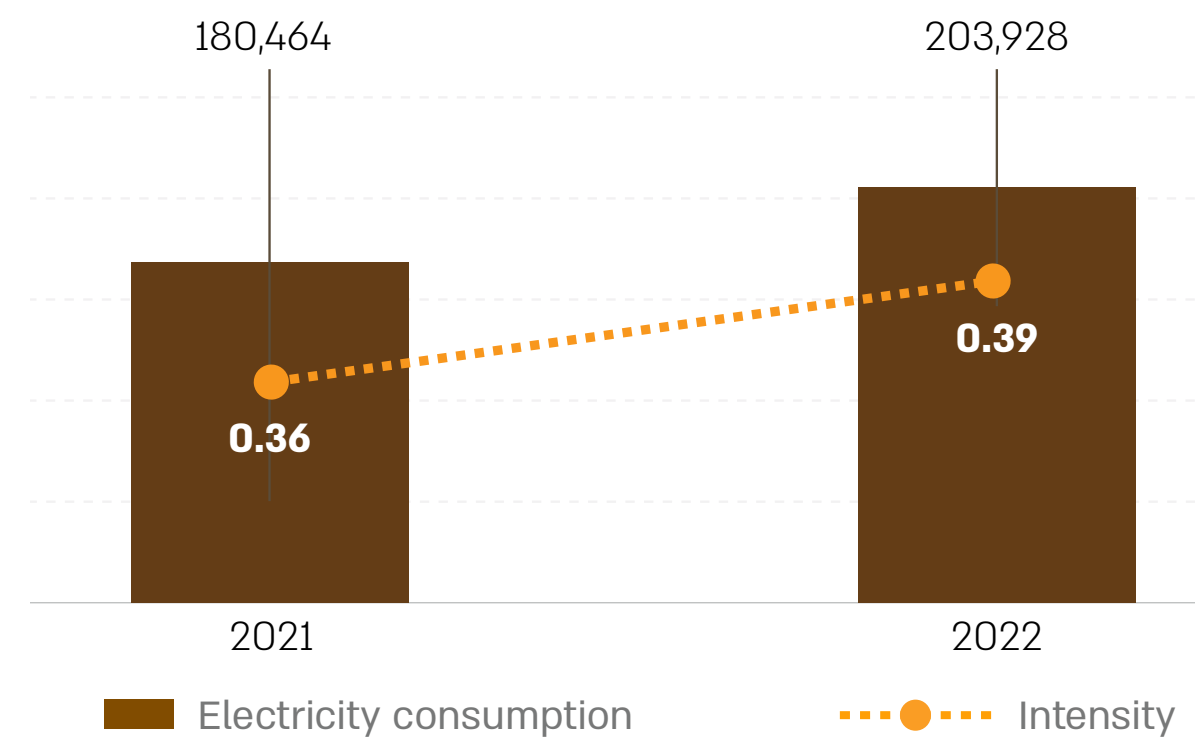


Fuel Consumption

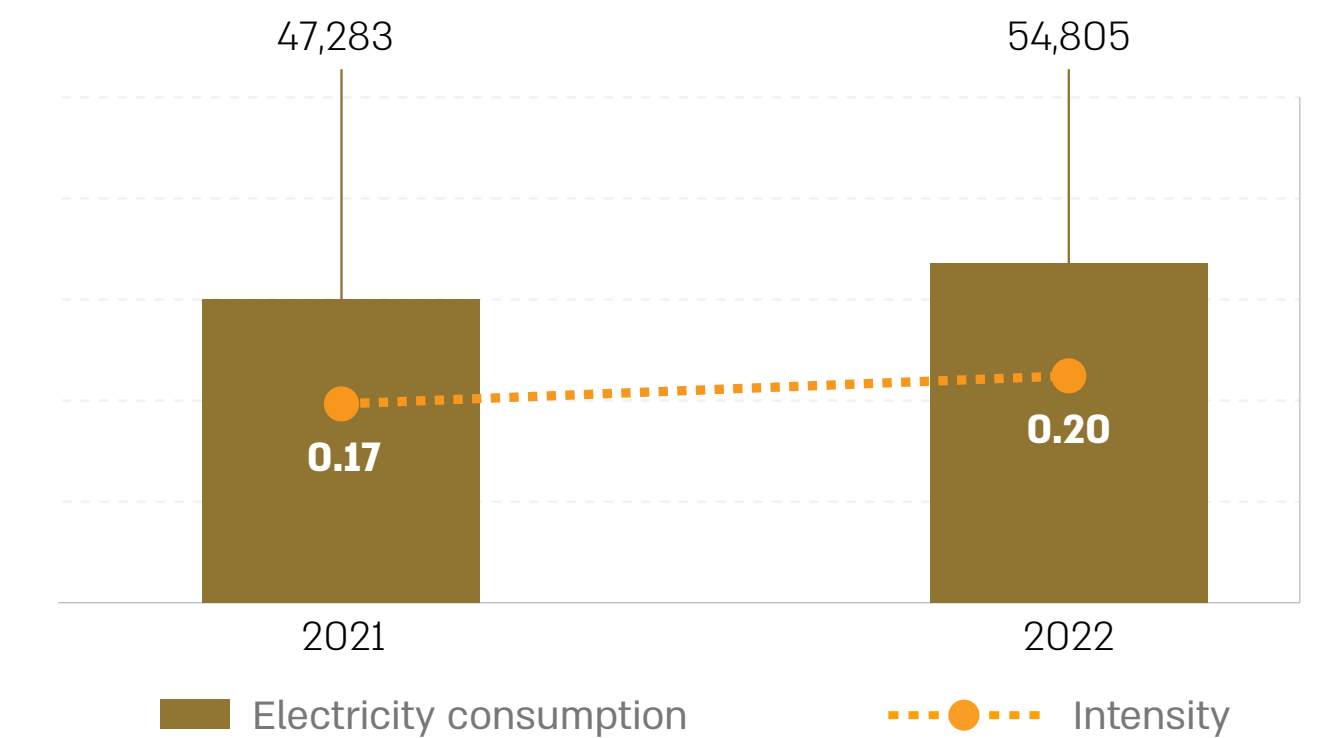


Melisron's energy consumption (kWh) in office spaces and shopping centers, 2021–2022

Energy consumption – Shopping centers



Energy consumption – Office spaces



Renewable Energy Generation



Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all

Target 7.2 Increase substantially the share of renewable energy in the [company's] energy mix.

Melisron's contribution to this goal and target:

Melisron promotes projects to increase energy efficiency in existing buildings, incorporates energy-saving designs in buildings in planning, and maximizes roof spaces in its properties to deploy photovoltaic systems.

Melisron promotes projects to increase energy efficiency in existing buildings, incorporates energy-saving designs in buildings in planning, and maximizes roof spaces in its properties to deploy photovoltaic systems.

Melisron's energy mix management approach recognizes that renewable energy generation is an important means of achieving a positive energy balance. Melisron promotes steps to increasing energy efficiency in existing buildings, designs energy-saving buildings, and maximizes roof area to support photovoltaic system deployment.

D **As of the end of 2022** photovoltaic electricity generating systems were installed on the roofs of 8 of the Company's properties. In 2022, these systems generated 3.16 MKWh, which equals 1.5% of the total energy consumption of all Melisron's properties.

D **In 2023**, 4 new solar systems were installed and are expected to generate an additional 0.5 MKWh per year. A second system that will generate 0.5 MkwH per year is in the planning stage. The Company also intends to upgrade and improve the efficiency of its existing solar systems.

Based on its estimated electricity generation, Melisron expects to generate 4-4.5 MKWh of electricity in 2025.



Water Consumption and Management

Water management efforts include monitoring water consumption in the Company’s properties, reducing water usage, and taking regular action as well as specific projects to promote water-saving solutions during property construction and renovation.

In its project development operations, Melisron stresses water-saving design and water conservation technologies to reduce wastewater, including water harvesting and ground water recharge.



Goal 6

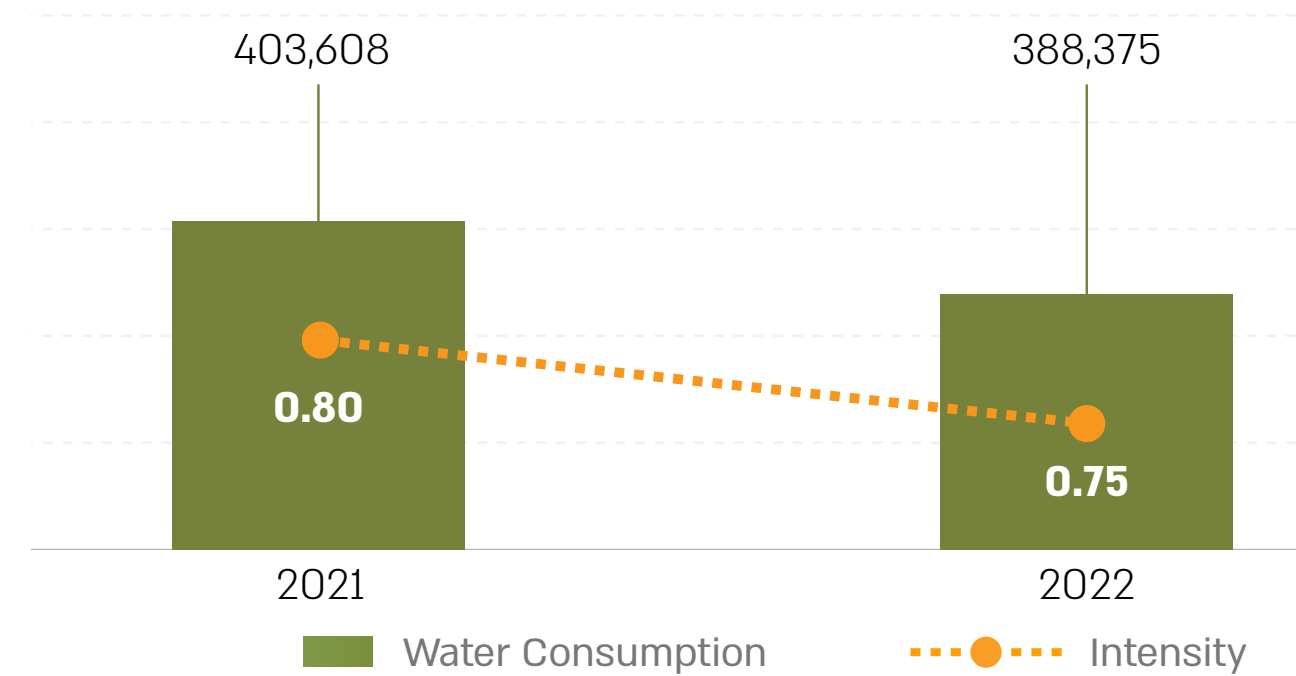
Goal 6. Ensure availability and sustainable management of water and sanitation for all
 Target 6.4 Increase water-use efficiency
 Target 6.6 Protect and restore water-related ecosystems

Melisron takes step to increase the efficiency of its water-related systems and reduce water consumption in its properties, including retrofitting of low-flow plumbing fixtures, installation of smart water meters, and replacement of irrigation systems.

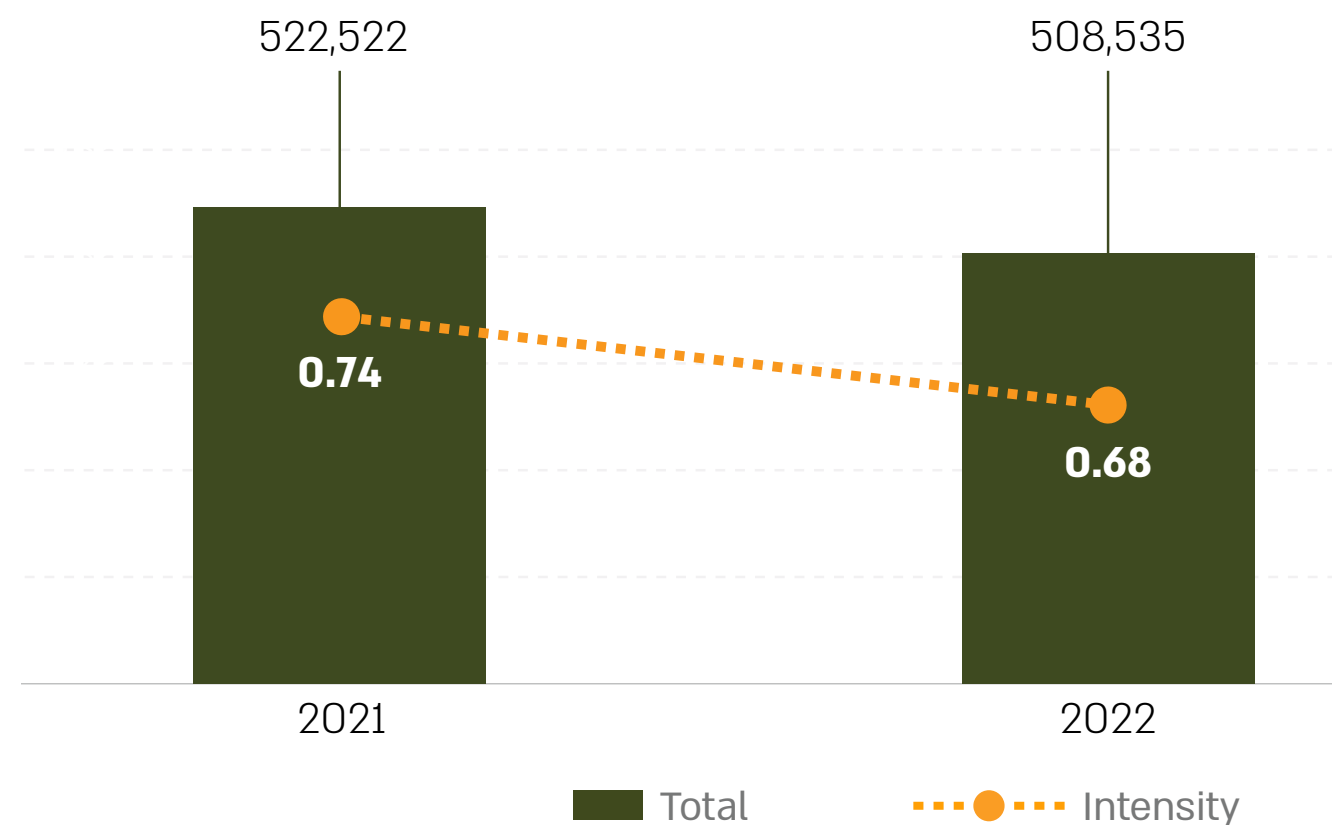
In all its water-saving projects, Melisron carefully follows laws and regulations related to groundwater preservation and water-conserving design in order to capture runoff and replenish the aquifer.

The following figures present water consumption in 2021-2022 and consumption intensity by area:

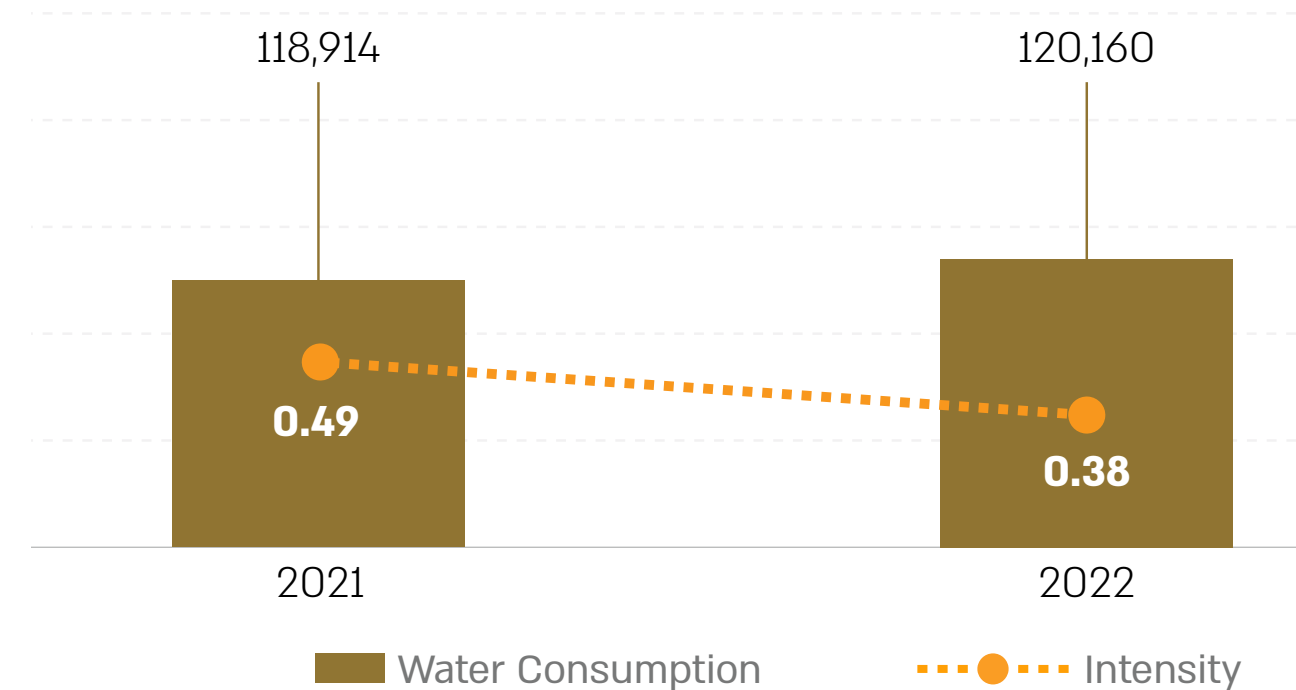
Water Consumption – Total Shopping Centers



Water Consumption – Total Melisron



Water Consumption – Total Offices



Sustainability in Construction

In line with sustainable construction regulations, Melisron maintains the highest standards of environment friendly construction, taking into account environmental impact and ensuring the use, promotion, and conservation of natural sources and prevention of environmental hazards.

Melisron's goal is compliance with Leed Gold environmental sustainability standards or higher in 100% of its new projects.



Landmark Tel Aviv – Offices

GLA: 15,000 sqm

Construction stage: construction completed, beginning of occupancy phase

Ofer Carmel – Building C (Offices)

GLA: 23,000 sqm

Construction stage: Occupancy completed

Ofer Carmel – Building D (Offices)

GLA: 23,000 sqm

Construction stage: TBD

Ofer Carmel – Building J (Offices)

GLA: 18,000 sqm

Construction stage: Construction started in 2024

Ofer East – Buildings C and D (Offices)

GLA: 33,500 sqm

Construction stage: Occupancy completed

Ofer Nof Hagalil - Building F (Offices)

GLA: 6,000 sqm

Construction stage: Construction started in 2023

Ofer Yokneam – Building D (Offices)

GLA: 35,000 sqm

Construction stage: Construction started in 2024

Ofer Grand Mall Petah Tikva – Office Building

GLA: 25,000 sqm

Construction stage: Construction started in 2024

Ofer Netanya – Offices and Retail

GLA: 7,000 sqm

Construction stage: Construction started in 2024

Ofer Rehovot – Additional Offices

GLA: 11,000 sqm

Construction stage: Construction started in 2024

Ofer Yavneh – Offices and Retail

GLA: 24,300 sqm

Construction stage: Construction started in 2024

Ofer Nof Hagalil - Buildings A, B, C and parking – Additional retail

GLA: 21,000 sqm

Construction stage: Construction started in 2024

Landmark Tel Aviv

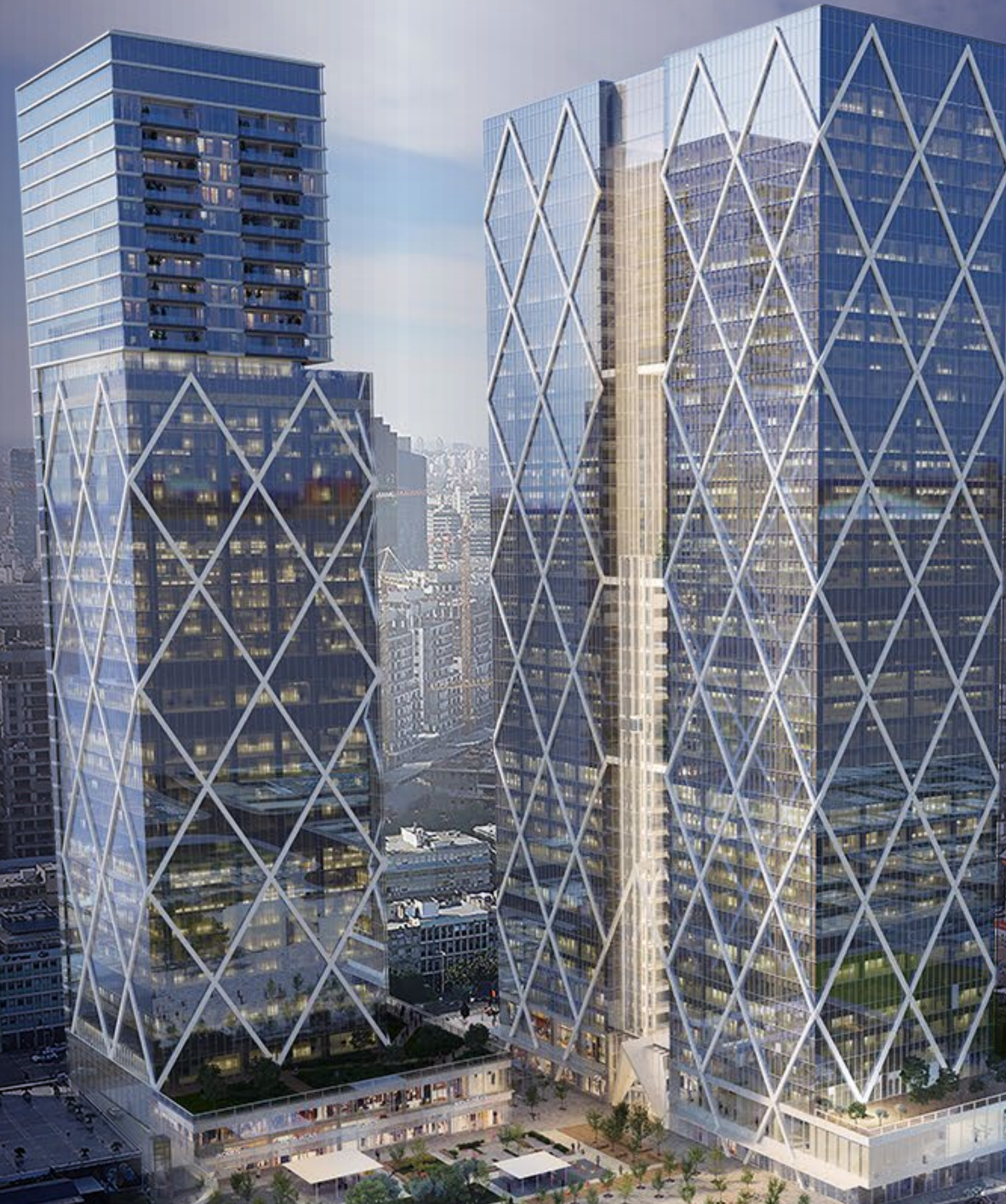
Company's share – 50% (Figures reflect 100% share)



- Reuse of gray water
- Project-based runoff management
- UV lighting in all HVAC ducts
- Bicycle parking level, including lockers and showers
- Inverter chillers
- All window treatments are connected to a rooftop meteorological station to maximize thermal resilience
- Use of local and recycled materials

Tower A - expected construction completion date – 2024

Tower B - expected construction completion date – 2026



151,000 sqm

GLA



116

Residential units



NIS 2,675 M

Book Value



NIS 3 B

Total expected construction costs



NIS 324 M

Expected NOI

Ofer Carmel – Building C

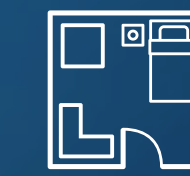


- Electric charging stations
- Solar rooftop panels
- State-of-the-art HVAC system
- Energy savings

Status: Occupancy completed in 2023.



23,000 sqm
GLA



100%
Occupancy rate



Total project cost
NIS 200 M

Social



Melison's social sustainability approach focuses on the Company's impact on its employees, customers, suppliers, and community. The Company's social strategy includes work on issues including employment terms, equality, diversity, employee rights, stringent safety rules, community work, and other elements of social sustainability.

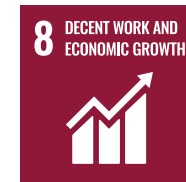
This chapter focuses on Melison's social activities and community service, including actions related to the Iron Swords War.

Human Resources

Melison firmly believes that its human resources are its most important asset and they are what makes Melison a leader in outstanding, professional and responsible performance, and a key to the Company's success. Melison aims to give equal opportunities to all employees and encourages their personal and professional development. Discrimination, harassment, sexual abuse, and conduct of any type that adversely affects workplace safety and are an affront to human dignity and privacy are contrary to the Company's values. The Company maintains a zero tolerance policy with respect to such conduct.

Melison has 260 employees working in its headquarters and properties (malls and office spaces) nationwide⁴.

⁴ Aviv Real Estate Development, the Company's subsidiary held jointly with the Aviv Group, employs approx. 40 employees. The subsidiary's operations are not described in this Report.



Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Target 8.5 Full and productive employment, decent work, and equal employment terms for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

Melison's actions to promote achievement of this goal and target:

Melison takes actions to create and maintain decent employment conditions and equal employment terms for all its employees.



Diversity and Inclusion

Melisron ensures that no employee is a target of discrimination based on religion, nationality, race, ethnic origin, sex, or place of residence. Candidates are hired on the basis of their qualifications and experience, and according to the Company's needs.



Goal 5. Achieve gender equality and empower all women and girls

Target 5.5. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life

Melisron's actions to promote achievement of this goal and target:

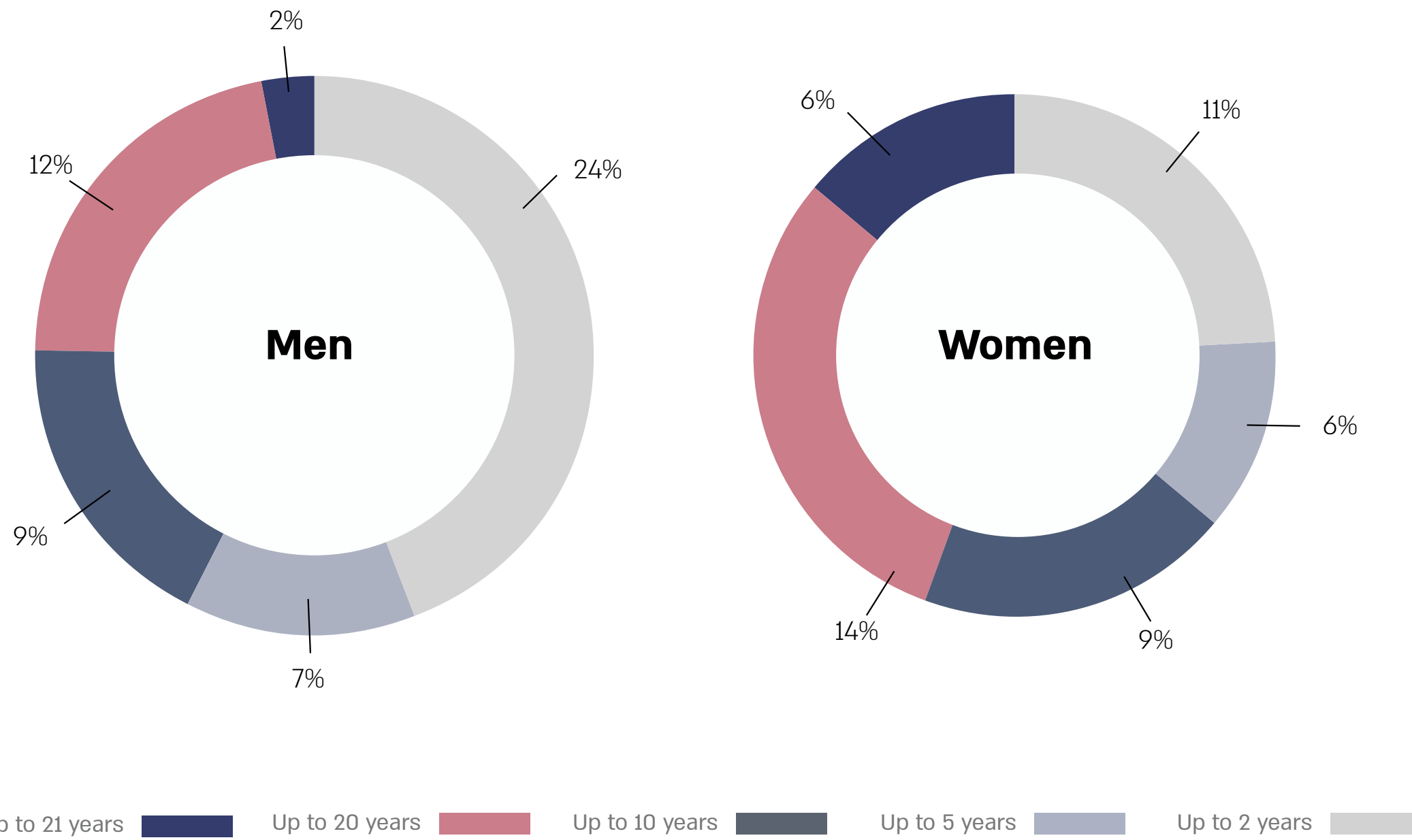
44% of Melisron's directors are women including the Company CBOD Ms. Liora Ofer. Among Melisron's property managers, 47% are women and 53% are men.

42% of all Melisron employees are women, and 58% are men.



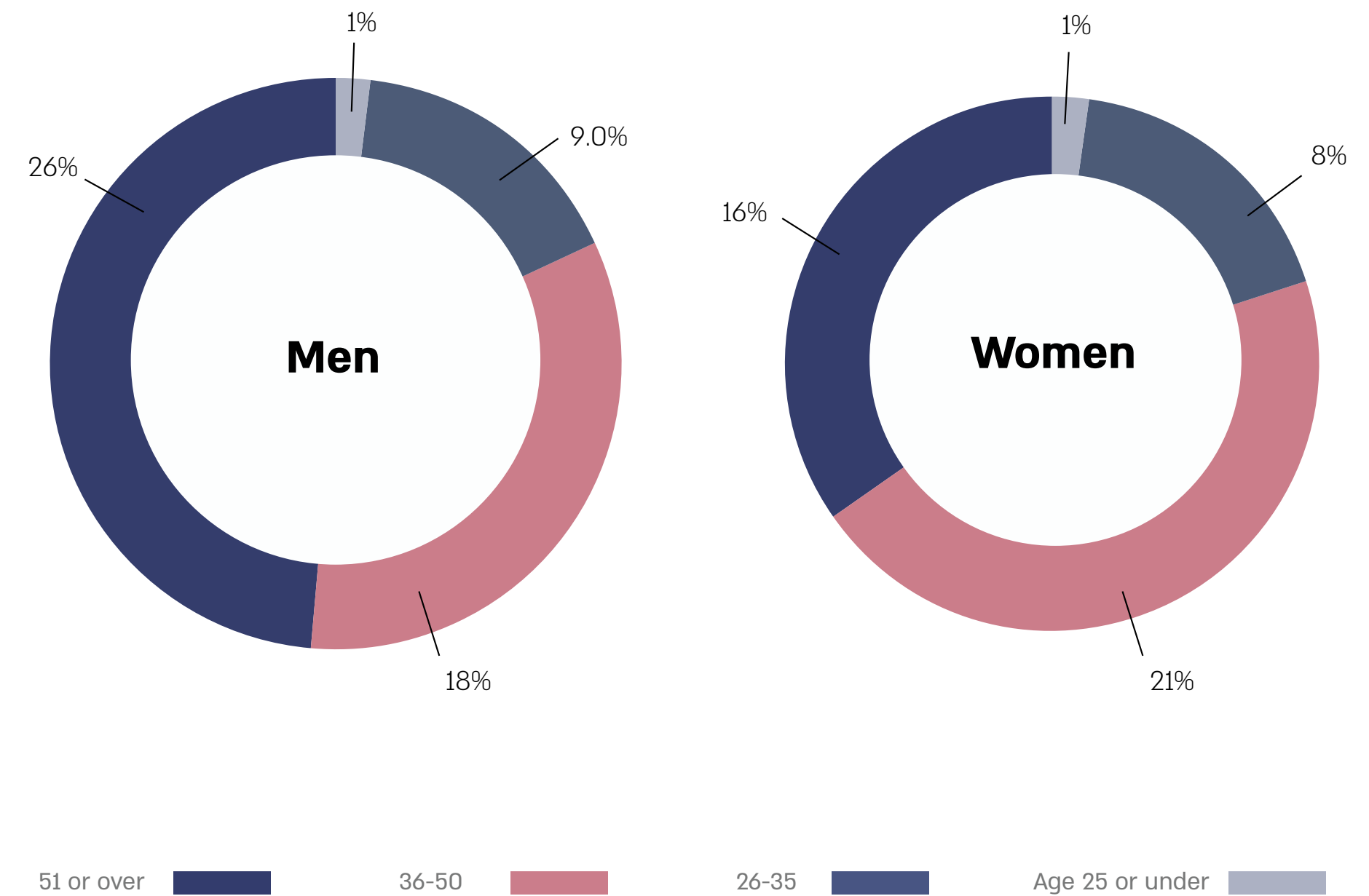
Employee Tenure and Age

The Company and its managers are aware that an employee's tenure with the Company affects various aspects of the Company's operations including the quality of its service and its aggregated knowledge. Employees' tenure is typically one of the Company's assets.



Employees by Tenure and Gender

Melison's employees are equally balanced across age groups.



Contractor Employees

In line with industry practice, Melisron employs approx. 1,100 people in security and janitorial jobs in its malls who are contractor employees. Melisron takes steps to ensure that their rights are protected by conducting regular reviews, as defined by law, and using the services of licensed third-party reviewers to ensure that their employment terms are fair. Melisron replaces contractors who fail to meet their statutory obligations to these employees.



Training and Development

Melisron developed a training program that includes lectures on various topics to support employees' continued learning and online training software designed specifically for the Company's needs. The program offers a broad range of courses, training sessions, and enrichment sessions for employees and managers, covering professional topics, and general knowledge to support employees' personal and professional development.

In addition to in-service training, Melisron also offers its employees regular training sessions to enhance employees' awareness and practices on corporate governance ethics, enforcement, and compliance. This information is also clearly posted in the Company's offices. The Company strictly complies with statutory requirements and procedures, including sexual harassment and abuse prevention.

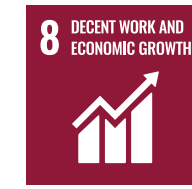


Safety

Human life is the supreme value and Melisron is committed to protecting human life. Within its business operations, Melisron is involved in multiple development, construction, and engineering projects that are executed through external contractors with a significant investment of financial and managerial resources to ensure safety in its construction sites, beyond various statutory requirements.

The Company adopted safety and work procedures based on accepted internal and external audit standards, and employs safety consultants to oversee both third-party contractors and internal safety issues. In addition to property monitoring, Melisron also monitors work accidents including near-miss events and conducts in-depth inquiries in order to prevent the recurrence of incidents in the future.

In its development activities, Melisron requires its contractors on its construction sites to meet technical requirements and procedures and the Company established a mandatory compliance framework for employee training, personal protective gear, excavation work, working in heat, working at height, cargo transportation, and other safety-related issues. In addition, prime contractors are required to sign off on a safety declaration, affirming careful compliance with safety requirements. Melisron's safety consultants oversee its construction sites and ongoing activities at the sites. They visit the sites at least once a week, conduct a safety review, and distribute review reports to the relevant functions in the Company.



Goal 8. Decent Work and Economic Growth

Target 8.8. Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

Melisron's contribution to the achievement of this goal and target:

Safety is a core value found in Melisron's activities and the Company carefully complies with and surpasses all statutory instructions and regulations.

Melisron invests extensive resources to oversee and monitor various aspects of safety in its operations, including development projects that are executed by third-party contractors.

All contractors are required to comply with stringent safety procedures on the construction sites, which include frequent employee training, proper gear, work practices, etc.



Charitable Donations and Volunteer Work

The Company makes charitable donations to numerous non-profit organizations and organizations in the field of education, research, culture, and health that deal mainly with children and youngsters. The Company has a procedure for classifying and approving funding requests to regulate the approval and reporting process. According to the Company's policy, the Company donates up to 0.5% of its net earnings each year.

In 2023, Melisron donated approx. NIS 2 million, of which approx. NIS 1.5 million was earmarked to IDF units and Gaza Envelope residents.

In its shopping centers, Melisron promotes fundraising and community service activities. Some campaigns are conducted across all Melisron's malls while other campaigns are local initiatives limited to a specific geographic area. These projects are collaborations between tenants, the local community, and social organizations and involve initiatives such as collecting clothes donations, computers for children in need, job fairs, fairs that donate a percentage of their sales to support various non-profit organizations and student scholarships, to name a few.





A Schoolbag For Every Child

There's nothing like starting off the year with a good deed! For the past several years towards the end of summer vacation, Melisron has organized a campaign in conjunction with "A Schoolbag for Every Child" to collect and distribute thousands of schoolbags for children in need. During the campaign, colorfully designed stations are set up in Melisron's malls, inviting the public to donate new or used schoolbags.



One In Nine

Stronger Women

Melisron supports an annual campaign in October, Breast Cancer Awareness Month, in conjunction with One In Nine and Israeli jewelry designer Etti Kobo. All proceeds from the sale of the jewelry in Melisron's malls are donated to One In Nine, an Israeli non-profit organization that raises public awareness of breast cancer and promotes breast health in Israel.



Melisron during the Iron Swords War

The State of Israel has found itself in one of its most difficult periods since its independence, yet the Israeli public's compassion, generosity, solidarity, and social and national resilience shine through in these challenging times as people donate their time and efforts and work together as a united front. Melisron also participates in the efforts to support the residents and evacuees of southern and northern Israel and various IDF units through cash donations (through its Business Forum and other forums) and donations of products and services, valued at approx. NIS 1.5 million as of the publication date of this report.

In its malls, Melisron launched a Blue-White November campaign to encourage mall patrons to financially support Israeli businesses by purchasing goods and services from them. Melisron also allows businesses from southern and northern Israel to set up stands and sell their agricultural produce in the malls. The Company also sets up food collection stations at the entrances to supermarkets, drug stores, and book stores in its malls.

Melisron encourages its employees to take days off at the Company's expense to volunteer, for example at the Brothers in Arms' Civilian Emergency HQ at the Tel Aviv Expo, the DF Widows and Orphans Organization, Pitchon Lev (organizing food parcel donations), and Kfar Maccabiah (which turned into a small village to accommodate evacuees from Sderot and the surrounding area).



Corporate Governance at Melisron



Good governance and transparency for its investors are of the highest importance for the Company and important components of its organizational culture. Melisron's high standards of performance in these fields permeate all aspects of its operations and initiatives. Some of the Company's initiatives in this area are described below.

Several years ago, Melisron drafted a policy on its board composition and defined an orderly process to identify new external directors in order to maintain and enhance the effectiveness of the board's work and increase its transparency and stakeholders' trust. Approximately two years ago, Melisron replaced its auditing accounting firm after more than 30 years, and appointed a new auditor accountant in order to refresh the ranks, increase the efficiency, and ensure that high standards of the auditing procedures are maintained.

Melisron proactively developed a delineation plan to segregate Melisron's operations and the business

activities of Ms. Liora Ofer, who serves as the chair of the Board of Directors and holds a 100% stake in Ofer Investments (and is the Company's controlling shareholder).

The Company also updated its code of conduct for employees, based on the ethical principles to which Melisron is committed and which the Company believes are important to maintain as a business organization.

The Board of Directors and Board Committees

Melisron's Board of Directors currently has

9 directors

Of whom **55%** are classified as independent directors.

The independent directors include

**2 external directors and
2 independent directors**

The directors represent a broad range of

**areas of expertise,
levels of experience,
and background**

in the Company's business segments.

Board composition:

44% women

Directors' average tenure:

3.8 years

Directors' average age:

61.

Composition of the Board of Directors

The members of Melisron's Board of Directors are highly experienced professionals with a wealth of managerial experience in finance and corporate governance and specific experience in the Company's business segments. The Board plays a key role in developing the Company's strategy, and directors oversee its implementation to ensure that Melisron maintains its leadership position and continues to grow its business.

To ensure a high standard of corporate governance, in May 2018 Melisron adopted a specific policy on the composition of its Board and the appointment process for external Board members. The policy included the establishment of an Appointments Committee comprising 4 Board members and a majority of independent directors, responsible for identifying and recommend potential directors. Since the Committee was established, the procedure has been implemented several times to identify candidates for the position of external director.



Liora Ofer
Chair of the Board of Directors



Smadar Barber-Tzadik
Director



Roe Azar
Director



Yitzhak Nudri Zizov
Director



Yehoshua (Shouki) Oren
Independent Director



Dorit Salinger
Independent Director



Rinat Gazit
External Director



Shlomo Zohar
External Director



Peer Nadir
External Director

Melisron's Senior Management

Melisron's management comprises highly experienced corporate officers who are aware of the importance of implementing precise organization-wide processes in all areas of the Company's operations. Members of management are carefully selected to ensure that they are capable of meeting the highest standard of professionalism and responsibility to which Melisron aspires.

With the understanding that information flows and transparency are key to success, Melisron's management supports regular forum meetings and open communications between all functions and departments. All projects, decisions, and initiatives are carefully planned and scheduled after an in-depth analysis of potential consequences and implications. Melisron's commitment to excellence leads to the development of continuity, innovation, and high standards in all dimensions of the Company's operations.

Our commitment to transparency and corporate responsibility includes emphasis on effective internal and external communications that clarify its goals and values and strengthen trust in the Company.



Ophir Sarid
CEO



Shai Weinberg
Deputy CEO, CEO of
Real Estate and Office
Property Development



Oren Hillinger
CFO



Omer Ogolnik
Chief Retail and Head
of Mall Operations



Ami Hayut
Chief Engineering



Guy Kasher
Chief Legal Counsel



Itay Banyan
Chief Business
Development and
Innovation



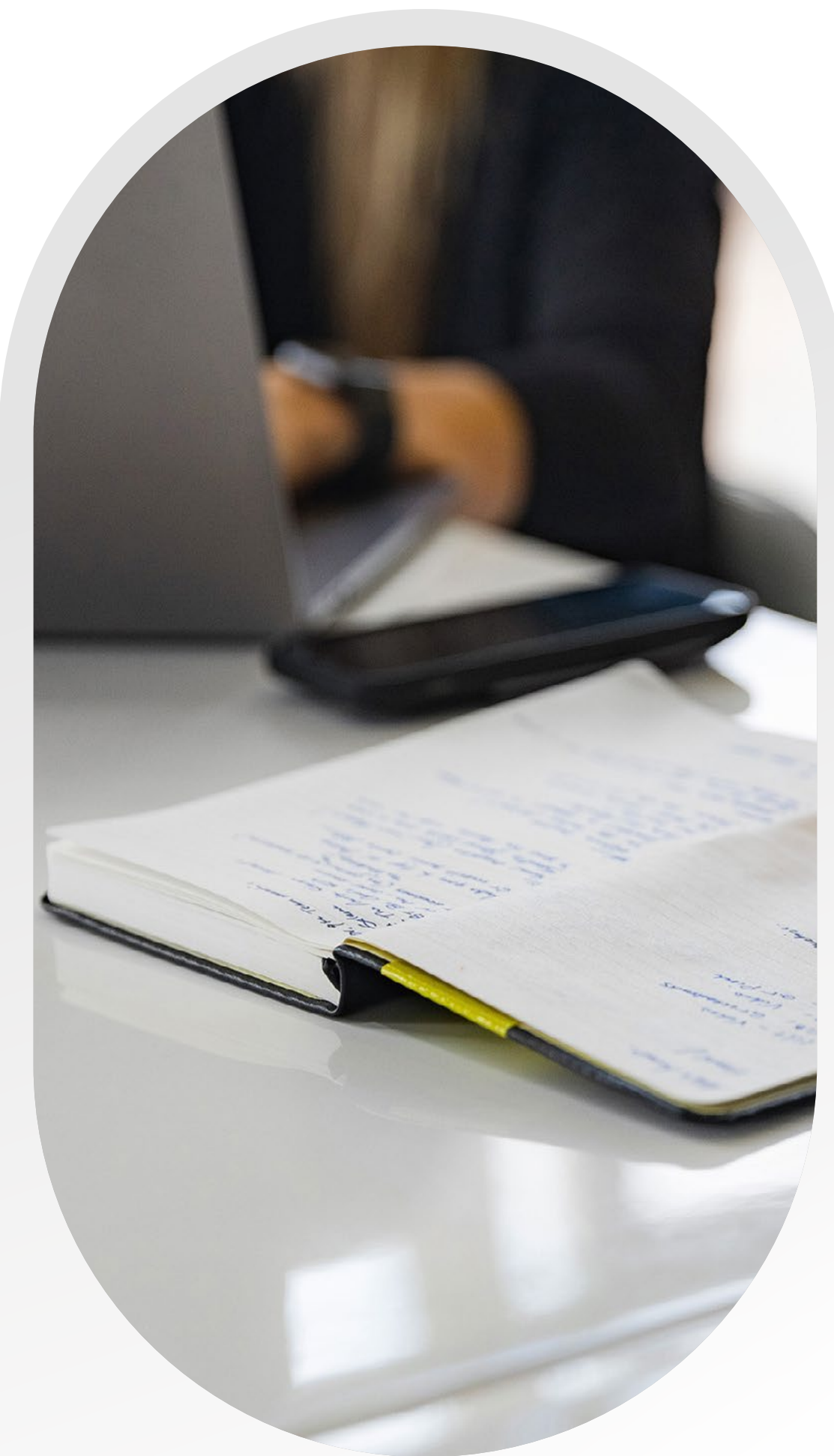
**Inbal Zackai-
Horev**
Chief of Staff and
Company Secretary

Internal Enforcement Plan

Melisron invests in building corporate governance controls and careful attention to ensure transparency and reporting beyond the letter of the law. The Company conducts itself responsibly while maintaining high standards of corporate governance and accepted ethical principles.

Melisron adopted and implements an internal securities enforcement plan,

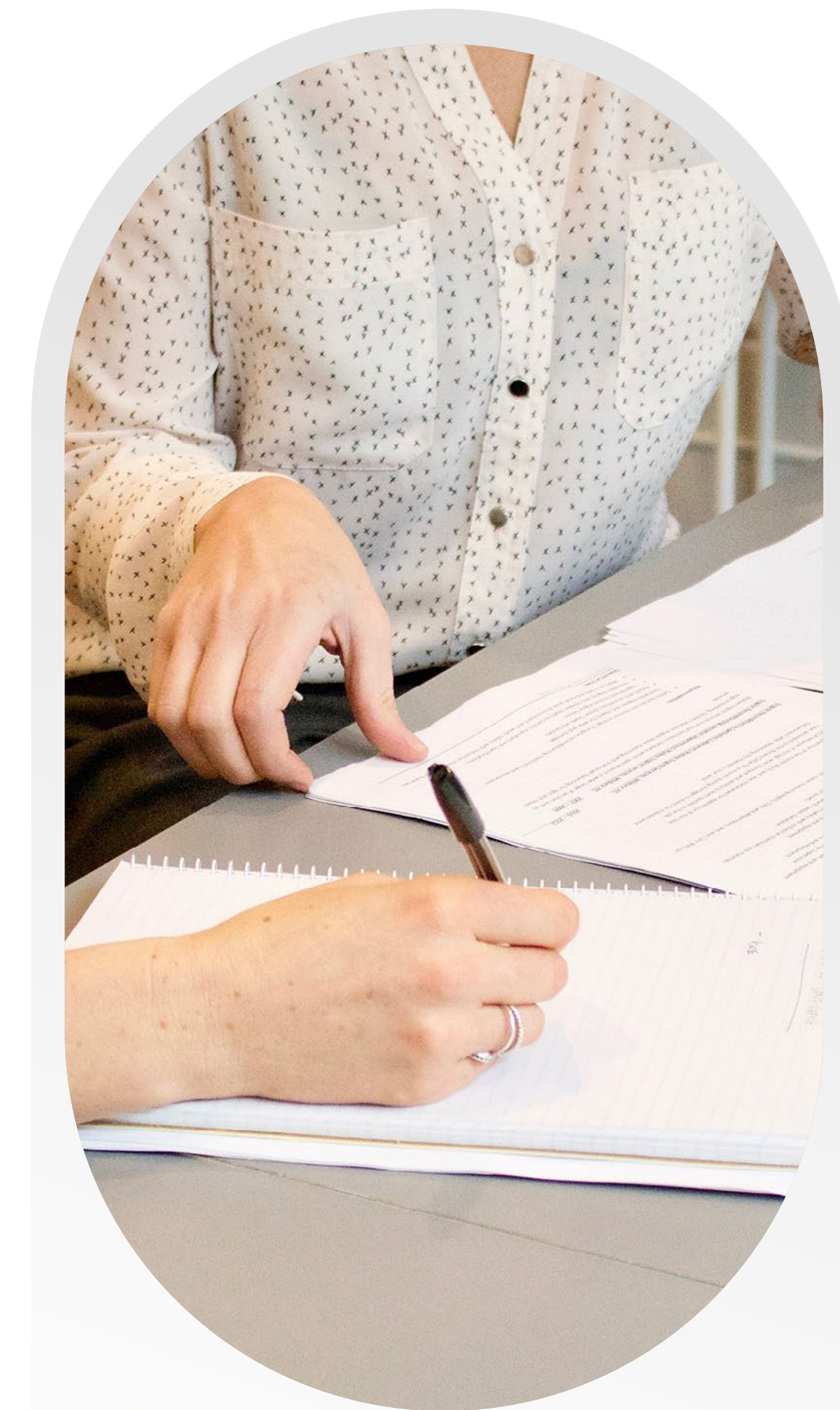
which clarifies procedures that help the Company ensure compliance with securities laws and regulations. The enforcement plan also defines how the Company oversees the plan's implementation and the actions it should take to ensure compliance by its external service providers as necessary. Melisron appointed an internal enforcement officer who is responsible for these controls, their integration, and reporting to the Board of Directors.



Prevention of Conflicts of Interest

Melisron carefully follows all applicable laws and regulations concerning conflicts of interest, including conflicts of interest involving its Board members. The Company's rules prohibit directors from participating in activities that create or may create a conflict of interest. The Company's rules require directors to disclose to the Company in advance their involvement in agreements that may create a conflict of interest, and establish the procedure for determining the relevance of those agreements to the Company.

In addition to the directors' obligations to disclose any potential conflict of interest, the Company examines the potential conflicts of interest of each director upon their appointment and periodically surveys the Company's officers to identify and disclose potential conflicts of interest.



Information Security and Cyber Defense Risks

Information risks and information security are the one of the most important risks that business firms currently face. Melisron appointed a Chief Information Security Officer (CISO) to manage and mitigate these risks. The Company invests extensive resources to prevent damage to its information security systems and the confidentiality of the information they contain. According to the Company's analysis, the Company's cyber risks have a moderate impact on the Company, and the Company continuously takes action to deal with and mitigate the risks that it faces.

In order to identify gaps in its procedures and processes, information security and privacy management is conducted on several levels: risk mapping, risk management and mitigation, and penetration testing controls. Melisron has information security policies and procedures in place, and its infrastructure is adequate for the nature and scope of its operations.

Melisron's strategy is to respond to security breach incidents by protecting its employees, customers, and assets; assessing the financial and operational implications of the incident; ensuring rapid recovery and resumption of operations; and protecting the Company's books of accounts and records.



Ethics

Melisron developed a code of ethics that sets down the fundamental principles, clear rules of conduct, and values that guide its ongoing work with internal and external stakeholders. Melisron is committed to the principles of ethical conduct specified in its code of ethics and considers these principles to be an important condition for the Company's existence as a business organization.

These principles are based on Melisron's heritage and fundamental values. The code of ethics appears on the Company's website, was communicated to the Company's employees in various ways including employee training sessions.



Reporting Methodology and Content Index

GRI + SASB

GRI Standards Index

Standard	Disclosure	Response
GR2 General Disclosures	Disclosures 2-1 Organizational details	Melisron website
	Disclosure 2-2 Entities included in the organization's sustainability reporting	ESG Report – p. 5
	Disclosure 2-3 Reporting period, frequency, and contact point	ESG Report – p. 5
	Disclosure 2-4 Restatements of information	-
	Disclosure 2-5 External assurance	-
	Disclosure 2-6 Activities, value chain, and other business relationships	ESG Report – pp. 5, 7, 11
	Disclosure 2-7 Employees	ESG Report – pp. 28, 30
	Disclosure 2-8 Workers who are not employees	ESG Report – p. 31
	Disclosure 2-9 Governance structure and composition	ESG Report – pp. 37–39; Melisron website ; 2023 Annual Report pp. 243– 255 (Regulation 26)
	Disclosure 2-10 Nomination and selection of the highest governance body	ESG Report – p. 38 (Composition of the Board)
	Disclosure 2-11 Chair of the highest governance body	ESG Report – p. 38; 2023 Annual Report p. 243 (Regulation 26)
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	ESG Report – p. 36
	Disclosure 2-13 Delegation of responsibility for managing impacts	ESG Report – p. 5
	Disclosure 2-14 Role of the highest governance body in sustainability reporting	ESG Report – pp. 17–19
	Disclosure 2-15 Conflicts of interest	ESG Report – p. 40
	Disclosure 2-16 Communication of critical concerns	ESG Report – p. 16
	Disclosure 2-17 Collective knowledge of the highest governance body	ESG Report – pp. 37–38; 2023 Annual Report pp. 243– 251 (Regulation 26)
	Disclosure 2-18 Evaluation of performance of the highest governance body	ESG Report – pp. 37–38; 2023 Annual Report pp. 243– 251 (Regulation 26)
	Disclosure 2-19 Remuneration policies	2023 Annual Report p. 72 and Chapter D Regulation 21 (p. 7)
	Disclosure 2-20 Process to determine remuneration	
	Disclosure 2-21 Annual total compensation ratio	

Standard	Disclosure	Response
GR2 General Disclosures	Disclosure 2-22 Statement on sustainability development strategy	ESG Report – p. 4, 11, 13
	Disclosure 2-23 Policy commitments	ESG Report – p. 11, 13–15
	Disclosure 2-24 Embedding policy commitments	
	Disclosure 2-25 Processes to remediate negative impacts	
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	ESG Report – p. 40, 42
	Disclosure 2-27 Compliance with laws and regulations	ESG Report – p. 24, 40
	Disclosure 2-28 Membership associations	-
	Disclosure 2-29 Approach to stakeholder engagement	ESG Report – p. 16; Melisron website
	Disclosure 2-30 Collective bargaining agreements	-

GRI Standards Index

Standard	Disclosure	Response
GR3 Material Topics	Disclosures 3-1 Process to determine material topics	עמוד 5 ו-14 ESG דוח
	Disclosure 3-2 List of material topics	
	Disclosure 3-3 Management of material topics	
GR3 Material Topics	Disclosure 3-3 Management of material topics	GR3 Material Topics
2023 Annual Report	201-1 Direct economic value generated and distributed	
	201-2 Financial implications and other risks and opportunities due to climate change	ESG Report p. 11 (Strategy Plan)
GR3 Material Topics	Disclosure 3-3 Management of material topics	2022 Equal Wages Report
GR 202: Market presence	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	
GR3 Material Topics	Disclosure 3-3 Management of material topics	ESG Report pp. 33– 35
GRI 203 Indirect economic impacts	203-1 Infrastructure investments and services supported	
	203-2 Significant indirect economic impacts	
GR3 Material Topics	Disclosure 3-3 Management of material topics	ESG Report p. 40, 42, 31 Code of Ethics
GRI 205: מניעת שחיתות	205-1 Operations assessed for risks related to corruption	
	205-2 Communication and training about anti-corruption policies and procedures	
	205-3 Confirmed incidents of corruption and actions taken	
GR3 Material Topics	Disclosure 3-3 Management of material topics	ESG Report pp. 21– 22
GRI 302: Energy	302-1 Energy consumption within the organization	
	302-2 Energy consumption outside the organization	
	302-3 Energy intensity	
	302-4 Reduction of energy consumption	
	302-5 Reductions in energy requirements of products and services	

Standard	Disclosure	Response
GR3 Material	Disclosure 3-3 Management of material topics	ESG Report p. 23
GRI 303 Water and Effluents	303-1 Interactions with water as a shared resource	
	303-2 Management of water discharge-related impacts	
	303-3 Water withdrawal	
	303-5 Water consumption	
GR3 Material Topics	Disclosure 3-3 Management of material topics	ESG Report pp. 18– 20
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	
	305-2 Indirect (Scope 2) GHG emissions	
	305-3 Other indirect (Scope 3) GHG emissions	
	302-4 Reduction of energy consumption	
	305-5 Reduction of GHG emissions	
GR3 Material Topics	Disclosure 3-3 Management of material topics	ESG Report p. 19
GRI 308: Supplier Environmental Assessment	308-1 New suppliers that were screened using environmental criteria	
	308-2 Negative environmental impacts in the supply chain and actions taken	

GRI Standards Index

Standard	Disclosure	Response
GRI 3: Material Topics	Disclosure 3-3 Management of material topics	ESG Report – p. 28, 30; 2023 Annual Report – pp. 71–73 (Human Capital)
GRI 401: Employees	Disclosure 401-1 New employee hires and employee turnover	
GRI 3: Material Topics	Disclosure 3-3 Management of material topics	ESG Report – pp. 31–32
GRI 403: Occupational Health and Safety	Disclosure 403-1 Occupational health and safety management system	
	Disclosure 403-2 Hazard identification, risk assessment, and incident investigation	
	Disclosure 403-3 Occupational health services	
	Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	
	Disclosure 403-5 Worker training on occupational health and safety	
GRI 3: Material Topics	Disclosure 3-3 Management of material topics	ESG Report – p. 31
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	
GRI 3: Material Topics	Disclosure 3-3 Management of material topics	ESG Report – p. 29; 2022 Equal Wage Report
GRI 405: Diversity and Equal Opportunity	Disclosure 405-1 Diversity of governance bodies and employees	
	Disclosure 405-2 Ratio of basic salary and remuneration	
GRI 3: Material Topics	Disclosure 3-3 Management of material topics	ESG Report – pp. 33–35
GRI 413: Local Communities	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	

Sustainability Accounting Standards Board (SASB) Index

Standard	Accounting Metric	Code	Response
Energy Management	Energy consumption data coverage as a percentage of total floor area, by property subsector	IF-RE-130a.1	ESG Report – p. 7, 21
	Total energy consumed by portfolio area with data, coverage percentage grid electricity, and percentage renewable, by property subsector	IF-RE-130a.2	ESG Report – p. 7, 21, 22
	Like-for-like percentage change in energy consumption for the portfolio area with data coverage, by property subsector	IF-RE-130a.3	
	Percentage of eligible portfolio that has an energy rating and is certified to ENERGY STAR, by property subsector	IF-RE-130a.4	Not relevant
	Description of how building energy management considerations are integrated into property investment analysis strategy and operational	IF-RE-130a.5	ESG Report – p. 11, 17– 19, 22
Water Management	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 subsector	IF-RE-140a.1	-
	Total water withdrawn by portfolio area with data coverage and percentage in regions with High or Extremely High Baseline Water Stress, by property subsector	IF-RE-140a.2	ESG Report – p. 7, 23
	Like-for-like percentage change in water withdrawn for portfolio area with data coverage, by property subsector	IF-RE-140a.3	ESG Report – p. 23
	Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-RE-140a.4	
Management of Tenant Sustainability Impacts	Percentage of new leases that contain a cost recovery clause for resource efficiency-related capital improvements and (2) associated leased floor area, by property subsector	IF-RE-410a.1	ESG Report – p. 18, 22
	Percentage of tenants that are separately metered or submetered for grid electricity consumption and water withdrawals, by property subsector	IF-RE-410a.2	ESG Report – p. 7 (Overview of Melisron)
	Discussion of approach to measuring, incentivizing, and improving sustainability impacts of tenants	IF-RE-410a.3	ESG Report – p. 13
Climate Change Adaptation	Area of properties located in 100-year flood zones, by property subsector	IF-RE-450a.1	Not relevant
	Description of climate change risk exposure analysis, degree of systematic portfolio exposure, and strategies for mitigating risks	IF-RE-450a.2	ESG Report – p. 13, 17– 19
Melisron Metrics Activity	Number of assets, by property subsector	IF-RE-000.A	ESG Report – p. 7; Melisron website
	Leasable floor area, by property subsector	IF-RE-000.B	
	Percentage of indirectly managed assets, by property subsector	IF-RE-000.C	Not relevant
	Average occupancy rate, by property subsector	IF-RE-000.D	Capital Market 2023 Presentation – p. 3, 7



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ESG REPORT

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